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## **Comparison of Job Satisfaction Between Uttar Pradesh and Chhattisgarh Government inter College Teachers**

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### **Abstract**

Objective of the study Comparison of Job satisfaction between Uttar Pradesh and Chhattisgarh Government inter College teachers. The significant difference was found between of Uttar Pradesh and Chhattisgarh government inter College teachers In relation job-satisfaction. The result shows that, the level of job satisfaction of Uttar Pradesh government inter College teachers had more the Chhattisgarh government inter College teachers. On the basis of norms of job satisfaction scale we can say that the inter College teachers of Uttar Pradesh were fall extremely satisfied category because their mean value is 80.3667 above the 74 and Chhattisgarh government inter College teachers were fall in very satisfied category because their mean value 71.2333 is between the 63-73. On the basis of norms the result we can say that the inter College teachers of Uttar Pradesh were more satisfied than Chhattisgarh government inter College teachers with their jobs.

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### **Introduction**

Job satisfaction refers to the satisfaction of worker in his work. It is source of satisfaction of physical education, economics., psychological and social needs of an individual in his work.it is evident that the man tries during the course of his living to get the fulfilment of his desires and achievement in the various areas of his life activities (Rao 1977). Job satisfaction is the positive orientation of an individual towards the work role, which he is presently occupying. It is refers to an employee's general attitude towards the job ( Diwedi, 1975).

Hoppock (1935) defined job satisfaction as any combination of psychological, physiological and environmental circumstances that cause a person truthfully to say I am satisfied with my job. Vroom in his definition on job satisfaction focuses on role of the employee in the work place. Thus he defines job satisfaction as affective orientations on the part of individuals toward work roles which they are presently occupying (Vroom,1964). Job satisfaction is the key ingredient that leads to recognition, income, promotion, and the achievement of other goals that lead to a feeling of fulfillment (Kaliski, 2007).

The quality of one's life is significantly influenced by their level of job satisfaction. One's morale will be raised if they are happy in their jobs, and they will strive to advance in life. Not only does job satisfaction increase quality of life, but it also gives people a more secure sense of the future. When a person is not satisfied with their work, they have challenges and abnormalities in their lives. Job satisfaction is a highly important factor for a healthy and quiet work environment. both at work and at home.

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### **Objective of the study**

To compare the means of job satisfaction between Uttar Pradesh and Chhattisgarh government inter College teachers.

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### **Methodology**

#### *Selection of subjects*

For the purpose of the present study 60 inter College government teachers from Uttar Pradesh and Chhattisgarh were randomly selected as the subjects for the study. The are range were selected 25 to 35 years.

#### *Tool used*

The criterion measure chosen to test the hypothesis was the scores obtain in job-satisfaction scale (JSC) Inventory by Amar Singh and T.R. Sharma (1999).

### Administration of the test

The job satisfaction questionnaire was distributed to teachers. To ensure maximum cooperation from the subjects the research scholar had a meeting with selected subjects. Subjects were oriented and explained regarding the purpose and the procedure of the questionnaire. Job-satisfaction scale has 30 items. Each item has five suitable options from which a respondent has to choose any one. The scale has both positive and negative items in which 06 items were negative and 24 were positive. The positive items carry weightage of 0,1,2,3, & 4. The total score gives a quick measure of satisfaction of a respondent towards the job. The following interpretation of scores denote the degree of satisfaction.

Score	Degree of satisfaction
74 or above	Extremely satisfied
63-73	Very satisfied
56-62	Moderately satisfied
48-55	Not satisfied
47 or below	Extremely dissatisfied

### Statistical method

Descriptive statistics were used to measure the level of job satisfaction. To compare the degree of job-satisfaction of inter College teachers between Uttar Pradesh and Chhattisgarh government teachers independent sample t-test were used. The level of significance was set at 0.05.

## Result and findings of the study

**Table :2** Comparative analysis of Uttar Pradesh and Chhattisgarh government inter College teachers in relation to job-satisfaction.

State	N	Mean	S.D.	t-value	p-value
Uttar Pradesh	30	80.3667	7.39284	4.647	0.000
Chhattisgarh	30	71.2333	7.82429		

### Significant at 0.05 level

**Table: 2** Reveals that there was significant difference found between Uttar Pradesh and Chhattisgarh Government inter College teachers in relation to job-satisfaction as the calculated t-value (4.647) is found higher than the tabulated t-value and p-value (0.000) was found less than criterion value of 0.05.

**Fig: 1** Graphical representation of Mean Scores of Uttar Pradesh and Chhattisgarh government teachers in relation to job-satisfaction

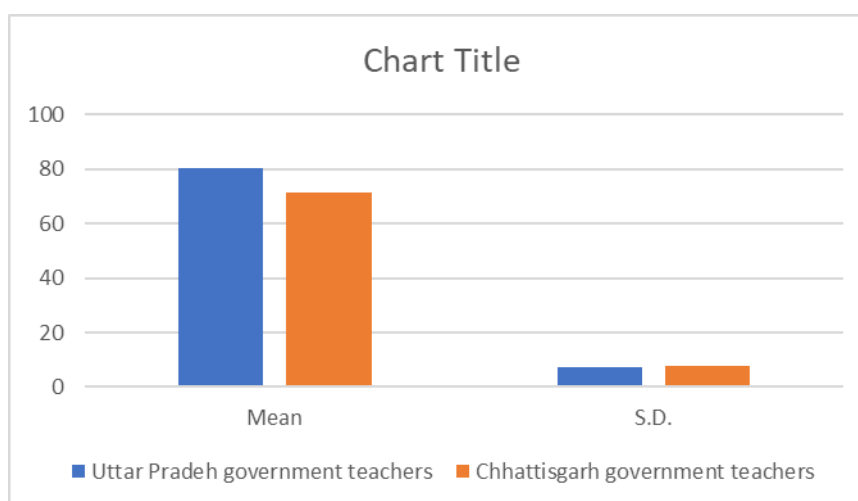


Fig: 1 shows that the mean score of job satisfaction of Uttar Pradesh and Chhattisgarh government inter College teachers is 80.3667 and 71.2333.

## Discussion and findings

Result of the study revealed that the significant difference was found between of Uttar Pradesh and Chhattisgarh government inter College teachers. In relation job-satisfaction. The result shows that, the level of job satisfaction of Uttar Pradesh government inter College teachers had more the Chhattisgarh government inter College teachers. On the basis of norms of job satisfaction scale we can say that the physical education teachers of Uttar Pradesh were

fall extremely satisfied category because their mean value is 80.3667 above the 74 and Chhattisgarh government inter College teachers were fall in very satisfied category because their mean value 71.2333 is between the 63-73. On the basis of norms the result we can say that the inter College teachers of Uttar Pradesh were more satisfied than Chhattisgarh government inter College teachers with their jobs.

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## Conclusion

- on the basis of the findings it was stated that Uttar Pradesh government teachers of inter College teachers have significantly better satisfaction with their job than Chhattisgarh government inter College teachers.
- On the basis of the findings the Uttar Pradesh government inter College teachers have significantly extremely satisfied with their job than Chhattisgarh government inter College teachers

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