



JOB SATISFACTION AMONGST SPORTS TEACHERS

Dr. Rakesh Pathak

Asst. Prof, Physical Education, National P.G. College, Lucknow.

Abstract

According to Dictionary of Education, “Job Satisfaction is the quality state and level of satisfaction as a result of various interest and attitudes of a person towards his job”. Teaching in sports has been listed among the high stress professions, with as many as one-quarter of teachers reporting that teaching is very stressful job. Sports teachers with high level of job stress may gain satisfaction from work, but the level of satisfaction may be muted by stress from role ambiguity, low autonomy or frequency or level of conflict with students and colleagues. So, the purpose of the present study is to explore and review the job satisfaction amongst sports teacher.

Key Words: *Job Satisfaction, Sports Teacher, Role Ambiguity, Low Autonomy.*

Introduction

Job Satisfaction

Job Satisfaction of sports teachers has been defined in many ways. Some believe it is simply how content an individual is with his or her job, in other words, whether or not they like the job or individual aspects or facets of jobs, such as nature of work or supervision. Other believes it is not as simplistic as this definition suggests and instead that multidimensional psychological responses to one’s job are involved. Researchers have also noted that job satisfaction measures vary in the extent to which they measures feelings about the job (affective job satisfaction) or cognitions about the job (cognitive job satisfaction). Job satisfaction may be defined as a pleasurable emotional state of the appraisal of one's job, and effective reaction and an attitude towards ones job. It is an overall impression about one's job in terms of specific aspects of the job (work, pay, coworkers, promotion and job in general). In other words job satisfaction is **“the extent to which people like (satisfaction) or dislike (dissatisfaction) their jobs”**.

Job satisfaction is one of the most researched variables in the area of sports psychology. Various researchers have provided their own definitions of job satisfaction. According to Sharma and Ghosh; 2006, **“Job satisfaction is a complex variable and is influenced by situation all factors of the job as well as the dispositional characteristics of the individual”**. It is defined as the positive emotional response to the job situation resulting from attaining what the employee wants from the job.

The definition which says “a enjoyable or positive emotional state resulting from the appraisal of one’s job or job moments”. According to others it is simply how content an individual is with his or her job, whether he or she likes the job or not. It is assessed at both the global level (whether or not the individual is satisfied with the job overall), or the facet level (whether or not the individual is satisfied with different aspects of job). Many researchers pointed out many common facets such as: Appreciation, Communication, Co-workers, Fringe benefits, Job conditions, Nature of the work, Organisation, Personal growth, Policies and procedures, Promotion opportunities, Recognition, Security, and Supervision.

Affective job satisfaction is a subjective construct representing an emotional feeling individuals have about their job. Hence, affective job satisfaction for individual reflects the degree of pleasure or happiness their job in general induces. Cognitive job satisfaction is a more objective and logical evaluation of various facets of a job. Cognitive job satisfaction can be one-dimensional if it comprise evaluation of just one facet of a job, such as pay or maternity leave, or multidimensional if two or more facets of a job are



simultaneously evaluated. Cognitive job satisfaction does not assess the degree of pleasure or happiness that arises from specific job facets, but rather gauges the extent to which those job facets are judged by the job holder to be satisfactory in comparison with objectives they set or with other jobs. While cognitive job satisfaction might help to bring about affective job satisfaction, the two constructs are distinct, not necessarily directly related, and have different antecedents and consequences.

Job satisfaction can also be seen within the broader context of the range of issues which affect an individual's experience of work, or their quality of working life. Job satisfaction can be understood in terms of its relationships with other key factors, such as general well-being, stress at work, control at work, home-work interface, and working conditions. A study done by **Kataoka, Ozawa, Tornotoke, Tonika, and King (2014)** to investigate occupational stress and its related factors among University teachers in Japan with a total of 924 University teachers in Japan. Results indicated that University teachers had some mental health problems in relation to gender, professional position, conditions of taking paid leave, job satisfaction, job control, social support and coping skills.

