



Study Of Job Satisfaction Among The Teachers Of Physical Education

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Abstract:

Research Background: According to, Hulin and Judge (2003), job satisfaction is includes multidimensional psychological responses to an individual's job, and that these personal responses have cognitive, affective, and behavioral components. In this study researcher find out the significance difference in job satisfaction among physical education teachers working in urban and rural schools of Maharashtra.

Objectives: The study objective was, to study the significant difference in level of job satisfaction among physical education teachers working in urban and rural schools of Maharashtra. Another objective was to study the significant difference in job satisfaction among male and female physical education teachers working in the schools of Maharashtra.

Procedure: The present study, investigator has selected three physical education teachers from various secondary schools in Maharashtra. Out of three hundred samples, one hundred fifty physical education teachers were selected from various secondary schools in urban area. Same way one hundred fifty physical education teachers were selected from various secondary schools in rural area. Their age range between was 25 to 50 years. The purposive sampling technique was used for the selection and collection of the data.

Conclusions: It is concluded that, there is no significant difference found in job satisfaction among urban and rural physical education teachers in secondary schools. Another concluded that, there is significant difference found in job satisfaction among male and female physical education teachers. The male physical education teachers have high level job satisfaction than female physical education teachers.

Keywords: *Job Satisfaction, Physical Education Teachers*

Introduction:

Job satisfaction is one of the most vital but contentious issues in behavioral management in officialdoms. Job satisfaction helps to improve the performance of worker on both criteria's whether it is qualitative or quantitative,

satisfied worker are easily motivated and having interest in their work. Worker with high level of satisfaction has positive feeling about their job and worker with low satisfaction have negative feeling about their job. According to, **Bamundo and Kuppelman (1980)** examined the

effects of seven variables on job satisfaction. It was found that education and income positively and strongly weakened job satisfaction and life satisfaction relationship. Self-employment also had a significant influence whereas occupation had only a modest effect. The studies of Herzberg, Mausner and Synderman and the two factor theory of job satisfaction - dissatisfaction proposed by them are of much position as they provide the biggest scope so far in understanding the relevant factors affecting job satisfaction.

According to Robbins, job satisfaction is a positive feeling about one's job resulting from an evaluation of its characteristics. According to Tiffin and McCormick (1971), the satisfaction which people experience in their jobs is in large part the consequence of the extent of which the various aspects of their work situations tend to be relevant to their job related value system. It is important to realize that these attitudes vary according to individual experiences and expectations and hence there is no single unitary concept of job satisfaction.

The present study was based on the study of the physical education teachers in respect to their job satisfaction. Another objective was to study the significant difference in job satisfaction among male and female physical education teachers working in the schools of Maharashtra.

Objectives of The Study:

1. To see the significant difference in job satisfaction among physical

education teachers working in urban and rural schools of Maharashtra.

2. To study the significant difference in job satisfaction among male and female physical education teachers working in the schools of Maharashtra.
3. To study the significant interaction among the effects of type of locality and type of gender on job satisfaction of physical education teachers working in the schools of Maharashtra.

Hypothesis of the Study:

1. There would be a significant difference in job satisfaction among physical education teachers working in urban and rural schools of Maharashtra.
2. There would be a significant difference in job satisfaction among male and female physical education teachers working in schools of Maharashtra.
3. There would be a significant interaction among effects of type of locality and type of gender on job satisfaction of physical education teachers.

Research Procedure:

Independent Variables

A) Type of Locality

1. Urban School Teachers
2. Rural School Teachers

B) Type of Gender

1. Male Teachers

2. Female Teachers

Dependent Variables: Job Satisfaction

Selection of the Sample:

The present study, investigator has selected 300 physical education teachers from various secondary schools in Maharashtra. Out of three hundred samples, one hundred fifty physical education teachers were selected from various secondary schools in urban area, in which seventy five were selected from

male teachers and seventy five were selected from female teachers as well as in the same way one hundred fifty physical education teachers were selected from various secondary schools in rural area, in which seventy five were selected from male teachers and seventy five were selected from female teachers. The purposive sampling technique was used for the selection and collection of the data. Their age range between was 25 to 50 years.

