

# Job Satisfaction among the employees of Public and Private Sectors in Patna District; a Comparative study

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## ABSTRACT

The present research was planned to study the level of job satisfaction among the employees of Public and Private sectors. Also, it was an attempt to find out the difference between the employees of Public and Private sectors on the Job Satisfaction scale. For this, 200 employees from different areas of urban Patna in the age group of 25-60 years. Among them, 100 were working in private sectors and 100 were working in Public sectors. Job Satisfaction Scale by Amar Singh and T.R. Sharma was used in this study. Statistical techniques such as Mean, SD and, t-test were used for data analysis. Results revealed that employees of Public sectors have displayed high level of Job satisfaction than employees of Private sectors. Also, male employees from both Public and Private sectors have shown high satisfaction towards their jobs in comparison with female employees of Public and Private sectors.

**Keywords-** Job Satisfaction; Employees; Public Sector; Private Sector

## Introduction:

Job satisfaction is a psychological concept that refers to job related attitudes and characteristics such as pay and reward, policies, leadership behaviours, management styles and co-workers. These characteristics are influenced to a large extent by a person's disposition. For example extroverted individuals have been found to experience greater job satisfaction. This was evident in work done by Boudreau (2001) which examined the role of personality and cognitive ability on the job search process of 1900 high- level US business executives. Happy or positive emotions that result from assessing a person's work and work experience are also called job satisfaction (Permana, 2021; Valentine, 2011). Job satisfaction consists of intrinsic and extrinsic job satisfaction. Extrinsic job satisfaction includes traits outside of the job itself, for example, pay, the way the company is managed, while intrinsic job satisfaction includes reactions that affect people's feelings and emotions towards job features related to the job itself, for example, expertise, autonomy, and variety.

Psychological research can be evaluated from two different perspectives (Albrech, 2011). First, from a utilitarian perspective, satisfaction should lead to employee behaviour that supports organizational functioning (Spies, 2006). Second, from a humanitarian point of view, fair treatment and respect are evidence of the excellent treatment of employees. Job satisfaction can also arise from the need to remain in the organization by choosing a career, learning, and development opportunities (Tnay, 2013). Workers have a high commitment to their organization before they develop attitudes such as job satisfaction.

## Objectives of the study:

This research has been carried out with following broad objectives:

1. To assess the level of Job Satisfaction among the Employees of Public and Private Sectors.
2. To study the association of Working sector (Public/Private) and the development of Job Satisfaction among the employees.

- To find out the effect of gender upon the Job Satisfaction of employees of Public and Private Sectors.

### Hypothesis:

The main hypotheses of the research were as follows:-

- Employees belonging to Public sectors will show high level of job satisfaction than employees of Private sectors.
- Male employees will display more satisfaction in their jobs as compared to female employees.
- There will be difference between male and female employees of Public sectors on the scale of Job satisfaction.
- There will be difference between male and female employees of Private sectors on the scale of Job satisfaction.

### Research Methodology:

**(A) Sample:** The sample was comprised of 200 employees in the age group of 26 to 60 years. Among them, 100 (50 Male and 50 Female) were working in private sectors and 100 (50 Male and 50 Female) were working in Public sectors. They were from different areas of Patna. Sample has been drawn by Incidental cum purposive sampling technique.

#### Inclusive criteria:

- Employees who are working in Urban Patna
- Physically Healthy
- Age range between 25-60 years.
- Education level at least up to Graduation

#### Exclusive criteria:

- Psychiatric history
- Smoker/ Tobacco user
- Any type of Addiction
- Working out of Patna

#### (B) Tool-

Job Satisfaction Scale by Amar Singh and T.R. Sharma was used in this study.

**(C) Design-** Between group research design has been used in the study. The Job Satisfaction has been studied as the dependent variable while the working sector (Public/Private) and Gender (Male/Female) have been considered as the independent variables.

**(D) Data Analysis-** Statistical techniques such as Mean, SD and, t-test were used for data analysis.

#### Results:

The results of the study have been presented in the tabular forms with the help of Table- A, B, C and D.

**Table- A**

#### Mean scores of Employees from Public and Private sectors on the scale of Job Satisfaction

S.No		Employees of Public sectors (N=100 )	Employees of Private sectors (N= 100)
1	Mean	55.62	49.05
2	SD	7.67	2.46
3	t-ratio	8.11	P< .01

Table-A presents the mean, SD and t-ratio of the employees from Public and Private Sectors on the scale of job satisfaction. From the table, we can see that the mean score of employees from public sector is 55.62 and the mean score of employees from private sector is 49.05. The standard deviations of the two groups are 7.67 and 2.46 respectively. The t-ratio

between them is 8.11 which has been found significant on the level of .01 ( $P < .01$ ). It means that both groups are different from each other on the measure of job satisfaction. Here we can see that Employees belonging to Private sectors have shown high level of job satisfaction than employees of Public sectors. This result fully confirms the first hypothesis of the study.

**Table- B**

**Mean scores of the Male and Female Employees on the scale of Job Satisfaction**

S.no		Male Employees (N=100 )	Female Employees (N= 100)
1	Mean	55.38	49.29
2	SD	1.68	3.17
3	t-ratio	16.92	P< .01

Table-B illustrates the mean scores of mean, SD and t-ratio of the male and female employees from Public and Private Sectors on the scale of job satisfaction. From the table, we can see that the mean score of male employees is 53.58 and the mean score of female employees is 47.56. The t-ratio between them is which has been found significant on the level of .01 ( $P<.01$ ). It means that both groups are different from each other on the measure of job satisfaction. Here we

can see that Male Employees have shown high level of job satisfaction than female employees. This result fully confirms the second hypothesis of the study. It may be because females have the responsibilities towards their home and work as a wife, as a mother etc. They are in stress to manage their home also. In other words they perform dual duties. On the other side, males are considered as the leader of the home and they have to earn for their families.

**Table- C**

**Mean scores of the Male and Female Employees from Public sectors on the scale of Job Satisfaction**

S.No		Male Employees from Public sectors (N=50 )	Female Employees from Public sectors (N= 50)
1	Mean	59.22	52.02
2	SD	5.21	4.62
3	t-ratio	7.57	P< .01

Table- C displays the mean scores of male and female employees from public sectors on the measure of job satisfaction. Here we can see that the mean of male employees are higher than female employees. Therefore it can be said that male employees are more satisfied with their jobs than female employees in Public sectors. It fully supports the third hypothesis of the study.

**Table-D**

**Mean scores of the Male and Female Employees from Private sectors on the scale of Job Satisfaction**

S.No		Male Employees from Private sectors (N=50 )	Female Employees from Private sectors (N= 50)
1	Mean	51.54	46.56
2	SD	3.25	2.17
3	t-ratio	9.22	P< .01

has emerged here also which indicates that male employees are fully indulged in their jobs and get benefitted but the female employees struck between family and job which let them unfocused on their jobs.

Table-D shows that in Private sectors also, male employees have secured high mean than female employees. This finding is in the support of fourth hypothesis of the present study. The gender factor

## Conclusion :

Here we can see that Employees belonging to Private sectors have shown high level of job satisfaction than employees of Public sectors. It can be stated that gender and working sector are prominent factors in the development of Job Satisfaction among the employees.

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