

Job Satisfaction among Employees in Relation to Education and Experience in Industry

Brahmbhatt Hemali*, Dr. S.M. Kaji**

ABSTRACT:

The main purpose of these studies was to find out job satisfaction of employees in relation to education and work experience in industry. A sample of 120 which were 61 from SSC & 59 from above SSC and 80 less than five year work experience and 40 above five year work experience employees randomly selected. The obtained data were analyzed using mean, S.D. and “t” test. The organizational “Job Satisfaction Questionnaire” developed by Hardeo Ojha (Bhagalpur) was used. The result shows that there is no significant different found between SSC and above SSC pass & less than five year work experience and more than five year work experience employees of job satisfaction.

Keywords: *Job Satisfaction, Education, Experience, Employee,*

INTRODUCTION

Job satisfaction is an individual attributes and it is outcome of the fulfilment of the individual needs which vary greatly from one person to another. It is necessary condition for a healthy growth of teacher's personality Job satisfaction is the way an employee feels about his or her job. It is a generalized attitude toward the job based on evaluation of different aspects of the job. A pair of researches in (1972) examined several definitions of job satisfaction. Locke (1969) defined job satisfaction as "pleasurable emotional state resulting from the appraisal of one's job achieving or facilitating the achievement of one's job values. In contrast to this definition he defined job dissatisfaction as the un-pleasure emotional state resulting from the appraisal of one's job as frustrating or blocking the attainment of one's job values on entailing disvalues." Both satisfaction and dissatisfaction were seen as "a function of the perceived relationship between what one wants from one's job and what one perceives it an offering or entailing." Job satisfaction is a widely studied aspect of Industrial Psychology. It has been defined in different ways. But industrial psychologists agree in general that job-satisfaction is a pleasant and positive attitude possessed by an employee toward his job. Several factorial studies have been made to explore the important aspects of job-satisfaction. From the review of these and several other studies eight important aspects of job-satisfaction appear to emerge.

*P.G. Student, Department of Psychology, L.D. Arts College, Ahmadabad

**Associate Professor, Department of Psychology, L.D. Arts College, Ahmadabad

Job Satisfaction among employees in relation to Education and Experience in industry

They may be listed as (a) work itself, (b) supervision, (c) organization and its management, (d) opportunities for advancement, (e) salary and other financial benefits, (f) co-workers, (g) working condition, and (h) job- security. The present study has been carried out to know whether it creates difference of job satisfaction of level of education and work experience employees in different industry.

OBJECTIVE OF THE STUDY:

The purpose of the present study is the difference of job satisfaction in relation to education and work experience employees in industry.

HYPOTHESIS:

1. There is no significant difference between SSC & above SSC pass employees.
2. There is no significant difference between less than five year & more than five year experience employees.

METHOD:

Sample

As a sample for the present study in Ahmadabad district industrial area (Shrine Industries, Life Sciences Pvt. Ltd., Shrine Health Care etc.), 120 employees were selected. 61 were taken from SSC pass and 59 were taken from above SSC pass employees & 80 less than 5year and 40 more than 5 year work experience employees.

Tool

To obtained data, "Job Satisfaction Questionnaire" (JSQ-OH) by Hardeo Ojha, Bhagalpur (2011) was used for the purpose of study. The inventory consists of 32 items with yes/no response pattern. This test reliability is 0.77 and validity is 0.52.

Procedure

The collection of data was spread over a period of 20 days. The researchers personally visited the selected schools. The researchers took the permission of the head of the industry for administering the scales and fixed dates. On the schedule date the researchers meet the employees and made clear to them the purpose of administration. The researchers sought their cooperation. The instructions were explained by the researcher and the doubts were clarified. They were assured that their response will be used for research purpose only and will be kept confidential. They were suggested to give free frank and honest responses without any hesitation. The scales were administered to the employees. The scales were collected only after they were responded by the subject. After the completion of the administration the investigator thanks to the employees and heads of the industry for their kind cooperation. The raw scores were statistically analyzed in terms of means; standard deviation and t-test were used to compare job satisfaction of the employees in relation to their education and work experience.

