

## An analysis of job satisfaction between physical education teachers of Chhattisgarh and CBSE board

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### Abstract

**Purpose:** Purpose of the study was to know the difference between physical education teachers of Chhattisgarh Board and C.B.S.E. Board in relation to job satisfaction.

**Methods:** For the present study total 100 physical education teachers (among them 50 working in Chhattisgarh board schools and 50 working in C.B.S.E. Schools of Bilaspur) were selected as subject. Job satisfaction scale (JSC) Inventory by Amar Singh and T.R. Sharma (1999) was used for the collection of data.

**Statistical Technique:** The level of significance was set at 0.05. Independent sample t-test and descriptive statistics has been used in this study to compare the job satisfaction level between Chhattisgarh board & C.B.S.E. Board physical education teachers using SPSS Version 16.

**Result and Findings:** The mean score of physical education teachers of CHHATTISGARH board and C.B.S.E. Board were 77.610 and 73.242. The calculated t- value was 12.371 which showed significant difference between the physical education teachers of Chhattisgarh board and C.B.S.E. Boards. The satisfaction level of Chhattisgarh board schools physical education teachers was found to be higher than the C.B.S.E. Board physical education teachers.

**Keywords:** Job satisfaction, Physical Education Teachers, Chhattisgarh Board, C.B.S.E. Boards

### 1. Introduction

Job satisfaction is the important term that tells the satisfaction level any one in matter of their job. It describes the quality of one's life and satisfaction related to their profession and job. If one is satisfied with one's job, it will enhance one's morale and one will always aspire to rise further in life. Job satisfaction not only improves quality of life but it also makes a person more confident & secure future. Job satisfaction is a very important aspect for a healthy and clam work position when a person who is not satisfied with her occupation suffers from some difficulties and irregularity in her family, work and private life. Hoppock (1935) [7] defined job satisfaction as any combination of psychological, physiological and environmental circumstances that cause a person truthfully to say I am satisfied with my job. Vroom in his definition on job satisfaction focuses on the role of the employee in the workplace. Thus he defines job satisfaction as affective orientations on the part of individuals toward work roles which they are presently occupying (Vroom, 1964) [16]. Job satisfaction is the key ingredient that leads to recognition, income, promotion, and the accomplishment of other goals that lead to a feeling of fulfillment (Kaliski, 2007) [8].

Basically, job satisfaction is about liking your job and finding accomplishment in what you do. It combines an individual's thoughts and emotions about their job and how their job affects their personal lives. There is no one definition that sums up job satisfaction but there are many theories on what contributes positively or negatively to those feelings. To survive and overcome this present crisis, the need of the hour is grooming up a daring, bold, physically, mentally, emotionally, socially and intellectually strong individual.

Job satisfaction refers to the satisfaction of an employee in his work. It is source of satisfaction of physical, economic,

psychological and social needs of an individual in his job. It is evident that the man tries during the course of his living to get the fulfilment of his requirements and achievement in the various areas of his life activities (Rao 1977). 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 (Diwedi, 1975) [4]. Teaching in Physical Education has become a challenging profession which requires exceptional skills. Physical education teachers have to play a very vital role and their work involves a number of duties such as 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 on one hand and help produce sports persons at grass root level, on the other. As a result, physical education teachers working in schools feel their workload heavier, strenuous and difficult too. Some of them feel that in proportion to the expectations of the society they are not given due place, recognition, autonomy, pay, working conditions, opportunities for growth and advancement and so on. All this leads to job dissatisfaction or low job satisfaction among teachers in general and physical education teachers in particular in many developing countries around the world (Dinham and Scott, 1998; Scott *et al*, 2001, Van Den Berg, 2002) [5].

### Objective of the Study

Objective of the study was to know the difference between physical education teachers of Chhattisgarh Board and C.B.S.E. Board in relation to job satisfaction.

**Hypothesis of the study**

There will be no significance difference between physical education teachers of Chhattisgarh Board and C.B.S.E. Board in relation to job satisfaction.

