

# A Comparative Study of Job Satisfaction in Private and Public Sector

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**Abstract:** Job satisfaction is a set of favorable or unfavorable feelings with which employees view their work. It is a worker's sense of achievement and success and is generally perceived to be directly linked to productivity as well as to personal well being. The happier people are within their job, the more satisfied they are said to be. Job satisfaction implies doing a job one enjoys, doing it well, and being suitably rewarded for one's efforts. Job satisfaction can be influenced by a variety of factors, e.g., the quality of one's relationship with their supervisor, the quality of the physical environment in which they work, degree of fulfillment in their work, etc.. Job satisfaction further implies enthusiasm and happiness with one's work. Job satisfaction; describes how satisfied an individual is with his or her job. Job satisfaction is not the same as motivation, although it is closely linked, but satisfaction includes the management style and culture, employee involvement, empowerment and autonomous work groups. Job satisfaction is a very important attribute which is frequently measured by organizations. The most common way of measurement is the use of rating scales where employees report their reactions to their jobs.

Questions related to rate of pay, work responsibilities, variety of tasks, promotional opportunities the work itself and co-workers. For the organization, job satisfaction of its workers means a work force that is motivated and committed to high quality performance. Increased productivity—the quantity and quality of output per hour worked—seems to be a byproduct of job satisfaction. Employee satisfaction surveys provide the information needed to improve levels of productivity, job satisfaction, and loyalty. Organizations can identify the root causes of job issues and create solutions for improvements with an accurate perspective of employee views discover what motivates people, what drives loyalty, and what genuinely makes and keeps your employees happy. Satisfaction levels increase when an employee knows that their issues are being addressed. There is a direct link between employee job satisfaction and financial results. The more satisfied your employees are the more motivated and committed they will be to your organization's success.

In this Research paper we have tried to make a comparison of Job satisfaction between Private and Govt. sector and tried to find out the basic reasons of dissatisfaction in job.

## 1. . INTRODUCTION

Job satisfaction is a set of favorable or unfavorable feelings with which employees view their work. It is a worker's sense of achievement and success and is generally perceived to be directly linked to productivity as well as to personal wellbeing. The happier people are within their job, the more satisfied they are said to be. Job satisfaction implies doing a job one enjoys, doing it well, and being suitably rewarded for one's efforts. Job satisfaction can be influenced by a variety of factors, e.g., the quality of one's relationship with their supervisor, the quality of the physical environment in which they work, degree of fulfillment in their work, etc.. Job satisfaction further implies enthusiasm and happiness with one's work. Job satisfaction; describes how satisfied an individual is with his or her job. Job satisfaction is not the same as motivation, although it is closely linked, but satisfaction includes the management style and culture, employee involvement, empowerment and autonomous work groups. Job satisfaction is a very important attribute which is frequently measured by organizations.

The most common way of measurement is the use of rating scales where employees report their reactions to their jobs. Questions related to rate of pay, work responsibilities, variety of tasks, promotional opportunities the work itself and co-workers. For the organization, job satisfaction of its workers means a work force that is motivated and committed to high quality performance. Increased productivity—the quantity and quality of output per hour worked—seems to be a byproduct of job satisfaction. Employee satisfaction surveys provide the information needed to improve levels of productivity, job satisfaction, and loyalty. Organizations can identify the root causes of job issues and create solutions for improvements with an accurate perspective of employee views discover what motivates people, what drives loyalty, and what genuinely makes and keeps your employees happy. Satisfaction levels increase when an employee knows that their issues are being addressed. There is a direct link between employee, job satisfaction and financial results. The more satisfied your employees are the more motivated and committed they will be towards the organization's success. In this Research paper we have tried to make a comparison of Job satisfaction between Private and Govt. sector and tried to find out the basic reasons of dissatisfaction in job.

## **2. . REVIEW OF LITERATURE**

The major objective of this Paper is to examine the nature and causes of job satisfaction. This was pursued through a literature review of the more popular theories and models related to job satisfaction. Included in the review are summaries of Maslow's and Alderfer's need hierarchy theories, achievement motivation theory, Herzberg's motivation-hygiene theory, expectancy theory, job characteristics theories, discrepancy theory, equity theory, and studies relating to the clustering of facet satisfactions. Job satisfaction is simply defined as doing a job one enjoys, doing it well, and being suitably rewarded for one's efforts. In other words, it is an affective response to a job that consequences from the comparison of perceived outcomes with those that are desired shortly, job satisfaction describes the feelings, attitudes or preferences of individuals regarding work (Chen, 2008).

Furthermore, it is the degree to which employees enjoy their jobs (McCloskey and McCain, 1987). And also, it is possible to see a number of theories developed to understand its nature in literature. Vroom (1964), need/value fulfillment theory, states that there is negative relationship between individual needs and the extent to which the job supplies these needs. On the other hand, Porter and Lawler (1968) compare the influences on job satisfaction in two groups of internal and external.

