

Comparative study of job satisfaction and quality of life between government and private physical education teachers of Jammu

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DOI: <https://doi.org/10.66856/ijyppe.2024.9.4.11061>

Abstract

The aim of this study was to find out the difference in job satisfaction and quality of life variables between government and private male physical education teachers of Jammu. Fifty male physical education teachers (25 government + 25 private) were selected from Jammu for this study. The age of the subjects was ranged between 30 to 40 years. Selected variables: job satisfaction was measured with Job Satisfaction Scale developed by Prof. D. M. Pestonjee, 1967 and quality of life was measured with PGI Quality of Life Scale developed by Moudgil, Verma, Kaur, 1998. Descriptive statistics and independent t-test was employed by 'SPSS Version-23'. The results showed that there was a significant difference in job satisfaction and insignificant difference in quality of life variable between government and private male physical education teachers of Jammu.

Keywords: Psychology, job satisfaction, quality of life

Introduction

Job satisfaction depends on a person's perception and attitude towards the type of work he performs. There are many things that can affect the work, such as the quality of the relationship between the employee and the boss, the work environment, how he can complete the assigned tasks and so on. Good performance comes from a positive attitude, but a negative attitude can have a negative effect on performance (Herzberg, 1959).

Job satisfaction can be determined by the employee's attitude towards his work. Job satisfaction combines a good balance with the addition of various needs and dislikes to their work - their assessment can depend on the success or failure of a person in achieving their goals and thereby getting a job. Job satisfaction reflects employees' feelings about work and reflects their work behaviors such as organizational citizenship, low absenteeism, and turnover. Good performance benefits the organization with fewer objections and complaints, damages, absenteeism and dismissals; and better respect for time and better self-confidence at work. Job satisfaction brings a healthy and stable workforce to the company. It's impossible to tell or understand how good a job is as an employee's morale, but it's important to provide it (Jyothi, 2012).

Quality of working life (QWL) is characterized in various ways. In its least difficult structure, the idea seems to connect with representatives' work fulfillment, especially as far as how unmistakable things, for example, pay and business are accomplished in the working environment (Juuti, 1991; Lau and Bruce, 1998).

Taking a gander at the different meanings of the term that have arisen throughout the long term, obviously the term QWL is significantly more complicated than it shows up, covering many concrete and immaterial parts of work. The principal definitions that arose in the period from 1959 to 1972 zeroed in on QWL as factors or results. Many creators who have added to the QWL writing have recommended that QWL is the work or individual effect of the person (Walton, 1973)^[13].

Aim of Study

The aim of the present study was to find out the difference in job satisfaction and quality of life between government and private male physical education teachers of Jammu.

Material and Methods

Total fifty male physical education teachers (25 government + 25 private) were selected as subjects from Jammu for this study. The age of subjects was ranged between 30-40 years. Selected variables: job satisfaction was measured with Job Satisfaction Scale developed by Prof. D. M. Pestonjee, 1967 and quality of life was measured with PGI Quality of Life Scale developed by Moudgil, Verma, Kaur, 1998.

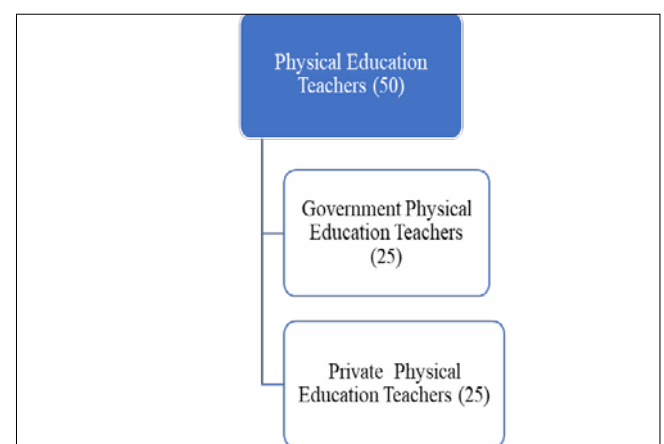


Fig 1: Description of sampling plan

Procedure

Before the data collection, consent was taken from the subjects and purpose of the study was explained. Demonstration of the testing protocol was given to the subjects by the researcher. If any subject had a doubt in a question then that was clarified on the spot.

Statistical Technique

Descriptive statistics i.e., mean and standard deviation were calculated. As per objective of the study, 't-test' was applied to find out the difference between various groups. All tests were employed with the help of SPSS-software version 23. Level of significance was set at 0.05.

Results

Table 1: Descriptive Statistics and T-Value for Job Satisfaction Variable

Group Name	Mean	SD	t-value	Sig.
Government Physical Education Teachers	43.35	3.15	30.65	0.00*
Private Physical Education Teachers	34.07	1.55		

SD = Standard Deviation *Indicate significant at 0.05 level

Table-1 shows that values of mean and standard deviation for job satisfaction variable for government and private male physical education teachers' groups are 43.35 ± 3.15 and 34.07 ± 1.55 respectively. It also shows that p-value ($p = 0.00$) is less than 0.05 which means that there exists a significant difference between government and private male physical education teachers in case of job satisfaction variable.

