

Determinants of Job Satisfaction of Physical Education Teachers

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Abstract

This research paper aims at investigating the nature of association of job satisfaction of physical education teachers and the variables influencing their job satisfaction. The data used in the study is primary in nature which has been collected through issue of structured questionnaire in both Tamil and English language. A sample of 253 physical education teachers working in Coimbatore district has been selected through Snowball sampling technique. Correlation, Multiple Regression and Step-wise Regression analysis are applied in analyzing the data. The study discloses that the physical education teachers who are residing like semi-urban and rural, designation and total working experience influence the job satisfaction of the physical education teachers.

Key Words: Job Satisfaction– Physical Education Teachers.

Introduction

Teaching is one of the most renowned professions in society as it is not only shaping students but also shapes the behavior of human being, society and nation. Thus, the teacher is described as ‘the maker of man’, ‘the architect of nation’ and ‘the creator of history’. Physical education (PE) teachers are also occupying a strong position in all organizations including teaching and non-teaching, as they are preparing the students by not only the theoretical method, but also physically and mentally. Their daily work is to make students to attain fitness and motivating them physically through giving some exercises physically or mentally. In fact, the main intention of physical education is to widen students’ physical fitness, knowledge of movement, safety and their capacity to use all to carry out a wide variety of activities connected with the improvement of an active and healthy lifestyle. It also widens students’ self-belief and broad skills, especially those of teamwork, communication, creativity, critical thinking and aesthetic admiration. These mutually with the cultivation of positive values and attitudes in Physical Education (PE) impart high-quality groundwork for students’ lifelong and life-wide learning. Physical Education teachers are generally referred to as P.E. teachers or gym teachers. P.E. Teachers are skilled and knowledgeable in physical education and athletic training. They are also familiar about the human body and a wide range of sports including basketball, gymnastics, football, baseball, tennis and aerobics. In fact, the efficiency of Physical education teachers leads to the extent of involvement in sport by the students.

Job Satisfaction of Physical Education Teachers

The variables considered under the head ‘job satisfaction of physical education teachers’ is grouped under four heads namely infrastructure, working conditions, pay and potential and health and safety measures and these are explained in the subsequent paragraphs.

(i) **Infrastructure** refers to the physical facilities provided to the physical education teachers by the institutions which includes the items namely department / room provided, ground facility,

indoor facility, equipments, fitness centre, drinking water, canteen facility, rest room, library facility, computers and laptops provided with internet facility and vehicle parking facility.

- (ii) **Working Conditions** comprises the factors related to work load and work environment of the physical education teachers namely, working hours, work schedule, relationship with higher authorities, relationship with seniors, relationship with co-workers, relationship with juniors and subordinates, relationship with students, relationship with office and administrative staffs, opportunity to utilize skills and talents, learn new skills, variety of job responsibilities and degree of independence with work assignments.
- (iii) **Pay and Promotional Potential** denotes the monetary assistance provided by the management to the physical education teachers which includes the benefits like salary, allowances, fringe benefit, periodical revision of salary, reorganization for work accomplished, opportunities for promotion and adequate training and education.
- (iv) **Health and Safety Measures** include the provision of medical allowances, group medical insurance, medical camp, yoga and meditation, uniforms, first aid box, fire extinguisher and security camera by the management to the physical education teachers for taking care of their health and safety measures.

Review of literature

Kenioua Moulud Bachir Boughera and Bacha Foudil Samir (2016) in their study find that there exists a positive correlation between job satisfaction and job performance. Further they find that dimensions of job satisfaction namely type and circumstances of work, salary, relationship with colleagues, incentives and relationship with superiors are positively associated with organisational commitment of physical education teachers. **Aurora Adina Colomeischi et al. (2014)** in their find there is no relationship in teachers' work satisfaction with two personality traits namely agreeableness and autonomy. Further, they find that there exists a relationship between work satisfaction and some personality traits like emotional intelligence and teachers self-efficacy and also they observed that work mentality is correlated with only the variable namely consciousness. **Moyosola Jude Akomolafe and Abel Olufemi Oqunmakin (2014)** in their study find that the emotional intelligence and self-efficacy are found to have positive significant relationship with job satisfaction. Also, they found that there exists a negative significant relationship with occupation stress and job satisfaction. Further, they find that occupation stress is not significantly predicting the job satisfaction.

From the analysis of the review of literature, it is observed that none of the researchers have made such an attempt to study the Job satisfaction of Physical Education Teachers in Coimbatore district and it is considered as the research gap for this study. To fill this vacuum, the present study has been carried out on determinants of emotional intelligence of physical education teachers in Coimbatore District.

