

JOB SATISFACTION OF PHYSICAL EDUCATION TEACHERS IN COIMBATORE DISTRICT

D.Rajasekaran* & Dr.M.Chithirai Selvan**

* Research Scholar, PG & Research Department of Commerce,
Nallamuthu Gounder Mahalingm College, Pollachi, Tamilnadu.

** Research Guide & Assistant Professor, PG & Research Department of Commerce,
Nallamuthu Gounder Mahalingm College, Pollachi, Tamilnadu.

Email: rajasekaran3d@gmail.com & drchithiraingm@gmail.com

Abstract

The main intention of this research paper is to investigate the level of job satisfaction of physical education teachers and the variables associated with their level of job satisfaction. The study is primary in nature and the necessary data for the study have been collected through issue of structured questionnaire in both Tamil and English languages. Two hundred and fifty-three physical education teachers working in Coimbatore district have been selected through Snowball sampling technique. Analysis of Variance (ANOVA), 't' test and chi-square test are applied in analyzing the gathered data. The study discloses that area of residence, age, qualified with NET / SET, location of institution, designation, total experience and level of emotional intelligence are found to be highly significant at one per cent level whereas marital status, monthly income, type of institution, working hours per day, years of experience in the present institution and years of experience in the previous institution are found to be significant with level of job satisfaction of physical education teachers.

KeyWords: Job satisfaction – Physical Education Teachers.

Introduction

Job satisfaction refers to the degree to which one can feel good or satisfactory position about his / her job. Also it denotes an emotional response or one's attitude towards his / her task and its relationships to social and physical environment of workplace. To be specific, the nature of work and its benefits, nature of superior, terms and conditions of the job, provision of pay and relationship with colleagues are the conventional factors lead to one's job satisfaction. Weiss (2002) reveals that a pleasurable emotional response regarding one's job is a definite factor leading to his / her job satisfaction. Further, many researchers disclose that physical education teachers are also required to be emotionally balanced in their workplace so that they can be successful and satisfied in their job. Therefore, it is imperative to make an attempt in the present article to identify the physical education teachers' level of job satisfaction and the variables leading to their level of job satisfaction.

Review of literature

Kenuioua Mouloud et al., (2016) reveals that there exists a positive correlation between dimensions of job satisfaction with organisational commitment. Anisha Gul Bhatti and Naima Tabbasum (2014) conclude that there is a strong positive correlation between emotional intelligence and job satisfaction of physical education teachers. Syed Sofian Salim and Samsiah Mohd Jais et al. (2015) find that there is a relationship between emotional intelligence and work satisfaction in the teaching profession. Theophilus Tague and

Emmanuel Nil-Boye Quarshie (2016) in their study find that there exists a positive correlation between emotional intelligence and job satisfaction among the nurses. Also they find that there is no significant in gender difference in emotional intelligence and job satisfaction of nurses based on gender. Feteme Bakhitar Koshkojani and Mehdi Shariatmadai (2015) in their study find that there exists a positive and significant relationship between instructors' emotional intelligence and their job satisfaction. Also, they find that components of emotional intelligence like social skill, self-awareness and self-control are able to predict teachers' job satisfaction. Mojgan Emdady and Nasrin Bagheri (2015) in their study find that there is a high correlation between social skills and job satisfaction. Also they find that there is no significant difference between men and women with regard to their emotional intelligence.

Objectives of the study

- To identify mean difference between / among the select variables and job satisfaction of physical education teachers
- To ascertain the association between the select variables and level of job satisfaction of physical education teachers

Research methodology

The study is mainly based on primary data and the data required for the study have been collected through issue of structured questionnaire which is prepared both in Tamil and English languages. The questionnaire contains questions relating to the personal profile, occupational details and job satisfaction of physical education teachers. A sample of 253 physical education teachers working in Colleges and Universities in Coimbatore district have been selected by adopting snowball sampling technique. The statistical tools like ANOVA, 't' test and Chi-square test are used to analyse the gathered data.

Job Satisfaction of Physical Education Teachers

This section deals with the computation of level of job satisfaction, variables considered for measuring level of job satisfaction

a) Level of Job Satisfaction

Job satisfaction on physical education teachers has been measured by giving scores to job satisfaction related questions. Thirty-six such questions are included in the questionnaire. Answers the questions have been rated on five-point scale. Thus, the maximum score a physical education teacher would get is 195. Scores obtained by each physical education teacher is divided by 195 and multiplied by 100 to convert into an index. This index is termed as 'job satisfaction index'. The level of job satisfaction thus calculated ranges between 34.36 and 92.82 and the grand mean of emotional intelligence index is 76.42. Of the 253 physical education teachers, 133 (52.57%) are with emotional intelligence index above the average and 120 (47.43%) are with job satisfaction indices below the average. Based on the job satisfaction index, the physical education teachers are divided into three groups as physical education teachers with low, medium and high level of job satisfaction. In order to classify the physical education teachers into three such groups, quartiles have been made use of. Accordingly, physical education teachers with job satisfaction index ranging up to 68.41 are termed as physical education teachers with low level of job satisfaction; those with job satisfaction index between 68.42 and 84.42 are termed as physical education teachers with medium level of job satisfaction and those physical education

teachers with job satisfaction index above 84.42 are termed as physical education teachers with high level of job satisfaction. Of the 253 physical education teachers, 32 (12.65%) have low level of job satisfaction; 185 (73.12%) have medium level of job satisfaction and the remaining 36 (14.23%) have high level of job satisfaction.

