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**CRITICAL ANALYSIS OF JOB SATISFACTION
WITH REGARD TO NATURE OF JOB,
DESIGNATION, PAY SCALES, SOCIAL
FACILITIES, EDUCATIONAL & ACADEMIC
QUALIFICATIONS AMONG SPORTS OFFICERS
OF MADHYA PRADESH**

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Critical Analysis of Job Satisfaction with Regard to Nature of Job, Designation, Pay Scales, Social Facilities, Educational & Academic Qualifications among Sports Officers of Madhya Pradesh

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Abstract – The objective of the study was to Critically Analyze the Job Satisfaction among Sports Officers of Madhya Pradesh. A total 200 sports officers working in the various colleges of Madhya Pradesh were considered as the sample of the study. The sports officers were in the age range of 25 to 45 years. To assess the job satisfaction of sports officers, the questionnaire prepared by BC Muthyya was utilized. The data was analyzed with the help of percentage. It was concluded that majority of sports officers are not satisfied with their pay scale, unsatisfied with social facilities, unsatisfied with TA/DA facilities and unsatisfied with chances of upgrading their academic qualifications. It was further found that sports officers are satisfied with their designations, qualifications and with the co-operation provided to them by other departments.

INTRODUCTION:-

Job satisfaction describes how content an individual is with his or her job. It is a relatively recent term since in previous centuries the jobs available to a particular person were often predetermined by the occupation of that person's parent. There are a variety of factors that can influence a person's level of job satisfaction: some of these factors include the level of pay and benefits, the perceived fairness of the promotion system within a company, the quality of the working conditions, leadership and social relationships, and the job itself (the variety of tasks involved, the interest and challenge the job generates, and the clarity of the job description/ requirements).

The happier people are within their job. the more satisfied they are said to be. Job satisfaction is not the same as motivation although it is clearly linked. Job design aims to enhance job satisfaction and performance, methods include job rotation, job enlargement and job enrichment. Other influences on satisfaction include 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 relate to rate of pay, work responsibilities, variety of tasks, promotional

opportunities the work itself and co-workers. Some questioners ask yes or no questions while others ask to rate satisfaction on 1-5 scale (where 1 represents "not at all satisfied" and 5 represents "extremely satisfied").

In today's age of automation, advanced technology and high competition, man has great dreams of a luxurious living and enjoys at the thought of experiencing it. On the other hand man also suffers a great deal when his dreams do not materialize into materialistic goals. Some take their suffering in their stride, whereas there are many who cannot face situations as they are. It is a well-accepted fact that every human being is an individual with his own unique characteristics and ways of responding and behaving. There are various ways of responding and behaving. Can be either positive or negative, can make one's life a happy one or a miserable one, can make one a successful person or a failure. These facts are true of every individual in every sphere of life.

Job satisfaction and dis-satisfaction is a function of the perceived relationship between what one wants from one's job and what one perceives it as offering. Physical education, in general and sports and games in particular, has acquired significance in the recent past, across the world because of its dual importance that is physical fitness on the one hand and global

competitions in games and sports on the other. Hence, physical education on the above premises has been cause of concern across the society, academicians, administrators and sports personnel, cutting across the boundaries of political systems and development scales of different countries. Sports and games have not been new phenomena, historically rather, it has always been provided place by the governments in their budgets and provided grants for development by all nations. This is because of the fact that the sports education has three major components such that it prepares sports persons, provide training to coaches and prepare teachers to impart scientific education about the games and sports to youth.

PURPOSE OF THE STUDY:

The purpose of the study was to critical analysis of job satisfaction with regard to nature of job, designation, pay scales, social facilities, educational & academic qualifications among sports officers of Madhya Pradesh.

METHODOLOGY:

Madhya Pradesh is the largest state of India with a total area of 443, 446 sq. kms. whereas the newly formed state Chhattisgarh has the area of 135, 194 sq. kms accounts for only 30 percent of the total area of Madhya Pradesh.

All the Government colleges of Madhya Pradesh Government (M.P. Govt.) where sports officers are rendering their services was selected as the subject of the present study. The total 200 sports officers were selected as the subjects in this study in which 143 were permanent and 57 were guest faculty sports officers.

Job satisfaction Questionnaire prepared by B.C. Muthyya was used in this study. The reliability of this questionnaire was well stabilized by the researcher through a pilot study in which ten percent subject who were working in Bhopal Division were tested. After the pilot study the measure scale was finalized for the study.

The questionnaire to assess job Satisfaction were distributed to sports officers of Government of Madhya Pradesh through email/ postal service. The questionnaire was supported with a brief instruction for attempting the items as well as to provide vital and honest reply.

A self-addressed envelope with required stamp was prepared for sending the questionnaire to different sports officers of Government Colleges of Madhya Pradesh who were selected as total population. The questionnaires were sent to the subjects by registered post. A request letter was also sent along with the questionnaire. After the end of a month, a postcard was sent to those who had not replied to the

questionnaire being sent, making a request that the completed questionnaire has not been received till date and it is humbly requested that the questionnaire filled be sent back to the researcher in the envelope duly stamp being sent for returning, so that it would be helpful in realizing the purpose of the study.

