

A study of Physical Education Professionals in relation to Salary Promotional Avenues and Service Condition of Uttar Pradesh

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Abstract

Background: Job satisfaction as the affective orientation of individuals towards work roles that they are presently occupying. Job satisfaction is the degree to which one's important needs for health, security, nourishment, affiliation, esteem, and so on is fulfilled on the job or as a result of the job. Thus, if we wanted to measure how satisfied the employees in an organization are, we would usually start by measuring their satisfaction with important facts of the job such as pay, promotion, and recognition, and then total our results to obtain a measure of the employees' overall satisfaction, hence the title of the Paper was framed as A study of Physical Education Professionals in relation to SALARY PROMOTIONAL AVENUES AND SERVICE CONDITION of Uttar Pradesh.

Objective of the Study: To explore SALARY PROMOTIONAL AVENUES AND SERVICE CONDITION of Uttar Pradesh Physical Education Professionals. **Selection of Variable:** For the purpose of study salary promotional avenues and service condition was selected as variable.

Methodology: For the purpose of study 49 Physical Education Professionals i.e. Assistant Professor, Associate Professor, Sports Director, etc. working in Uttar Pradesh were selected as subjects for the study. Tool for the study: Job satisfaction scale made by Dr. Meera Dixit. Statistical Technique: For the purpose of study Descriptive Statistics i.e. Mean, median, mode, range, standard error, Standard Deviation, Skewness and Kurtosis was computed. **Results:** The results of study showed that the Mean score (37.71429), median score (37), mode (37), range (4), Standard Error (0.182108), Standard Deviation (1.274755), Kurtosis (-0.87725), Skewness (0.440379), Minimum (36), and Maximum (40) of Physical Education Professionals in relation to salary promotional avenues and service condition of Uttar Pradesh. **Discussion of Findings:** From above findings of Physical Education Professionals in relation to salary promotional avenues and service condition of Uttar Pradesh the Mean value (37.71429) shows that Physical Education Professionals are more or less satisfied with their job. The results of the present study may be affected due to other factors like their needs, locality, family background, physical facilities, the interest of respondents while giving the responses etc. **Conclusion:** On the basis of the above findings, it may be concluded that there is higher nature of satisfaction seen in Physical Education Professionals in relation to their salary promotional avenues and service condition of Uttar Pradesh. It can also be concluded that

some other factors may be responsible for the results like: Small Sample Size and Insincere Response of the subjects.

Keywords: salary promotional avenues and service condition, Physical Education Professionals, Questionnaire.

Introduction

Job satisfaction is defined in two ways by psychologists. One school describes it as a resulting attitude, while the other sees joy as the fulfillment of a need. Job satisfaction is the outcome of employees' attitudes toward their job-related elements and the job in general, with the job viewed as primarily a way of meeting one's needs. The concept of job satisfaction has been created around the need fulfillment concept. Employment satisfaction, according to Smith (1963), is defined as an employee's assessment of how well his job, as a whole, gives possibilities to meet his needs.

Individuals' affective orientation toward the work responsibilities they are now occupying is defined as job satisfaction. Job satisfaction refers to how well one's basic demands for health, security, nourishment, affiliation, esteem, and so on are met while working or as a result of working. So, if we wanted to know how satisfied an organization's employees are, we'd normally start by assessing their contentment with major job factors like compensation, promotion, and recognition, and then add up the results to get an overall satisfaction score. However, it's vital to realise that, because humans have so many wants, one person may be content with one thing (like pay) while being dissatisfied with others (like supervision). The labour itself, compensation, working circumstances, and supervision are some of the items for which researchers typically collect satisfaction measures. According to Hamner (1978), job satisfaction is a person's attitude toward their employment. It represents a complicated assemblage of cognitions (beliefs or information), emotions (feelings, sentiments, or judgments), and behavioral tendencies, just like any other attitude. A person who is content with their employment has a positive attitude toward work, whereas a person who is dissatisfied with their job has a negative attitude toward work.