Statement of the problem

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.

As a result, the role of Physical Education (PE) teachers is very crucial in improving the students' physical fitness as it is an important component to lead a healthy lifestyle. Moreover, the physical education teachers are expected to have a wide range of skills beyond knowing sports, including athletic ability, teaching ability, interpersonal skills, effective communication, patience and adaptability, organization, creativity, passion to help the students, etc., This raise the questions like i) What is the nature of relationship of job satisfaction ii) What are the factors influence the job satisfaction and iii) What Prominent variables influence the job satisfaction of physical education teachers.

Objectives of the study

- To find the nature of relationship between the select variables and Job satisfaction
- To identify the impact between the select variables and Job satisfaction and
- To know the prominent association of select variables and 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 language. 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 Correlation, Multiple Regression and Step-wise Regression analysis are used to analyse the data.

Findings of the study

Findings of the study is categorized in three aspects namely i) nature of association between the select variables with job satisfaction ii) The impact between the select variables with job satisfaction iii) Prominent association of select variables with job satisfaction of physical education teachers.

Nature of Association of Select Variables and Job Satisfaction of Physical Education Teachers: Correlation Analysis

In order to scrutinise the nature of association of variables with the job satisfaction of the physical education teachers, Correlation analysis is employed. Partial correlation co-efficient have been found out first to finalise the variables that can be taken up for the correlation analysis. The variables considered for partial correlation are: area of residence namely urban, semi-urban and rural, age, gender, marital status, educational qualification like B.P.Ed., M.P.Ed., M.Phil. and Ph.D., 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, working hours per day, working experience in the present institution, working experience in the previous institution, total working experience, distance between home and workplace, mode of transport and level of emotional intelligence. The job satisfaction index is the variable with which association of these variables have been found out.

The variables with negligent partial correlation co-efficient are omitted as they are likely to have very thin association with the job satisfaction. Leaving out such variables resulted in the following: area of residence namely semi-urban and rural, educational qualification like B.P.Ed. and M.Phil., qualified with NET/SET, status in the family, number of earning members in the family, size of the family, monthly income, family income per month, family expenditure per

month, type of institution, designation, working experience in the present institution, total working experience, and level of emotional intelligence. These are the variables used in Correlation, Multiple Regression and Step-wise Regression analysis. The variables like semi-urban, rural, B.P.Ed. and M.Phil. are introduced as dummy variables.

Out of the sixteen variables selected for the Correlation analysis, eight variables have been found to be significant. Of them, the area of residence namely semi-urban and rural, the educational qualification namely B.P.Ed., monthly income, type of institution, designation, total working experience and the level of emotional intelligence are found to be highly significant at one per cent level. The gender alone found to be significant at five per cent level.

Table No. 1 - Nature of relationship of select variables with Job Satisfaction of Physical Education Teachers – Correlation Analysis

Variables	r	r ²
Area of residence - Semi-urban	-0.138 [*]	0.019
Area of residence – Rural	-0.190 ^{**}	0.036
Educational qualification - B.P.Ed.	-0.124 [*]	0.015
Educational qualification - M.Phil.	0.020	0.000
Qualified with NET/SET	0.120	0.014
Status in the family	-0.015	0.000
Number of earning members in the family	0.082	0.007
Size of the family	0.019	0.000
Monthly income	0.155 [*]	0.024
Family income per month	0.068	0.005
Family expenditure per month	0.073	0.005
Type of institution	0.188 ^{**}	0.035
Designation	0.176 ^{**}	0.031
Working experience in the present institution	0.055	0.003
Total working experience	0.151 [*]	0.023
Level of emotional intelligence	0.126 [*]	0.016

* Significant at five per cent level

** Significant at one per cent level

i) Area of Residence - Semi-urban

The area of residence namely semi-urban area has a negative correlation with the job satisfaction of the physical education teachers. The co-efficient of determination (r^2) shows that the physical education teachers belong to the semi-urban area account for 1.9 per cent of the variation in the level of job satisfaction.

ii) Area of Residence - Rural

The area of residence namely rural area has a negative correlation with the job satisfaction of the physical education teachers. The co-efficient of determination (r^2) shows that the physical education teachers belong to the rural area account for 3.6 per cent of the variation in the level of job satisfaction.

iii) Educational Qualification - B.P.Ed.

