



A Study of Job Satisfaction among Government and Non-Government Male Employees in Nadiad City

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Abstract

In present study, the researcher studied of job satisfaction among government and non-government male employees in nadiad city. It was studied in the context of independent variables of type of organization (government and non-government) and type of work (technical and non-technical). The researcher randomly selected male from various government and non- government organization from nadiad city. The researcher used self- constructed job satisfaction scale which was given to the subjects using survey method. Finally, it was concluded that significant difference was found in job satisfaction of the government and non-government male employees in Nadiad City. The government male employees were found to be more satisfied than the non-government male employees in Nadiad City. Significant difference was found in job satisfaction of the technical and non-technical male employees in Nadiad City. The technical male employees were found to be more satisfied than the non- technical male employees in Nadiad City.

Key Words: *Job satisfaction, government, non-government*

Introduction

Each and every person tries to get satisfaction by doing some kind of activity as well as creativity in this complex and competitive era Every person has to accept and do some job he/she likes to fulfill his needs. It should not be ignored that every person spends third part of his life in any of the organizations he/she works. Everyone has to be adjusted within his/her work, working conditions and interpersonal relations. So the questions like job satisfaction and job involvement become very important for the employees in the industries and organizations in which he lives whole day. If the employees are getting good job satisfaction then he/she would be automatically involved in the job. If he/she is getting well organizational climate, than he/she would enjoying good level of job satisfaction. The studies of job satisfaction and job involvement help the employees for getting highest level of life satisfaction, choosing and adjusting the jobs by taking attention of his/her good behavioral aspects and limitations.

In present research, the researcher studied the job satisfaction among government and non-government male employees in nadiad city



Job Satisfaction

According to **Hoppock (1935)**,

“Job satisfaction is any combination of psychological, physiological and environmental circumstances that causes a person truthfully to say, "I am satisfied with my job".

Blum & Naylor (1984) says,

"Job satisfaction or dissatisfaction is result of various attitudes that the person hold toward his job and related factors life in general",

McCormic (1984) refers,

"Job satisfaction is specific subset of attitudes held by organizational members. It is the attitude one has towards his or her job. Stated another way it is one's affective response to the job".

Job satisfaction as "an attitude which results form a balancing and summation of many specific like and dislike experienced in connection with the job”. Job satisfaction is the favorableness of the job with which employees view their work. It expresses the amount of agreement between one's expectations, of the job and the rewards that the job provides. According to E.A. Locke, Job satisfaction is "a pleasurable or positive emotional state resulting from the appraisal of one's job or job experience". In words of Feldman and Hugh Arnold job satisfaction may be defined as "the amount of overall positive affect (or feelings) that individuals have towards their job". Thus, one's thinking, feeling, and action tendencies that is, one's attitude towards work is termed job satisfaction.

Variables Of the Study

The variables of present study are as follows:

1. Independent Variable

A.Type of Organization

- Government
- Non-Government

B. Type of Work

- Technical
- Non-Technical

2. Dependent Variable

Scores job satisfaction scale.



Objectives

The objectives of present study are as follows: -

1. To study and compare the scores of job satisfaction of government and non-government male employees in Nadiad city.
2. To study and compare the scores of job satisfaction of technical, non-technical government and non-government male employees in Nadiad city.

Hypotheses

Hypotheses of the present study are as follows: -

- H₀₁** There is no significant differences in job satisfaction of government and non-government male employees in Nadiad city.
- H₀₂** There is no significant differences in job satisfaction of technical and non-technical male employees in Nadiad city.

Research Method

In present study the main goal of researcher was to study the job satisfaction of government and non-government male employees in Nadiad city. To obtain the data, the researcher constructed and standardized the job satisfaction scale for government and non-government male employees in Nadiad city. The researcher selected sample from different school organization from Nadiad city. To obtain information and opinions regarding job satisfaction of male employees, the researcher used **survey method** for present study.

Sample of the Study

The size of sample depends on the nature of objectives of a research project and the research design. Taking the objectives into consideration 240 working technical and non technical male employees were selected by using random sampling method from various government and non government organizations from Nadiad City. In selection of organization random sampling technique was used and selection of male employee's lottery method was used.



Table 1: Sample wise distribution

No.	Type of Organization/ Type of Work	Government	Non-Government	Total
1	Technical	60	60	120
2	Non-Technical	60	60	120
Total		120	120	240

The researcher selected 60 technical and 60 non-technical male from government organizations and 60 technical and 60 non-technical male from non-government organizations. Overall, 240 male were selected in government and non-government organizations.

