

## **A Comparative Study Job Satisfaction among the Working Men in Vadodara Industrial Area**

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### **ABSTRACT**

The term job satisfaction refers to favorable or unfavorable feelings and emotion of the employees towards their own work. It refers to the satisfaction of the employee in his own profession. Job satisfaction is the result of various attitudes possessed by an employee towards his job. These attitudes may be related to job factors such as wage, job security, job environment, nature of work, opportunity for promotion, prompt removal of grievance, opportunity for participation in decision making and other fringe benefits. Life is itself a process of adjustment. If any one wants satisfaction in life, then they have to adjust with their environment. The total sample consisted of 240 men from different industrial Area in Vadodara. The sample was selected from randomly. Job satisfaction scale By Brefield Roth - Gujarati Format By Parikh developed were used for data collection. 2×3×2 factorial design was used.

*Keywords: Job Satisfaction, Working Men, Vadodara, Industrial Area*

Man works not only for money alone but also to satisfy his higher order needs, needs to be recognized, to be appreciated and to feel a sense of achievement in whatever one does. Employees in different establishment view their respective worlds of work in different perspective for various reasons. They may differ in their respective personalities, need, and social background or in demographic factors. But the facts remains that they tend to act or behave in their peculiar way on the background of their perceptions. A person joins an organization with certain hopes, expectation, drives and needs which affects his performance.

Sometimes it seems to be difficult to ascertain. This varies from person to person. However it is highly useful to understand as to how the need create tension, which stimulates the effort to perform and how effectively performance brings satisfaction. Goods dictionary of education (1973) states job satisfaction as a quality, level or state of satisfaction which is result of various interests, attitudes of person towards his job.

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The workers' satisfaction in work is greatly affected by the physical condition in which the work is done, the way in which the flow of work is organized and the equipments and materials with which the work is done.

### ***What Is Job Satisfaction?***

Job satisfaction is the level of contentment a person feels regarding his or her job. This feeling is mainly based on an individual's perception of satisfaction. Job satisfaction can be influenced by a person's ability to complete required tasks, the level of communication in an organization, and the way management treats employees.

Job satisfaction falls into two levels: affective job satisfaction and cognitive job satisfaction. Affective job satisfaction is a person's emotional feeling about the job as a whole. Cognitive job satisfaction is how satisfied employees feel concerning some aspect of their job, such as pay, hours, or benefits.

### ***Important Factors***

Typically, five factors can be used to measure and influence job satisfaction:

1. Pay or total compensation
2. The work itself (i.e., job specifics such as projects, responsibilities)
3. Promotion opportunities (i.e., expanded responsibilities, more prestigious title)
4. Relationship with supervisor
5. Interaction and work relationship with coworkers

### ***Importance of Job Satisfaction***

After reading about job satisfaction and the factors related to it, you may want to know that why job satisfaction important is. The importance of job satisfaction plays a major role in our occupational life. It has relation with many aspects because it affects a person's

#### **(a) Mental Health:**

If a person is remains continuously dissatisfied with the job, the continuous tension leads to much maladjustment in the behavior.

#### **(b) Physical Health:**

Job satisfaction affects the physical health of the person. If a person is under continuous stress, he/she will suffer from health problems like headaches, heart and digestion related diseases etc.

#### **(c) Increase in output:**

The output automatically increases with job satisfaction because when a person is happy with his job situation, he would like to put more effort in his work, which in turn will increase the output.

### ***Work Motivation & Job Satisfaction***

Another phenomenon which is related to one's vocational adjustment is work motivation or in simple words the driving force behind one's work. The success of our organization/ institution depends largely upon the worker's motivation. When the employees of any organization have

## **A Comparative Study Job Satisfaction among the Working Men in Vadodara Industrial Area**

high motivation the output increases. Psychologists studied these factors which increase the motivation towards work and came up with some theories. We will study these theories in brief. Let us start with the theories.

Present study is an attempt to trace out the level of job satisfaction of the working men in industrial Area and the significant difference among the working men engaged in different professions in respect of their job satisfaction has also been studied.

