

## Effect on Experience and Education of Job Satisfaction in Industrial Workers

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### ABSTRACT:

The main purpose of this study was to find out job satisfaction of industrial worker. A sample of 112 workers, which were 38 from less than 5year experience and 74 from more than 5year experience workers and 52 S.S.C pass and 39 H.S.C pass workers randomly selected. The obtained data were analyzed using mean, S.D., 't' test organizational "Job Satisfaction Questionnaire" developed by Hardeo ojha ( Bhagalpur) was used. The results show that there is no significant difference found between less than and more than 5year work experience workers and S.S.C&H.S.C pass workers of job satisfaction.

**Keywords:** *job satisfaction, experience, education, worker.*

### INTRODUCTION

Job satisfaction is an individual attribute and it is an 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.

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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 work experience and level of education in different industrial workers.

### **OBJECTIVE OF THE STUDY:**

The purpose of present study is the difference related to effect on work experience and education of job satisfaction in industrial worker.

### **HYPOTHESIS:**

1. There is no significant difference between less than five year & more than five year work experience workers.
2. There is no significant difference between SSC & HSC pass workers.

### **METHOD:**

#### **Sample**

As a sample for the present study in Ahmadabad district industrial area (Shrine Industries, Life Sciences Pvt. Ltd., Shrine Health Care etc.), 112 employees were selected. 38 were taken from less than 5 year work experience and 74 were taken from more than 5 year work experience workers & 52 SSC pass workers and 39 HSC pass workers.

#### **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. This test reliability is 0.77 and validity is 0.52.

#### **Procedure:**

The collection of data was spread over a period of 25 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 workers 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 workers. The scales were collected only after they were responded by the subject. After the completion of the administration the investigators thanks to the workers 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 workers in relation to their education and work experience.

**RESULTS& DISCUSSION:**

The main objective of present study was to do study of Job Satisfaction of education and work experience workers. In it statistical ‘t’ method was used.

Results discussions of present study are as under:

**Table-1 Job satisfaction of less than and more than 5 year work experience workers**

Group	N	Mean	S.D	SE	SED	‘t’ Value	sign.
Less-5	38	25.89	9.00	1.46	1.89	1.29	NS
More-5	74	22.95	10.31	1.20			

Non significant at 0.05 levels. (0.05=1.98)

Table 1 depicts that the value of mean and S.D. of job satisfaction of less than 5 year work experience workers were 25.89 and 9.00 and more than 5 year work experience workers were 22.95 and 10.31. The ‘t’ value came out to be 1.29 which is not significant. Thus the null hypothesis, 1 which states “There is no significant difference in the job satisfaction of less than 5 year and more than 5 year work experience workers” was accepted. It means that the job satisfaction of less than 5 year and more than 5 year work experience workers is of the same level.

**Table-2 Job satisfaction of SSC and HSC pass workers**

Group	N	Mean	S.D	SE	SED	‘t’ Value	sign.
SSC	52	23.98	9.34	1.30	2.21	0.05	NS
HSC	39	23.87	11.19	1.79			

Non significant at 0.05 levels. (0.05=1.98)

Table-2 depicts that the value of mean and S.D. of job satisfaction of SSC pass workers were 23.98 and 9.34 respectively and those of HSC pass workers were 23.87 and 11.19 respectively. The ‘t’ value came out to be 0.05 which is not significant. Thus the null hypothesis, 2 which states “There is no significant difference in the job satisfaction of SSC and HSC pass workers” was accepted. It means that the job satisfaction of SSC and HSC pass workers is of the same level.

**CONCLUSION:**

There is no significant difference between less than 5 year and more than 5 year work experience workers & SSC and HSC pass workers. It means a work experience and education level is not affected in workers job satisfaction.

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