

## A Comparative Study of Job Satisfaction of Physical Education Teachers between Government and Private Schools

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### Abstract:

*Job satisfaction is one of the most widely discussed issue in organizational behaviour and Human Resource Management and organizational management. In present study the researcher investigated the present level and compares the job satisfaction among the private and govt. school physical education teachers. In this research, 40 Govt. and 40 Private school Physical Education Teachers (TGT grade), 80 in total, working in different govt. & private schools of CBSE & UP Board from Pratapgarh & Allahabad of Uttar Pradesh were examined. To achieve the objectives of the study, Job satisfaction scale (JSC) Inventory by Amar Singh and T.R. Sharma (1999) was used as test scale for the collection of data. Independent sample t-test and descriptive statistics has been used in this study to analyze the job satisfaction level among Govt. & Private school teachers using SPSS Version 16. The mean score of physical education teachers of govt. schools and private schools were 79.275 and 72.65. The calculated t-value was 3.517 which showed significant difference between the physical education teachers of govt. schools and private schools. The satisfaction level of govt. school physical education teachers was found to be higher than the private school physical education teachers.*

**Key words:** Job satisfaction, Physical Education Teachers, Govt. schools, Private schools, CBSE and UP Board.

## Introduction

Job satisfaction plays an important role in determining the quality of one's life. If one is satisfied with one's job, it will boost one's morale and one will always aspire to rise further in life. Job satisfaction not only improves quality of life but it also makes a person more confident & secure future. Job satisfaction is a very vital aspect for a healthy and clam work place when a person who is not satisfied with her work suffer from some difficulties and abnormality in her family, work and private life. **Hoppock (1935)** defined job satisfaction as any combination of psychological, physiological and environmental circumstances that cause a person truthfully to say I am satisfied with my job. Vroom in his definition on job satisfaction focuses on the role of the employee in the workplace. Thus he defines job satisfaction as affective orientations on the part of individuals toward work roles which they are presently occupying (**Vroom, 1964**). Job satisfaction is the key ingredient that leads to recognition, income, promotion, and the achievement of other goals that lead to a feeling of fulfillment (**Kaliski, 2007**).

Basically, job satisfaction is about liking your job and finding fulfillment in what you do. It combines an individual's feelings and emotions about their job and how their job affects their personal lives. There is no one definition that sums up job satisfaction but there are many theories on what contributes positively or negatively to those feelings. Today's man is facing, as never before, the crisis of existing and adjustment. To survive and overcome this present crisis, the need of the hour is grooming up a courageous, bold, physically, mentally, emotionally, socially and intellectually strong individual.

Job satisfaction refers to the satisfaction of a worker in his work. It is source of satisfaction of physical, economic, psychological and social needs of an individual in his work. It is evident that the man tries during the course of his living to get

the fulfilment of his desires and achievement in the various areas of his life activities **(Rao 1977)**. Job satisfaction is the positive orientation of an individual towards the work role, which he is presently occupying. It refers to an employee's general attitude towards the job **(Diwedi, 1975)**.

Today, teaching in Physical Education has become a demanding profession which requires exceptional skills. Physical education teachers have to play a very vital role and their work involves a number of duties such as planning, teaching, evaluative, administrative and various unclassified ones. A physical education teacher requires a greater variety of talents than any other teaching area. His responsibilities are diverse and the society looks up to him as a leader who can create and maintain general fitness of the sedentary people on one hand and help produce sports persons at grass root level, on the other. As a result, physical education teachers working in schools feel their workload heavier, strenuous and difficult too. Some of them feel that in proportion to the expectations of the society they are not given due place, recognition, autonomy, pay, working conditions, opportunities for growth and advancement and so on. All this leads to job dissatisfaction or low job satisfaction among teachers in general and physical education teachers in particular in many developing countries around the world **(Dinham and Scott, 1998; Scott et al, 2001, Van Den Berg, 2002)**.

### **Objective of the Study**

- To compare the degree of job satisfaction of physical education teachers between government and private schools.
- To find out the level of job satisfaction of physical education teachers of govt. and private schools.

## Methodology

### Selection of Subjects

For the purpose of present study 80 Physical Education Teachers (TGT Grade) of UP Board schools and CBSE Schools from Allahabad and Pratapgarh districts of Uttar Pradesh were selected randomly as the subjects for the study. The age of the subjects were ranging from 24 – 35 years.

**Table- 1: Details of the Subjects Distribution with regard to govt. school teachers and private school teachers**

Teacher	Schools	Number of Subjects
Physical Education Teachers (TGT)	Govt. schools	40
	Private schools	40

### Tool Used

The criterion measure chosen to test the hypothesis was the scores obtain in job-satisfaction scale (JSC) Inventory by Amar Singh and T.R. Sharma (1999).

