

# STUDY OF JOB SATISFACTION AND JOB STRESS OF ASSOCIATE PROFESSORS OF PHYSICAL EDUCATION OF VARIOUS COLLEGES IN HARYANA STATE

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## Abstract

Teachers at the undergraduate level play an important role in shaping the lives of students who stand at the crossroads of their career. The commitment and dedication of teachers, among other factors depend upon their level of satisfaction with their job. This study was carried out to determine whether the job satisfaction of research assistants at Schools of Physical Education and Sport, and their attitudes to university lecturers, varies at a meaningful level regarding some variables and to find out the correlation between them. The sample of the research includes 96 research assistants. The levels of job satisfaction were determined by the "Job Satisfaction Scale" (Baş and Ardiç, 2001) while attitude levels concerning lecturers were determined by the "Research Assistants' Attitude to Lecturers' Scale" (Semerci, 2004). The research assistants' points and general job satisfaction, subdimension job satisfaction and quality of job satisfaction, image of the institution, satisfaction of job security, satisfaction with academic atmosphere and executive consultant, communication and satisfaction points with colleagues did not vary according to the different age variable. The present study was undertaken to find the difference in job stress between physical education teachers and other

subject teachers. The performance of physical education teachers depends on various factors. One such factor is Stress that they are going the Rough work. Numerous factors affect the teacher's Stress and this in turn affects their college life and personal life. Many institutions are not particular to provide any measures to reduce Stress. It has been identified that no study has been conducted so far about Stress management among Physical education teachers. One finds stress everywhere, whether it is within the family, business organization/enterprise or any other social or economic activity. From birth to death, a person is invariably exposed to a variety of stressful situations. Not surprisingly, interest in this issue has increased with the progress of the current century, which has been referred to as the "age of anxiety and stress". The purpose of the study was to know the job stress among physical education personnel working in training colleges.

## Paper Identification



**Introduction:**

Job satisfaction is a widely accepted Psychological aspect of functioning in any profession. Job Satisfaction is a common form that employees has develop certain positive and negative attitudes about his work.

A research for a job especially in the modern world known largely for its materialism and even different compulsions and complexities is a demand primarily to earn a living. It is the job which provides largely to be a source of happiness and settlement without thinking what it bring in a higher plane. Satisfaction and non fulfillment of these needs decides the individual perceptions of how this needs are satisfied. Job satisfaction have defined by different people. Evidences to certify their thoughts have been gleaned from various sources, even the definition becomes not possible in the real terms. Human actions are never governed by single factor but it is a combination and permutations of various occasions, some legend, some superficial, some midway between. In a nutshell, it must be emphasized that physical education aims as an academic discipline at inculcating a health consciousness for physical fitness.

**Importance of Job-satisfaction:**

Importance of Job-satisfaction in a rapidly developing industrial society, the importance of Job satisfaction need not be overemphasized. Job satisfaction is essential to the employer, the worker and the community. Various investigations which are referred to in the next chapters that when a man is satisfied with his work the employer profits by grater output fewer ducts and many they also review that a person satisfied with his job is likely to profit by high moral in his general living and the community profits on the sure of individual and individuals wellbeing. That is the person why the understanding of dynamic of job satisfaction or job moral becomes serious consideration to everyone concerned.

**Job Stress**

Job stress is the harmful physical and emotional responses that occur when the requirements of the job do not match the capabilities, resources, or needs of the worker. Job stress matters to our health and our work. When we feel stressed, our bodies respond by raising the concentration of stress hormones in our blood. When our bodies continually respond to constant demands or threats, coping mechanisms stay in overdrive, which can be damaging to health over time. Research shows that excessive job stress can lead to many long-term health problems, including cardiovascular disease, diabetes, weakened immune function, high blood pressure, musculoskeletal disorders, substance abuse, depression and anxiety. Some short term signs of job stress are listed in the table to the right. Stressful working conditions can also impact health indirectly by limiting our ability or motivation to participate in other health promoting behaviors such as eating well and exercising.

