

A COMPARATIVE STUDY ON JOB SATISFACTION FOR PRIVATE AND GOVERNMENT EMPLOYEES WITH REFERENCE TO THENNAMANADU SOUTH, ORATHANADU(TK) – THANJAVUR DISTRICT

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ABSTRACT

Job satisfaction is a measure of worker's contentedness with their job, whether they like the job or not. This study compares the job satisfaction of private- and public-sector employees in Thennamanadu south, Orathanadu taluk, thanjavur District. Survey was taken from employees of Orathanadu taluk, Thanjavur district, Tamilnadu . The sample size is 300. The tool used in this study was Descriptive statistics. Convenience sampling technique was used.

KEY WORDS: Employees, private and public organization, satisfaction.

1. INTRODUCTION

Job satisfaction is a core element of employee's behavior which not only affects the individual behavior but also benefited the goal of organization. Actually satisfied employees are more committed to their work. Job satisfaction comes from the variety of ways. Some employees satisfied with their pay structure or compensation, some are with nature of job, promotion, supervision, colleagues, benefits etc. A satisfied employee is free from work stress and they become more productive. Job satisfaction becomes a major concern for most of the organization. Good organization tries to find out the different approaches regarding employee's satisfaction. Getting satisfaction from the job it not only concern or effort of management. Individual employee is also responsible for job satisfaction, if, he become more selfaware and learns self aptitudes, ability, values, preferences and interests and be prepared to expressive where they can best contribute and what is important to them.

2. REVIEW OF THE LITERATURE

Priya, Senior Lecturer (Jan. 2013) Priya defined as Getting satisfaction from the job it not only concern or effort of management. Individual employee is also responsible for job satisfaction, if, he become more selfaware and learns self aptitudes, ability, values, preferences and interests and be prepared to expressive where they can best contribute and what is important to them.

Aryee, Samuel Group & Organization Studies (1986-1998); Mar 1992: Work experience Was defined by career facilitation or development, realization of expectations, job characteristics, job satisfaction, internal work motivation.

Vroom (1964) in his definition on job satisfaction focuses on the role of the employee in the workplace. Thus he defines job satisfaction as affective orientations on the part of individuals toward work roles which they are presently occupying.

Dhanapal, Subramaniam, and Vashu (2013) job satisfaction is positive emotional state, collective feelings related to jobs of employees, and general positive attitudes about the nature of their job. Job satisfaction of staffs has always been a vital concern all over the world. In general, it is believed that job satisfaction is a topic that has been extensively investigated.

Shuck & Wollard (2010) Employee engagement has been defined as “an individual employee's cognitive, emotional, and behavioral state directed toward desired organizational outcomes”. Employee engagement comprises of enduring emotional involvement and is an antecedent job commitment and job satisfaction, which are more temporary generality of employee

sentiments.

Hoppock, (1935) Hoppock 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. According to this approach it was clear that job satisfaction is not only influenced by external factors, it remains something internal that has to do with the way how the employee feels.

Buelens and Broeck, (2007) In this sense, the results reveal that whether or not public employees are more satisfied than private ones depends on the question researchers are trying to answer. It means that, if work satisfaction has been assessed as a result of work-family conflict, stress level, and organizational environment. If work satisfaction has been assessed as a result of reward, career development, and autonomy, private employees will report higher levels of work satisfaction than public workers

Schneider, Debora S; Vaught, Bobby C Public Administration Quarterly; Spring 1993) Work occupies such a large part of person's life, satisfaction with one's job is considered an important part of a person's quality of life

Dhanapal, Subramaniam, and Vashu (2013) job satisfaction is positive emotional state, collective feelings related to jobs of employees, and general positive attitudes about the nature of their job. Job satisfaction of staffs has always been a vital concern all over the world. In general, it is believed that job satisfaction is a topic that has been extensively investigated.

3. RESEARCH METHODOLOGY

3.1 OBJECTIVES OF THE STUDY

1. To determine the level of satisfaction among the public and private sector employees.
2. To determine the variation of the job satisfaction between the public and private sector employees.

3.2 VARIABLE

The employee is **dependent variable** and then working environment, Salary, Bonus & incentive, good relationship with co-workers, comfortable working hour are **independent variables**.

3.4 AREA OF STUDY

This study is based on the analysis of people at Thennamanadu south, village, orathanadu(tk), Thanjavur district.

3.5 DATA COLLECTION

The primary data was questionnaires collected through 300 people using convenience sampling.

The source of secondary data was journals, websites, books.

3.6 SAMPLING DESIGN AND POPULATION

Descriptive statistics is used for this study. It is based on the survey of 300 respondents in Thennamanadu south village area through structured questionnaires to know about the job satisfaction of private and public sector employees.

Data analysis of Private sectors

Variable	N	Mean	Std deviation	Minimum	Maximum
Working	150	3.81	0.99	1.00	5.00
Salary	150	4.01	0.95	2.00	5.00
Bonus	150	3.75	1.13	1.00	5.00
Co-workers	150	3.90	1.05	1.00	5.00
Working hours	150	3.85	1.15	1.00	5.00

Data analysis of Public sectors

Variable	N	Mean	Std deviation	Minimum	maximum
Working	150	3.80	0.90	1.00	5.00
Salary	150	3.76	0.66	1.00	5.00
Bonus	150	4.04	1.18	2.00	5.00
Co-workers	150	3.95	0.57	1.00	5.00
Working hours	150	3.93	0.58	2.00	5.00

INTERPRETATION:

The three factors (bonus, co-workers, working hours) influence job satisfaction more for private employees than government employees.

This factors influence comparable for highly satisfied for private sector bonus & incentives (3.75), relationship with co-workers (3.90), comfortable with working hours (3.85).

CONCLUSION

The researchers found that the variable relationship of co-workers influences much regarding job satisfaction. Therefore the government employees can be motivated or given more provision for relationships between co-workers.

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