Job satisfaction will be defined as one's satisfaction with the nature of their job and the security of their employment. Upward social mobility, financial rewards, including fringe benefits, social prestige, relationships with coworkers and those in superior or subordinate positions, and general working circumstances are all factors to consider.

Job satisfaction is a subjective phrase that has a variety of definitions. Job satisfaction, according to Bhattacharya (2011), is an intrinsic sense of accomplishment that arises from executing activities while fulfilling one's contractual commitments. Job satisfaction, according to Spector (1985), is the degree to which people enjoy their employment and refers to people's attitudes and sentiments about their jobs. Job satisfaction is an important factor to consider when studying organizational behavior and the people who work there. Increased stress, low productivity, poor performance, and increased staff turnover are all symptoms of job discontent. Previous research has found a number of characteristics that influence job satisfaction, including organizational climate, compensation, advancement, job security, interrelationships with coworkers, status, and job kind. Job satisfaction is demonstrated by positive favourable attitudes, whilst job

discontent is demonstrated by negative unfavourable attitudes. Job satisfaction is a subjective and perceptual metric that differs from person to person. What may provide one person employment contentment may not bring another person job satisfaction. When people believe their work is valuable, they are extremely satisfied. Job satisfaction and job unhappiness, according to Herzberg et al. (1959), are not mutually exclusive. Job discontent is caused by extrinsic work context variables such as compensation, working conditions, interpersonal interactions, and so on when they are lacking. Not job unhappiness, but no job satisfaction, which indicates a feeling of apathy, is the polar opposite of job contentment. Several studies have shown a correlation between worker happiness and company production. Poor performance, low productivity, low commitment, and excessive absenteeism and turnover are all symptoms of low job satisfaction.

As a result, if we wanted to measure how satisfied employees are in an organization, we would usually start by measuring their satisfaction with important job facts like pay, promotion, and recognition, and then add our results to get a measure of the employees' overall satisfaction. As a result, the title of the paper was A study of Physical Education Professionals in relation to salary promotional avenues and service condition in Uttar Pradesh.

Objective of the Study

The study's goal was to determine the status of Physical Education Professionals in Uttar Pradesh in terms of salary, promotion opportunities, and service conditions.

Selection of Variable

For the purpose of study salary promotional avenues and service condition was selected as variable.

Methodology

Selection of subjects

For the purpose of study 49 Physical Education Professionals i.e. Assistant Professor, Associate Professor, Sports Director, etc. working in various Government Colleges, Privet Colleges, Privet Universities and Government Aided Colleges situated in Uttar Pradesh were selected as subjects for the study.

Criterion measures:

For the purpose of study Job satisfaction scale made by Dr. Meera Dixit was used as tool for the finding out the status of Physical Education Professionals in relation to salary promotional avenues and service condition of Uttar Pradesh.

Statistical Technique:

For the purpose of study Descriptive Statistics i.e. Mean, median, mode, range, standard error, Standard Deviation, Skewness and Kurtosis was used to finding out the status of Physical Education Professionals in relation to salary promotional avenues and service condition of Uttar Pradesh.

Results of the study

To find out the status of Physical Education Professionals in relation to salary promotional avenues and service condition of Uttar Pradesh 49 Physical Education Professionals i.e. Assistant Professor, Associate Professor, Sports Director, etc. working in various Government Colleges, Private Colleges, Private Universities and Government Aided Colleges situated in Uttar Pradesh were selected as subjects for the study.

For the purpose of study Job satisfaction scale made by Dr. Meera Dixit was used as tool for finding out the status of Physical Education Professionals in relation to salary promotional avenues and service condition of Uttar Pradesh.

After collection of data Descriptive Statistics i.e. Mean, median, mode, range, standard error, Standard Deviation, Skewness and Kurtosis was used to find out the status of Physical Education Professionals in relation to salary promotional avenues and service condition of Uttar Pradesh which is shown in Table 1.

Table 1.

Descriptive Statistics i.e. Mean, Median, Mode, Range, Standard error, Standard Deviation, Skewness and Kurtosis, etc. of Physical Education Professionals in relation to salary promotional avenues and service condition of Uttar Pradesh.

