



**“ A GLANCE IN TO THE JOB SATISFACTION OF KERALA SPORTS COUNCIL COACHES”
SERVICE TO A JUST CAUSE REWARDS THE WORKER WITH MORE REAL
HAPPINESS AND SATISFACTION THAN ANY OTHER VENTURE OF LIFE**

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Abstract

Historically the term “job satisfaction” came into vogue in 1935 when Hoppock published his classic work *Job Satisfaction*. He defined job satisfaction as any combination of psychological, physiological and environmental circumstances that cause a person truthfully to say “I am satisfied with my job.” Thus job satisfaction is the verbal expression of an employee’s evaluation of his work life. Job satisfaction is very difficult to define because it is an intangible mission unobserved variable and a complex assemblage of cognition (belief and knowledge) and emotional feelings (sentiments or evaluations) and such behaviour tendencies. A comprehensive definition of Job Satisfaction, suggested by scholars of the field puts it as a “Pleasurable or positive emotional state resulting from the appraisal of one’s job or job experience.” Another school of scholars assert that job satisfaction is a positive emotional state that occurs when a person’s job seems to fulfil important job values, provided these values are compatible with one’s needs.

Keywords: Job Satisfaction, Sports Council, Kerala.

INTRODUCTION

Historically the term “job satisfaction” came into vogue in 1935 when Hoppock published his classic work *Job Satisfaction*. He defined job satisfaction as any combination of psychological, physiological and environmental circumstances that cause a person truthfully to say “I am satisfied with my job.” Thus job satisfaction is the verbal expression of an employee’s evaluation of his work life.

Job satisfaction is very difficult to define because it is an intangible mission unobserved variable and a complex assemblage of cognition (belief and knowledge) and emotional feelings (sentiments or evaluations) and such behaviour tendencies. A comprehensive definition of Job Satisfaction, suggested by scholars of the field puts it as a “Pleasurable or positive emotional state resulting from the appraisal of one’s job or job experience.” Another school of scholars assert that job satisfaction is a positive emotional state that occurs when a person’s job seems to fulfil important job values, provided these values are compatible with one’s needs.

These are the three important dimensions to job satisfaction:

1. Job satisfaction is an emotional response to a job situation.
2. Job satisfaction is often determined by how well outcomes meet or expectation.
3. Job satisfaction represents several related attitudes.

Job satisfaction has been the centre of concentration for researchers over 3 decades. The reasons are many. Some of them are

1. Job satisfaction has some relation with the mental health of the people
2. Job satisfaction has some degree of positive correlation with physical health of individuals.
3. Spreads goodwill about organizations.
4. Reduces observation and turnover and increase the quality of work.

Factors influencing Job Satisfaction are: work itself, pay, promotions, supervision, work group and working condition. Some of the other determinants of Job Satisfaction are age, race, sex and educational level. Highly satisfied employees tend to have better mental and physical health, learn new job related tasks more quickly etc. There seems to be a relationship between Job Satisfaction and performance. Usually satisfaction improves the employee’s performance. Job Satisfaction can also be improved by making the work mentally challenging. It is widely accepted that a work becomes mentally challenging on the basis of the involvement of such factors as skill variety, task identity, task significance, autonomy etc. The relation between Job Satisfaction and job stress has demonstrated by several studies. Generally Job Satisfaction and job stress to be inversely related. Even though low to moderate levels of stress may improve job performance employees generally find stress dissatisfying.

Job satisfaction is dependent on various things,

not just on one or two things. The specialty of the job, an active interest in hard work, satisfaction in the salary, anxiety in summary, Job Satisfaction is an attitudinal reaction to work experience. It is defined by the amount of overall positive effect that individuals have towards their jobs. Pay interpersonal relationships and working conditions are important determinations of job satisfaction. Job Satisfaction has generally been found to be inversely related to job stress.

Methodology

Aim

The aim of the study is to determine the level of jobs satisfaction of coaches of Kerala Sports Council (K.S.C) in terms of perception to their job, in terms of total service and age. The Secondary purpose is to find out whether there is any significant relationship between job satisfactions and perception, job satisfaction and total service and job satisfaction and age.

Tools

The tool used for the study is the job satisfaction scale was developed by Shanmugam & Sunanda Raj (1998). There are various aspects of Job Satisfaction included while preparing the item for this test. The reliability of the test was found from the sample of 50 subjects. The split half reliability of the job satisfaction scale using odd even method was found to be

0.93. There is a high correlation between the test scores. Validity was found on the sample as described under reliability. The correlation between the scores on the test and external criterion was found, Validity co-efficient obtained was 0.72.

Sampling

Deliberate sampling was the sampling method used for the collection of data. 150 coaches of K.S.C were selected as samples.

