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NingthoujamJiteshwor Singh., Awadhesh Pratap Singh and  
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## Research Article

# COMPARATIVE ASSESSMENT OF JOB SATISFACTION AMONG THE PHYSICAL EDUCATION STUDENTS PLACED THROUGH DIFFERENT PLACEMENT AGENCIES

**Ningthoujam Jiteshwor Singh\*, Awadhesh Pratap Singh and  
Bitam Sadokpam**

Department of Physical Education B.V.D.U. Pune. (M.H.) India

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### ABSTRACT

The purpose of the study was to find out the comparison difference of job satisfaction among the physical education teachers placed through different placement agencies in Pune city. Total 45 teachers were selected purposively from four different agencies for this study. The study was restricted in Pune city and the age of the subjects were ranging from 22 to 27 years. The research literature reviewed in this study was based on the relevant references available in the related websites and the library of college of physical education, BVDU, Pune. The mentally disturbed teachers were excluded in this study and those who are not physical education teachers were also excluded. Job satisfaction scale questionnaire was developed by Dr. (Mrs) Meera Dexit (Lucknow) of national psychological corporation. To analysis the collected data, ANOVA test was employed followed by LSD post hoc test and the level of significance was set on 0.05 levels. Findings revealed no significant difference in relation to job satisfaction as the calculated f-value 0.23 is much lesser than the tabulated value (2, 43)5.15 which is not significant at 0.05 level.

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## INTRODUCTION

The concept of job satisfaction has been developed in many ways by many form properly different researchers and practitioners. One of the most widely used definitions in organizational research is that of Locke (1976), who defines job satisfaction as "a pleasurable or positive emotional state resulting from the appraisal of one's job or job experiences". Others have defined it as simply how content an individual is with his or her job; whether he or she likes the job or not. It is assessed at both the global level (whether or not the individual is satisfied with the job overall), or at the facet level (whether or not the individual is satisfied with different aspects of the job). Spector (1997) lists 14 common facets: Appreciation, Communication, Coworkers, Fringe benefits, Job conditions, Nature of the work, Organization, Personal growth, Policies and procedures, Promotion opportunities, Recognition, Security, and Supervision<sup>1</sup>.

A study title "Analysis of Factors Affecting Job Satisfaction of the Employees in Public and Private Sector", in India concluded that in India Employees tend to love their job if they get what they believe is an important attribute of a good job.

Weight age factor of each such attribute based on exhaustive survey has been calculated. Region, sector and gender wise study of job satisfaction has provided consistent picture with respect to distribution of data set analyzed showed that most of the employees in Indian industry are not satisfied with their job except for a few like male in commerce sector and female in education sector. Total job satisfaction level of males is found to be higher than that of woman. Total job satisfaction level in manufacturing sector is found to be very low.<sup>2</sup>

Job satisfaction can be defined as an employee's attitude towards the job. It is not same as motivation, rather it is concerned with the attitude and internal state of an individual regarding a particular job. It could, for example, be associated with a personal feeling of achievement, and hence, shaped or determined by pay, supervisory style, and age factors. If the existing job fails to provide psychological or physiological need of an individual, satisfaction from the job might be low.<sup>3</sup>

<sup>1</sup>Job satisfaction (22<sup>nd</sup> October 2015). Retrieved from the online website: [https://en.wikipedia.org/wiki/Job\\_satisfaction](https://en.wikipedia.org/wiki/Job_satisfaction)

<sup>2</sup>Kumari, G and associates "Analysis of Factors Affecting Job Satisfaction of the Employees in Public and Private Sector", *International Journal of Trends in Economics Management and Technology (IJTEMT)*, ISSN 2321-5518, Vol. 3 Issue 1, February 2014.

<sup>3</sup>Job satisfaction (22<sup>nd</sup> October 2015). Retrieved from the online website: <http://accountlearning.blogspot.in/2013/03/concept-and-meaning-of-job-satisfaction.html>

**Objectives of the Study**

1. To find out the job satisfaction among the physical education students placed through different placement agencies
2. To compare the job satisfaction among the physical education students placed through different placement agencies

**Hypothesis**

**H<sub>01</sub>** there would be no significance difference of job satisfaction among the physical education students placed through different placement agencies of Pune City.

**METHODOLOGY**

**Selection of Subjects**

Random sampling method was used for the better representation of the whole population for the present study.

**Inclusion criteria**

- Only physical education teachers were included.
- Three different colleges’ teachers were included.
- The subjects’ age limits were 22 to 27 years.

