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## A comparative study of job satisfaction of male and female teachers

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### Abstract

The study was entitled “a comparative study of job satisfaction of male & female teachers”. A total number of 50 male physical education teachers (25 teacher of 25-40 years & 25 teachers of 41 to 55 years) are evaluated for the study by having a questionnaire schedule including closed-ended questions. To evaluate the job satisfaction level was calculated through the standardized tools of status of job satisfaction: Teachers job satisfaction questionnaire (TJSQ-NAA) by Dr. (Mrs) Nasrin & Dr. (Mrs) Afsananees was applied. To examine the theory of the study illustrative statistics like mean and standard variation & t ratio were used. It concludes the more difference of job satisfaction level among male physical education teachers of Punjab. The level of significance set at 0.05 levels.

**Keywords:** job satisfaction, male and female teachers

### Introduction

#### Job Satisfaction

Job satisfaction is also a progressive indicator in professional developmental tasks. It is most important that the employees feel a sense of satisfaction & relaxation with their job/work or else it might lead to frustration, anger and in some cases even depression. Perceived satisfaction on the job is reflected by the needs of sense of fulfillment and expectation for the job to be interesting, challenging and personally satisfying.

There are many investigator/researches on job profile, and the findings are often valued for both humanistic and economic benefits. When employees are satisfied, they tend to care more about the quality of their work, they are more committed to the organization & administration, they have higher retention rates, and they are generally more productive. The present times are very competitive and hence there is a lot of pressure for each organization to be the best for this reason, organizations now demand for the better job outcomes. In fact, modern times have been called as the "age of anxiety and stress". This pressure to perform at their best at all times creates a lot of stress to the employees, known as job stress. Job stress can reduce productivity, increase mistakes and accidents at work, encourage absenteeism, lower morale, increase conflict with others and cause physical and emotional problems. High levels of work stress are associated with low levels of job satisfaction. A low level of job satisfaction ultimately leads to poor life satisfaction. (Kaliata winter H.L 2005)<sup>[3]</sup>.

#### Method and Technique

The descriptive study was designed to find out the level of job satisfaction in male physical education teachers of Punjab. The 50 male physical education teachers (25 teacher of 25-40 years & 25 teachers of 41 to 55 years) were selected through random sampling method for this study. The data was collect through the standardized tools of socio-economic status: Teachers job satisfaction questionnaire (TJSQ-NAA) by Dr. (Mrs) Nasrin & Dr. (Mrs) Afsananees was applied. The t ratio was used for significance of this study. After that the difference in job satisfaction level was presented in following table & graph.

**Statistical Analysis**

**Table 1:** ‘t’ Ratio in Level of Job Satisfaction in Physical Education Teacher

S/No	Category	Mean	S.D	Mean difference	S.E	‘t’ ratio
1	25-40 Year	65.59	5.1	1.48	1.44	1.02
2	41-55 Year	64.11	5.4			

Level of Significance 0.05 Tabulated value at (48df) =2.00

According to Table 1 statistically represent that the Mean and Standard Deviation with regard to male physical teacher of is 65.59 and 64.11 of, where as in case of S.D. of male teachers is 5.1 and 5.4. The calculated t-value (1.02) which is not more than the tabulated’ value (2.00) at 0.05 levels.

So, it indicates that there is no significant difference between male physical education teachers of Punjab.

**Conclusion**

After the used of suitable statistical analysis (t ratio) it can be concluded that the male physical education teachers of 25-40 years have more satisfied are compare to physical education teachers of 41-55 years in Punjab.

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