### ***Research Problem***

*A Comparative study Job satisfaction among the working men in vadodara industrial Area*

### ***Research Purpose***

The purpose of all this research was to look at different types of vadodara industrial Area and contentment to living on campus. Researchers interested in this area have wanted to determine how well working men fit into the lifestyles and Job satisfaction on campuses.

### ***Objectives***

In this research paper Independent variable are Educational Category, Age and Type of salary & dependent variables is Job satisfaction. Following main objective are kept in this research paper.

1. To study the Job satisfaction of working men in vadodara industrial Area.
2. To study the effect of category on Job satisfaction.
3. To study the effect of age on Job satisfaction.
4. To study the effect of salary on Job satisfaction.

### ***Variables Of The Study***

**DEPENDENT VARIABLES:** - Job satisfaction as a dependent variable

**INDEPENDENT VARIABLES:** - Category, Age, Type Of Salary

#### **1. Typey of Category :-**

1. open category
2. SC/ST/Baxi category

#### **2. Type Of Age :-**

1. Age between 35 to 45 years,
2. Age between 46 to 55 years,
3. Above 56 years

#### **Type of Salary :-**

1. Rs.5000 to 10000
2. Above Rs. 10,000

### ***Hypotheses-***

1. There will be no significant difference between category ( Open and SC/ST/BAXI ) in relation to Job satisfaction.
2. There will be no significant difference between type of Age ( 35 to 45, 46 to 55, Above 56 years ) in relation to Job satisfaction.
3. There will be no significant difference between type of salary (Rs.5000 to 10000 and Above Rs.10,000 ) in relation to Job satisfaction.

## A Comparative Study Job Satisfaction among the Working Men in Vadodara Industrial Area

4. There will be no significant difference between category & type of Age in relation to Job satisfaction.
5. There will be no significant difference between type of Age & type of salary in relation to Job satisfaction.
6. There will be no significant difference between type of salary and type of category in relation to Job satisfaction.
7. There will be no significant difference between Category, Age, and Type of salary in relation to Job satisfaction.

### **Tools**

There are 18 statement of Job satisfaction questioner developed by Brefild Roth (1985) (Gujarati Format By Parikh). 9 affirmative and 9 negative items. Five point scale rate is use in this questioner for affirmative word 5,4,3,2, and 1 score is give while for negative word the opposite number 1,2,3,4 and 5 score given. affirmative statement no 1, 2, 5, 7, 9, 12, 13, 16, and 18 also negative statement no 3, 4, 6, 8, 10, 11, 14, 15, and 17. This score range is from 18 to 90. The test retest reliability of the scale is 0.71 (N=50).

### **Research Design:**

2×3×2 factorial research design is for used the research. **Total : 240**

Variable	open category			SC/ST/Baxi		
	Age between 35 to 45 years	Age between 46 to 55 years	Age above 56 years	Age between 35 to 45 years	Age between 46 to 55 years	Age above 56 years
<b>Rs. 5000 to 10000</b>	20	20	20	20	20	20
<b>Above Rs.10000</b>	20	20	20	20	20	20
<b>Total</b>	40	40	40	40	40	40

### **Sample**

To select the sample Type of category, Type of Age, Type of salary were considered as per independent variable taken in this research. Stratified random sampling method was employed of select the unit of sample. Total sample of the present investigation comprised 240 adolescences, in which 120 men were from open category and 120 SC/ST/Baxi category. Both groups entail equal number of Age between 35 to 45, 46 to 55, and Age above 56 years. Again each group was divided by equal number of Rs. 5000 to 10000 salary and above Rs. 10000 up salary. Thus total sample includes 12th components as shown in the following table.

## A Comparative Study Job Satisfaction among the Working Men in Vadodara Industrial Area

### *Statistical Analysis*

The data were analyzed as follows; The mean with graphical representation for Type of Category (open and SC/ST/Baxi category ), Type Of Age ( Age between 35 to 45 years, 46 to 55 years, age above 56 years ) and Type of Salary ( Rs. 5000 to 10000 and above Rs. 10,000 ) on working men Job satisfaction was analyzed. A 2x3x2 factorial design was subjected to adequate of statistical analysis viz. technique of Analysis of variance (ANOVA) in order to examine the roll of main variables and to industrial Aria their main as well as interaction effects subsequently on working men's Job satisfaction.

