

A Comparative study of various professions in relation to Job Satisfaction

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The objective of the present research in titled "A Comparative Study of Various Professions in Relation to Job-Satisfaction" was to explore the level of job satisfaction among four different professions (doctors, college teachers, advocates and engineers). Three hypotheses were formulated- (1) There will be greater job satisfaction among doctors in comparison to college teachers, advocates and engineers. (2) There will be high job satisfaction among engineers as compared to college teachers. (3) There will be more job satisfaction in female professionals as compared to male professionals.

The research was conducted on a sample of 120 professionals through incidental-cum-purposive sampling method, out of which 60 were males and 60 females. The data was collected from doctors (N=30), college teachers (N=30), advocates (N=30) and engineers (N=30) each consisted of 15 males and 15 females. The job satisfaction scale constructed by Singh and Sharma was used to measure the level of job satisfaction. Personal data sheet developed by researchers was used to collect personal information of the sample. The mean and SD was computed to assess the category of job satisfaction. The obtained results revealed that doctors were more satisfied in their job in comparison to other professionals. Secondly engineers were more job satisfied than college teachers. Thirdly females were more satisfied than males in their professionals. The result supports all the three hypotheses. Besides the confirmation of the hypotheses some other variables like interest of person, work environment, work habit and qualification of the person have also come to light as determinants of level of job satisfaction. The researchers suggested that the work need to be done on a large sample and besides the four professionals other professionals can be compared. The variables which came into light also need to be explored.

Key words: Job satisfaction, professionals, emotional state.

Introduction : Job satisfaction describes how content an individual is with his or her job. Job satisfaction is in regard to one's feeling or state of mind regarding the nature of their work. Job satisfaction can be influenced by a variety of factors e.g. the quality of one's relationship with their supervisor, the quality of physical environment in which they work, degree of fulfillment in their work etc. Job satisfaction has been defined as a pleasurable emotional state resulting from the appraisal of one's job, an affective reaction to one's job and an attitude towards one's job.

Purpose:

- The purpose of the present study was to measure

the level of job satisfaction in four professionals namely: doctors, college teachers, advocates and engineers.

- To find the effect of sex variable in job satisfaction.

Hypotheses:

The sample of the study consisted of College teacher, Engineers, Advocates and Doctors. All these professionals impart service to the society with different approach. College teachers mould the career of the students whereas doctors save the life of the people. Engineers render their services in the development of the society and state as well as country at large.

Advocates are concerned with people who are trapped in various cases whether it is real or fabricated. So observing the nature of services of different professional following hypotheses were formulated :

- (1) There will be greater job satisfaction among doctors in comparison to college teachers, advocates and engineers.
- (2) There will be high job satisfaction among engineers as compared to college teachers.
- (3) There will be more job satisfaction in female professionals as compared to male professionals.

Methodology :

Sample: The sample consisted of 120 professionals (doctors, college teachers, advocates and engineers) selected by purposive-cum-incident sampling method from Patna. It was further divided into male and female groups (each consisting of 60 respondents). From each profession 15 male and 15 female were selected.

Research Tools: Job Satisfaction Scale (JSS) developed by Singh and Sharma was used for measuring the level of job satisfaction.

Procedure: The researchers distributed the questionnaire personally to each respondent. They were asked to fill it up at their convenience and it was collected from them the next day.

Result and Interpretation: The mean value and standard deviation was computed and pie chart was prepared for analysis of data.

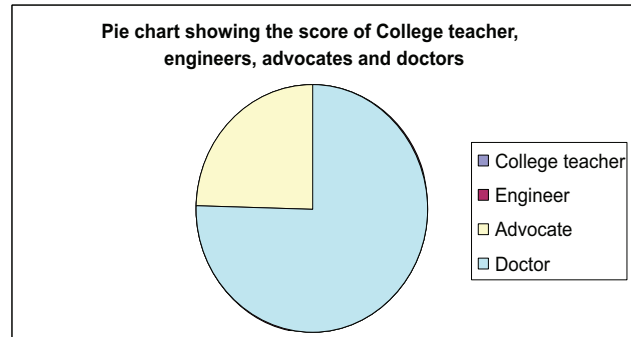
Hypothesis 1 : There will be greater job satisfaction among doctors as compared to college teachers, advocates and engineers.

Table No. 1

The table shows the Mean Value and SD of college teachers, engineers, advocates and doctors.

Sample	N	Mean	SD
College teacher	30	74.16	8.78
Engineer	30	75.5	14.45
Advocate	30	74.83	9.83
Doctor	30	76.5	10.83

The high mean value (M=76.5) of doctors on the job satisfaction scale confirms the hypothesis no.1 which states that there is greater job satisfaction among doctors in comparison to college teachers, advocates and engineers.



Hypothesis 2: There will be high job satisfaction among engineers as compared to the college teachers.

Table No. 2

Table shows the mean, SD and t-ratio of college teacher and engineers.

Sample	N	Mean	SD	t-ratio	Level of significance
College teacher	30	74.16	8.78	0.433	* P < .05
Engineers	30	75.5	14.75		

* Table value on 0.05 level = 2.01

In table no. II comparison is being done on job satisfaction level between college teachers and engineers. So far mean value is concerned engineers have higher level of job satisfaction (M=75.5) as compared to college teachers (M=74.16). This is going in favour of hypothesis no.2. The t-ratio between the means of college teachers and engineer was computed to see the significance of difference between the two means. The obtained t-ratio is 0.433 which is not significant. This indicates that though there is difference in the values of means of college teachers and engineers but the difference is not significant. Thus accepting the null hypothesis.

Hypothesis 3: There will be high job satisfaction among female professionals as compared to the male professionals.

Table No. 3

The table shows the mean, SD and t-ratio of male and female professionals.

Sample	N	Mean	SD	t-ratio	Level of significance
Male	60	74.91	11.26	0.05	* P < .05
Female	60	75.5	9.71		

* Table value on 0.05 level = 1.98

In table no. III comparison is being done on job satisfaction level between male and female professionals. So far mean value is concerned female professionals have higher level of job satisfaction (M=75.5) as compared to male professionals (M=74.91). This is going in favour of hypothesis no.3. The t-ratio between the means of male and female professionals was computed to see the significance of difference between the two means. The obtained t-ratio is 0.05 which is not significant. This indicates that though there is difference in the values of means of male and female professionals but the difference is not significant. Thus accepting the null hypothesis.

Suggestions and Conclusion:

Following conclusions were drawn from the present study:

- Doctors are more satisfied than other professionals such as College Teachers, Engineers and Advocates.
- Female professionals have more job satisfaction than males.
- Engineers are more job satisfied than college teachers.

The researchers suggested the following points on the basis of their study:

- The work needs to be done on a large sample to obtain more accurate result.
- The researchers have approached only college teachers, engineers, advocates, and doctors. Other professionals like businessmen, managers, clerks, vendors, school teachers, shopkeepers and

milkmen etc. could be explored by the other researchers or all those who are interested in making a study.

- The extra variables that have come to light (age, type of work, type of family) need to be explored separately. All these are independent variables of the level of job satisfaction and can be studied on large samples.

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