Column1	
Mean	37.71429
Standard Error	0.182108
Median	37
Mode	37
Standard Deviation	1.274755
Sample Variance	1.625
Kurtosis	-0.87725
Skewness	0.440379
Range	4
Minimum	36
Maximum	40
Confidence Level(95.0%)	0.366152

Significant at 0.05 level of Significance

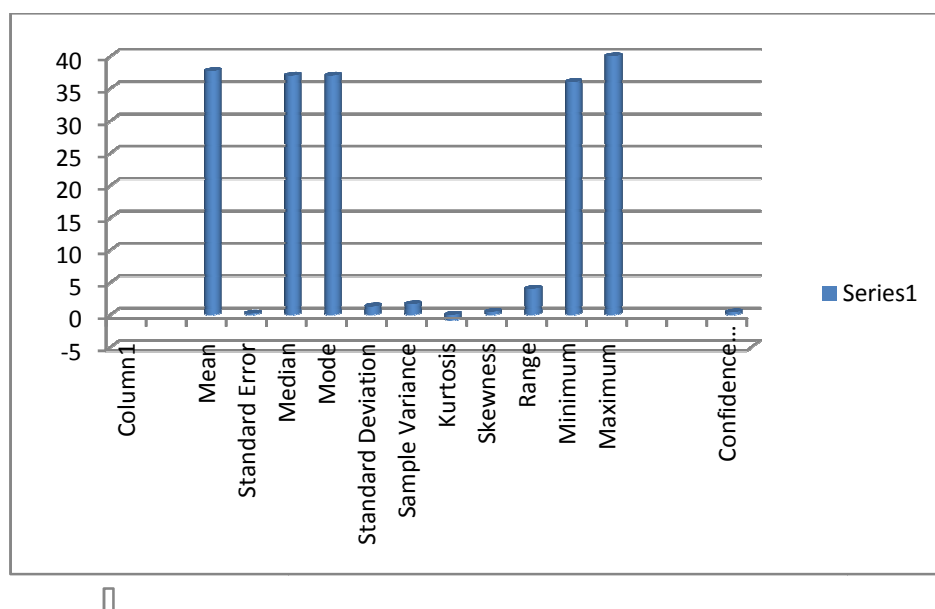
It is evident from Table 1 that the Mean score (37.71), Standard Error (0.1821), Median (37), Mode (37), Sample variance (1.625), Standard Deviation (1.274755), Kurtosis (-0.87725), Skewness (0.440379), Minimum (36), and Maximum (40) of

Physical Education Professionals in relation to salary promotional avenues and service condition of Uttar Pradesh.

Graphical Representation

Graphical Representation of Descriptive Statistics of Physical Education Professionals in relation to salary promotional avenues and service condition of Uttar Pradesh.

Figure1
Graphical Representation of Descriptive Statistics of Physical Education Professionals in relation to salary promotional avenues and service condition of Uttar Pradesh.



Discussion of findings

From above findings of physical education professionals in relation to Salary Promotional Avenues And Service Condition Of Uttar Pradesh the mean value (37.71) shows that physical education professionals are more or less satisfied with their job. The results of the present study may be affected due to other factors like their needs, locality, family background, the interest of respondents while giving the responses etc. This is an study to assess the status of physical education professionals in relation to salary promotional avenues and service condition of uttarpradesh it can be the a platform for the researchers to use this idea to compare between government and privet physical education professionals or compare between different districts or states etc.

Conclusion

On the basis of the above findings, it may be concluded that there is higher nature of satisfaction seen in Physical Education Professionals in relation to their salary promotional avenues and service condition of Uttar Pradesh. It can also be concluded that some other factors may be responsible for the results like: Small Sample Size and Insincere Response of the subjects.

It is also concluded that if we wanted to measure how satisfied the employees in an organization are, we would usually start by measuring their satisfaction with other important facts of the job such as Intrinsic Aspect of Job, organizational climate, physical facilities and recognition, and then total our results to obtain a measure of the employees' overall satisfaction.

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