At the end of the second month, a second copy of the original covering letter and other questionnaires were sent to those who had not yet responded, with a note again indicating the importance of their response. The researcher personally visited various colleges for getting the questionnaire filled from sports officer who could not respond even after sending second request letter. In total 200 completed questionnaires were collected. The data pertaining to Job satisfaction of 200 subjects (sports officers) was compiled on a worksheet for all the 32 questions.

The various responses received in terms of job satisfaction of sports officers of Madhya Pradesh of different Government Colleges were analyzed and interpreted on the basis of the objectives of the study by using rating scale and percentile statistics.

RESULTS AND DISCUSSION:

The percentage distribution of the sample of sports officers in various age groups selected in the sample for the purpose of the study is presented in the table 1.

Table 1

Percentage Distribution of age of Sports Officers

S. No.	Age Group	No Sports Officers	Total %
1.	< 25	4	2.00
2.	25 – 35	76	38.00
3.	35 – 45	56	28.00
4.	45 – 55	51	25.50
5.	55 – 62	13	6.50
	Total	200	100.00%

Table 1 clearly reveals that the percentage of sports officers is highest in the age group of 25-35 years (i.e 38%) followed by 35-45 years age group (i.e. 28%). This highest percentage of sports officers in the age group of 25-45 years clearly shows that the sports officers working in the state of Madhya Pradesh are mostly young in age. The sports officers in the age group of 55-62 years was found to be 6.5% only which shows that the sports officers working in this age group are very less in number. Likewise, the sports officers below 25 years of age were found to

be 2% only which is least in comparison to the other age groups.

The graphical representation of the percentage distribution of the sports officers in various age groups is shown in the figure 1.

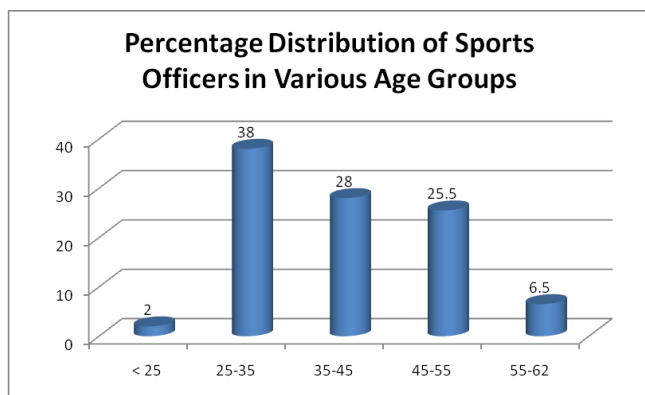


Figure 1: Graphical representation of the percentage distribution of the sports officers in various age groups

GENDER

The percentage distribution of male and female sports officers selected in the sample for the purpose of the study is presented in the table 2.

Table 2

Gender wise Percentage Distribution of Sports Officers

S. No.	Gender	No	Total %
1.	Male	178	89.00
2.	Female	22	11.00
	Total	200	100.00%

Table 2 reveals that the percentage of female sports officers (i.e. 11%) is very less in comparison to the male sports officers (i.e. 89%) which clearly depicts that the female sports officers working in Madhya Pradesh state are very less in number. This less percentage of female sports officers may be attributed to the odd timings of the duty and frequent travelling for sports competitions. The household responsibilities are more on the female. The household duty and social circumstances do not make the job suitable for female.

The graphical representation of male and female sports officers of different institutions is shown in the Figure 2.

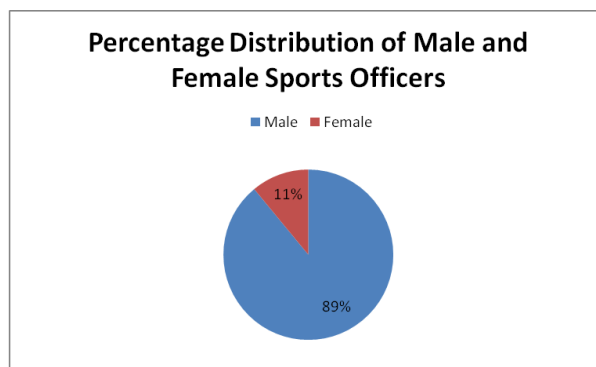


Figure 2: Graphical representation of the percentage distribution of male and female sports officers.

FAMILY SIZE

The percentage distribution of family size of sports officers selected in the sample for the purpose of the study is presented in the table 3.