## **3. . IMPORTANCE/NEED OF THE STUDY**

This research paper throws light on the comparison of satisfaction among public sector and private sector employees on the basis of key variables. The need of paper states that which sector has more contentment with their job and whether there is any discretion among the employees while selecting the job. Problem why people are more attracted towards public sector as compared to private sector as the pay scale is more in private sector but still people prefer the public sector?

## **4. . OBJECTIVES**

Data collected for this study is primary through questionnaire and secondary data is collected from various sites, books, journal, etc the variables selected for the study are: -

- Salary
- Organizational Culture
- Time schedule
- Work load
- Lack of Supervisory Support
- Job stress

To analyze the level of job satisfaction among the employees of Public and the Private sector. The aim of this study is to define the relationships between job satisfaction and the potential variables of pay, promotion, positive affectivity/encouragement, job involvement, potential of rest-day/off-day, relations with co-workers, health facilities, relations with supervisor, training and education facilities, autonomy, physical facilities, reconciliation role of supervisor, procedural justice, tangible aids, office tools, level of role clearness, participation in decisions, management style of supervisor.

## **5. . HYPOTHESIS**

- Whether both the sectors are satisfied
- Whether The Public Sector Employees Are Satisfied Than Private Sector Employees.\

## **6. . METHODOLOGY**

A multi dimensional analysis of job satisfaction and coping patterns of employees is the primary focus of this research. A methodology adopted for this research is given below.

### **6.1. Population**

The population selected for this particular study is employees of public & private sector of different service sectors.

### **6.2. Sampling**

The sampling population of this research includes 50 employees of public & private sector of different service sectors. This research followed the random sampling method representative population. The population belongs to an age group of 30-50.

### 6.3. Tools of data collection

The data is collected by using the primary source i.e. Questionnaire.

## 7. ANALYSIS AND RESULTS :

### DETAILED DESCRIPTION OF THE ABOVE MENTIONED FACTORS

Table 7.1

Sr. No	Factor	Public Sector	Percentage	Private	Percentage
1	Salary	40	80	10	20

Interpretation: The above table indicates that majority of the employee in public sector are highly satisfied with the salary package in comparison to private sector.

Table 7.2

Sr. No	Factor	Public Sector	Percentage	Private	Percentage
1	Organizational cultural	10	20	40	80

Interpretation: On the basis of above table majority of the employee in private sector are highly satisfied with the organizational cultural in comparison to public sector.

Table 7.3

Sr. No	Factor	Public Sector	Percentage	Private	Percentage
1	Time schedule	50	100	-	-

Interpretation: The above table shows that the respondents in public sector is highly satisfied with the time schedule of working hours in comparison to private sector

Table 7.4

Sr. No	Factor	Public Sector	Percentage	Private	Percentage
1	Work load	45	90	5	10

On the basis of the above table that majority of employees in my survey are highly satisfied with work load provided by public sector.

Table 7.5

Sr. No	Factor	Public Sector	Percentage	Private	Percentage
1	Lack of supervisory support	40	80	10	20

On the basis of above diagram majority of the respondents are feeling lack of supervisory support in public sector in comparison to private sector

Table 7.6

Sr. No	Factor	Public Sector	Percentage	Private	Percentage
1	Job stress	05	10	45	90

On the basis of above table majority of employee face more stress in private sector in comparison to public sector.

## 8. MAJOR FINDINGS

From the above we can find that if all the factors are considered separately then public sector employees are more satisfied than the private sector employees in some cases.

## 9. CONCLUSION

The productivity of the work force is the most important factor as far as the success of an organization is concerned. The productivity in turn is dependent on the well being of the employees. In an age of highly dynamic and competitive world, to be a satisfied person is a difficult task that can affect him on all realms of life. The growing importance of interventional strategies is felt more at organizational level. This particular research was intended to

study the impact of occupational stress on all the employees of private and public sector .Although certain limitations were met with the study, every effort has been made to make it much comprehensive. It is expected to draw attention from policy makers and men of eminence in the related fields to resume further research.

#### **10. RECOMMENDATIONS**

Employees are the assets of an organization and to retain them in organization some Effective measures should be taken into concern. Factors like Salary, Organizational Culture, Job Stress and job commitment should be the prime area for a manager and To alleviate the negative consequences of these factors, more effort on the part of policy makers, practitioners, and organizational management has to envisage which are as follows:

- Salary should be according to job profile and stress level of employees.
- Certain modern techniques like Yoga, Instrumental activities should be included in organization to reduce the job stress.
- There must be brain storming between employees and employers relating to their job profile, job stress, and salary from time to time in order to increase their job-commitment.
- Proper award should be given for overtime.

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