Research Design Of The Study: In this study 2 X 2 factorial design was used.

Type of Gender	Type of Locality		Total
	Urban School Teachers	Rural School Teachers	
Male Teacher	75	75	150
Female Teachers	75	75	150
Total	150	150	300

Study Materials:

Job Satisfaction Scale (JSS): Dr. Amar Singh and Dr. T. R. Sharma

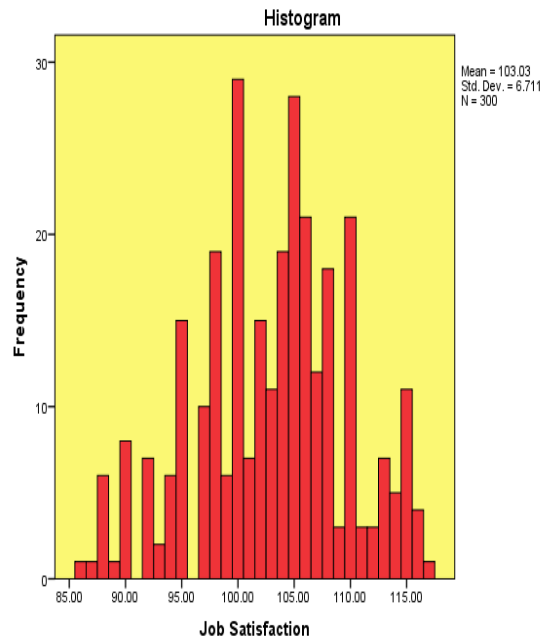
The job satisfaction scale developed by Dr. Amar Singh and Dr. T. R. Sharma in (2012, Revised, 2019) will be used to measure job satisfaction among the sample teachers. The scale has a very wide acceptance in measuring psychological aspects of functioning in any profession. It consisted of 80 statements in the pilot study. After try out only 30 statements were retained in the

final. The scale has been standardized on engineers, doctors and teachers.

Statistical Analysis And Results :

In this section, the investigator has explained the difference in job satisfaction among urban and rural physical education teachers, and also explained the difference in job satisfaction among male and female physical education teachers. In the present study, the investigator has analyzed the data in following manner.

Graph: 1: Normal histogram of variable job satisfaction of Physical Education Teachers



Above is a histogram 1 indicates of depended variable of job satisfaction among the teachers of physical education in secondary schools. The mean score is 103.03 and standard deviation is 6.711 for N=300. The values on the vertical axis

indicate the frequency of cases. The values on the horizontal axis are midpoints of value ranges. The shape of the distribution is considered normal.

Graph: 2: Normal Q-Q and Box plot of variable job satisfaction of physical education teachers

