

A Comparative Study of Job Satisfaction and Psychological Wellbeing among Private and Government Sector Employees in Tribal Area

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ABSTRACT

Purpose of this study a comparative study of job satisfaction and psychological wellbeing among private and government sector employees in tribal area. Here research sample is 180 Private sector employees and 180 government sector employees. Dr. Meera Dixit (2011) in used job satisfaction scale and psychological wellbeing scale developed by Sudda Bhglea and Prakash (1995) and translated into Guajarati by Suvera in used for this research. data analysis is 't' test used statistical method. Job satisfaction analysis Private sector employees and government sector employees 't' value difference is 0.33 and male employees and female employees 't' value difference is 0.39 and urban and rural employees 't' value difference is 1.57. this value is calculating in job satisfaction there's' value is no significant difference at 0.05 level. Private sector employees and government sector employees 't' value difference is 0.22. There is no significant difference at 0.05 level of Psychological wellbeing. Male employees and female employees 't' value difference is 4.98 and urban and rural employees 't' value difference is 7.14. both significant difference at 0.01 level.

Keywords: *Job Satisfaction, Psychological Wellbeing, Private and Government Sector Employees, Tribal Area*

Job satisfaction and psychological well-being are two essential constructs that significantly influence employee performance, organizational effectiveness and overall of life in contemporary workplaces, rapid technological changes. increasing job demands and evolving organismal structures have intensified the need to understand how individual experience their work job satisfaction. Job satisfaction has long been recognized as one of the most influential factors shaping employee behavior and overall organizational effectiveness. Parallel to job satisfaction psychological well-being represents an individual overall health, including emotional balance, resilience, life satisfaction and ability to cope effectively with stress.

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Job Satisfaction



Today is the era of competition. Competitions are going on between humans. In this competition, humans are working to advance in many ways. He has to face many challenges. He who is satisfied with his profession will be able to face it. A person's job satisfaction is related to how his job satisfaction is organized. A person's social as well as cultural influences his values and attitude of a person's towards work. It affects a person's job satisfaction.

Job –satisfactions is a personal or individual experience. Job-satisfaction is not as attitude, but a complex mental state arising from the association of many attitudes. (Parekh-1989) Like any feeling of satisfaction, job satisfaction is an emotional, impulsive response. Price touches on feelings of likes and dislikes. So, work-satisfaction refers to how much joy or pleasure a person gets from his work, here work-satisfaction is also different from sense of work-satisfaction. A workaholic takes his work very seriously, but gets satisfaction or dissatisfaction according to his work experience or success. Employee job satisfaction depends on attitude, how a person feels.

E.g.- If an engineer's job status is declining in a person's social group, no matter how convenient this job is for him, he will not get job satisfaction, but will be dissatisfied with it, on the contrary, if an engineer is socially respected in his group, he will feel proud and happy in his work, even if the job is of low quality or undemanding. In short, job satisfaction depends on many factors.

Definition of Job Satisfaction

- L.M. Prasad, 1989 mentions in his book as "Job satisfaction is the amount of pleasure or contentment associated with a job. If you like your job intensely, you will experience high job satisfaction. If you dislike your job intensely, you will experience job dissatisfaction". (Andrew J., 1990,)
- work-satisfaction is a pleasant or constructive emotional state resulting from one's work or work experience. "(Parikh-1989)

Factors Affecting Job Satisfaction

Job satisfaction is influenced by many factors. We cannot decide whether it is high or low. An attempt is made to find out the relative importance of various components using statistical methods. Factors affecting job satisfaction

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- **Personal Factors:**

Humans are very attached to social functions and family, Due to the large number of members in the family, and as a result they feel financially constrained. And that can lead to dissatisfaction. Men always get satisfaction from their work. Similarly, women are not just housewives. Today some women have accepted the job. But they do not have a main business job. So, they have low expectations in financial compensation. When married women with career aspirations have to face conflict between home and job. And hence have to compromise between roles of housewife and job. Job satisfaction Everyone likes to do job and that too your satisfaction is like your choice. If the preferred job is not found and the economic situation is not good or the job not satisfied due to the salary, then the satisfaction is not obtained. And if the youth is young, then they leave the preferred job and choose another job. have and are getting a settlement. Whereas the elderly are satisfied with the job and salary due to their age and make compromises.