Job stress can be defined as the harmful physical and emotional responses that occur when the requirements of the job do not match the capabilities, resources, or needs of the worker. The concept of job stress is always confused with challenge, but these concepts of job stress are not the same. Challenge energizes us physically and psychologically, and it motivates us to learn new skill and master our occupation. When a challenge is met, we feel relaxed and satisfied. Thus, challenge is an important ingredient for healthy and productive work. The importance of challenge in our work life is probably what people are referring to when they say, "a little bit of stress is good for you. Job stress is that which derive specifically from conditions in the work place. These may usually cause stress initially or aggravate the stress already present from other sources. In today's typical workplace, stress is seen as becoming increasingly extra common. People appear to be work longer hours, taking on higher level of responsibilities and exerting themselves even more strenuously to meet

rising expectations about job performance, competition is very sharp. There is always someone else ready to “step into one’s shoes” should one be found wanting.

### **Impact of Stress on Job Performance**

Majority of the articles reviewed by this researcher mentioned about the impact of stress but many of them only talk about the impact of stress on particular aspect or dimensions of job, that means the researcher has not come across any article or report that takes a comprehensive view of the subject. Hence it is pertinent to understand as to what constitutes job performance or what are the different dimensions of job that are likely to be affected by stress. Scullen (2000) described job performance comprising of four aspects; i) general performance, ii) human performance, iii) technical performance and iv) administrative performance. Rubina et al. (2008) viewed job performance as the result of three factors working together: skill, effort and the nature of work conditions. Skills include knowledge, abilities and competencies of the employees; effort is the degree of motivation the employee puts forth towards completing the job; and the nature of work conditions is the degree of accommodation of these conditions in facilitating the employee’s performance.

### **Review of Literature:**

- **R. Naga Bhavya Sree and R. Satyavathi (2017)** In the modern era, organizations are facing several challenges due to the dynamic nature of the environment. One of the many challenges for a business is to satisfy its employees in order to cope up with the ever changing and evolving environment and to achieve success and remain in competition. In order to increase efficiency, effectiveness, productivity and job devotion of employees, the business must satisfy the needs of its employees by providing good working conditions. The objective of this paper is to analyse the impact of working environment

on employee job satisfaction. The study employed a quantitative methodology. Data was collected through a self-administered survey questionnaire. The questionnaire is adopted from a previous validated assessment. The target population consists of educational institutes, banking sector and telecommunication industry operating in the city of Hyderabad. Simple random sampling is used for collection of data from 80 employees. The results indicates a positive relationship between working environment and employee job satisfaction. The study concludes with some brief prospects that the businesses need to realize the importance of good working environment for maximizing the level of job satisfaction. This paper may benefit society by encouraging people to contribute more to their jobs and may help them in their personal development and development. Hence, it is vital for an organization to motivate their employees to work hard for achieving the organizational goals and objectives.

- **Gnaneswar Koorella & Dr. R. Perumal (2019)** Employee satisfaction and Loyalty represents one of the most key challenges faced by the managers today when it comes to managing their employees. Employees are the most valuable resource for all organizations; the longer an employee works for a company the more valuable it becomes. Many researchers have been conducted in various sectors to demonstrate the impact of Job satisfaction on employee loyalty. Employee satisfaction is all about employees being satisfied in the organization with a strong belief that working with that particular organization is their best option. The aim of the study was to find the impact of job

satisfaction of an employee. This study also finds out various factors underlying employee satisfaction. To achieve the aim of the study questionnaire survey was used. The results show that there is direct impact of all the factors in the organization. Job satisfaction is related to different Socioeconomic and personal factors, such as: Age, Sex, Incentives, Working Environment, Education, duration of work etc. The present paper will highlight different factors affecting job satisfaction in pharmaceutical company in Hyderabad, India

- **Wasaf Inayat and Muhammad Jahanzeb Khan (2021)** The aim of the present research was to study the effect of job satisfaction on the performance of employees working in private sector organizations of Peshawar, Pakistan. For that purpose, one hundred and eighty employees ( $N=180$ ) were selected as a sample from private organizations of Peshawar. An equal number of employees, i.e., ( $n=60$ ), were selected through random sampling method from three types of organizations, viz., hospitals, banks, and universities. A Minnesota Satisfaction Questionnaire (MSQ-short form) developed by Weiss et al. (1967) and a self-constructed Performance Evaluation Form (PRF) were used as instruments for the study. Initially, the reliability statistics of both the instruments was calculated to know the significance of the scales. According to the findings of the study, the type of occupation has been shown significant correlation with job satisfaction. Similarly, the positive relationship of job satisfaction with performance of employees was also confirmed. Therefore, it is concluded from the study that satisfied employees were better in performance as compared to

dissatisfied employees, thus contributing significant role in the uplifting of their organizations. As there are unstable economic and political conditions of Peshawar, it is therefore necessary for every organization to make their employees motivated and satisfied towards high performance by adopting different techniques and methods.

