



ISSN: 2456-0057
IJPNE 2016; 1(1): 142-145
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www.journalofsports.com
Received: 18-03-2016
Accepted: 06-09-2016

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Comparative study of job satisfaction teachers of Jammu & Kashmir and Punjab state of India

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Abstract

Introduction: Comparative study of job satisfaction teachers of Jammu & Kashmir and Punjab The study was done on secondary school physical education teachers to know how much they are satisfied with their job.

Method: 150 male teachers were selected out of 502 government and non- government schools randomly from terrorist affected districts of Jammu & Kashmir state, i.e. from the districts of (Anatnag, Baramulla, Budgam, Doda, Kupwara, Poonch, Pulwama, Rajaouri, Srinagar), and to get a group of Counterparts with which variables could be compared. 150 physical education teachers were selected out of 2230 secondary school from the districts of Punjab State. To assess Job satisfaction Sharma and Singh job satisfaction scale was used. The data was collected and recorded, t test were used to find the significance.

Result: The mean score of J and K state Teachers is 66.2 (SD =10.6) and that of Punjab state teachers is 76.6 (SD = 11.3). The value of $t (= 8.13)$ with $df = 298$ is significant at .01 level of confidence showsthat Punjab state teachers were extremely satisfied with their job as compare to J&K teachersit signifies that the teachers from Punjab has an edge over the J & K State teachers.

Keywords: Physical education teacher, Kashmir, Punjab, job satisfaction, terrorism

Introduction

Job satisfaction is in regard to one's feelings or state of mind regarding the nature of their work. Job satisfaction can be influenced by a variety of factors, e.g. the quality of one's relationship with their supervisor, the quality of the physical environment in which they work, degree of fulfillment in their

work, etc. Teacher's satisfaction and retention have always been important issues. After all, high levels of staff turnover can affect teacher's bottom line, as temporary recruitment and retaining take their toll. But few practices have made job satisfaction a top priority, perhaps because they have failed to understand the significant opportunity that lies in front of them.

Job satisfaction describes how content an individual will do his or her job. It is a relatively recent form since in previous centuries the jobs available to the particular person were often predetermined by the occupation of that person's parent. There are a variety of factors that can influence a person's level of job satisfaction, some of these factors include the level of pay and benefits, the perceived fairness of the promotion system. Job satisfaction is not the same as motivation, although it is clearly linked. Job design aims to enhance job satisfaction and performance, methods, include job rotation, job enlargement and job enrichment. Other influences on satisfaction include the management style and culture, employee involvement, empowerment and autonomous work groups. Job satisfaction is a very important attribute which is frequently measured by organization. The most common way of measurement is the uses of rating scales where teachers report their reactions to their jobs.

Teachers' Role in Physical Education

The teacher has always hold a respectful position in the educational world and has an influential place in the education of the child. Teachers' role in society in general and in education in particular has been changing with time, but the importance of his position is the same. The expectations from him may differ from time to time, but the teacher as an honorable man remains unefaced. Teacher plays an important role in shaping and moulding the habits, manners and good character of the children.

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In addition, needs satisfaction and motivation to work are very essential in the lives of teachers because they form the fundamental reason for working in life while almost every teacher works in order to satisfy his or her needs in life, he or she constantly agitates for needs satisfaction. Job satisfaction in this context is the ability of the teaching job to meet teacher's needs and improve their teaching performance.

Physical Education refers to the process of education that concerns activities which develop and maintain the human body. It conveys the idea of achieving the objectives of education through physical activities. Physical education as "An integral part of total education process and has as its aim the development of physically, mentally, emotionally and socially fit citizens through the medium of physical activities. Physical education teachers are playing a very vital role and their work can be divided into five different categories of duties namely, 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 in the machine age. Physical education teacher is a link between mind & body, as he has to deal with the both aspects, may be in class situation or field situation. (Tewari A.K 2000) [12]. With the realization in the contemporary society. The role of physical education is so predominant that it has become a part of the educational curriculum at primary, secondary and higher stages of education in almost all countries developed, developing and even under-developed.

Job satisfaction is a combination of psychological, physiological and environmental (Lavingia 1974) [5] circumstances that causes a person truthfully to say, "I am satisfied with my job." Job satisfaction refers to an overall effective orientation on the part of individuals towards work roles which they are presently occupying. Herzberg (1968) and Griggallums (1971) McCormick (1974) Singh (1985) [8] Kaur (1999) Jammu and Kashmir State to which the investigator belongs has been in the grip of gruesome, bloody and prolonged terrorism for over last two decades. Life faces danger every moment, no one is safe, death and destruction threaten every human being, even animals and non-living matter face annihilation. Fire, arson, blasts and bullets, shrieks and cries, grief and killings go unabated. Terrorism also effect on education system specially on the potential /capability of teacher because these qualities get's suppressed under the influence of terrorism, when the inner instinct is hurt teacher don't get satisfied with his job. This study is to know in that worst condition is teacher were satisfied with their job? Is they are exploring their ability.