**Sample**

Physical education students were selected for this study. The subjects (45 physical educations teacher’s male and female), age between 22 to 27 years, were selected randomly from different colleges of Pune City.

**Variables**

The researcher is using one variable for the purpose of this present studies:

Job satisfaction.

**Analysis and Interpretation of Data**

The detailed analysis of the data is presented in this chapter. The data collected from the subject were arranged in a tabular form and to find out the significant difference. One-way analysis of variance (ANOVA) was used and followed by LSD Post Hoc Test if found significant. The entire analysis of the data was done on the basis of the objective of the study. The data was obtained by administrating job satisfaction questionnaires to the subject. The scores were obtained by using the key as suggested by Dr. (Mrs.) Meera Dexit (Lucknow) of National Psychological Corporation, 4/230. Kacheri Ghat, Agra -282004 (India).

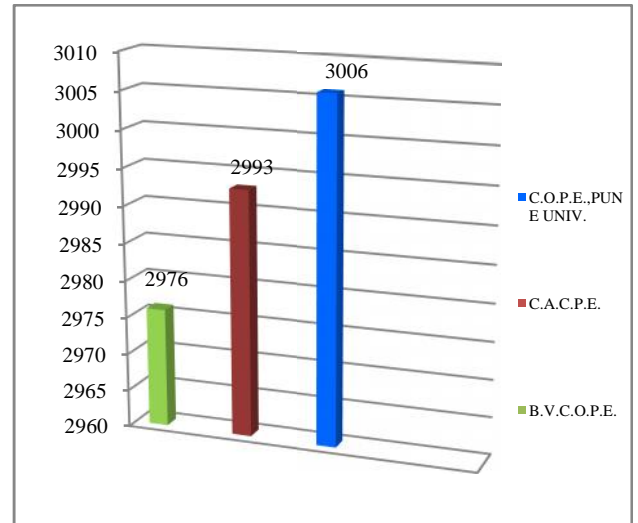
**Table 1** comparison of job satisfaction among college of physical education (university of pune), m.ms. Chandrashekhar agashe college of physical education and bharati vidyapeeth college of physical education, pune

Source of Variance	d.f.	SS	MSS	f- value
Between	2	30.06	15.03	0.063
Within	43	10225.05	237.79	

\*Significant at 0.05 level  
Tab F.05 (2, 43) = 5.15

From the **Table- 1** it is evident that the obtained **f-value 0.063** is lesser than the tabulated **f -value (2,43) 5.15**. Therefore, there is no difference among the College of Physical Education (University of Pune), M.Ms. Chandrashekhar Agashe college of physical Education and Bharati Vidyapeeth College of Physical Education, Pune in relation to job satisfaction.

**Graphical representation of job satisfaction among college of physical education (university of pune), m.ms. Chandrashekhar agashe college of physical education and bharati vidyapeeth college of physical education, pune**



**DISCUSSION OF FINDINGS**

The study reveals that the College of Physical Education (University of Pune), M.Ms. Chandrasekhar Agashe college of physical Education and Bharati Vidyapeeth College of Physical Education, Pune has no significance difference in relation to job satisfaction, as the obtain f-value 0.063 is much lesser than the tabulated f -value (2,43) 5.15 which is not significant at 0.05 level.

The appearance of this type of results may be due to the job vacancy and the salary of the job center. All the colleges in Pune have many opportunities about the physical education subjects and sports. So, the past out students of physical education tries to the school job vacancies.

**DISCUSSION OF HYPOTHESES**

On the basis of the findings the hypotheses stated earlier that:

**H<sub>01</sub>**- There would be no significance difference of job satisfaction among the physical education students placed through different placement agencies of Pune city is **accepted**.

**CONCLUSION**

With the limitations of the study and from the statistical analysis of the data following conclusion was drawn-

1. As the study was done among four different placement agencies related to different physical education colleges and there was no significant difference in relation to job satisfaction. Hence, the researcher hypothesis is accepted.

### **Recommendations**

In the light of results obtained and conclusions drawn, the following recommendations are made for future investigations and for practical applications analysis of the collected data it is concluded that.

1. A similar study of relationship of comparison of job satisfaction among different faculties of sports in physical education will be taken.
2. It is recommended to do comparative study of job satisfaction among different physical education colleges through different placement agencies between male and female persons.
3. It is recommended that a study of job satisfaction among physical education teachers and other field teachers should be done.
4. It is recommended that a study of comparative study of job satisfaction between private physical education colleges and government physical education colleges will be taken.

5. A similar type of study will be taken to study the relationship of other psychological variables related to comparison of job satisfaction among others streams rather than physical education will be taken.

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