b) Variables considered for Level of Job Satisfaction

Twenty five variables namely area of residence, age, gender, marital status, educational qualification, qualified with NET/SET, type of family, status in the family, number of earning members in the family, number of non-earning members in the family, size of the family, monthly income, family income per month, family expenditure per month, type of institution, location of institution, designation, nature of employment, number of working hours per day, year of experience in the present institution, year of experience in the previous institution, total experience, distance between home and workplace, mode of transport and level of emotional intelligence have been selected in order to test whether the observation on level of job satisfaction differs based on these variables and if there really exists any association between each of the variables and level of job satisfaction. Analysis of Variance (ANOVA) and 't' test have been made use to study differences in mean value and level of job satisfaction and chi-square test have been employed to examine association between the variables and level of job satisfaction. Levels of significance chosen are one and five per cent.

Findings of the study

The findings of the study are divided into two sections namely, mean difference between / among select variables and job satisfaction and association of select variables and level of job satisfaction of physical education teachers.

i) Select Variables and Job Satisfaction - ANOVA and 't' Test

To test the mean difference between / among the select variables and job satisfaction of physical education teachers, the ANOVA and 't' test has been applied.

H_0 : There is no mean difference between / among the select variables and level of job satisfaction

Table 1
Select Variables and Job Satisfaction – ANOVA and 't' Test

S. No	Variables	d.f. (V ₁ , V ₂)	Calculated F & 't' Value	Table Value (F & 't')		Result
				At 5%	At 1%	
1	Area Of residence	2, 250	9.564	3.031	4.691*	Highly significant
2	Age	2, 250	2.278	3.031	4.691	Not significant
3	Gender	251	0.117	1.969	2.596	Not Significant
4	Marital status	251	0.575	1.969	2.596	Not significant
5	Educational qualification	3, 249	1.864	2.641	3.861	Not significant
6	Qualified with NET / SET	251	1.908	1.969	2.596	Not significant
7	Type of family	251	0.533	1.969	2.596	Not significant
8	Status in the family	251	0.239	1.969	2.596	Not significant
9	Number of earning members in the family	2, 250	2.035	3.031	4.691	Not significant
10	Number of non-earning members in the family	2, 250	1.505	3.031	4.691	Not significant
11	Total members in the family	2, 250	0.991	3.031	4.691	Not significant

S. No	Variables	d.f. (V ₁ , V ₂)	Calculated F & 't' Value	Table Value (F & 't')		Result
				At 5%	At 1%	
12	Monthly income	4, 248	1.668	2.408	3.396	Not significant
13	Family income per month	4, 248	2.789	2.408*	3.396	Significant
14	Family expenditure per month	4, 248	1.681	2.408	3.396	Not significant
15	Type of institution	251	3.029	1.969	2.596*	Highly significant
16	Location of institution	2, 250	9.175	3.031	4.691*	Highly significant
17	Designation	5, 247	3.434	2.251	3.092*	Highly Significant
18	Nature of employment	251	1.353	1.969	2.596	Not significant
19	Number of working hours per day	2, 250	3.495	3.031*	4.691	Significant
20	Year of experience in the present institution	2, 250	0.847	3.031	4.691	Not significant
21	Year of experience in the previous institution	2, 250	2.600	3.031	4.691	Not Significant
22	Total working experience	2, 250	3.497	3.031*	4.691	Significant
23	Distance between home and workplace	2, 250	1.163	3.031	4.691	Not significant
24	Mode of transport	4, 248	1.956	2.408	3.396	Not significant
25	Level of emotional intelligence	2,250	7.594	3.031	4.691*	Highly Significant

The table above shows that out of the twenty-five variables selected for testing the mean difference with job satisfaction of physical education teachers, eight variables are found to be significant. Of them, five variables namely area of residence, type of institution, location of institution, designation and level of emotional intelligence is found to have highly significant difference at one per cent level whereas family income per month, working hours per day and total experience are found to have significant difference with job satisfaction of physical education teachers at five per cent level.

ii) Select Variables and Level of Job Satisfaction – Chi-Square Test

To examine the association between the select variables and job satisfaction of physical education teachers, the Chi-square test has been employed.