- **Job Factors:**

When a person works, he considers the work as a means of his livelihood. And therefore, he feels satisfied with the part of the duty not performed during the work. A special thing is to be seen here when the factory workers are less satisfied with the work than the business persons. That gives more importance to salary, position, and honour and respect than the type of work. Skilled generally gives more satisfaction than unskilled. High pay gives double happiness than low pay, Government job gives more satisfaction than Private job. Thus, various components of work affect job satisfaction.

- **Other Factors:**

Any occupation leads to job satisfaction of an individual. When there is a high correlation between a person's desired level and job satisfaction. Those who work in prestigious and high positions experience more job satisfaction than other jobs or labourers. Higher salary in an occupation, more chances of promotion. The more job satisfaction is seen. **(1) Salary, Position: (2) Work Level (3) Country Geography and Satisfaction: (4) Idea Exchange Process (5) Safety (6) Opportunities for promotion (7) Superior Officer or Supervisor:**

Theories of Job – Satisfaction:

Which should be understood through the following principles.

1. Theory of order of Need:

Maslow has given the theory of Hierarchy of Needs. Needs are arranged in proper order. And when those are more active compared to other needs.

(1) Hunger, Thirst, Sexuality, Physical Satisfaction. (2) Safety and stability (3) Affiliation and affection (4) Self pride (5) self-actualization

2. Self-invention

For any employee at some point need will take precedence. It depends on situational factors. Hasberg 1957 states that the whole picture of the task should be kept in mind before making general statement about how important specific elements are.

The action of necessity is not determined solely on the basis of situational factors.

In a study by Friedlander 1966, three area of need for technical personal engaged in Government research and development work are organized as follows.

1. Social environment e.g. Relations with supervisors

2. Intrinsic work that provides a sense of self-discovery. Eg challenging work, a sense of accomplishment.
3. Appreciation through promotion, salary revision

In this research, the employees were divided into two sections based on the salary.

1. High Skillful Power
2. Low Skillful Power

Here, employee with high motivational abilities ranked intrinsic work first, value second and social environment third. Those with low cognitive ability ranked the social environment first, intrinsic work second, and esteem last.

4. Expectancy Theory of attractiveness:

The standard of satisfaction is created according to the expectation of the person. How much satisfaction the person gets in the work, he feels satisfied if the expectations of the person are met. The amount and measure of satisfaction depend on the satisfaction he gets. calls this principle the principle of subtraction of work satisfaction. A person gets job satisfaction in terms of what he gets from the work. There are many factors that contribute to job satisfaction such as nature of work, benefits received, behavior, opportunities for promotion, environment of work place etc.

Work, Salary, Promotion, Monitoring, Co-workers, Caste, Working Time, Education Personality that's Elements of job Satisfaction

Well-Being

There is no person who does not strive to achieve well-being. The well-being that a person gets from a job, such as one's needs time, circumstances and pay in proportion to work is satisfied when the employee feels satisfaction and it improves his well-being. If this matter is not fulfilled then well-being is not achieved and the person feels stress mentally and physically which affects his life. Good mental health is necessary for well-being. those who have good mental health know the difference between good and bad. Yes daily decisions can be taken with maturity and experience. Physical health is more important than rupees. If any consumable item breaks, it can be replaced but if any part of the body is damaged, it cannot be easily recovered. There are many things without which life cannot be lived. It is necessary to be happy. Good health is life.

Definition of well-being:

“Overall happiness, contentment, or satisfaction experienced subjectively is known as psychological well-being” Bhogle (1995)

Well-being is what everyone strives to achieve or maintain. For lack of well-being, a person cannot get well-being due to reasons like situation, time, circumstances, and contingencies, need, dissatisfaction, job dissatisfaction, or job stress. So, for well-being, mental, physical, and social, these three requirements are appropriate. It can be said that if a person obtains a balance, get will get well-being.

We see ‘happiness’ in different ways, being in a good environment, being useful to human beings, being valuable, loving life and being competent, thinking well of others, renouncing.

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Very Important Factors of Psychological well-being:

1. Love and Marriage:

A person in love is not interested in anyone else, says away from home, family, or education and wants solitude. Values his character and does what the character tell him. And live in happiness. This love is psychological. It becomes an important component of well-being.

2. Work:

Any profession is important for a person. Because of that profession, a person feels job satisfaction. If the person does not feel satisfaction, then there is a stress in the person.

3. Personality:

Psychological well-being is based on the personality of a person. A person can make himself the way he wants to be and the attitude is created accordingly. Good looks, good uniform, good speech and good behaviour only make a good impression on others. Can It cannot be said that the well-being is good when the internal matter is particularly important. In which the person's attitude towards life gives psychological well-being. Introspection, feelings of self-esteem, and optimism are positively related to well-being.