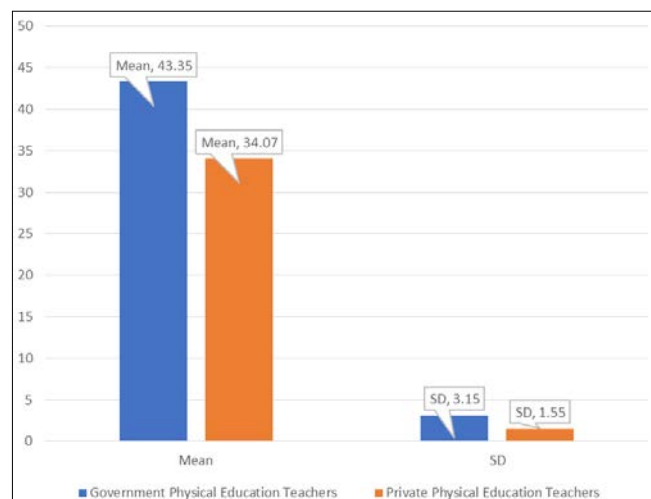


Fig 2: Graphical representation of descriptive statistics for job satisfaction variable

Table 2: Descriptive statistics and t-value for quality of life variable

Group Name	Mean	SD	t-value	Sig.
Government Physical Education Teachers	94.06	10.88	-.585	0.54
Private Physical Education Teachers	95.62	10.78		

SD = Standard Deviation

Table-2 shows that values of mean and standard deviation for quality of life variable for government and private physical education teachers' groups are 94.06 ± 10.88 and 95.62 ± 10.78 respectively. It also shows that p-value ($p = 0.54$) is more than 0.05 which means that there exists an insignificant difference between government and private male physical education teachers in case of quality of life variable.

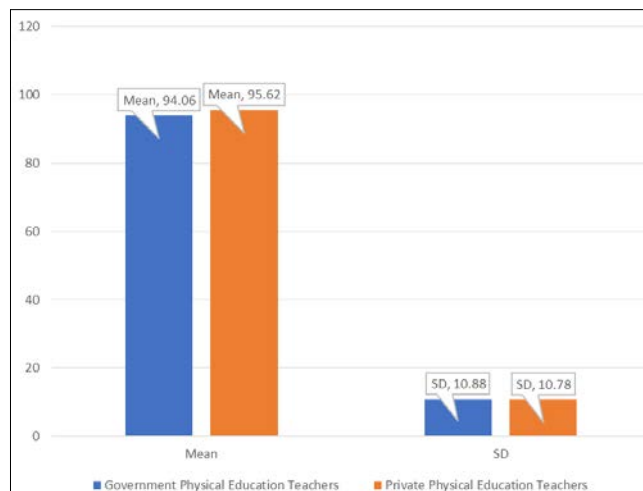


Fig 3: Graphical representation of descriptive statistics for quality of life variable

Discussion

The aim of the present study was to find out the difference in job satisfaction and quality of life between government and private male physical education teachers of Jammu.

The results of the study showed that there was a significant difference between government and private male physical education teachers of Jammu in case of job satisfaction variable. Several reasons might work behind this result. Government employees get more leaves in the form of causal leaves, earned leaves and medical leaves and they also get pay for these leaves while in case of private sector, employee gets very limited leaves. Government employees get more salaries as compare to private sector employee. The third reason behind these results might be the security of job. Once a person has entered into government sector; he feels secure and vice-versa in case of non-government sector job. The result of this finding is supported by the study conducted by Hyder and Batool (2013). They studied the difference of job satisfaction among librarians of government and private universities/degree awarding institutes of Lahore. For data collection purpose a questionnaire was used to collect data from librarians serving in ten Higher Education Commission recognized public and private sector universities/institutes in Lahore. The study showed that librarians serving in public sector universities were more satisfied as compared to the librarians working in private sector universities.

The results of the study showed that there was an insignificant difference between government and private male physical education teachers of Jammu in case of quality of life variable. Quality of Work Life is the extent of relationships between individuals and organizational factors existing in the working environment. It is the extent to which workers can satisfy important personal needs through their experiences in the organization. It focuses strongly on providing a work environment conducive to satisfying individual needs. The reason behind insignificant statistical difference between government and non-government sector physical education teacher in case of quality of life variable might be that both sector teachers have to follow almost same schedule so that's why they did not vary significantly in case of quality of life variable. The result of this finding is supported by the study conducted by Srivastava (2020) conducted a comparative study on psychological capital and quality of life among private and public bank employees.

For his study she was consisted sample of 60 bank employees (30 private and 30 public). The tools used were Psychological Capital Questionnaire and WHOQOL-BREF for Quality of Life. To see the significant difference t-test was used. The results of the study revealed no significant difference among private and public bank employees for their psychological capital and quality of life variables.

Conclusion

The present study concluded that government and private male physical education teachers of Jammu differ in job satisfaction and do not differ in quality of life variable.

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