- **The study of Abu Rahma (2012)** aimed to discuss the level of work-related stress and the level of the job satisfaction among the educational supervisors in the governorate of Gaza. The researcher used the analytical approach. The study sample included 189 supervisors from the Palestinian Ministry of Education and the UNRWA. The study tool, a questionnaire, consisted of two parts: stress at work (nine items) and job satisfaction (six items). The study found out that the level of work-related stress among the educational supervisors was moderate. There were no statistically significant differences in the arithmetic averages between the supervisors in terms of their attitudes towards stress at work due to the variables of gender and school type. However, there were significant differences due to the variables of gender, school type, work experience and educational directorate. The most important recommendation was that the Ministry of Education and the UNRAW agency should pay greater attention to work-related stress due to its adverse implications in the supervisors' overall performance.
- **[T Bharathi](#) and [K.S. Gupta](#) (2017)** Job Stress can occur for employees at any level in IT Sector. The IT industry has witnessed stress among the employees for quite a long time. There is growth in employment of women employees in this Sector. The multi

role played by them contributes to Job Stress. There are different factors which contribute to Stress among working women which can influence job satisfaction, employee commitment, job involvement, productivity etc. This research paper investigates the relationship between Job Stress and Productivity. The sample consists of 92 women employees working at all levels in select IT companies in Hyderabad. The data is collected through structured questionnaire. Correlation and regression analysis was conducted to know the influence of Job Stress on Productivity. Also, ANOVA was performed to detect the variance in demographics characteristics on Job Stress. The study results show that there is negative relation between Job Stress and Productivity implying that when there is increase in Job Stress, there is decrease in Productivity. Also, there are no significant differences between select demographic characteristics on Job Stress.

### Design of the Study

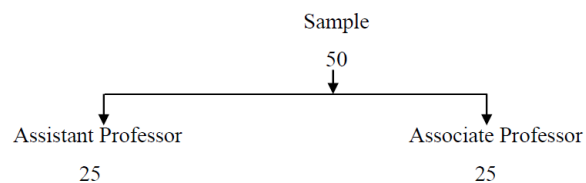
A survey type study was designed to find out significant difference among job satisfaction and Job Stress of Assistant & Associate Professor of Physical Education working in Government College in Haryana State as related to their job satisfaction and job stress variables. The data was also utilized to find out level among job stress and job satisfaction variables.

### Source of Data

For the present study the subjects was Assistant Professors and Associate Professors from the various colleges affiliated from the Haryana State Universities recognized by the UGC.

The sample was selected in various Government Colleges in Haryana State. The random

sampling technique was used in the present study. The brief description of the sample is given below:



### Collection of Data:

The data pertaining to the study is collected by administering the tests which are meant for the selected variables.

1. To study the Job Stress level Standard Occupational Stress Index (OSI) by A.K. Srivastava and A.P. Singh will be used.
2. After collecting the data, Master Chart will be developed using the Microsoft Excel and after that Suitable Statistical Techniques will be used for the analysis of data.

### Statistical Technique:

The researcher will gather the job satisfaction and job stress data using the Standard questionnaire and Standard questionnaire and after that using manual method in the Standard questionnaire and Standard questionnaire the raw scores will be converted into the standard scores. Then the Statistical technique Chi-Square will be used for the analysis of data and 0.05 will be considered as the level of significance.

### DATA ANALYSIS AND INTERPRETATION

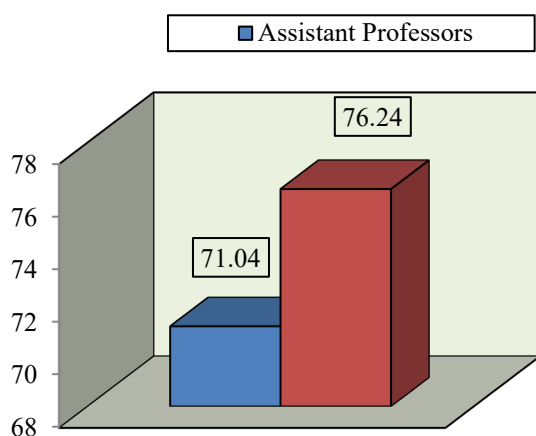
Comparison of Job Satisfaction between Assistant and Associate Professors of Physical Education of Various Colleges in Haryana State