Extraversion is a highly predictive factor of psychological well-being. People who are outgoing, travel diverse, and socially active tend to have more psychological well-being than others. Therefore, the type of personality that make up a person depends on how they develop and achieve internally and externally. It becomes a belt.

Somewhat important Factor of personal wellbeing:

Research show. Health, social status, religious belief and culture are related to psychological well-being. Good health is a very important component of physical well-being and an important component of psychological well-being. When a person is sick, he is not interested in anything else but tries to avoid health and illness. Good health builds psychological wellbeing. People take good health for granted. There is a very important connection between feeling good health and psychological wellbeing.

Suggestion to Maintain Psychological Well-Being:

1. DO activities that bring that joy so that anxiety is removed.
2. Don't worry about the future. Give importance to the person.
3. Make the right friends and socialize.
4. Do religious readings and listen to sermons.
5. Solve any problem with intelligence.
6. Don't postpone any work, do it today, do it tomorrow.
7. Be optimistic in life.
8. Take nutritious food useful to the body and maintain physical health.

METHOD

Objective

1. To find out whether there is any difference between the Job Satisfaction, and psychological well-being to Private and Government employees
2. To find out whether there is any difference between the Job Satisfaction, and Psychological well-being to male and female employees.

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3. To find out whether there is any difference between the Job Satisfaction, and Psychological well-being to urban and rural employees.

Hypothesis

1. **H₁**. There will be no Significant difference between Private sector employees and Government sector employees with regards to Job Satisfaction.
2. **H₀₂**.There will be no Significant difference among male and female employees with regards to Job Satisfaction.
3. **H₀₃**.There will be no Significant difference among urban and rural employees with regards to Job Satisfaction.
4. **H₀₄**. There will be no significant difference between private sector and government sector employees with regards to their psychological well-being.
5. **H₀₅**.There will be no Significant difference among male and female employees with regards to psychological wellbeing.
6. **H₀₆**.There will be no Significant difference among urban and rural employees with regards to psychological wellbeing.

Variable

No.	Name of Variable	Variable	Level	Name of Level
1	Type of employees	Independent	2	1. Private sector 2. government sector
2	Gender	Independent	2	1. male 2. female
3	Area	Independent	2	1. urban 2. rural
5	Job satisfaction	Dependent		Overall job satisfaction
6	Well being	Dependent		

Sample of the study

The main purpose of the present research is to get scientific information about Job Satisfaction and psychological well-being of the Private and Government sector staff. A total of 360 employees were selected, of which 180 were male and 180 were female and out of these 90 were urban and 90 were rural employees.in this sample employees living in Mahisagar and Dahod district were randomly selected.in this those working in different sector Both private and government sector, were selected.

Research design

The main purpose of the present research is to get information about Occupational stress, Job Satisfaction and psychological well-being of the Private and Government Teaching staff. The 2 x 2 x 2 factorial t-test Plan will be used to study there is any difference in the components of Job Satisfaction and Psychological well-being of male and female staff of Private and Government employees as well as male and female and urban and rural.

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The research presented will be done through a $2 \times 2 \times 2$ factorial plan consisting of three independent variables.

Table -1

	A1 (Private Sector Employees)		A2 (Government Sector Employees)		Total
	B1 Male	B2 Female	B1 Male	B2 Female	
Urban C1	45	45	45	45	180
Rural C2	45	45	45	45	180
Total	90	90	90	90	360

Search tools

I have used two types of inventories first is Job Satisfaction scale, composed by **Dr. Meera Dixit (2011)**, will be used. There are a total of **52** Statement in this scale. this scale reliability 0.93 and validity is very high. Second scale is psychological wellbeing Scale developed by **Sudha Bhogle and Prakash [1995]** Translated into Gujarati by **Suvera [2001]** Psychological wellbeing scale is used in these researches. There is total 28 statement who measures Psychological wellbeing factor in which you have to answer by considering right tick. In this scale there are 28 statements accessible. this scale reliability is 0.84 and validity is very high.

Data analysis

H01. There will be no Significant difference between Private sector employees and Government sector employees with regards to Job Satisfaction

Table -2

Variable	N	Mean (S)	SD	T	Sig
Private sector employees	180	219.19	16..32		
Government sector employees	180	221.79	16.53	0.33	NS

Looking at the above table, it is seen that the t value between private sector and government sector employees is 0.33 which indicates that there is no significant difference at 0.05 level in the job satisfaction score between Private sector and government sector employees. looking at the mean value, it is seen that job satisfaction is more observed among government sector employees than private sector employees The above hypothesis is accepted. main reason why there is no difference between the private sector employees and government sector employees that today 's times, there is a similarity in the working methods and workload between government employees and private employees.