Research Tool

The researcher constructed job satisfaction scale for the male of government and non-government organization from Nadiad city. First in this scale the general information like name, age, educational qualification, professional qualification, designation, type of organization wear in clouded with the vacant blanks to be filled by the employees. This scale has 80 statements. These 80 statements were got rated for suitability by 30 judges belonging to the fields of psychology, sociology, business administration, law and trade-union depending upon the unanimity among the judges only 40 items were retained for a pilot study made on nearly 50 professionals. This try-out resulted in deletion, modification and also inclusion of a few items. For the final scale only 30 items were retained. Each statement has three alternatives from which the respondent has to choose any one which candidly expresses his response The job satisfaction scale has 3 responses to each item 1) Agree 2) Neutral and 3) Disagree.

Procedure and Data Collection

The researcher visited the organization at the time given by the manager and performed data collection. In each organization, the researcher gave job satisfaction scale to the male employees of government and non-government organizations. Before giving the scale, the researcher explained every detail about how to respond the statements of the scale. The male employees were provided 1 hour to complete this scale. After completion of time, the researcher collected all the scale and used for further process.

Result and Discussion

H₀₁- There is no significant differences in job satisfaction of government and non-government male employees in Nadiad city.



Table 2: T test between mean scores of male employees of government and non-government organizations

TYPE OF ORGANIZATION	Numbers	Mean	Standard Deviation	t value	Significant	
Government	120	72.80	14.26	3.77	1.97(0.05) 2.59(0.01)	Significan t at 0.01 level
Non-Government	120	66.24	12.66			
Total	240					
	t value	3.77				

As mentioned in the table 2 calculated value of t is 3.77. Here t table value is 1.97 and 2.59 respectively for 0.05 and 0.01 level of significance. Calculated value of t is higher than table value 0.01 level of significance. There is seen significant difference between the mean scores obtained on job satisfaction scale of male employees of government and non-government organizations. The null hypothesis 1 is rejected. There is seen significant difference between mean scores obtained on job satisfaction scale of male employees of government and non-government organizations in Nadiad city.

Looking into the table, it can be seen that the Mean of government male employees is found 72.80 and Mean of non-government male employees is 66.24. Standard Deviation of government male employees is found 14.26 and Standard deviation of Non-government male employees is found 12.66. The Mean difference between both the groups is found 6.56 and the difference in Standard Deviation between both the groups is found 1.60. There is not notable difference is seen in Standard Deviation between both the groups. It can be concluded from the whole matter that government male employees are found to be more satisfied than non-government male employees in Nadiad city.

H₀₂ - There is no significant differences in job satisfaction of technical and non-technical male employees in Nadiad city.

Table 3: T test between mean scores of technical and non-technical male employees

TYPE OF WORK	Numbers	Mean	Standard Deviation	t value	Significant	
Technical	120	76.30	16.91	3.53	1.97(0.05) 2.59(0.01)	Significant at 0.01 level
Non-Technical	120	69.62	12.09			
Total	240					
	t value	3.53				

As mentioned in the table 3 calculated value of t is 3.53. Here t table value is 1.97 and 2.59 respectively for 0.05 and 0.01 level of significance. Calculated value of t is higher than table value 0.01 level of significance.



There is seen significant difference between the mean scores obtained on technical and non-technical male employees in Nadiad city. The null hypothesis 2 is rejected. There is seen significant difference between mean scores obtained on technical and non-technical male employees in Nadiad city.

Looking in to the table, it can be seen that mean of the technical male employees is found 76.30 and Mean of the non-technical male employees is found 69.62. Standard Deviation of the technical male employees is found 16.91 and Standard Deviation of the non-technical male employees is found 12.09. The mean difference between both groups is found 6.68 and the difference in Standard Deviation between both the groups is found 4.82. It can be concluded from the results that though Standard Deviation of the technical male employees is found little higher than the non-technical male employees in Nadiad city, the technical male employees is found so be more satisfied than the non-technical male employees in Nadiad city.

Major Findings

Major findings are as follows.

1. Significant difference was found in job satisfaction of the government and non-government male employees in Nadiad city. The government male employees were found to be more satisfied than the non-government male employees in Nadiad city.
2. Significant difference was found in job satisfaction of the technical and non- technical male employees in Nadiad city. The technical male employees were more satisfied then the non-technical male employees in Nadiad city.

Conclusion

The researcher studied the job satisfaction among government and non-government male employees in nadiad city The researcher constructed job satisfaction scale for government and non-government male employees in nadiad city. Samples of 240 male employees were selected from government and non-government male employees in nadiad city. It was revealed that the government male employees were found to be more satisfied than the non-government male employees in Nadiad City. Significant difference was found in job satisfaction of the technical and non-technical male employees in Nadiad City. The technical male employees were found to be more satisfied than the non- technical male employees in Nadiad City.

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