Statistical Technique

Descriptive Statistics

In descriptive statistics, mean and simple percentages were used to analyse the job satisfaction of KSC coaches. In order to evaluate the level of job satisfaction of K.S.C. coaches a scale is constructed in such a way that those mean values which are higher than the Mean+Standard deviation of the score (3.75) is considered to be high and those values which are below Mean-Standard deviation of the score (1.25) is considered to be low. The scores which lie between these two limits are considered to be moderate.

Hypothesis

It is hypothesised that "KSC coaches have moderate level of job satisfaction."

Results and Discussion

TABLE 1
LEVEL OF JOB SATISFACTION BY PERCEPTION

Perceptions		N	Mean	SD	F	Sig
Cooperation from others	yes	108	3.31	0.43	0.05	0.816
	no	42	3.29	0.40		
Recognition on the basis of gender	yes	14	3.42	0.57	1.06	0.304
	no	136	3.29	0.40		
Opposition from relatives/friends	yes	10	3.13	0.16	1.96	0.164
	no	140	3.32	0.43		
Difficulty to cope with the job on the basis of gender	yes	12	3.16	0.17	1.51	0.221
	no	138	3.32	0.43		
Unnecessary criticism on the basis of gender	yes	17	3.29	0.28	0.02	0.884
	no	133	3.31	0.44		
Total		150	3.30	0.42		

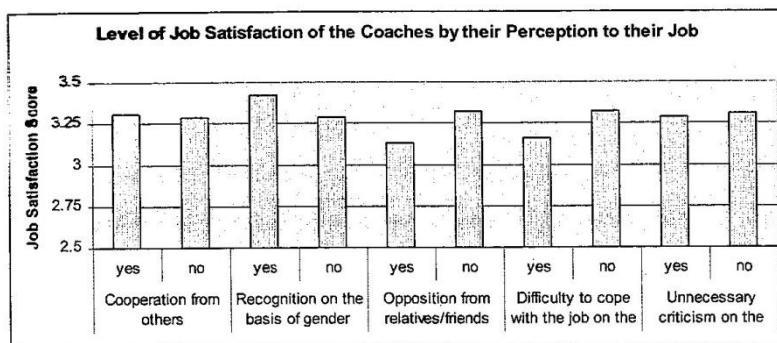
There are five questions in this section dealing with the perception level of coaches. For the first question dealing with the "Co-operation from others", 108 coaches

responded that they receive co-operation from the persons who are interacting with them and 42 coaches responded that they have not received co-operation from

person’s interacting with them. The mean Job Satisfaction Scores of those received co-operation is 3.31 and those do not receive co-operation is 3.29. Since the significant level is greater than .05 the difference in the

mean score of the two group is not statistically significant. It means that job satisfaction is same for the two groups.

Fig. 1



For the second question regarding the “recognition on the basis on gender,” 136 coaches responded that they do not face any problem on the basis of gender. But 14 coaches responded that they face problems on the basis of gender. The mean job satisfaction score for those who do not have gender problems is 3.29 and for those who have problems are 3.42. Since the significant level is greater than 0.5, the difference in the mean scores of the two groups is not statistically significant. It means that job satisfaction is the same for the two groups. For the third question “Opposition from relative and friends towards the Job ” 10 coaches responded that their relatives and friends oppose their jobs and 140 coaches responded that their friends and relatives do not oppose their jobs. The mean job satisfaction scores for friends and relatives oppose the job is 3.13 and do not oppose the job is 3.32. Since the significant level is greater than .05 the difference in the mean score of the two groups is not statistically significant it means that job satisfaction is same for the two groups.

the job on the basis of Gender” 12 coaches responded that there is difficulty to cope with the job on the basis of their Gender and 138 coaches responded that they don’t have any difficulty to cope with the job in the basis of gender. The mean job satisfaction scores for difficulty to cope with their on the basis of gender is 3.16 and do not have difficulty is 3.29. Since the significant is greater than .05 the difference in the mean score of the two groups are not statistically significant. It means that Job satisfaction is same for the two groups. For the fifth question “Unnecessary criticism on the basis of gender” 17 coaches responded that they are taking unnecessary criticism on the basis of gender 133 coaches responded that they are not taking any unnecessary criticism on the basis of gender. The mean Job Satisfaction scores of those coaches facing unnecessary criticism on the basis of gender is 3.29 and do not face any criticism on the basis of gender 3.31. Since the significant level is greater than 0.05 the difference in the mean score of the two groups is not statistically significant. It means that job satisfaction is same for the two groups.