H02. There will be no Significant difference among male and female employees with regards to Job Satisfaction.

Table -3

Variable	N	Mean (S)	SD	T	Sig
Male employees	180	219.09	16..32		
Female employees	180	221.89	16.53	0.39	NS

Looking at the above table, it is seen that the 't' value between male employees and female employees is 0.39 which indicates that there is no significant difference at 0.05 level in the

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job satisfaction score between male employees and female employees. Looking at the mean value, it is seen that job satisfaction is more observed among female employees than male employees. The above hypothesis is accepted. In the 21st century, both men and women work side by side. Therefore, since the work roles of both are the same there is no difference in the satisfaction.

H₀₃. There will be no Significant difference among urban and rural employees with regards to Job Satisfaction.

Table -4

Variable	N	Mean (S)	SD	T	Sig
urban sector employees	180	229.38	17.068		
Rural sector employees	180	211.60	15.76	1.57	NS

Looking at the above table, it is seen that the 't' value between urban sector employees and rural sector employees is 1.57 which indicates that there is no significant difference at 0.05 level in the job satisfaction score between urban sector employees and rural sector employees. Looking at the mean value, it is seen that job satisfaction is more observed among government sector employees than private sector employees. The above hypothesis is accepted. In today's technological era, there is no difference between a person living in a village and a city in terms of job performance. For most people have the same work ethic and go out for work. so there is no difference in job satisfaction between a village and a city.

H₀₄. There will be no significant difference between private sector and government sector employees with regards to their psychological well-being.

Table-5

Variable	N	Mean (S)	SD	T	Sig
Private sector employees	180	22.99	3.94		
Government sector employees	180	23.2	4.01	0.22	NS

Looking at the above table, it is seen that the t value between private sector and government sector employees is 0.22 which indicates that there is no significant difference at 0.05 levels in the job satisfaction score between Private sector and government sector employees. Looking at the mean value, it is seen that job satisfaction is more observed among government sector employees than private sector employees. The above hypothesis is accepted. Mental wellbeing is affected by a person's workload and in the present study, no difference was found in the mental wellbeing scores between private employees and government employees, as workload has not changed much in recent times.

H₀₅. There will be no Significant difference among male and female employees with regards to psychological wellbeing

Table -6

Variable	N	Mean (S)	SD	T	Sig
Male employees	180	32.86	8.71		
Female employees	180	22.92	5.13	4.98	0.01

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Looking at the above table, it is seen that the t value between male employees and female employees 4.98. which indicates that there is significant difference at 0.01 level in the psychological wellbeing score between male employees and female employees. Looking at the mean value, it is seen that job satisfaction is more observed among male employees than female employees. Men are more open and talk more openly and have much less responsibility for the household than women. In the present study men's psychological wellbeing is found to be more in line with women.

H₀. There will be no Significant difference among urban and rural employees with regards to psychological wellbeing

Table-7

Variable	N	Mean (S)	SD	T	Sig
Urban Sector Employees	180	22.62	4.99		
Rural Sector Employees	180	36.26	11.66	7.14	0.01

Looking at the above table, it is seen that the 't' value between urban sector employees and rural sector employees is 7.14 which indicates that there is significant difference at 0.01 level in the job satisfaction score between urban sector employees and rural sector employees. Looking at the mean value, it is seen that psychological wellbeing is more observed among rural employees than urban sector employees so above hypothesis is accepted. There is main reason of difference in the lifestyle of the rural compared urban. In rural, there is less mental stress than in the city, there is also less rush. Due to more visibility in the city, the level of mental anxiety is higher, which has an impact on wellbeing. The present study mental wellbeing has been found to be higher in villages compared to the city and a significant difference is seen in that score between urban and rural employees.

CONCLUSION

In the present study there was no difference in the score of job satisfaction between private sector employees and government sector employees, male employees and female employees and urban employees and rural employees. Other hand there was no significant difference in psychological wellbeing between Private sector employees and government sector employees. While there was a difference in the sector of psychological wellbeing between male employees and female employees and urban employees and rural employees.in which, more wellbeing was observed in villages compared to cities and more wellbeing was observed in men than women.

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Conflict of Interest

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