Table 3

Percentage Distribution of Family Size of Sports Officers

S. No.	Family Size	No	Total %
1.	1 -- 2	15	7.50
2.	3 -- 4	90	45.00
3.	5 -- 6	66	33.00
4.	7 -- 8	15	7.50
5.	9 --10	8	4.00
6.	10 -- 15	2	1.00
7.	15 -- 22	4	2.00
	Total	200	100.00%

Table 3 reveals that the family size of sports officers irrespective of their nature of appointment is highest in the category of 3-4 family members (i.e. 45%). The size of the family indirectly reflects the number of dependents on the Sports Officers. One third (i.e. 33%) of sports officers have family size of 5 to 6 persons. A small proportion of sports officer are either single or with their spouses only. This category also included unmarried sports officers. The family composition reveals that 85.5 percent of the Sports Officers have unitary family and a small proportion has large family size or joint family. In contrast to the above officers those having family size of 7-8 persons, covers only 7.50 percent of total sample. Near about 7 percent sports officers have the family

size that ranges between 9–22 persons. It may be due to combine family system. The combined family system still exists in some of families in a Indian culture.

The graphical representation of the percentage distribution of family size of the selected sports officers is shown in the figure 3.

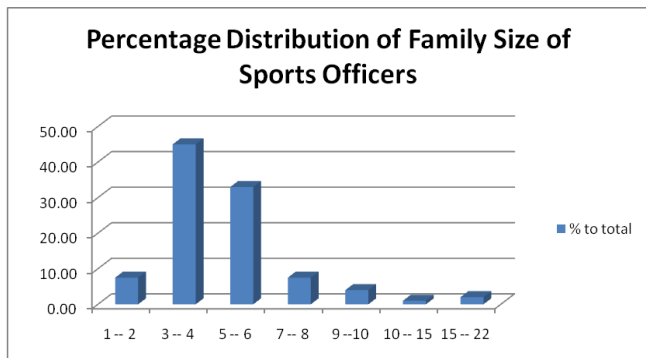


Figure 3: Graphical representation of the percentage distribution of family size of the sports officers

LEVELS OF EDUCATION

The percentage distribution of levels of education of sports officers selected in the sample for the purpose of the study is presented in the table 4.

Table 4

Percentage Distribution of Levels of Education of Sports Officers

S. No.	Qualification	No	Total %
1.	M.P.Ed	101	50.50
2.	B.P.Ed	2	1.00
3.	D.P.Ed	3	1.50
4.	M.P.Ed. LLB	2	1.00
5.	M.P.E	13	6.50
6.	M.P.Ed, M.Phil	25	12.50
7.	M.P.Ed, MBA	3	1.50
8.	M.P.Ed, NIS Diploma	12	6.00
9.	M.P.Ed, Ph.D.	15	7.50
10.	M.Phil, NIS Diploma, MPEd	1	0.50
11.	M.P.Ed ,NIS, Ph.D.	1	0.50
12.	M.Phil, M.P.Ed	19	9.50
13.	MSc, Phy.Education	1	0.50
14.	NIS Training	1	0.50
15.	B.Sc. Ph.D	1	0.50
	Total	200	100.00%

Table 4 reveals that the percentage of sports officers who have completed their education till M.P.Ed is

highest (i.e. 50.50 %) which shows that the large proportions of sports officers attain master in physical education (M.P.Ed). The basic education prescribed for the sports officers is the degree of bachelor of physical education (B.P.Ed). Second large numbers of sports officers are having higher qualification of M.P.Ed. and M.Phil and they constitute one fourth of total strength. Similar proportions of sports officers have attained M.P.Ed. NIS Diploma and M.P.Ed. Ph.D. qualifications and Ph.D degree are 17 in total. Only 5 Sports persons are graduates only rest of the Sports Officers are having post graduate or higher degrees in Sports, of which 15 persons have NIS certificate and 17 sports officers are with doctorate degree (Ph.D). Sports Officers with M.Phil degree are 45 in number. Educational qualification of Sports Officers reveal that the Sports Officers in Madhya Pradesh are well qualified and have higher qualification than the minimum requirements.

The graphical representation of the percentage distribution of education levels of the selected sports officers is shown in the figure 4.

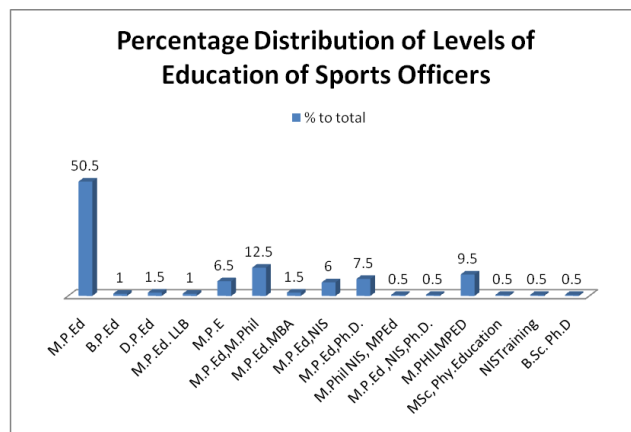


Figure 4: Graphical representation of the percentage distribution of levels of education attained by the sports officers

NATURE OF APPOINTMENT

The percentage distribution of nature of appointment of sports officers selected in the sample for the purpose of the study is presented in the table 4.

