

A Comparative Study: Job satisfaction of Government and Non-Government Employees

Shilpa Jadhav*
Diogiri College, Aurangabad

Abstract

Present study investigated to compare the level of job satisfaction of Government and Non-government Employees. To this purpose, 100 government employees and 100 non government employees randomly selected from different government and private colleges of Aurangabad. They were informed regarding research. Job satisfaction scale applied to collect the data. The questionnaire had applied to government employee and then private employees. The data collected and analyzed. The result indicates that government employees have more job satisfaction than private employees.

Keywords: Job satisfaction, Job satisfaction scale, Government and private employees.

Locke (1976), who defined it as “. . . a pleasurable or positive emotional state resulting from the appraisal of one’s job or job experiences”. Job satisfaction is a worker’s sense of achievement and success on the job. It is generally perceived to be directly linked to productivity as well as to personal well-being. Job satisfaction implies doing a job one enjoys, doing it well and being rewarded for one’s efforts. Job satisfaction further implies enthusiasm and happiness with one’s work. 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). We consider that job satisfaction represents a feeling that appears as a result of the perception that the job enables the material and psychological needs (Aziri, 2008). The term job satisfactions refers to the attitude and feelings people have about their work. Positive and favourable attitudes towards the job indicate job satisfaction. Negative and unfavourable attitudes towards the job indicate

job dissatisfaction (Armstrong, 2006). Job satisfaction is the collection of feeling and beliefs that people have about their current job. People’s levels of degrees of job satisfaction can range from extreme satisfaction to extreme dissatisfaction. In addition to having attitudes about their jobs as a whole. People also can have attitudes about various aspects of their jobs such as the kind of work they do, their co-workers, supervisors or subordinates and their pay (George et al., 2008). Latif et al. (2011), aimed to study job satisfaction among public and private college teachers of Pakistan. This study focused firstly on influential factors contributing to job satisfaction and dissatisfaction and secondly examines the level of job satisfaction of teachers in public and private sector colleges. The study revealed that teachers of public sector reported more job satisfaction than private sector teachers. Balachandan et al., (2010) conducted a study to examine the impact of job satisfaction factor on the motivation of insurance company officers.