Materials and methods

150 male physical education teachers were selected out of 502 government and non-government schools randomly from 9 districts of Jammu & Kashmir state, i.e. from the districts of (Anatnag, Baramulla, Budgam, Doda, Kupwara, Poonch, Pulwama, Rajauri, Srinagar), and to get a group of Counterparts with which variables could be compared. 150 physical education teachers were selected out of 2230 secondary school from the districts of Punjab State. Data were

collected from different Government/private Secondary Schools and from rural and urban Secondary schools of both the States. The data so collected were recorded in tabular form for statistical analysis according to the objectives of the investigation and conclusions.

Objective of study

- To find the level of job satisfaction of physical education teachers of Jammu Kashmir teacher.
- To find the level of job satisfaction of physical education teachers of Punjab teacher

Tools used.

To measure the level of job satisfaction of physical education teachers Sharma and Singh (1985) [7] job satisfaction scale has been employed. The level of job-satisfaction was measured in two types of areas - Job-intrinsic (factors lying in the job itself) and job-extrinsic (factors lying outside the job). Job-intrinsic area was further conceptualised as Job-concrete (say: excursions, working conditions etc.); and Job-abstract area as consisting of three components viz.: psycho-social aspects, financial aspects and community nation growth aspect. The scale has both positive and negative statements. The total scores give a measure of satisfaction/dissatisfaction of a worker towards his job is given in the table.1.

Table 1: Job satisfaction level

Scores	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 Treatment

"T" test was applied to determine the significance of difference and direction of difference in mean scores of variables between physical education teacher of Punjab and Jammu Kashmir states. The level of significance was set at 0.05.

Result

Table 1: Mean, Standard Deviation and t value of Physical Education Teacher of Jammu & Kashmir and Punjab states on job satisfaction

S. No.	Group	N	Mean	S.D	't'	Df	Significance
1.	Jammu Kashmir	150	66.2	10.6	8.13	298	.01
2.	Punjab group	150	76.6	11.3			

*Significant at 0.01, table value=1.96 (df=298)

The mean score on job-satisfaction of physical education teachers working in Punjab standing at 76.6 (SD = 1.3) is nearly 10 points higher than 66.2 (SD = 10.6) of physical teachers of Jammu & Kashmir State. There may be many factors causing this difference but persisting and long time terrorism seems to be the foremost reason. Statistically speaking the 't' of 8.13, (df = 298) is significant at .01 level.

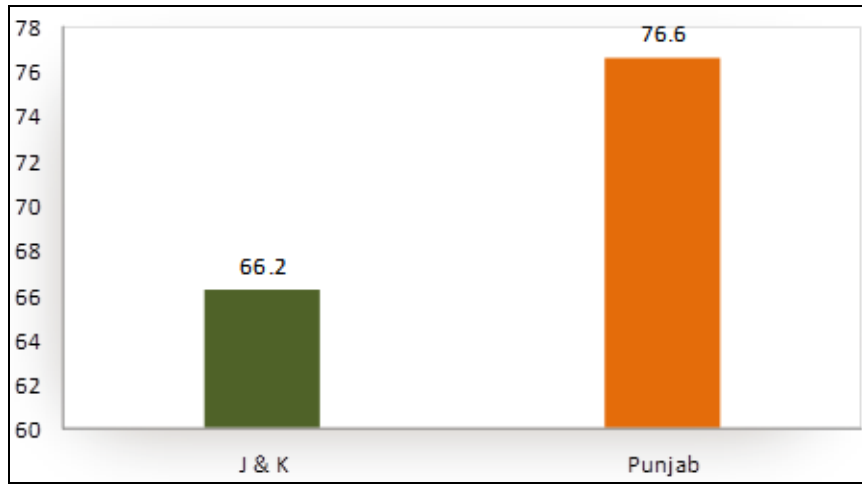


Fig 1: Graphical presentation mean score of physical education teacher of Jammu Kashmir and Punjab states

Table 2: Mean, Standard Deviation and t value of Physical Education Teacher of Jammu & Kashmir and other categories of professional of Punjab

S. No.	Category	N	Mean	S.D
1	J& K School physical education teacher	150	63.79	10.7
2	Punjab School physical education teacher	100	76.10	9.25
3	Punjab Engineer	80	60.45	12.5
4	Punjab Doctor	80	57.80	16.3
5	Punjab Advocate	80	60.73	20.9
6	College lecture general	80	66.58	19.2
7	Punjab College physical education teacher	100	88.55	11.81

When job satisfaction is compared with other professional of Punjab it was found (Table 3) that job satisfactions of J&K physical education school teachers is (63.79) higher than Punjab engineers (60.45), doctors (57.80) but very lower than

Punjab college physical education teacher (88.55). Ajmer Singh 1984, Gurvinder Singh 1991. Found the similar result, this is due to type of work and pay grades.