Table 5

Percentage Distribution of Nature of Appointment of Sports Officer

S. No.	Post	No	Total %
1.	Guest Sports Officer	53	26.50
2.	Sports Officer (Regular)	147	73.50
	Total	200	100.00%

Table 5 reveals that the percentage of sports officers who were working on the regular basis was 73.5 % which is approximately three times more than the guest (ad hoc basis) sports officers. In Madhya Pradesh two types of sports officers are appointed. First, who are appointed from the state services on a permanent post mostly in different government institutions and some of them also work as sports officer in a private institution. The second type of sports officers are those who are appointed on a contract/ad hoc basis on fixed consolidated amount in both government as well as private institutions. These Sports Officers are not getting many benefits of services and designated as permanent sports officer. These sports officers are designated as guest sports officers also.

The graphical representation of the percentage distribution of the nature of appointment of the sports officers is shown in the figure 5.

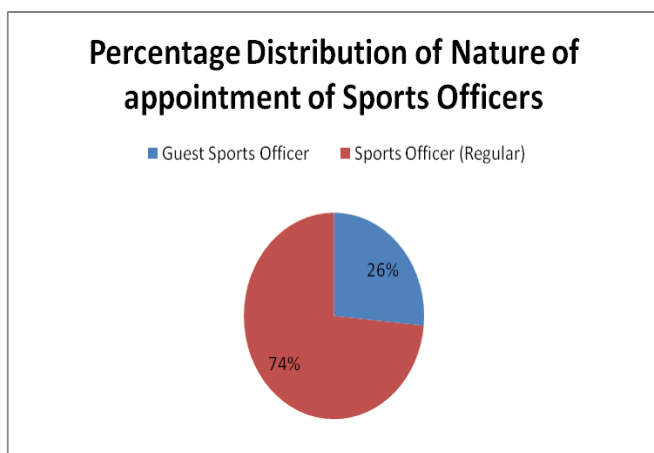


Figure 5: Graphical representation of the percentage distribution of the nature of appointment of sports officers

The levels of pay scale determine on the basis of nature of appointment as well as duration of service. As explain earlier amount of salary vary with the nature of appointment. Generally amount of consolidated salary is lesser than UGC pay scale. Among the sports officers three types of pay scales are prevailing among the sports officers. The first category includes consolidated amount which range between Rs 3000 to Rs 40000 depending on nature of institution as well as duration of service. These types of sports officer constitute 58.50 percent of total sports officers. In second category sports officers of UGC pay scales are includes which is vary from Rs 8000-13500 to 18300-22280 for 15 percent of sports officers. Last category includes those guest sports officer totally working temporary basis and drawing pay on the basis of Rs 360 per day. These sports officers are more than one fourth of total sample sports officers.

Table 6

Types of Pay Scale Drawn by Sports Officer

S. No.	Types of Pay Scale	No	Total %
A Consolidate Amount			
1.	3000 --10000	29	14.50
2.	10000-15000	26	13.00
3.	15000-20000	17	8.50
4.	20000-25000	7	3.50
5.	25000-30000	22	11.00
6.	30000 -- 35000	11	5.50
7.	35000 -- 40000	5	2.50
Total		117	58.50
B Pay Scale			
1.	8000 -- 13500	16	8.00
2.	10000 -- 15910	2	1.00
3.	11250 -- 13680	5	2.50
4.	13680 -- 15600	5	2.50
5.	18300 --22280	2	1.00
6.	Total	30	15.00
C Rs 360 Per day			
		53	26.50
Grand Total		200	100.00%

Table 7

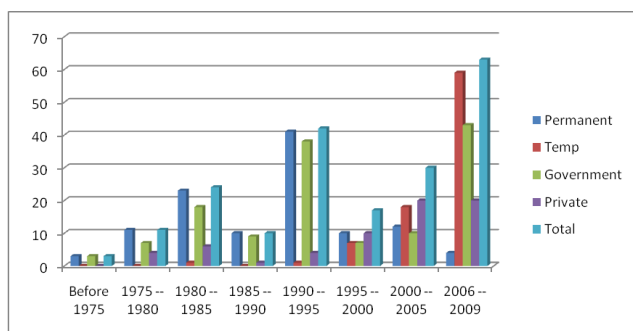
Nature of Job of Sports Officers

S. No.	Year of Joining	Permanent	Temp	Govt.	Private	Total	Total %
1.	Before 1975	3	0	3	0	3	1.50
2.	1975 -1980	11	0	7	4	11	5.50
3.	1980 -1985	23	1	18	6	24	12.00
4.	1985 -1990	10	0	9	1	10	5.00
5.	1990 -1995	41	1	38	4	42	21.00
6.	1995 -2000	10	7	7	10	17	8.50
7.	2000 -2005	12	18	10	20	30	15.00
8.	2006 -2009	4	59	43	20	63	31.50
Total		114	86	135	65	200	100.00%
% to total		57.00	43.00	67.50	32.50	100.00	

