



# A Study of Job Satisfaction of Physical Education Teachers Working in Haryana

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## Abstract

*The present study aims to find out the Job-Satisfaction and Life-Satisfaction of the Government and Private school Teachers of Rohtak and Sonapat Districts. A total of 200 Physical Education Teachers (110 male and 90 female) were selected using random sampling technique. The data was obtained through questionnaires which were administered personally. Results indicated Physical Education Teachers have to work in different conditions in various schools with and without sports facilities. A significant difference in the Job-Satisfaction of male Physical Education Teachers with female Physical Education Teachers having higher Job-Satisfaction. Male and Female private Physical Education Teachers do not differ significantly on Job-Satisfaction scores. The purpose of the study was to find out significant difference of Job-Satisfaction among Physical Education Teachers and the gender difference towards the variable under investigation. To achieve the objectives of the study, **Job-Satisfaction Scale by Dr. Vikas Kundu** was used as test scale for the collection of data. The analysis of data shows that male Physical Education Teachers working in schools have better job satisfaction than their female counterpart.*

**Keywords:** Job-Satisfaction; Life-Satisfaction; Physical Education Teachers

## Introduction:-

Basically, Job-Satisfaction is about liking your job and finding fulfillment in what you do. It combines an individual's feelings 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. Today's man is facing, as never before, the crisis of existing and adjustment. To survive and overcome this present crisis, the need of the hour is grooming up a courageous, bold, physically, mentally, emotionally, socially and intellectually strong individual. Physical Education is the agency, which fulfilling this social obligation very effectively by providing comprehensive and diverse Physical Education programmes. The importance of Physical Education is helping out the man from various selves created problems arising out of

modernization of the society cannot be undermined. Under these circumstances the importance of Physical Education Teacher has increased manifold. (Lal 2004) Physical Education Teachers are the mentors of youths and sportsperson who are the future of any nation. They are responsible to mould the behaviour of the youth and develop the total personality and performance. (Sharma 2000) There is direct correlation between Job-Satisfaction and performance (Janeyulu (1974), Lavingia (1974) and Dhulia (1989). Job-Satisfaction of school Teachers also depends upon some other important factors such as promotion, recognition, independence, salary, job security, work, job status, educational policies (Ausekar(1996), Mueller (1999). Government agencies should provide minimum facilities required at school, college, university, district, state and national levels. Sequential steps should be adopted in planning sports facilities. With the help of adequate indoor and outdoor facilities, well balanced Physical Education programmes are possible (Stration (1978), Miller (1983), and Gans (1972). Lack of Physical facilities, equipment and other educational material obstruct an effective teaching and learning processes (Porlela, 1975). Job-Satisfaction may improve the performance as well as the effectiveness of an individual, irrespective of nature of work. Bad working conditions, ill-maintained playgrounds, paucity of funds and lack of facilities create impediments in their efficient and smooth functioning. This may affect their level of Job-Satisfaction while they perform their duties. Under these circumstances the Physical Education Teachers in different educational institutions may feel insecure, dissatisfied and disappointed. As for as their job profiles, salary structures, status among teachers of other discipline are concerned, there exists number of anomalies which prompted to undertake the present study.

### **Objectives of the Study:-**

- i. To find out significant differences between male and female Physical Education Teachers working in Schools of Rohtak and Sonapat Districts as related to their Job-Satisfaction.
- ii. To find out the significant differences between male Physical Education Teachers working in Schools of Rohtak and Sonapat Districts as related to their Job-Satisfaction.
- iii. To find out the significant differences between urban and rural female Physical Education teachers working in Schools of Rohtak and Sonapat Districts as related to their Job-Satisfaction.
- iv. To find out the significant differences between male Physical Education Teachers working in Government and Private Schools of Rohtak and Sonapat Districts as related to their Job-Satisfaction.
- v. To find out the significant differences between female Physical Education Teachers to work in Government and Private Schools of Rohtak and Sonapat Districts related to their Job-Satisfaction.

### **Method and Procedure:-**

A Descriptive Survey type study has been designed to achieve the objectives of the study.

