

EFFECT OF JOB SATISFACTION IN GOVERNMENT EMPLOYEE

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Abstract

The main objective of this research was to check the effect of job satisfaction in government employees. The sample was collected from 40 employees. Simple random technique was used in this research. The tool used to analyse the data were ANOVA test from this research the result really showed that there is no effect of job satisfaction in government employee.

1. Introduction:

The study suggests than an effective policy on recruitment, job security, service rules, promotional opportunities, regular payments, retirement benefits should be made by the government to improve the job satisfaction. And the government are provide financial recruitment to employees they became satisfied.

Job satisfaction is to asses how people feel about their jobs. There are various internal and external factors that affect the workers job satisfaction though, similar facilities are provided to all the employees in government sector the level of satisfaction can vary at the individual level.

2. Literature Review:

Reshma, Seethal, Preetha (2015) described has job satisfaction of private & Government hospital may be favourable or unfavourable according to the view of employees towards the job.

Nazirul Islam Sarker, Arifin Sultana, AZM Shafiullah Proddhan (2017) analysed this article good policy in really effective employees, motivation and so on.

Shariq Abbas , Ahmed Ibrahim Karage (2015) stated that most of the HRM and

organizational behaviour studies in HRM concentrated the growth in every field as well as industry & businesses in public sector.

Salena Parveen, Zafarullah Sahito, Abdul Sattar Gopang, Muhammad

Aslam Khamboh, stated that the concept of, if collecting data refers to job security, salary, professional growths are highly in government jobs.

Kadarisman (2012) analysed this research, organization management efforts in improve the job satisfaction level of employees.

3. Research Methodology:

Sample size:40

Sample technique:Simple Random

Area of research:Thanjavur region.

Primary data:The primary data were collected from Thanjavur region

Secondary data: Received from Journals, Newspapers, Research papers, Articles.

3.1 Hypothesis:

H0: There is no significant relationship between the effect of job satisfaction among Government employees.

H1: There is a significant relationship between the effect of job satisfaction among Government employees.

Table – 4.1

Variable	SD	D	N	A	SA
management support	1	3	10	15	11
trainings provided	2	5	10	17	6
skills adopted	2	7	13	13	5
job role	1	7	10	8	14
performance appraisal	5	6	10	10	9
working environment	5	4	8	8	15
organizations career development	5	6	12	8	9
secured with my job	4	6	11	10	9
grievance handing produces	4	6	10	9	11
employee-employer relationship	5	7	8	11	9
Mean	3.4	5.7	10.2	10.9	9.8

The table 4.1 shows that the highest mean value is 10.9 which means most of the employee are agreed her job and satisfy and the lowest mean value is 3.4 which means the employee are dissatisfy of his job. By using this research I found that there is effect of job satisfaction among Government employees. Therefore null hypothesis is accepted.

TABLE: 4.2 ANOVA TABLE

Source of Variation	SS	df	MS	F	P-value	F crit
Between Groups	12.7225	9	1.413611	0.918579	0.508773	1.903903
Within Groups	600.175	390	1.53891			
Total	612.8975	399				

The table 4.2 it is evident that the P value of ANOVA shows 0.5. The calculated value of F is 0.9185 is lesser than the table value of F is 1.9039. It is clear that there is no effect of job satisfaction among government employees. So, the null hypothesis is accepted.

5. Conclusion:

This study significantly reveals that three factors are management report, trainings provided and skills adopted are the sources of job satisfaction among the government employees. The overall job satisfaction level mean is 10.9 and the remaining portion 3.4 is job dissatisfaction.

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