



A Study of Personnel Management and Perspectives in Higher Secondary School Teachers in India

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ABSTRACT

An attempt has been made to compare job satisfaction among Govt. senior secondary school Physical education teachers from Hamirpur and Kangra Districts of Himachal Pradesh. The study carried out on 50 Physical education teachers. 25 teachers from Hamirpur and 25 from Kangra districts. The job satisfaction scale developed by Vikas Kundu (JSS-kv) was used to measure job satisfaction of physical education teachers from Hamirpur and Kangra Districts. The data was analyzed and compared through t-test to find out the significance difference. The level of significance chosen will be 0.05. We conclude that the Hamirpur district school physical education teachers have high job satisfaction as compared to Kangra district schools physical education teachers.

KEYWORDS: Job Satisfaction, Physical Education and Organization

INTRODUCTION

Analysis of job satisfaction is very important for every social science. Job satisfaction means that, persons satisfaction with his/her job without any psychological and mental pressure. But today in the emerging era of privatization, job satisfaction has great importance. Job satisfaction needs a sense of commitment while allowing the flexibility to be creative. It is these employees who find satisfaction in their positions. Job satisfaction is more productive, efficient, and effective; contributing to success of the company. The purpose of this research paper is to define job satisfaction and its affect within the work area. Finally research describes the job satisfaction of physical education teacher of school organization.

Job satisfaction also deals with team work within the particular organization. Progress of the organization depends on the employee's satisfaction with his job, and other material gains. Employees who are happy and contented at work are satisfied with their job. Employers are placing more emphasis on employee job satisfaction. Employees who are satisfied with their job have better retention comparative with fellow staff members, and produce a higher quality of work. A few attributes help to achieve job satisfaction these include attitude, benefits, promotional opportunities, management style, family balance, and interpersonal relationships between employees.

Job satisfaction describes contentment of an individual with his/her job. Job satisfaction is not the same as motivation or aptitude, although it is clearly linked. Job design aims to enhance job satisfaction and performance; methods include job rotation, job enlargement, job enrichment and job re-engineering. Other influences on satisfaction include the environment, employee involvement, empowerment and independence work position. Job satisfaction is a very important feature which is frequently measured by organizations. The most common way of measurement is the use of rating scales where employees report their reactions to their jobs. Questions related to rate of pay, work responsibilities, variety of tasks, promotional opportunities, the work itself and co-workers. Some questioners ask yes or no questions while others ask to rate satisfaction on 0-4 scale. Job satisfaction among the workers is an important and essential variable for the functioning of any organization, the term job satisfaction, job attitude and ethical moral are often used synonymously as reflected by affective orientation on the part of an individual towards his/her job. Job satisfaction refers to the satisfaction of a worker in his/her work. It is source of satisfaction of physical, economic, psychological and social needs of an individual in his/her work. It is evident that the man tries during the course of his living to get the fulfillment of his desire and achievement in the various areas of his life activities. 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. According to Weiss "job satisfaction is an attitude but points out that researchers should clearly distinguish the objects of cognitive

evaluation which are affect (emotion), beliefs and behaviors." This definition suggests that we form attitudes towards our jobs by taking into account our feelings, our beliefs, and our behaviors. The most important attribute to job satisfaction is attitude⁵. His or her attitude is a reaction to events that take place in their lives. Each person has a choice to choose his or her attitude whether it be positive or negative. Job satisfaction is also effect the individual experience, work capacity and motivation. Job satisfaction is also explaining stress on work place, working condition, and facilities. A job is an important and inherent part of life. Without work, right to life loses its existence. Job satisfaction also deals with person's dignity. Right to job and right to work are well acknowledged by Indian constitution. Supreme Court in its various decisions has given many directions for working condition of worker and their remuneration. In land mark judgment Olya Tellis case Supreme Court has laid down that, "Right to livelihood is also part of right to life". Therefore, job satisfaction is also protected under Indian constitution and other allied laws.

OBJECTIVE OF THE STUDY

The objective of the study was to compare the job satisfaction among physical education teachers from Hamirpur and Kangra Districts of Himachal Pradesh, India.

HYPOTHESIS

The null hypothesis was formulated for conducting the present investigation. There will be no significant difference in job satisfaction among physical education teachers from Hamirpur and Kangra Districts of Himachal Pradesh.

RESEARCH METHODOLOGY

Sample: In present study, simple random sampling will be adopted for selection of Govt. senior secondary school Physical education teachers. For the purpose of the present study, the sample consisted of 50 Physical education teachers. 25 teachers from Hamirpur and 25 from Kangra district schools.

Tools

In this study, the job satisfaction scale developed by Vikas Kundu (JSS-kv) was used to measure job satisfaction of physical education teachers. It contains 63 items, out of 63 statements 50 are positively worded and 13 are negatively worded. In each statement there are four alternatives-strongly agree (SA), agree (A), disagree (D) and strongly disagree (SD). Each statement is to be rated on four point scale.

ANALYSIS OF DATA

The data will be analyzed and compared through t-test to find out the significance difference in job satisfaction among physical education teachers from Hamirpur and Kangra Districts of Himachal Pradesh. The level of significance which we have chosen was 0.05.

RESULTS AND DISCUSSION

The results was analyzed and interpreted in Table-1. It shows that the mean value of positive statements (job satisfaction) among physical education teachers from Hamirpur is 110 score, the mean value of positive statements (job satisfaction) among physical education teachers from Kangra is 90 score and the mean gain made by Hamirpur is 20 score. The calculated t-value is 3.5. The tabular t-value is 2.01, which is statistically significant when compare to table value of t at 0.05 level of significance. Hence it may be concluded that the Hamirpur physical education teachers has high job satisfaction as compare to Kangra physical education teachers in case of positive statements.

TABLE 1

Job satisfaction Statements	Hamirpur District Mean	Kangra District* Mean	JMean difference	Hamirpur Standard Deviation	Kangra District Standard Deviation	Standard Error deviation	Degree of freedom	T-Ratio
Positively Statements	110	90	20	22.10	18.05	5.71	48	3.5
Negatively Statements	25	20	05	6.50	4.20	1.55	48	3.2

Tabular value at 0.05 (48) = 2.01

These results were clearly shown by the graphical depiction of mean of job satisfaction (positive statements) among physical education teachers from Hamirpur and kangrain Figure 1, which clearly shows that both histograms are of different height.

According to Table 1, the mean value of negative statements (job satisfaction) among physical education teachers from Hamirpur is 25 score and the mean value of negative statements (job satisfaction) among physical education teachers from Kangra is 20 score and the mean gain made by Hamirpur is 05 score. The calculated t-value is 3.2. The tabular t-value is 2.01, which is statistically significant when compared to table value of t05 level of significance. Hence it may be concluded that the Hamirpur physical education teachers has high job satisfaction as compare to Kangra physical education teachers in case of negative statements. clearly depicts that the Hamirpur physical education teachers has high job satisfaction as compare to Kangra physical education teachers in case of negative statements.

CONCLUSIONS

We conclude that the Hamirpur district physical education teachers have high job satisfaction than Kangra district physical education teachers in both positive and negative statement. So from conclusions we conclude that null hypothesis is rejected in both positive and negative statement.

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