### Administration of Test

The job-satisfaction questionnaire was distributed to teachers. To ensure maximum cooperation from the subjects the research scholar had a meeting with selected subjects. Subjects were oriented and explained regarding the purpose and the procedure of the questionnaire. Job-satisfaction scale has 30 items. Each items has five suitable options from which a respondent has to choose any one. The scale has both positive and negative items in which 06 items were negative and 24 were positive. The positive items carries weightage of 4,3,2,1 & 0 and the negative items carry weightage of 0,1,2,3 & 4. The total score gives a quick measure of satisfaction/dissatisfaction of a respondents towards the job. The following interpretation of scores denote the degree of satisfaction:-

Score	Degree of satisfaction
74 or above	Extremely satisfied
63-73	Very satisfied
56-62	Moderately satisfied
48-55	Not satisfied
47 or below	Extremely dissatisfied

## Statistical Method

Descriptive statistics were used to measure the level of job satisfaction. To compare the degree of job-satisfaction of physical education teacher between govt. and private school teachers Independent sample t-test were used. The level of significance was set at 0.05.

## Result and Findings of the Study

**Table -2: Descriptive statistics of physical education teachers of govt. and private schools in relation to job-satisfaction**

Content	Govt.	Private
N	40	40
Mean	79.2750	72.6500
Std. Error of Mean	1.36485	1.29820
Median	79.6667 <sup>a</sup>	72.8000 <sup>a</sup>
Mode	79.00	83.00
Std. Deviation	8.63204	8.21053
Variance	74.512	67.413
Skewness	-.140	-.479
Std. Error of Skewness	.374	.374
Kurtosis	-.362	.228
Std. Error of Kurtosis	.733	.733
Range	34.00	38.00
Minimum	61.00	49.00
Maximum	95.00	87.00
Sum	3171.00	2906.00

a. Calculated from grouped data.

Table- 2 shows the descriptive statistics job-satisfaction of physical education teachers of govt. and private schools.

**Table:3 Comparative analysis of physical education teachers of govt. and private schools in relation to job-satisfaction**

School	N	Mean	Std. deviation	Std. Error Mean	t – Value	p - Value
Govt.	40	79.275	8.63204	1.36485		
Private	40	72.650	8.21053	1.29820	3.517*	0.001

\*significant at 0.05 level, **t0.05 (78) = 1.99**

Table-3 reveals that there was significant difference found between govt. and private school physical education teachers in relation to job satisfaction as the calculated t-value (3.517) is found higher than the tabulated t-value (1.99) so the null hypothesis is rejected at 0.05 level of significance and p-value (0.001) was found less than criterion value of 0.05.

**Fig:1 graphical representation of mean scores of physical education teachers of govt. and private schools in relation to job-satisfaction**

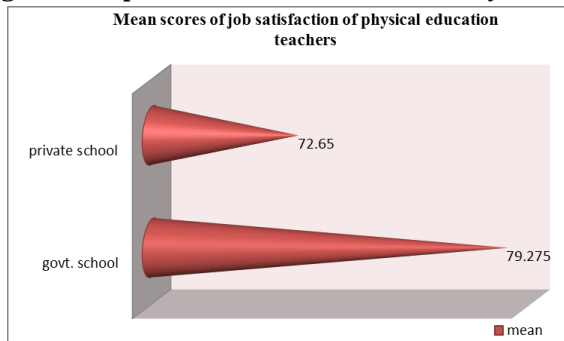


Fig. 1 shows that the mean score of job satisfaction of physical education teachers of govt. schools (79.275) and private schools (72.65).

## Discussion of Findings

Result of the study revealed that the significant difference was found between physical education teachers of govt. and private schools in relation to job satisfaction. The result shows that, the degree of govt. schools teachers of job satisfaction had more

than the private schools teachers. On the basis of norms of job satisfaction scale we can say that the physical education teachers of govt. school were fall in Extremely satisfied category because their mean value (79.275) is above the 74 and private school teachers were fall in Very satisfied category because their mean value (72.65) is between the 63-73.on the basis of norms and result we can say that the physical education teachers of govt. schools were more satisfied than private school teachers with their jobs.

## Conclusions

- On the basis of the findings it was found that the government school physical education teachers have significantly better satisfaction with their job than private school physical education teachers.
- On the basis of mean value of job satisfaction it was found that the government school physical education teachers were fall in the extremely satisfied category and private school physical education teachers were fall in Very satisfied category.

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