**Sampling:-** Two hundred (200) Physical Education Teachers working in schools of Rohtak and Sonapat Districts were randomly drawn to act as subjects for the study. Out of these Two Hundred (200) teachers, there were 110 male and 90 female teachers.

**Tools Used:-** *Job-Satisfaction Scale by Dr. Vikas Kundu* was used as test scale for the collection of data. The responses of the teachers were converted into scores as per the instructions given in respective manual.

## Method for Analysis:-

Standard error and t-test has been applied to find out the significant differences among the Physical Education Teachers in Job stress variable at (0.05) percent level of significance.

## Results:-

Mean difference of Job-Satisfaction variable among Physical Education Teachers working in schools of Rohtak and Sonapat Districts.

Sample Drawn	Sample Drawn	Respondents	Mean	S.D.	M.D.	't'-value
Total Male	110	73.50	7.49	4.09	1.41	2.90*
Rural Male	56	74.58	7.17	4.37	1.42	3.07*
Urban Male	54	72.37	7.71	3.81	1.38	2.76*
Govt. Male	70	74.51	7.22	4.61	1.38	3.34*
Private Male	40	71.72	7.71	3.19	2.19	1.45

**Note:** \*Significant at 0.05% level.

The results in above table indicate that there has been significant difference between the means of Job-Satisfaction for the male and female Physical Education Teachers working in schools of Rohtak and Sonapat Districts. The mean score obtained by male Physical Education Teachers are higher than the mean score obtained by female Physical Education Teachers. It has been observed that the mean score of male Physical Education Teachers are more than the mean score obtained by female Physical Education Teachers working in rural schools. Therefore Job-Satisfactions of male Physical Education Teachers working in rural schools are significantly better than their female counterpart teachers for the same schools zone. There has been significant difference between male and female Physical Education Teachers working in urban schools of Rohtak and Sonapat Districts in their Job-Satisfaction. In urban schools better mean score of male Physical Education Teachers justify their better Job-Satisfaction as their female counterpart.

There has been significant difference between male and female Physical Education Teachers working in Government Schools of Rohtak and Sonapat Districts, their Job- S atisfaction; it has been observed that mean score obtained by male Physical Education Teachers are higher than the mean scores obtained by female Physical Education Teachers.

The significance of the difference could not be established in Job-Satisfaction of male and female Physical Education Teachers working in Private Schools.

## Discussion:-

The overall better Job- Satisfaction of male Physical Education Teachers may be attributed to the fact that they have better physical capacity to undertake higher workload than female teachers. They might be exclusively free to work in schools without much of the burden of household activities. Being male they are at liberty to mix up with any section of society, in turn they have better social interaction and approval, which is a kind of recognition of their work. All these factors might have contributed their better Job-Satisfaction as compared to their female counterpart. While no significant difference in the means of the Job-Satisfaction between male as well as female Physical Education Teachers could be established. Male Physical Education Teachers working in rural schools are better Satisfied as compare to female teachers. Female Physical Education Teachers are always loaded with social and other family responsibilities, which they have to discharge before and after school hours. As results of which they find little time to manage their day to day family and social problems. The better Job-Satisfaction of urban male Physical Education Teachers may again be attributed to the fact that they do not have to share much of family and domestic problems affecting family and these are taken care of by the female family members. As results they find little time to manage their day to day family and other social problems.

## Conclusion:-

Male Physical Education Teachers are better Job- S atisfaction than female Physical Education Teachers, because male Physical Education Teacher better social interaction and doing any activate in the school and also better recognition than female Physical Education Teacher based on this male rural Physical Education Teacher are better Job-Satisfaction than females Physical Education Teachers. Therefore, it is concluded that depended on the result, concerned bodies such as the Government School Principal or Director any concerned body have to arrange better time, minimizing teaching load and full fill facilities and give recognition for rural female Physical Education Teacher because Female Physical Education Teachers are always loaded with social and other family responsibilities. Finally, minimize the burden from female Physical Education Teacher and support with any aspects around at school area on the bases of their performance.

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