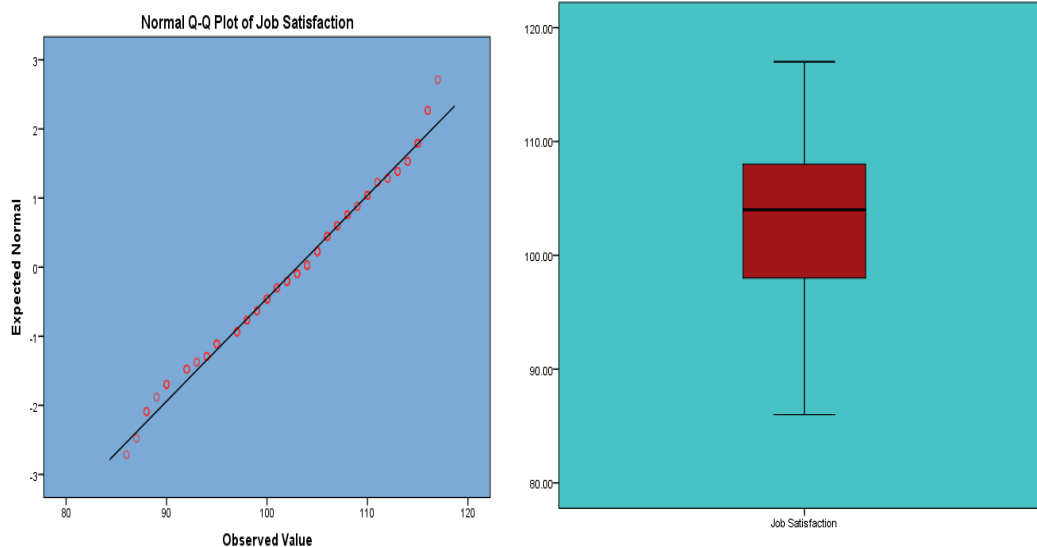


Table:1: Assessing normality of Job Satisfaction of Physical Education Teachers

Variable	Descriptive Statistics		Statistic	Std. Error
Job Satisfaction	Mean		103.026	0.38745
	95% Confidence Interval for Mean	Lower Bound	102.264	
		Upper Bound	103.789	
	5% Trimmed Mean		103.137	
	Median		104.000	
	Variance		45.036	
	Std. Deviation		6.7108	
	Minimum		86.00	
	Maximum		117.00	
	Range		31.00	
	Interquartile Range		10.00	
	Skewness		-0.225	0.141
	Kurtosis		-0.337	0.281

The table 1 indicates that the trimmed mean score 103.137 is very close to simple mean score 103.026. Hence, we confidently explain that our simple mean is not affected extreme values, and indicates that there is not a single outlier in our data. (Sheridan, J. Coakes, 2006) In

the table indicates skewness value is negative and it is indicate a negative skew and kurtosis value is also negative and it is indicate a distribution that is flatter (Platykurtic) but the shape of the distribution is considered normal.

Table:2: Shows descriptive statistics of the Job Satisfaction on the basis of each cell.

Type of Locality	Gender	Mean	SD	N
Urban Physical Education Teachers	Male Teachers	104.653	6.117	75
	Female Teachers	101.613	6.643	75
	Total	103.133	6.544	150
Rural Physical Education Teachers	Male Teachers	104.200	5.594	75
	Female Teachers	101.640	7.814	75
	Total	102.920	6.893	150
Total	Male Teachers	104.426	5.846	150
	Female Teachers	101.626	7.228	150
	Total	103.026	6.710	300

Table: 3: Shows the difference in job satisfaction of urban and rural physical education Teachers

Dependent Variable	Type of Locality	N	Mean	SD	t	p
Job Satisfaction	Urban Physical Education Teachers	150	103.133	6.544	0.275	NS 0.05
	Rural Physical Education Teachers	150	102.920	6.893		

Significant Level at $0.05=1.968$ & $0.01= 2.592$

The table no. 3 it is observed that the mean score of urban physical education teachers is 103.133, and SD score is 6.544 and mean score of rural physical education teachers is 102.920, and SD score is 6.893. The mean score of urban physical education teachers is higher than mean score of rural physical

education teachers of secondary schools. The obtained 't' score is 0.275. It is not significant at 0.05 level. Therefore, there is no significant difference found among urban and rural physical education teachers of secondary schools in the terms of their job satisfaction.

Table :4: Shows the difference in job satisfaction of male and female physical education teachers.

Dependent Variable	Type of Gender	N	Mean	SD	t	p
Job Satisfaction	Male Teachers	150	104.426	5.846	3.689	Sig. 0.01
	Female Teachers	150	101.626	7.228		

Significant Level at $0.05=1.968$ & $0.01= 2.592$

The table no. 4 it is observed that the mean score of male physical education teachers is 104.426, and SD score is 5.846 and mean score of female physical education teachers is 101.626, and SD score is 7.228. The mean score of male physical education teachers is higher than mean score of female physical education teachers of job satisfaction. The obtained

't' score is 3.689. It is significant at 0.01 level. Therefore, there is significant difference found in job satisfaction among male and female physical education teachers in the secondary schools of Maharashtra. The male physical education teachers have high job satisfaction than female physical education teachers in secondary schools.