Chaudhry (2012) indicate that there is no significant relationship found between job satisfaction and overall occupational stress inverse relationship is found between occupational stress, and overall job satisfaction in faculty members of private universities, is no relationship between occupational stress and overall job satisfaction in faculty members of public universities, young age University teachers are more sensitive to the occupational stress and job satisfaction, and no significant relationship is found between occupational stress and overall job satisfaction in faculty members of universities, across the nature of job. **Necsoi (2011)** identified the relationship between stress and job satisfaction among 70 University teachers of Romanian academics. Results indicated that there was a negative correlation between stress and job satisfaction. High level of anxiety and depression were observed among female teachers. A low level of job satisfaction was found among female teachers where male counterparts were found significantly opposite on this scales. **Sanchez, et. al. (2004)** found that job pressure was negatively associated & was the most important predictor of job satisfaction. Teacher stress often affects the teacher's ability to function effectively. According to **Davey, & Sheehan (2011)** low job satisfaction was a result of inconsistent promotional opportunity and lack of organizational support including recognition from supervisors and peers. Job satisfaction of teachers is closely associated to the stress they perceived, and salary is an important determinant of teacher's satisfaction. **Mondel, Shrestha & Bhaila (2011)**, conducted a study on job stress and job satisfaction of teacher of the school and they found that teachers were partly satisfied with responsibility for their worker relationship they had with students and the work itself but they need some more support and recognition from the institution on management.

Strategies to Improve Job Satisfaction among Sport Teachers

According to Skypak, Marshland and Ulmer (1999), there are numerous aspects of a job that an organization can manage to increase satisfaction in the workplace, such as:

1. **Policies** - Policies that are clear, fair and applied equally to all employees will decrease dissatisfaction. Therefore, fairness and clarity are important and can go a long way in improving employee attitude. For example, if a organization has a policy for lunch breaks that are the same length and time for everyone, employees will see this as the norm and it will help cut down on wasted time and low productivity.
2. **Salary / Benefits** - Making sure employee's salaries and benefits are comparable to other organization salaries and benefits will help raise satisfaction.. In addition, this can help reduce turnover as employees will often be more satisfied when paid competitive wages as opposed to being underpaid.



3. **Interpersonal Social Relations** - Allowing employees to develop a social aspect to their job may increase satisfaction as well as developed a sense of teamwork. Co-worker relationships may also benefit the organization as a whole; given that, teamwork is a very important aspect of organization productivity and success. Moreover, when people are allowed to develop work relationship they care more about pulling their own weight and not letting co-workers down. Employee involvement groups are a good way to help employees interact with individuals outside of their department or organization.
4. **Working Conditions** - Keeping up to date facilities and equipments and making sure employees have adequate personal work space can decrease dissatisfaction.
5. **Achievement** - Making sure employees are in the proper positions to utilize their talents may enhance satisfaction. When employees are in proper role and feel a sense of achievement and challenge, their talents will be in line with goals best suited for them.
6. **Recognition**- Taking the time to acknowledge a job well done can increase the likelihood of employee satisfaction. Positive and constructive feedback boosts an employee's moral and keep them working in the right direction.
7. **Autonomy** - Giving employees the freedom of ownership of their work may help raise satisfaction. Job satisfaction may result when an individual knows they are responsible for the outcome of their work.
8. **Advancement** - Allowing employees, who show high performance and loyalty, room to advance, will help ensure satisfaction. A new title and sense of responsibility can often increase job satisfaction in an employee.
9. **Job Security** - Especially in times of economic uncertainty, job security is a very high factor in determining an employee's job satisfaction. Giving an employee the assurance that their job is secure, will most likely increase job satisfaction.
10. **Work Life Balance Practices** - In times where the average household is changing, it is becoming more important for an employer to recognize the delicate balancing act that its employees perform between their personal life and work life. Policies that respond to common personal and family needs can be essential to maintaining job satisfaction.

The Importance of Job Satisfaction among Sports Teachers

Job satisfaction of sports teachers has been linked to many variables including performance absenteeism and turnover. Job satisfaction is significant aspect of a sport teacher's life because a person's attitude and beliefs may affect his or her behavior. Attitudes and beliefs main because a person to work harder or, the opposite may occur, and he or she may work less. Job satisfaction also affects a person's general well - being for the reason that people spend a good part of the day at work. Consequently, if a person is dissatisfied with their work this could lead to dissatisfaction in other areas of their life.

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