### **RESULT AND INTERPRETATION**

#### *Dependent Variable : Job satisfaction*

The aim of the present study was to investigate the effect of category, Type of Age, Type of salary variable on Job satisfaction.

*Table 1 ANOVA for Job satisfaction in context of category, Type of Age, Type of salary variable :*

SOURCE of variance	SUM OF SQUARE	DF	MEAN SUM OF SQUARE	F	LEVEL OF SIG.
<b>Main effects</b>					
<b>SSA</b>	<b>707.2667</b>	<b>1</b>	707.2667	13.85	0.01
<b>SSB</b>	157.8583	2	78.92917	1.5457	N.S
<b>SSC</b>	6573.067	1	6573.067	128.72	0.01
<b>Interaction effects</b>					
<b>SSAXB</b>	553.0583	2	276.5292	5.4152	0.01
<b>SSBXC</b>	338.8583	2	169.4292	3.3179	0.05
<b>SSCXA</b>	205.35	1	205.35	4.0213	0.05
<b>SSAXBXC</b>	174.925	2	87.4625	1.7128	N.S
<b>SSW</b>	11642.8	228	51.06491		
<b>SST</b>	<b>20353.18</b>	239			

Significance Level

N.S = Not Significant

N	0.05	0.01
( Df1)228	3.87	6.72
( Df2) 228	3.03	4.68

*Table 2 F value and mean for Category variable : A*

Category	N	Mean	F	Sig. level
<b>A1</b>	120	58.18	13.85	0.01
<b>A2</b>	120	61.61		

**A Comparative Study Job Satisfaction among the Working Men in Vadodara Industrial Area**

**Table 3 F value and mean for Type of Age variable : B**

Type Of Age	N	Mean	F	Sig. level
B1	80	60.71	1.55	N.S
B2	80	58.79		
B2	80	60.18		

**Table 4 F value and mean for Type of salary variable : C**

Type of Salary	N	Mean	F	Sig. level
C1	120	54.65833	128.72	0.01
C2	120	65.125		

**Table 5 F value and mean for Category and Type of Age variable : AXB**

Variable	Category		F	Sig. level
Type Of Age	A1	A2		
B1	57.35	64.08	5.42	0.01
N	40	40		
B2	56.7	60.88		
N	40	40		
B3	60.48	69.88		
N	40	40		

**Table 6 F value and mean for Type of Age and Type of salary variable : BXC**

Variable	Type Of Age			F	Sig. level
Type of Salary	B1	B2	B3		
C1	53.8	54.45	55.73	3.32	0.05
N	40	40	40		
C2	67.63	63.13	64.63		
N	40	40	40		

**Table 7 F value and mean for Type of salary and type of Category variable : CXA**

Variable	Type Of Category		F	Sig. level
Type of Salary	A1	A2		
C1	52.02	57.3	4.02	0.05
N	60	60		
C2	64.33	65.92		
N	60	60		

*Table 8 F value and mean for Category, Type of Age and Type of salary variable :AXBXC*

Variable	A1			A2			F	Sig. level
	B1	B2	B3	B1	B2	B3		
C1	48.55	52.55	54.95	59.05	56.35	56.5	1.71	N.S
N	20	20	20	20	20	20		
C2	66.15	60.85	66	69.1	65.4	63.25		
N	20	20	20	20	20	20		

### MAIN EFFECT

The result reveal at that category, Type of Age, Type of salary variables are all significant at level of 0.01.

**Table - 2** shows F value and mean for **Category** variable. In which, mean for open category workers 58.18 and for SC/ST/Baxi category workers is 61.60 and **F value** is **13.85** which is significant at the level of 0.01 Thus, there is a significant difference in Job satisfaction level of among open and SC/ST/Baxi category workers. **In which SC/ST/Baxi category workers have highest mean than other groups, says that they have more good Job satisfaction level than other group.**

**Table - 3** shows F value and mean for **Type of Age** variable. In which, mean for Age between 35 to 45 years workers is 60.71, Age between 46 to 55 years age is 58.79 and Age above 56 years is 60.18 and **F value** is 1.55 which is not significant at the level of 0.01. So, there is no significant difference in Job satisfaction level among Age between 35 to 45 years, 46 to 55 years, and above 56 years. **In which Age between 35 to 45 years workers have highest mean than other groups, says that they have more good Job satisfaction level than the other group.**