H_0 : *There is no association between the select variables and level of job satisfaction of physical education teachers.*

Table 2
Select Variables and Level of Job Satisfaction – Chi-Square Test

S.No	Variables	d.f.	Calculated χ^2 Value	Table Value		Result
				At 5 %	At 1%	
1	Area of residence	4	19.385	9.488	13.277*	Highly significant
2	Age	4	16.158	9.488	13.277*	Highly significant
3	Gender	2	0.055	5.991	9.210	Not Significant
4	Marital status	2	7.667	5.991*	9.210	Significant
5	Educational qualification	6	8.379	12.592	16.812	Not Significant
6	Qualified with NET/SET	2	9.412	5.991	9.210*	Highly significant
7	Type of family	2	1.644	5.991	9.210	Not Significant
8	Status in the family	2	1.734	5.991	9.210	Not Significant
9	Number of earning members	4	5.293	9.488	13.277	Not Significant

S.No	Variables	d.f.	Calculated χ^2 Value	Table Value		Result
				At 5 %	At 1%	
10	Number of non-earning members	4	4.729	9.488	13.277	Not Significant
11	Size of the Family	4	3.372	9.488	13.277	Not Significant
12	Monthly income	8	16.019	15.507*	20.090	Significant
13	Family income per month	8	13.056	15.507	20.090	Not Significant
14	Family expenditure per month	8	11.078	15.507	20.090	Not Significant
15	Type of institution	2	6.860	5.991*	9.210	Significant
16	Location of institution	4	34.982	9.488	13.277*	Highly significant
17	Designation	10	23.794	18.307	23.209*	Highly significant
18	Nature of employment	2	1.949	5.991	9.210	Not Significant
19	Working hours per day	4	12.613	9.488*	13.277	Significant
20	Year of experience in the present institution	4	12.753	9.488*	13.277	Significant
21	Year of experience in the previous institution	4	9.930	9.488*	13.277	Significant
22	Total working experience	4	20.140	9.488	13.277*	Highly Significant
23	Distance between home and workplace	4	2.449	9.488	13.277	Not Significant
24	Mode of transport	8	8.272	15.507	20.090	Not Significant
25	Level of emotional intelligence	4	17.687	9.488	13.277*	Highly significant

The table above shows that out of the twenty-five variables, thirteen variables are found to be significant. Of which, area of residence, age, qualified with NET / SET, location of institution, designation, total experience and level of emotional intelligence are found to be highly significant at one per cent level whereas marital status, monthly income, type of institution, working hours per day, years of experience in the present institution and years of experience in the previous institution are found to be significant at five per cent level.

Conclusion

The present study focuses on level of job satisfaction of physical education teachers working in Coimbatore region. It reveals that area of residence, age, qualified with NET / SET, marital status, monthly income, type of institution, location of institution, designation, working hours per day, years of experience in the present institution, years of experience in the previous institution, total working experience and level of emotional intelligence are found to be significant. Further, it is found that physical education teachers who are residing in urban area; teachers who belong to between 30 and 40 years age group; teachers who are qualified with NET / SET; teachers whose monthly income is above Rs.100,000; teachers who are working in Universities; teachers who are working in semi-urban based institution; teachers who are working as assistant professor; teachers who are working for above 10 hours per day and teachers who have high level of emotional intelligence are with high level of job satisfaction whereas physical education teachers who are unmarried; teachers who have less than five years of experience in the present institution; teachers who have two to five years of experience in the previous institution and teachers who have less than 10 years of total working experience have low level of job satisfaction. Hence, the Government and the Institution are advised to recognize the experienced and hard working physical education teachers by providing adequate financial support and incentives which may lead to satisfaction of physical education teachers. Also, the institutions shall provide adequate

financial benefits, necessary facilities and training in order to enhance the job satisfaction of the teachers who are residing in rural and semi-urban area.

References:-

Anisha Gul Bhatti and Naima Tabbasum (2014), “The Relationship between Emotional Intelligence and Job satisfaction in College Teachers of District Hyderabad”, *Ma'ariff Reserch Journal*, pp. 11 – 30.

Feteme Bakhitar Koshkojani and Mehdi Shariatmadai (2015), “Investigating the Relationship between Emotional Intelligence of instructors with their job satisfaction at Fifth region Government Girls' Schools of Tehran City Education”, *Aual Orientalis*, Vol. No.1, pp. 64-71.

Kenioua Mouluod, Bachir Boughera and Bacha Foudil Samir (2016), “Job Satisfaction for Physical Education Teachers and its Relationship to Job Performance of and Organisational Commitment”, *Medical – biological problems of physical training and sports*, pp. 47 – 51.

Mojgan Emdady and Nasrin Bagheri (2013), “The relation between emotional intelligence and job satisfaction”, *European Journal of Experimental Biology*, Vol. No. 3(1), pp. 554-558.

Syed Sofian Syed Salim and Samsiah Mohd Jais and Mohmmad Aziz shah Mohamed Arip and Nor Haslin Mohd Adnan (2015), “The role of Emotional Intelligence (EI) towards Work Commitment and Satisfaction in Teaching Profession”, *The Social Science Medwell Journals*, Vol. No. 10 (3), pp. 294-297.

Theophius Tagoe and Emmanuel Nii – Boye Quarshie (2016). “The Relationship between emotional intelligence and job satisfaction among nurses in Accra”, available at wileyonlinelibrary.com/journal/nop2Nursig open, Vol. No. 4, pp. 84 – 89.