The amount of pay, types of service facilities available to particular sports officer is influence by the nature of his or her job. In these indicator years of joining, permanent and temporary, government or private are asked to sample sports officer to understand the real situation in different institutions. Analyses of these variables are help in explaining different aspects of present job. The survey data regarding year of joining reveals that very small proportion (7%) of total sports officers join as permanent before year 1980. In the similar way 17 percent sports officers join their service as permanent between years 1980–1990 except one. One third of total sports officer are join their service between years 1990–2000 with 86.44 percent permanent and 13.56 percent temporary. The proportion of temporary appointment superseded over permanent

job during the years of joining between years 200–2009. During this period maximum numbers of sports officers join their respective institutions which covers 46.50 percent of total sports officers. This trend explains that as timing of joining is increases the proportion of temporary sports officers increases. The analysis of government and private job stated that till year 1995 private institution jobs are lesser than government job but this trend change between years 1995–2005 where private institutions provide more job than government institutions. This trend again reverts during years 2006–2009 period. This fact can be properly understood in details with the help of data given in the table below.

Diagrammatic representation of different nature of sports officer is given below.



Above mentioned analysis explain the present nature and status of job of sports officers in different institutions of Madhya Pradesh state. The facts of present analysis put forward the various aspect related job of sports officers which can help in modifying the different lacuna for betterment of job of sports officer within the state.

1. DESIGNATION

The percentage distribution of the levels of satisfaction of the sports officers on their designation or post is presented in the table 8.

Table 8

Percentage Distribution of the Levels of Satisfaction on the Designation or Post

S. No.	Levels of Satisfaction	Frequency	Total %
1.	Fully Unsatisfied	25	12.50
2.	Unsatisfied	39	19.50
3.	Normal	27	13.50
4.	Satisfied	66	33.00
5.	Fully Satisfied	43	21.50
6.	Total	200	100.00%

Table 8 reveals that about 54.50 % sports officers are satisfied or fully satisfied with their post. This table also shows that about one third of the sports officers are

dissatisfied or unsatisfied by their designation or post. Some portion of sports officers (13.50 %) have informed that they are neither satisfied nor dissatisfied and they comes under normal. This mean they are not in position to give any reaction.

The graphical representation of the percentage distribution of the levels of satisfaction on the designation or post is shown in the figure 6.

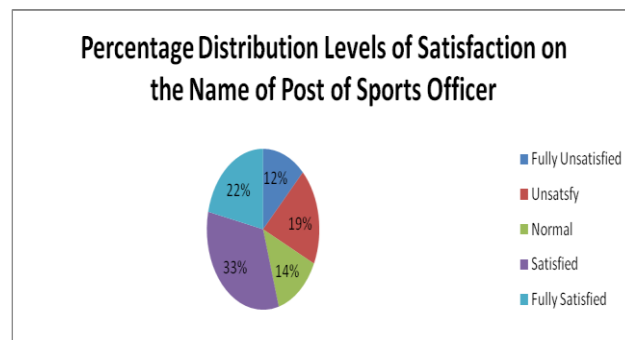


Figure 6: Graphical representation of the percentage distribution of the levels of satisfaction of sports officers on the name of designation or post

2. PRESENT PAY SCALES

The percentage distribution of the levels of satisfaction of the sports officers on their present pay scales is presented in the table 9.

Table 9

Percentage Distribution of Levels of Satisfaction of sports officers on their Pay Scale.

S. No.	Levels of Satisfaction	Frequency	Total %
1.	Fully Unsatisfied	45	22.50
2.	Unsatisfied	75	37.50
3.	Normal	20	10.00
4.	Satisfied	34	17.00
5.	Fully Satisfied	26	13.00
	Total	200	100.00%

Table 9 reveals that 60 percent of sports officers are not satisfied with their present pay scale. Only 30 percent of them were found satisfied or fully satisfied with their levels of pay scales. Remaining 10 percent people have found them on a normal level of satisfaction. In the present time people are getting high pay scale in different private services. The UGC is also giving sixth pay scale to their universities as well as colleges employees. But, in the present era cost of satisfactory living is too must costly and this amount is not sufficient to carry out all requirements.

The graphical representation of the percentage distribution of the levels of satisfaction on the pay scale is shown in the figure 7.

