

Job Satisfaction among Hindu and Muslim Employees in Industry

Inzamam Vohra*, Dr. S.M. Kaji**

ABSTRACT:

The main purpose of this study was to find out job satisfaction among Hindu and Muslim employees in industry. A sample of 120 employees, which were 79 from Hindu and 41 from Muslim, 50 were helper and 49 were operator employees and 58 were less than 35 year and 33 were above 35 year employees randomly selected. The obtained data were analyzed using mean, SD, 't' test. The organizational job satisfaction questionnaire developed by Hardeo Ojha (Bhagalpur) was used. The result shows that there is no significant difference found between Hindu and Muslim employees, helper and operator and less than-more than 35 year employees of job satisfaction.

Keywords: *job satisfaction, Hindu, Muslim, employee, industry, helper, operator*

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." The present study has been carried out to know whether it creates difference of job satisfaction of personnel's working in different industrial employees with reference to religion, age and type of work.

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

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

OBJECTIVES OF THE STUDY

1. To study difference between Hindu and Muslim employees of job satisfaction.
2. To study difference between Helper and operator employees of job satisfaction.
3. To study the correlation between less than 35 year and more than 35 year employees of job satisfaction.

HYPOTHESIS

1. There is no significant difference between Hindu and Muslim employees of job satisfaction.
2. There is no significant difference between Helper and operator employees of job satisfaction.
3. There is no significant difference between less than 35 year and more than 35 year employees of job satisfaction.

METHOD

Sample

As a sample for the present study in Ahmadabad district industrial area (Intas Industries, G.R. Industries, Harsha Engineering etc.), 120 Hindu and Muslim employees were selected. 79 were taken from Hindu and 41 were taken from Muslim employees.

Tool

To obtain 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.

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 religion, age and type of work.

RESULTS& DISCUSSION

The main objective of present study was to do study of Job Satisfaction among Hindu and Muslim employees. In it statistical ‘t’ method was used.

Results discussions of present study are as under:

Table-1 Job satisfaction of Hindu and Muslim employees

| Group | N | Mean | S.D | SE | SED | ‘t’ Value | sign. |
|--------|----|-------|-------|------|------|-----------|-------|
| Hindu | 79 | 35.92 | 11.74 | 1.32 | 2.26 | 1.07 | NS |
| Muslim | 41 | 38.36 | 11.82 | 1.84 | | | |

Non significant at 0.05 levels. (0.05=1.98)

Table 1 depicts that the value of mean and SD of job satisfaction of Hindu employees were 35.92 and 11.74 respectively and those of Muslim employees were 38.36 and 11.82 respectively. The ‘t’ value came out to be 1.07 which is not significant. Thus the null hypothesis, 1 which sates “there is no significant difference in the job satisfaction of Hindu and Muslim employees” was accepted. It means that the job satisfaction of Hindu and Muslim employees is of the same level.

Table-2 Job satisfaction of helper and operator employees

| Group | N | Mean | S.D | SE | SED | ‘t’ Value | sign. |
|----------|----|-------|-------|------|------|-----------|-------|
| Helper | 50 | 36.40 | 12.66 | 1.79 | 2.45 | 0.11 | NS |
| Operator | 49 | 36.12 | 11.76 | 1.68 | | | |

Non significant at 0.05 levels. (0.05=1.98)

Table-2 depicts that the value of mean and SD of job satisfaction of Helper employees were 36.40 and 12.66 respectively and those of Operator employees were 36.12 and 11.76 respectively. The ‘t’ value came out to be 0.11 which is not significant. Thus the null hypothesis, 2 which sates “there is no significant difference in the job satisfaction of helper and operator employees” was accepted. It means that the job satisfaction of helper and operator employees is of the same level.

Table-3 Job satisfaction of less than and more than 35 year employees

| Group | N | Mean | S.D | SE | SED | ‘t’ Value | sign. |
|---------|----|-------|-------|------|------|-----------|-------|
| Less-35 | 58 | 36.41 | 11.99 | 1.57 | 2.65 | 0.53 | NS |
| More-35 | 33 | 37.84 | 12.30 | 2.14 | | | |

Non significant at 0.05 levels. (0.05=1.98)

Job Satisfaction among Hindu and Muslim employees in industry

Table-3 depicts that the value of mean and SD of job satisfaction of less than 35 year employees were 36.41 and 11.99 respectively and those of more than 35 year employees were 37.84 and 12.30 respectively. The 't' value came out to be 0.53 which is not significant. Thus the null hypothesis, 3 which states "there is no significant difference in the job satisfaction of less than and more than 35 year employees" was accepted. It means that the job satisfaction of less than and more than 35 year employees is of the same level.

CONCLUSION

There is no significant difference between Hindu and Muslim employees, less than and more than 35 year employees, helper and operator employees. It means all three group 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).1st edition, 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>