Variable	Group	Mean	SD	SE	MD	Ot	df	Tt
Job Satisfaction	Assistant Professors	71.04	9.42	2.44	5.20	2.13*	48	2.01
	Associate Professors	76.24	7.75					

\*Significant at 0.05 level

Table No-1 reveals that there is difference between mean of Assistant and Associate Professors of job satisfaction because mean of assistant professors is (71.04) which is less than associate professors (76.24)

and there mean difference is (5.20). To check the significance difference between Assistant and Associate Professors of job satisfaction the data was analyzed by applying ‘t’ test. Before applying ‘t’ test SD was calculated where assistant professors SD is (9.42) and associate professors SD is (7.75) there combined standard error is (2.44). The ‘t’ test shows significant difference between Assistant and Associate Professors of job satisfaction because the value of calculated ‘t’ (2.13) which is more than tabulated ‘t’ (2.01) at 0.05 level of significance. Table shows mean of Associate Professors having more job satisfaction than assistant professors. This is presented graphical representation in Graph No.1.



**Graph-1**

Mean difference of job satisfaction between Assistant and Associate Professors of Physical Education of Various Colleges in Haryana State

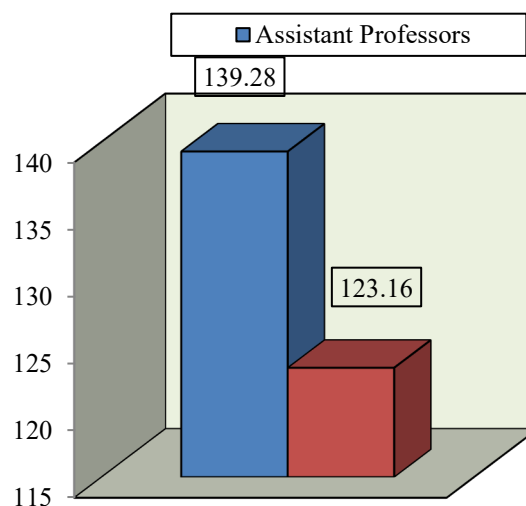
Comparison of Job Stress between Assistant and Associate Professors of Physical Education of Various Colleges in Haryana State

Variable	Group	Mean	SD	SE	MD	Ot	df	Tt
Job Stress	Assistant Professors	139.28	20.79	5.12	16.12	3.15*	48	2.01
	Associate Professors	123.16	14.95					

\*Significant at 0.05 level

Table No-2 reveals that there is difference between mean of Assistant and Associate Professors of

job stress because mean of assistant professors is (139.28) which is more than associate professors (123.16) and there mean difference is (16.12). To check the significance difference between Assistant and Associate Professors of job stress the data was analyzed by applying ‘t’ test. Before applying ‘t’ test SD was calculated where assistant professors SD is (20.79) and associate professors SD is (14.95) there combined standard error is (5.12). The ‘t’ test shows significant difference between Assistant and Associate Professors of job stress because the value of calculated ‘t’ (3.15) which is more than tabulated ‘t’ (2.01) at 0.05 level of significance. Table shows mean of assistant professors having more job stress than associate professors. This is presented Graphical representation in Graph No.2.



**Graph-2**

Mean difference of Job Stress between Assistant and Associate Professors of Physical Education of Various Colleges in Haryana State

**Conclusion**

It was hypothesized that assistant professors working in colleges in the state of Haryana have low levels of job satisfaction and high levels of job stress. On the basis of the obtained results, it was concluded that the assistant professor working in the college of Haryana State has a moderate level of job

satisfaction and there is no difference in the work related stress categories. Based on the conclusion, the hypothesis made by the researcher was rejected.

Earlier it was hypothesized by the researcher that associate professor working in a college in Haryana state has high level of job satisfaction and low level of job stress. Based on the results obtained, it was concluded that Associate Professor working in a college of Haryana State has moderate level of job satisfaction and low level of job stress. On the basis of the conclusion, the hypothesis made by the researcher was partially accepted.

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