Table: 5: Shows summary of ANOVA of the dependent variable job satisfaction

Source	Sum of Squares	df	Mean Square	F	Sig	Partial Eta Squared
Type of Locality	3.413	1	3.413	0.079	NS	0.000
Type of Gender	588.000	1	588.000	13.523	0.01	0.044
Type of Locality X Type of Gender	4.320	1	4.320	0.099	NS	0.000
Error	12870.053	296	43.480			
Total	3197814.000	300				
Corrected Total	13465.787	299				

Significant Level, $df(1,296) \text{ --- } 0.05 = 3.87 \quad 0.01 = 6.72$

Eta Squared effect size, $0.01 = \text{small } 0.06 = \text{moderate } 0.14 = \text{large effect (Cohen, 1988)}$

The table 5 a two-way ANOVA was conducted that examined the effect of type of locality and type of gender on job satisfaction. Our dependent variable, job satisfaction, was normally distributed for the groups formed by the combination of the type of locality, such as urban physical education teachers and rural physical education teachers and also type of gender such as male physical education teachers and female physical education teachers as assessed by the histogram, skewness and kurtosis. There was homogeneity of variance between groups as assessed by Levene's test for equality of error variances.

The main effects analysis showed that for type of locality is not significant, $F(1,296) = 0.079, P > 0.05$. There was no significant difference found in job satisfaction among urban and rural physical education teachers in secondary schools of Maharashtra. Therefore, not significantly influences found of type of locality on job satisfaction of physical education teachers. On the basis of

description in, **Hypothesis No. 1:** There would be a significant difference in job satisfaction among physical education teachers working in urban and rural schools of Maharashtra is rejected. There was insignificant difference found in job satisfaction among urban and rural physical education teachers in secondary schools. It means, residence location of the teachers of physical education is not important factor to decide their job satisfaction. The urban physical education teachers and rural physical education teachers have equal on job satisfaction.

The main effects analysis showed that for type of gender is significant, $F(1,296) = 13.523, P < 0.01$. There was significant difference found in job satisfaction among male and female physical education teachers in secondary schools of Maharashtra. Therefore, significantly influences found of type of gender on job satisfaction of physical education teachers. On the basis of the description in **hypothesis No.2:** There would be a significant difference in job

satisfaction among male and female physical education teachers working in schools of Maharashtra is accepted. There was significant difference found in job satisfaction among male and female physical education teachers. It means, gender of the teachers of physical education is vital aspect for growing level of job satisfaction. The male physical education teachers have high level job satisfaction than female physical education teachers.

There is no significant interaction between the effects of type of locality and type of gender on job satisfaction of physical education teachers, $F(1,296) = 0.099, P > 0.05$. There was no significant interaction found in job satisfaction among locality and gender of physical education teachers in secondary schools of Maharashtra. Therefore, no significantly influences found type of locality and gender on job satisfaction of physical education teachers. On the basis of the description in **hypothesis No. 3**: There would be a significant interaction among effects of type of locality and type of gender on job satisfaction of physical education teachers is rejected. There was no significant interaction found in job satisfaction among locality and gender of physical education teachers in secondary schools of Maharashtra. Therefore, no significantly influences found type of locality and gender on job satisfaction of physical education teachers.

Conclusions:

1. There is insignificant difference found in job satisfaction among urban and rural physical education teachers working in schools of Maharashtra. Therefore, residence of physical education teachers is not significant factor to decide their job satisfaction. Hence, the urban physical education teachers and rural physical education teachers have found equal on job satisfaction.
2. There is significant difference found in job satisfaction among male and female physical education teachers working in schools of Maharashtra. It means, gender of the teachers of physical education is vital aspect for growing level of job satisfaction. The male physical education teachers have found high level job satisfaction than female physical education teachers working in schools of Maharashtra.
3. There is no significant interaction effect found in job satisfaction among locality and gender of physical education teachers working in schools of Maharashtra. Therefore, no significantly influences found type of locality and gender on job satisfaction of physical education teachers working in schools of Maharashtra.

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