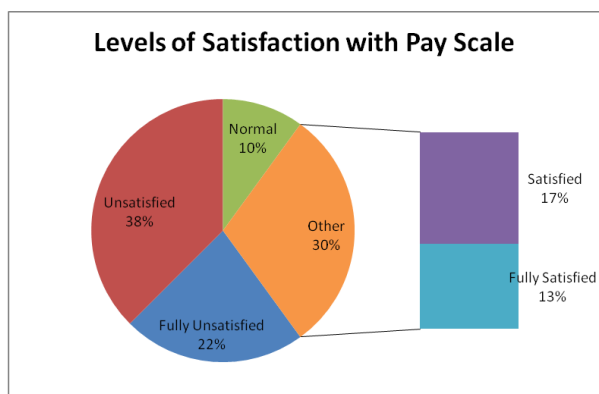


Figure 7: Graphical representation of the percentage distribution of the levels of satisfaction of sports officers on their present pay scale.

3. ANNUAL INCREMENTS

The percentage distribution of the levels of satisfaction of the sports officers on their annual increments is presented in the table 10.

Table 10

Percentage Distribution of Levels of Annual Increment and Satisfaction of Sports Officers

S. No.	Levels of Satisfaction	Frequency	Total %
1.	Fully Unsatisfied	40	20.00
2.	Unsatisfied	72	36.00
3.	Normal	20	10.00
4.	Satisfied	46	23.00
5.	Fully Satisfied	22	11.00
	Total	200	100.00%

Table 10 reveals that 56 percent of sports officers are not satisfied or fully unsatisfied with their levels of annual increments. Whereas, 34 percent sports officers are satisfied or fully satisfied their levels of annual increments. Rest of them are nullified their view in this regard.

Annual increments are considered to be initiative for employee in obligation to carry out their duty satisfactorily for development of particular institutions.

The graphical representation of the percentage distribution of the levels of satisfaction of the sports officers on their annual increments is presented in the figure 8.

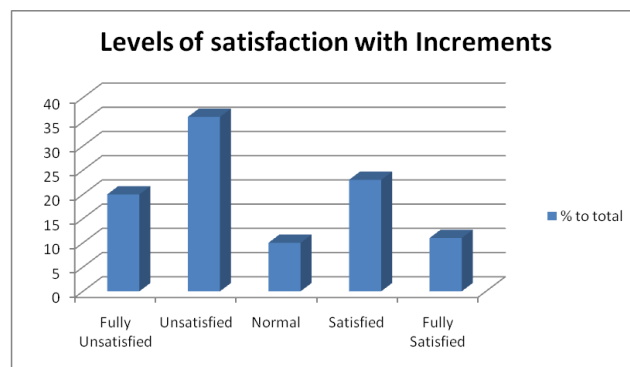


Figure 8: Graphical representation of the percentage distribution of the levels of satisfaction of sports officers on their present annual increments.

4. OTHER FACILITIES LEAVE AND MEDICAL ETC

The percentage distribution of the levels of satisfaction of sports officers on levels of social facilities available is presented in the table 11.

Table 11

Percentage Distribution of Levels of Satisfaction of Sports Officers on the Social Facilities Available

S. No.	Levels of Satisfaction	Frequency	Total %
1.	Fully Unsatisfied	51	25.50
2.	Unsatisfied	54	27.00
3.	Normal	31	15.50
4.	Satisfied	50	25.00
5.	Fully Satisfied	14	7.00
	Total	200	100.00%

Table 11 reveals that 52.5 percentage of total sample sports officers are unsatisfied toward social facility provided to them by their respective institutions. Whereas, 32 percent of total sample was found to be having positive attitudes towards available social facilities. Remaining 15.50 percent of sports officers were found normal on the level of satisfaction on available social facilities.

Social facilities are an important part of service rules which gives future security to the employees. Normally, government employee gets better facilities with less responsibility and shorter duty hours in comparison to private one. In the present time circumstances are changing. The private institutions are also ready to give more social facilities in response to more responsibility with longer duty hours.

The graphical representation of the percentage distribution of the levels of satisfaction of the sports officers on social facilities available is presented in the figure 9.

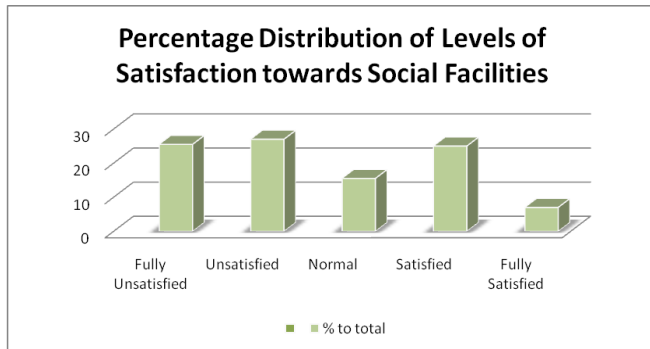


Figure 9: Graphical representation of the percentage distribution of levels of satisfaction of sports officers on social facilities available.

5. TA AND DA DURING PARTICIPATION IN COMPETITIONS

The percentage distribution of the levels of satisfaction of sports officers on TA, DA amount available is presented in the table 12.