The educational qualification namely B.P.Ed qualification has a negative correlation with the job satisfaction of the physical education teachers. The co-efficient of determination (r^2) shows that the physical education teachers with B.P.Ed qualification account for 3.6 per cent of the variation in the level of job satisfaction.

iv) Monthly Income

The monthly income has a positive correlation with the job satisfaction of the physical education teachers. This shows that, if physical education teachers' earnings per month increases, the level of job satisfaction also increases. The co-efficient of determination (r^2) shows that the monthly income of the physical education teachers account for 2.4 per cent of the variation in the level of job satisfaction.

v) Type of Institution

The type of institution has a positive correlation with the job satisfaction of the physical education teachers. The co-efficient of determination (r^2) shows that the physical education teachers are classified based on the type of institution working account for 3.5 per cent of the variation in the level of job satisfaction.

vi) Designation

The designation has a positive correlation with the job satisfaction of the physical education teachers. This shows that, the variations in their designation of the physical education teachers leads to the level of job satisfaction positively. The co-efficient of determination (r^2) shows that the variations in the designation of the physical education teachers account for 3.1 per cent of the variation in the level of job satisfaction.

vii) Total Working Experience

The total working experience has a positive correlation with the job satisfaction of the physical education teachers. This shows that, the variations in the total working experience of the physical education teachers leads to increase their level of job satisfaction. The co-efficient of determination (r^2) shows that the total working experience of the physical education teachers account for 2.3 per cent of the variation in the level of job satisfaction.

viii) Level of Emotional Intelligence

The level of emotional intelligence has a positive correlation with the job satisfaction of the physical education teachers. This shows that, if the level of emotional intelligence of the physical education teachers increases, their level of job satisfaction also increases. The co-efficient of determination (r^2) shows that the level of emotional intelligence of the physical education teachers' account for 1.6 per cent of the variation in the level of job satisfaction.

Determinants of Job Satisfaction of Physical Education Teachers: Multiple Regression**Analysis**

In order to find out the variables that determine the job satisfaction, all the variables included for the Correlation analysis have been regressed on the satisfaction index. The following regression equation has been framed to ascertain the impact of the variable on the job satisfaction of physical education teachers.

$$\begin{aligned} \text{EII} &= a + b_1 \text{SU} + b_2 \text{RUR} + b_3 \text{BP} + b_4 \text{MPH} + b_5 \text{NS} + b_6 \text{SIF} + b_7 \text{EM} \\ &+ b_8 \text{SOF} + b_9 \text{MI} + b_{10} \text{FI} + b_{11} \text{FE} + b_{12} \text{TOI} + b_{13} \text{DES} + b_{14} \text{WEPI} \\ &+ b_{15} \text{TWE} + b_{16} \text{LEI} + e \end{aligned}$$

where,

EII	=	Emotional Intelligence Index
a	=	Intercept Term
b1....b16	=	Regression Co-efficient
SU	=	Semi-Urban
RUR	=	Rural
BP	=	B.P.Ed.
MPH	=	M.Phil.
NS	=	Qualified with NET/SET
SIF	=	Status in the Family
EM	=	Number of earning Members in the family
SOF	=	Size of the Family
MI	=	Monthly Income
FI	=	Family Income per month
FE	=	Family Expenditure per month
TOI	=	Type of Institution
DES	=	Designation
WEPI	=	Working Experience in the Present Institution
TWE	=	Total Working Experience
LEI	=	Level of emotional intelligence
e	=	Error Term

**Table No. 2 - Determinants of Job satisfaction of Physical Education Teachers
– Multiple Regression Analysis**

Variables	Regression coefficient	Standard error	T (d.f. =236)
Area of Residence - Semi-urban	-2.377 [*]	1.187	-2.002
Area of Residence – Rural	-4.514 [*]	1.760	-2.564
Educational qualification - B.P.Ed.	-3.103	2.198	-1.411
Educational qualification - M.Phil.	1.929	1.096	1.760
Qualified with NET/SET	2.624	1.635	1.605
Status in the family	1.716	1.187	1.446
Number of earning members in the family	2.486	1.332	1.867
Size of the family	-0.810	0.898	-0.901
Monthly income	1.854	0.967	1.918

Variables	Regression coefficient	Standard error	T (d.f. =236)
Family income per month	-1.555	1.047	-1.485
Family expenditure per month	-0.972	0.774	-1.256
Type of institution	1.769	1.628	1.086
Designation	1.391 ^{**}	0.525	2.649
Working experience in the present institution	-1.381	1.004	-1.377
Total working experience	2.424 ^{**}	1.128	2.148
Level of emotional intelligence	1.018	0.979	1.040