**Methodology**

**Selection of Subjects**

For the present study total 100 physical education teacher among them 50 working in Chhattisgarh board (Government schools) and 50 working in C.B.S.E. Schools of Bilaspur Chhattisgarh were selected as subject. The age range of the subjects were ranging from 26 – 35 years. Job satisfaction scale (JSC) Inventory by Amar Singh and T.R. Sharma (1999) was used as test scale for the collection of data.

**Administration of test**

The job-satisfaction questionnaire was distributed to teachers. To make sure greatest support from the subjects the research scholar had an assembly with subjects. Job-satisfaction scale has 30 questions. Each question has five suitable option from which a respondent has to choose any one. The scale has both positive and negative questions in which 06 questions were negative and 24 were positive. The positive questions carries weightage of 4,3,2,1 & 0 and the negative questions carry

weightage of 0,1,2,3 & 4. The total score gives a quick measure of satisfaction/dissatisfaction of a respondents towards the job. The following interpretation of scores denote the degree of satisfaction.

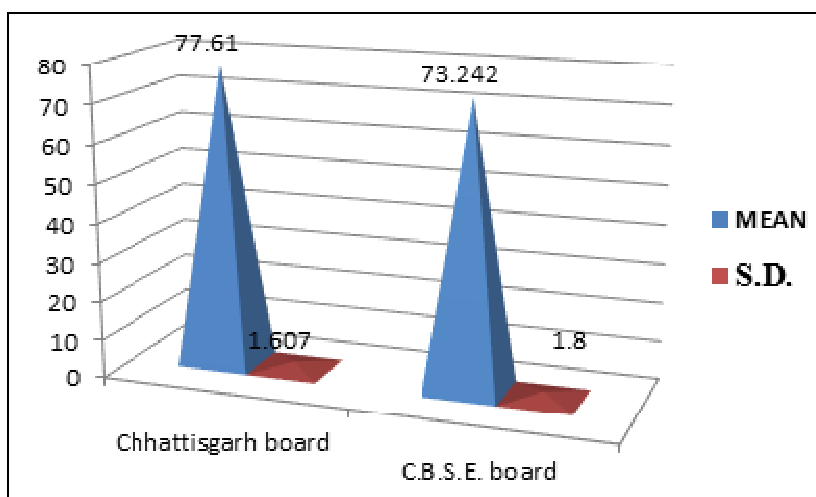
**Statistical Method**

Descriptive statistics were used to measure the level of job satisfaction. To compare the degree of job-satisfaction of physical education teacher between govt. and C.B.S.E. Board teachers Independent sample t-test were used. The level of significance was set at 0.05.

**Result and findings of the study**

Board	N	Mean	Sd	Std. Error Of Mean	T-Value	P-Value
Chhattisgarh Board Schools	50	77.610	1.607	.227	12.796*	.000
C.B.S.E. Board Schools	50	73.242	1.800	.504		

**Fig 1 graphical representation of mean scores of physical education teachers of CHHATTISGARH board and C.B.S.E. board schools in relation to job-satisfaction**



**Fig 1:** shows that the mean score of job satisfaction of physical education teachers of CHHATTISGARH board (77.610) and C.B.S.E. board schools (73.242).

**Discussion**

The mean score of physical education teachers of Chhattisgarh Board and C.B.S.E. Board was 77.610 and 73.242, S.D was 1.607 and 1.800 t-value was 12.796. On the basis of the findings it was found that the Chhattisgarh Board physical education teachers have significantly superior satisfaction with their job than C.B.S.E. Board physical education teachers. The probable reason is the physical education teachers working in Chhattisgarh board schools getting good salary less work load comparison to physical education teachers working in C.B.S.E. board schools.

**Conclusions**

On the basis of the findings it was found significant difference was observed between physical education teachers of Chhattisgarh Board and C.B.S.E. Board in relation to job satisfaction. Chhattisgarh Board physical education teachers

have greater job satisfaction comparison to physical education teachers of C.B.S.E Board.

Initially it was hypothesized that there would be no significant difference between physical education teachers of Chhattisgarh Board and C.B.S.E. Board in relation to job satisfaction is not accepted at 0.05 level.

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