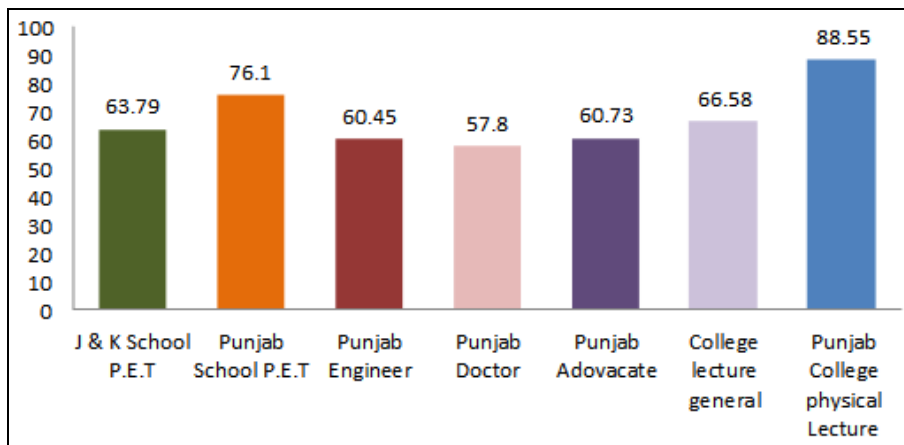


Fig 2: Graphical presentation mean score of physical education teacher of Jammu Kashmir and other professional of Punjab states

Findings

The mean score on Job-satisfaction of physical education teachers working in Punjab standing at 76.6 (SD = 11.3) is nearly 10 points higher than 66.2 (SD = 10.6) of physical education teachers of J & K state. There may be many factors causing this difference, but terrorism seems to be the foremost reason. Statistically speaking ‘t’ of the value of 8.13 (df = 298) is significant at .01 level of confidence.

The physical education teachers of J & K state have low level of job satisfaction stands refuted. The study reveals that the teachers are very satisfied with their job. However, in comparison with their counterparts in Punjab they are far below in the level of job satisfaction. Punjab state physical education teachers are categorised as an extremely satisfied group whereas J & K teachers stand categorised as very

satisfied which is one step lower in the hierarchy. However, whereas Punjab State teachers are categorized extremely satisfied with their jobs, the physical education teachers of J & K State are in very satisfied category. Presumably they have learnt to put up with bad circumstances. Job satisfaction increases with increase in occupational stress. Zigrang (2000) [11], Brunetti (2001) [1], Teachers who were teaching in government schools also showed greater job satisfaction than teachers teaching in private schools. Female teachers enjoyed greater job satisfaction than their male counterparts. More experienced teachers were found to be highly satisfied with their jobs as compared to teachers with lesser experience. Noll (2004) [6] examined the job satisfaction and factors which effected job satisfaction of teachers. It was found out from the study that school culture, teacher’s relationship with

administration, working conditions and motivation were the factors which had a significant relationship with job satisfaction among school teachers.

Discussion

In the light of these norms, it is very clear that physical education teachers as a joint group belonging to both the states namely Punjab and J & K can be categorised as very satisfied group because the mean score of the combined group is 71.4 with an SD = 12.1.

Now if the scores of the teachers belonging to J & K State are seen as a separate group the mean score stands at 66.2 which gives them the category of very satisfied with the job. Although no causes were studied for their being very satisfied scientifically, however, during informal interviews with teachers it was found that government employees in J & K state were much better off as compared with non – government employees because they were getting good salaries and that too regularly and being a terror affected state physical teachers were usually free and did not attend to games and sports tournaments /sports festival. Even they were advised by higher authority not to take students out of school due to life risk. This may be the cause of their satisfaction. Moreover they were provided protection in the school as well as in their homes.

When the scores of physical education teachers of J & K state and those of Punjab state are compared one finds a vast difference between the means of the two groups. The mean score of J and K state Teachers is 66.2 (SD =10.6) and that of Punjab state teachers is 76.6 (SD = 11.3). The value of t (= 8.13) with $df = 298$ is significant at .01 level of confidence.

When job satisfaction is compared with other professional of Punjab it was found that job satisfactions of J&K physical education school teachers is (63.79) higher than Punjab engineers(60.45), doctors (57.80) but very lower than Punjab college physical education teacher(88.55). This was due to type of work because doctor and engineer are having more stress as compare to teachers. Salaries grades of college teachers were high, so they were more satisfied when compare to school teacher. It was calculated that Physical education school teacher were having almost same salary grade.

Conclusion

- It is concluded that significant difference were found between physical education Teachers of Punjab and Jammu Kashmir state.

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