Table 12

Percentage Distribution of the Levels of Satisfaction of Sports Officers on TA, DA Amount Available

S. No.	Levels of Satisfaction	Frequency	Total %
1.	Fully Unsatisfied	72	36.00
2.	Unsatisfied	73	36.50
3.	Normal	24	12.00
4.	Satisfied	20	10.00
5.	Fully Satisfied	11	5.50
	Total	200	100.00%

Table 12 reveals that 72 percent of total sports officers in the sample are unsatisfied by the available norms of TA and DA amounts. Whereas, 15.50 percent of sports officers were found satisfied or fully satisfied with the available TA DA amount. Similarly, 12 percent of the sports officers were found at normal level of satisfaction on the available TA DA amount.

Main duty of sports officer is to train their students and make them perfect for their respective competitions/events. During participation various types of expenditures are born by the individual sports officers. Sometimes they have to expand more than they are getting from the institutions. This financial debate lost the interest of completions among the sports officers as well as the participants. This fact was also supported by survey data. The graphical

representation of the percentage distribution of the levels of satisfaction of the sports officers on available TA DA amount is presented in the figure 10.

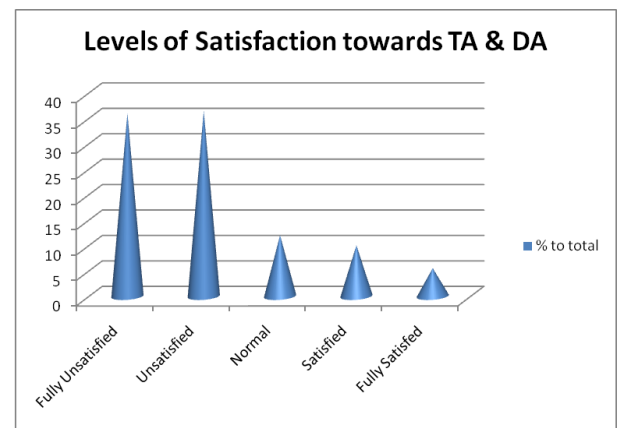


Figure 10: Graphical representation of the level of satisfaction of sports officers on the available TA DA amount.

6. POST ACCORDING TO QUALIFICATIONS

The percentage distribution of the levels of satisfaction of sports officers on their post according to their qualifications is presented in the table 13.

Table 13

Percentage Distribution of Levels of Satisfaction of Sports Officers In respect of their Post According to their Qualifications:

S. No.	Levels of Satisfaction	Frequency	Total %
1.	Fully Unsatisfied	11	5.50
2.	Unsatisfied	30	15.00
3.	Normal	34	17.00
4.	Satisfied	90	45.00
5.	Fully Satisfied	35	17.50
	Total	200	100.00%

Table 13 clearly reveals that 62 percent of sports officers are satisfied or fully satisfied by their present job in respect of their educational qualification. Whereas, 20.5 percent of sports officers were found to be unsatisfied or fully unsatisfied with their present job with respect to their educational qualification. Out of all sports officers, 17 percent were found at normal level of satisfaction.

In the present job crises people are not getting job according to their qualifications. Some persons even after joining the job improve their qualifications but they get no change in their duty or nature of job which create less satisfaction among the employees.

The graphical representation of the percentage distribution of the levels of satisfaction of the sports officers on their Post According to their Qualifications is presented in the figure 10.



Figure 11: Graphical representation of the levels of satisfaction of the sports officers In respect of their Post according to their Qualifications

7. SATISFIED BY QUALIFICATIONS

The percentage distribution of the levels of satisfaction of sports officers on their educational qualifications is presented in the table 14.

Table 14

Percentage Distribution of Levels of Satisfaction of Sports Officers on their Educational Qualification

S. No.	Levels of Satisfaction	Frequency	Total %
1	Fully Unsatisfied	4	2.00
2	Unsatisfied	26	13.00
3	Normal	47	23.50
4	Satisfied	86	43.00
5	Fully Satisfied	37	18.50
	Total	200	100.00%

Table 14 reveals that 61 percent of the sports officers are satisfied or fully satisfied with their educational qualifications. Whereas, 15 percent of total sports officers were found not satisfied by their levels of educational qualifications. Out of the complete sample 23.50 percent of the sports persons have shown their normal level of satisfaction.

Some people join job in the early age of so they did not get any opportunity to improve their educational qualification. In the later stage they fill guilty of not getting educational qualifications in comparison to their coworkers.

The graphical representation of the percentage distribution of the levels of satisfaction of the sports officers on their educational qualifications is presented in the figure 12.