For the fourth question “ Difficulty to cop with

TABLE II
LEVEL OF JOB SATISFACTION BY TOTAL SERVICE

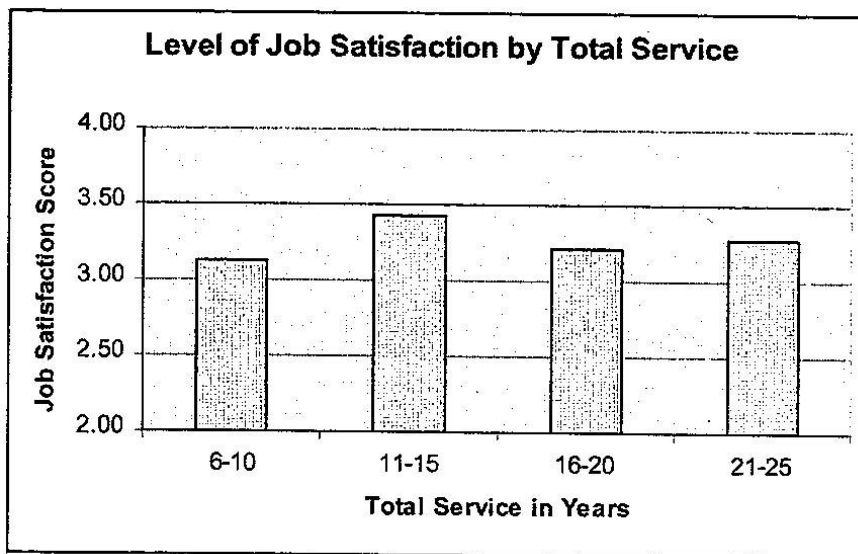
Exp	N	Mean	Std. Deviation	F	Sig.
6-10	15	3.13	0.18	3.796	0.012
11-15	63	3.43	0.53		
16-20	49	3.21	0.34		
21-25	23	3.28	0.23		
Total	150	3.30	0.42		

The mean job satisfaction scores of the coaches with respect to their total experience is given in Table 41. Since the significant level of the F value (3.796) is less

than 0.05, job satisfaction scores differ with the total experience. Job satisfaction is found to be higher among coaches with 11-15 years of total experience, followed

by those with 21-25 years.

Fig. 2



Those who have 6-10 years total experience have least job satisfaction. The mean scores obtained is between 1.25 (25 percent) and 3.75 (75 percent). It can

be concluded that the job satisfaction level with respect to service is moderate.

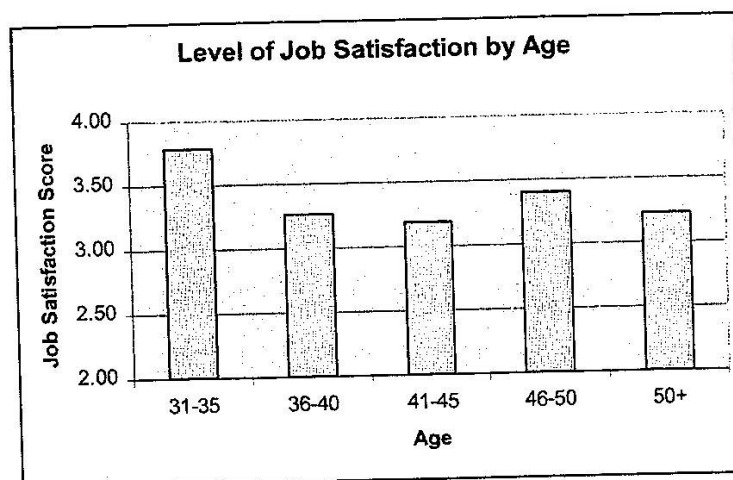
**TABLE III
LEVEL OF JOB SATISFACTION BY AGE**

Age	N	Mean	Std. Deviation	F	Sig.
31-35	8	3.79	0.69	4.857	0.001
36-40	30	3.26	0.15		
41-45	55	3.19	0.41		
46-50	49	3.40	0.46		
50+	8	3.23	0.13		
Total	150	3.30	0.42		

The mean job satisfaction scores of the coaches with respect to their age is given in the above (Table 3). Since the significant level of the F value is (4.857) is less than 0.001. Job satisfaction scores differ with age. Job

satisfaction is found to be higher among coaches 31-35 years of age, followed those having 46-50 years of age. Those who have 41-45 years of age have least job satisfaction.

Fig. 3



The mean score of job satisfaction is above 3.75 (75 percent) only in the 31-35 age groups. So the mean score of job satisfaction is high for this group. The mean score is moderate for all other groups as it is between 1.25 (25 percent) and 3.75 (75 percent)

proposed hypothesis that “KSC coaches have moderate levels of job satisfaction” is accepted.

Conclusion

Considering the perception level of KSC coaches, it is seen that the people who associate with the K.S.C. coaches in their profession are co-operative. The coaches do not feel they lack recognition or the inability.

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Hypotheses Deuced from Results and Discussion

Regarding the job satisfaction of KSC coaches, out of the nineteen mean scores, eighteen were moderate-between 3.75 (75 percent) and 1.25 (25 percent) and one, high-above 3.75 (75 percent). The

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