RESULTS& DISCUSSION

The main objective of present study was to do study of Job Satisfaction among SSC pass and above SSC & less than and more than 5 year work experience employees. In it statistical ‘t’ method was used.

Results discussions of present study are as under:

Table-1 Job satisfaction of SSC and above SSC employees

Group	N	Mean	S.D	SE	SED	‘t’ Value	sign.
SSC	61	18.67	2.10	0.27	0.37	1.21	NS
above SSC	59	19.12	1.93	0.25			

Non significant at 0.05 levels. (0.05=1.98)

Table 1 depicts that the value of mean and SD of job satisfaction of SSC pass employees were 18.67 and 2.10 respectively and those of above SSC employees were 19.12 and 1.93 respectively. The ‘t’ value came out to be 1.21 which is not significant. Thus the null hypothesis, 1 which sates “There is no significant difference in the job satisfaction of SSC and above SSC employees” was accepted. It means that the job satisfaction of SSC and above SSC employees is of the same level.

Table-2 Job satisfaction of less than 5year and more than 5year experience employees

Group	N	Mean	S.D	SE	SED	‘t’ Value	sign.
Less-5	80	18.85	2.04	0.23	0.40	0.44	NS
More-5	40	19.03	2.07	0.33			

Non significant at 0.05 levels. (0.05=1.98)

Table-2 depicts that the value of mean and SD of job satisfaction of less than 5 year work experience employees were 18.85 and 2.04 respectively and those of more than 5 year work experience employees were 19.03 and 2.07 respectively. The ‘t’ value came out to be 0.44 which is not significant. Thus the null hypothesis, 2 which sates “There is no significant difference in the job satisfaction of less than 5 year and more than 5 year work experience employees” was accepted. It means that the job satisfaction of less than 5 year and more than 5 year work experience employees is of the same level.

CONCLUSION

There is no significant difference between SSC and above SSC employees & less than and more than 5 year work experience employees. It means education levels and work experience group employees are the same level of job satisfaction.

REFERENCES

1. Abu Baker Almintisir, Abu Baker Akeel and 2Indra Devi Subramaniam (2012) Comparison of Job Satisfaction of Employees in Public and Private Sector Organizations: Evidence from Two Libyan Companies, *Australian Journal of Basic and Applied Sciences*, 6(8): 177-186, ISSN 1991-8178
2. Alam, S. & Rizvi, K (2012) psychological well-being among bank employees, *journal of the Indian academy of applied psychology*, vol.38, no.2, 242-247
3. Bano, B. and Jha, R.K. (2012) Organizational Role Stress Among Public and Private Sector Employees: A Comparative Study, *the Lahore Journal of Business*): pp. 23–36
4. Contractor B.M. (1998), *Experimental Psychology Theory & Statistics (M.A.1)*.1stedition, Viral Publication, Ahmedabad, p-119
5. Dr. Beulah Viji Christiana. M, Dr. V.Mahalakshmi (2013) Role Stress and its Impact on Public and Private Sector Managers in Chennai: An Empirical Study, *Vol. 3, Issue 1, Jan - March 2013* ISSN: 2230-9519 (Online) | ISSN: 2231-2463 (Print)
6. Dr. Singh, A. & Dr. Sharma, T.R. (), *Manual for job satisfaction scale*, national psychological corporation, Agra, India
7. Ojha Hardeo, (2011) “Job Satisfaction Questionnaire” (JSQ-OH), Published by Manasvi, National Psychological Corporation, Agra.
8. Singh Amar and Sharma T. R. (1990), *Manual for job satisfaction scale*. National psychological Corporation, Agra. <http://www.ripublication.com/ijepa.htm>