

## **A Study of Job Satisfaction among Physical Education Teachers Working in Government, Private and Public Schools of Haryana**

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### **Abstract**

In this study, an attempt was made to compare job satisfaction among Physical Education teachers working in different types of schools such as government, private and public schools in the state of Haryana. It was hypothesized that there would be significant difference among government private and public school physical education teachers as regards to their job satisfaction. In order to achieve the objective of the study, Job Satisfaction Scale (JSS) by developed by Singh and Sharma was administered on a sample of total 300 physical education teachers working in the state of Haryana. Out of these, the teachers working in government schools numbered 116 whereas from private and public school category, 92 teachers each were taken for the purpose of the study. Results of the study showed that significant differences in job satisfaction existed among the three categories of the teachers. It was found that government school physical education teachers differed significantly from their counterparts in public schools whereas this difference was not found to be significant between government and private school teachers and also between private and public school physical education teachers.

**Key Words: Job Satisfaction, Government Schools, Private Schools, Public Schools**

### **Introduction**

Today, teaching in Physical Education has become a demanding 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*). The effects of this trend include reduced ability to meet students' needs, significant incidences of psychological disorders leading to absenteeism and stress-related illnesses (*Farber, 1991; Troman and Woods, 2000*). Most importantly, though teacher dissatisfaction appears to be a main factor in teachers leaving the profession in many countries including India.

Job satisfaction has been considered to be a function of the perceived relationship between that one wants from one's job and what he perceives it is offering (Locke, 1969). Certain factors, if present, contribute to job satisfaction and if absent, contribute to job dissatisfaction, and vice-versa. Herzberg et al (1959) developed two - factor theory of job satisfaction and concluded that there were certain conditions of employment that, if present, acted as job satisfiers (motivators) and other conditions that acted as job dissatisfiers (hygiene factors). Several research studies have attempted to replicate and/or apply Herzberg's (1959) study in educational settings (Johnson, 1967; Sergiovanni, 1966; Robert Simmons, 1970; Graham, 1985; Litt and Turk, 1985). Although a lot of research has been done on job satisfaction among teachers much has not been done on job satisfaction among physical education teachers whose job has been intensified to a great extent as discussed earlier.

Therefore, the present study has been undertaken to investigate job satisfaction among physical education teachers working in Haryana schools and to find out the difference in job satisfaction among physical education teachers working in the three categories of schools i.e. government, private and public schools in Haryana. The present study, on the basis of this objective, hypothesized that there would exist significant differences among the government, private and public schools physical education teachers regarding their job satisfaction.

## Material & Method

### Sample

The sample of the study consisted of a total 300 Physical Education teachers, out of which 116 teachers were teaching in government schools whereas from private and public schools category 92 teachers each were taken for the purpose of the study.

### Test Used

For measuring job satisfaction among teachers, Job Satisfaction Scale (JSS) developed by Singh and Sharma was used. This scale provides measure of the extent of job satisfaction which an employee perceives from various conditions and constituents of his job.

### Procedure

The physical education teachers were personally contacted for the purpose of data collection. Most of them were contacted individually at their places of posting whereas some of them were contacted in groups also during Zonal, District and State level school competitions organised by the Haryana School Education Directorate from time to time. A brief description of the test scale along with the objectives and importance of the study were explained to the subjects to ensure their honest, correct and sincere responses. After data collection, all the answer sheets were scored on the basis of scoring procedure as given in the manual. The raw scores were statistically analysed and results were interpreted accordingly.

## Results and Discussion

Job satisfaction among 116 government, 92 private and 92 public school physical education teachers was examined. Their mean scores, standard deviations and standard error of means were worked out alongwith F-ratios

(ANOVA) to find out whether significant differences existed among the three categories of teachers on the variable job satisfaction. Post Hoc Test comparison was also used to find out where the actual difference existed. The results so obtained are given in Table - 1

Table – I: Analysis of Variance for Job Satisfaction among Physical Education Teachers working in Government, Private and Public Schools

| SOURCE OF VARIATION | SUM OF SQUARES   | DF         | MEAN SUM OF SQUARES | F      |
|---------------------|------------------|------------|---------------------|--------|
| Between Groups      | 5363.12          | 2          | 2831.56             | 5.78** |
| Within Groups       | 14558.12         | 298        | 490.10              |        |
| <b>TOTAL</b>        | <b>151221.24</b> | <b>300</b> |                     |        |

\*\* Significant at 0.01 level

Table 2: Post Hoc Test Comparison of Means on Job Satisfaction among Physical Education Teachers working in Government, Private and Public Schools

| GROUP              | MEAN (GOVT) | MEAN (PRIVATE) | STAT.               | DF  |
|--------------------|-------------|----------------|---------------------|-----|
| Govt. Vs. Private  | 84.69       | 80.67          | 1.229 <sup>NS</sup> | 206 |
| Govt. Vs. Public   | 84.69       | 74.21          | 3.718**             | 206 |
| Private Vs. Public | 80.67       | 74.21          | 1.826 <sup>NS</sup> | 182 |

<sup>NS</sup> = Non Significant

\*\* Significant at 0.01 level.

A comparison of government, private and public school Physical Education teachers on the variable job satisfaction is given in Table - 1 and Table 2. The results presented in Table 1 indicate that there is a significant difference in job satisfaction among the three categories of physical education teachers working in government, private and public schools of Haryana state as the obtained F value 5.78 was found higher than the table value of 4.68 required to be significant at 0.01 level of confidence. Further, to confirm the significant

differences between the paired means, Scheffe's Post-hoc Test has been applied.

The obtained results given in Table 2 clearly indicate that physical education teachers working in government schools are having higher mean score (84.69) as compared to the mean scores of those working in private (80.67) and public (74.21) schools. The table further shows that this difference is significant between government and public school physical education teachers at 0.01 level of confidence. It means that the teachers working in government schools are better in terms of job satisfaction than those working in the other two categories of schools but the difference in job satisfaction is significant only between two groups i.e. government and public schools physical education teachers.

The better job satisfaction among government school physical education teachers may be attributed to factors such as better service conditions, job security and prestige along with many more. There are aspects such as feeling of the sense of achievement and independence, autonomy, feedback on quality of performance and completion which might be the contributing factors for higher job satisfaction among physical education teachers working in government schools than their other two counterpart groups. These teachers have a better position in their job in terms of higher pay scales, job security, more freedom, decision making power, less interference by managements (in case of private and public schools it is more) and manageable class sizes. There is lesser role ambiguity and role conflict also which is more common among teachers in privately managed and public schools.

It was hypothesized that there would be significant difference in job satisfaction among physical education teachers working in government, private and public schools; as most of the previous studies have shown that teachers working in government schools have more job satisfaction than private and public school teachers. Keeping this in view, it was predicted that government, private and public school physical education teachers would differ significantly as far as job satisfaction is concerned. Pal (2001) also found in his study significant difference on job satisfaction among physical education teachers working in government, private and public schools of Chandigarh, Mohali and Panchkula. Earlier, Lata (1982) also noted in her study that women teachers working in government schools are more satisfied with their job than their counterparts working in private schools.

On the basis of the results discussed above, the hypothesis that significant difference would exist on job satisfaction among the physical education teachers working in different types of schools i.e. government, private and public schools, is accepted.

### Conclusions

On the basis of above findings, the following conclusions which may be considered as the highlights of the study are: Significant differences are found among physical education teachers working in government, private and public schools in Haryana on the variable job satisfaction.

There are significant differences on job satisfaction between government

and public school physical education teachers. Physical education teachers working in government schools have the highest job satisfaction followed by private and public school physical education teachers respectively.

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