Then, **table -4** shows F value and mean for **type of salary** variable. In which, mean for Rs. 5000 to 10000 salary is 54.66 and for Above Rs. 10000 salary is 65.13 and **F value** is **128.72** which is significant at the level of 0.01. Therefore, there is a significant difference in Job satisfaction level among Rs. 5000 to 10000 salary and Above Rs. 10000 salary. **In which Above Rs. 10000 salary workers have highest mean than other groups, says that they have more good Job satisfaction level than the other group.**

### INTERACTIONAL EFFECT

**Table -5** shows F value and mean of **A x B** for interactional effect of category and type of Age variable on Job satisfaction. There were six group in which mean for Age between 35 to 45 years open category workers is 57.35, Age between 46 to 55 years open category workers is 56.7, Age above 56 year open category workers is 60.48, Age between 35 to 45 years SC/ST/Baxi category worker is 64.08, Age between 46 to 55 years SC/ST/Baxi category worker is 60.88 and Age above 56 year up SC/ST/Baxi category men workers is 59.88. Their **F value** is 5.42 which is significant at the level of 0.01. In which Age between 35 to 45 years SC/ST/Baxi category

## A Comparative Study Job Satisfaction among the Working Men in Vadodara Industrial Area

workers have highest mean than other five groups. **It means Age between 35 to 45 years SC/ST/Baxi category workers have more good Job satisfaction level than the other groups.**

**Table - 6** shows F value and mean **B x C** for interactional effect of Type of age and salary variable on Job satisfaction. There were six groups in which mean for Rs. 5000 to 10000 salary Age between 35 to 45 years is 53.8, Above Rs. 10000 salary Age between 35 to 45 years is 67.63, Rs. 5000 to 10000 salary Age between 46 to 55 years is 54.45, Above Rs. 10000 salary Age between 46 to 55 years is 63.13, Rs. 5000 to 10000 salary Age above 56 years is 55.72 and Rs. 10000 up salary Age 56 years is 64.63. **F value** of these group is **3.32** which is significant. It shows that there is significant difference in any of these five group in Job satisfaction. **In which above Rs. 10000 salary Age between 35 to 45 year have highest mean than other groups, say that they have more good Job satisfaction level than the other group.**

**Table – 7** shows F value and mean **C x A** for interactional effect of salary and type of category variable on Job satisfaction. There were four groups in which mean for Rs. 5000 to 10000 salary open category workers is 52.02, Rs. 10000 up salary open category workers is 64.33, Rs. 5000 to 10000 salary ST/SC/Baxi category workers is 57.3 and above Rs. 10000 salary ST/SC/Baxi category worker is 65.92. **F value** for these group is **4.02** which is significant at the level of 0.05. **In which above Rs. 10000 salary ST/SC/Baxi category workers have highest mean than all other groups, says that they have more good Job satisfaction level than the other group.**

**Table - 8** shows F value and mean **A x B x C** for interactional effect of category, type of Age and type of salary variable on Job satisfaction. There were twelve group. **F value** of these groups is **1.71** which is not significant at the level of 0.01. **In these groups, SC/ST/Baxi Age between 35 to 45 years above age 56 years worker have highest mean than other eleven groups, says that they have more good Job satisfaction level than the other group.**

## CONCLUSIONS

1. There will be significant difference between category ( Open and SC/ST/BAXI ) in relation to Job satisfaction.
2. There will be no significant difference between type of Age ( 35 to 45, 46 to 55, 56 up ) in relation to Job satisfaction.
3. There will be significant difference between type of salary (5000 to 10000 and 10,000 up ) in relation to Job satisfaction.
4. There will be significant difference between category & type of Age in relation to Job satisfaction.
5. There will be significant difference between type of Age & type of salary in relation to Job satisfaction.
6. There will be significant difference between type of salary and type of category in relation to Job satisfaction.
7. There will be no significant difference between Category, Age, and Type of salary in relation to Job satisfaction.



## A Comparative Study Job Satisfaction among the Working Men in Vadodara Industrial Area

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### *Conflict of Interests*

The author declared no conflict of interests.

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