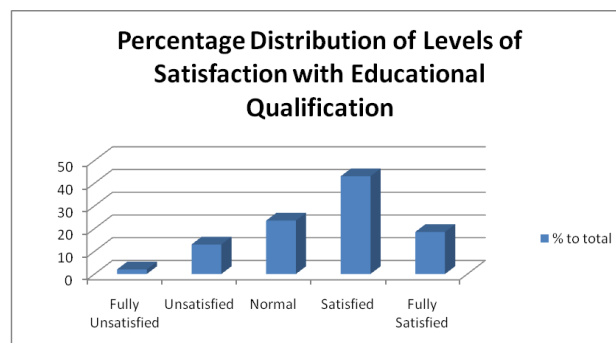


Figure 12: Graphical representation of the level of satisfaction of sports officers on their educational qualifications

8. CHANCES GIVEN FOR ACADEMIC QUALIFICATIONS ENHANCEMENT

The percentage distribution of the levels of satisfaction of sports officers on the chances given for academic qualification enhancement is presented in the table 15.

Table 15

Percentage Distribution of the Levels of Satisfaction of Sports Officers on Chances given to them for Academic Qualification Enhancement

S. No.	Levels of Satisfaction	Frequency	Total %
1.	Fully Unsatisfied	11	5.50
2.	Unsatisfied	61	30.50
3.	Normal	46	23.00
4.	Satisfied	62	31.00
5.	Fully Satisfied	20	10.00
	Total	200	100.00%

Table 15 reveals that one third (i.e. 36%) of total sports officers are unsatisfied with the chances given to them for academic qualification enhancement. Contradictory opinions were registered by 41 percent of them. Among these peoples 23 percent of sports officers were found normally satisfied.

Different institutions are having their own service rules for the employees. Some of them are having biasness toward employees and try to utilized maximum duty hours for institutional development irrespective of employees' well beings. They are not

allowing employee to enhance academic qualifications.

The graphical representation of the percentage distribution of the levels of satisfaction of the sports officers on the chances given to them for academic qualification enhancement is presented in the figure 13.

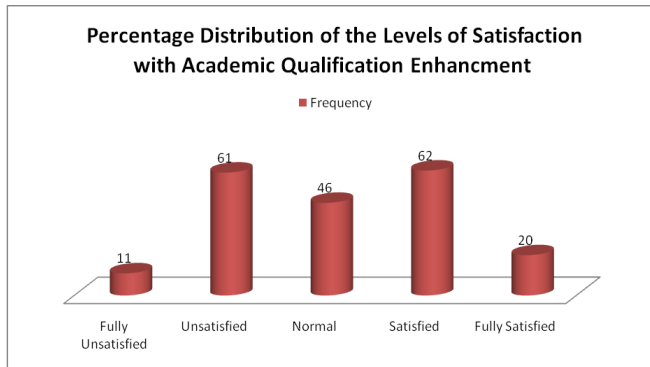


Figure 13: Graphical representation of the level of satisfaction of sports officers on their academic qualification enhancement chances.

CONCLUSIONS:

1. It may be concluded that more than 66% of sports officers working in Madhya Pradesh are very young and in the age group of 25 to 45 years. Whereas on the other hand less than 7% of sports officer are old and are in the age group of 55 to 62 years.
2. It may be concluded that female sports officers are eleven time lesser than the male sports officers in Madhya Pradesh. It may further be concluded that there is wide gender gap in the appointment of female sports officers and there is no gender equity.
3. It may be concluded that 45% of sports officer have family size of 3 to 4 members in Madhya Pradesh.
4. It may be concluded that 50% of sports officers possess master degree in physical education as their academic qualification and only 7% are Ph.D. in physical education.
5. It may be concluded that more than 57% of sports officers are on permanent post of sports officer in Madhya Pradesh and 79% are in the pay scale of Rs. 3000/- to 15000/- per month.
6. It may be concluded that more than 50% percent of sports officers are satisfied with their designation of post of sports officer whereas 32% are not satisfied with their designation.

7. It may be concluded that sixty percent of sports officers are not satisfied with their pay scale and only one third of sports officers are satisfied and fully satisfied with present pay scale.
8. It may be further concluded that more than fifty five percent of sports officers are unsatisfied with their annual increments and only one third percent are satisfied with their annual increment.
9. It may be concluded that more than fifty percent of sports officer are unsatisfied with social facilities provided to them and only thirty two percent were found to be satisfied.
10. It may be concluded that more than seventy percent of sports officers are unsatisfied with the norms of TA/DA provided to them while they accompany sports teams. Whereas only fifteen percent are satisfied.
11. It may be further concluded that more than sixty percent of sports officers were satisfied with their post according to their qualifications and more than twenty percent were unsatisfied.
12. It may be concluded that more than sixty one percent of sports officers are satisfied with educational qualifications.
13. It may be concluded that one third of total sports officers were unsatisfied with the chances provided to them for upgrading academic qualifications. Whereas more forty percent were found to be satisfied on this variable.
14. It may be concluded that more than forty percent of sports officers are satisfied with co-operation provided to them by other departments and thirty three percent of sports officers are fully unsatisfied on this domain.
15. It may be further concluded that more than sixty three percent sports officers are unsatisfied with their job on the domain of provisions of promotion, whereas twenty one percent are satisfied.

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