* Significant at five per cent level

** Significant at one per cent level

Constant : 63.377

Standard Error of estimate : 7.48041

Adjusted R Square : 0.127

R Square : 0.183^{**}

The results of regression analysis are consolidated in the above table. Of the sixteen variables introduced, four variables are significantly influencing the job satisfaction namely, semi-urban, rural, designation and total working experience. Only these variables are explained in the paragraphs that follow.

i) Area of Residence - Semi-Urban

The regression co-efficient indicates that the semi-urban area negatively influences the job satisfaction of the physical education teachers. This impact is found to be significant at five per cent level. The value of regression co-efficient indicates that the physical education teachers who are residing in the semi-urban area are less satisfied with their job.

ii) Area of Residence - Rural

The regression co-efficient indicates that the rural area negatively influences the job satisfaction of the physical education teachers. This impact is found to be significant at five per cent level. The value of regression co-efficient indicates that the physical education teachers who are residing in the rural area are less satisfied with their job.

iii) Designation

The regression analysis indicates that there exists a positive influence between the designation and job satisfaction of the physical education teachers. The impact is found to be significant at one per cent level. The value of regression co-efficient indicates that the physical education teachers who have high grade designation have more satisfaction than low grade physical education teachers.

iv) Total Working Experience

The total working experience is positively influences the job satisfaction of physical education teachers. The job satisfaction impact is found to be significant at one per cent level.

The value of regression co-efficient indicates that the physical education teachers who have more total working experience are found to be with high level of job satisfaction.

Variables Prominently Associated with Job Satisfaction of Physical Education Teachers: Step-Wise Regression Analysis

To find out the variables that are prominently associated with the job satisfaction of the physical education teachers, Step-wise Regression is carried out.

Table No. 3 - Variables Prominently Associated with Job Satisfaction of Physical Education Teachers – Step-wise Regression Analysis

Step	Constant	RUR	SU	DES	R ²
1	76.953	-4.847	-	-	0.036
2	78.072	-5.966	-3.357	-	0.071
3	75.092	-5.880	-3.200	1.307	0.098

In the first step, the variable ‘Rural’ has been introduced. This variable contributes 3.6 per cent to the variation in the job satisfaction of the physical education teachers. The ‘Semi-urban’ is the variable introduced in step two. This variable, along with the ‘Rural’ account for 7.1 per cent variation in the job satisfaction of the physical education teachers. The contribution has been increased by 3.5 per cent. The ‘Designation’, is a third variable introduced in step three, has increased the total contribution from 7.1 per cent to 9.8 per cent with an individual contribution of 2.7 per cent.

The total contribution of the three variables namely, (i) Rural (ii) Semi-urban (iii) Designation amounts to 9.8 per cent. The R² value of the multiple regression amounts to 18.3 per cent. The difference of 8.5 per cent is due to contribution of other variables.

Conclusion

From the above analysis, it is observed that *ANOVA and ‘t’ Test* disclose that there exists a significant mean difference between / among the variables like area of residence, family income per month, location of institution, type of institution, designation, working hours per day, total teaching experience and level of emotional intelligence with the job satisfaction of the physical education teachers. *Chi-square test* reveals that there exists an association between the variables like area of residence, age, marital status, qualified with NET / SET, monthly income, type of institution, location of institution, designation, working hours per day, periods of experience in present institution, periods of experience in previous institution, total working experience and level of emotional intelligence with job satisfaction of physical education teachers. Further, *Correlation analysis* depicts that the variables like area of residence namely semi-urban and rural, gender, Education qualification namely B.P.Ed, monthly Income, type of institution, designation, total working experience and level of emotional intelligence are positively associated with the job satisfaction of the physical education teachers. *Multiple Regression analysis* shows that the variables namely area of residence like semi-urban and rural, designation and total working experience influence the job satisfaction of the physical education teachers with the R square value of 18.30 per cent. Finally, *Step-wise Regression analysis* indicates that area of residence – rural and semi-urban and designation are prominently associated with the job satisfaction of the physical education teachers. Based on the findings of the study, the PE teachers should try to augment their emotional

intelligence by knowing themselves on how to express their own feelings depending upon the prevailing situation and to aware how will it affect their own performance. And the Institutions are suggested to offer a affordable pay and financial incentives to meet their increased cost of living of Physical education teachers who are residing in rural areas.

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