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**CRITICAL ANALYSIS OF JOB SATISFACTION
AMONG SPORTS OFFICERS WORKING IN
DIFFERENT TYPES OF INSTITUTIONS IN
MADHYA PRADESH**

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Critical Analysis of Job Satisfaction among Sports Officers Working in Different Types of Institutions in Madhya Pradesh

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Abstract – The objective of the study was to critical analysis of job satisfaction among sports officers working in different types of institutions in Madhya Pradesh. A total 200 sports officers working in the various colleges of Madhya Pradesh were considered as the sample of the study. 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 have no job security and have political pressure in the selection of teams in different games of sports. It was further concluded that sports officers enjoy cordial relation with other faculty members, enjoy their duty, happy with the organization, obey the orders of the management, satisfied with proper recognition and social self-respect and are also satisfied with the existing sports facilities.

INTRODUCTION:-

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 the sports education has three major components such that it prepares sports persons, trainers and coaches and preparing teachers to impart scientific education about the games and sports.

India has always emphasized on the development of games and sports through, its policy frame and the efforts are made by the government over time, with the formation of sports authorities, associations, federations and other institutions. The private agencies have also supported it through sponsorships. on account of this, a large number of sports persons have excelled in various disciplines of sports. The major credit goes for achievements to the trainers, coaches and sports officers but there has always been complaints and questions about performance such that, a country with one hundred twenty crore population, has always been short of medals at the

global competitions. General impression and reality to some extent is that games and sports have always fallen short of funds and finances along with the other problem related to the selection process, training and politics. The fact is that, there is no dearth of potential of sports persons, in the country provided that they are given due importance with proper training and environment. In this regard sports officers are one of the most important cadre in sports and games to create environment and for imparting training to sport persons from different segments of the society and institutions. they not only can motivate the children to take part in sports and games but may also provide scientific training to develop various skills among the sports persons. during post-independence period, it is felt, a very limited number of institutions have been created by Government and private agencies to develop sports in the country. The serious efforts are yet to be made, and more remains to do.

Government departments like Railway, services, Banks, Air lines, Food corporation of India etc. have created opportunities to the sports persons to develop the sportsmanship, by not only providing facilities but also by providing employment and by organizing various sports events also. still there remains a gap in the requirement and the actual efforts done by various agencies. shortage of funds has always been a major problem on this front. In the recent past the big business houses such as Sahara India, Mahindra, Reliance and TATA etc. have also shown interest in organizing and the development of sports events.

Job satisfaction as a subject incorporates and describes how content an individual is with his or her job. It is a relatively a recent term because earlier the employment to a particular person was often predetermined by the occupation of the parents. The job carried out was a family occupation and question of job satisfaction was not important but now the person moves out and there are a variety of factors that can influence the level of job satisfaction. Some important factors included are the level of salary and other economic benefits, the perceived fairness of the promotion system within the institution, the quality of the working conditions, leadership, social relationships, and the job itself. The other factors may include variety of tasks involved, the interest and challenge the job generates, and the clarity of the job description/requirements. The stress producing conditions normally lead to non-satisfaction in carrying out one's duties and jobs assigned and hence stress is counter to satisfaction. Therefore, stress is one of the biggest problems under present conditions. Stressful conditions have been present from the dawn of civilization and continue but the forms have changed. It thrives more in urban areas, due to overcrowding and industrial development. The stress may well be considered as number one problem of present society because the extreme conditions of stress has also led a large number of people to mental institutions, psychiatrists, prisons and hospital. Hence, lack of job satisfaction can be a significant sign of stress. There are large numbers of conditions which may lead to non-satisfaction. Although, there are identified factors of dissatisfaction but this is a state of mind and no generalization can be made as two persons may behave differently under similar job conditions. The broad factors which determine the levels of job satisfaction are:-

- Conflict between staff.
- Conflict with principal or head.
- Not being appropriately paid for job.
- Not having the necessary equipment or resources to succeed in carrying out the jobs.
- Lack of opportunities for future promotion.
- Having little or no say in decisions making related to the job.
- Fear of losing job.
- Working conditions and institutional environment

Sometimes it's the job itself that causes dissatisfaction. For example, the work may be boring, or ill-suited to the interests, education and skills.

Sports officers are arguably the most important group of professionals for future of nation's sports. Therefore, it is disturbing to find that many sports officers are dissatisfied with their jobs. Popular images of sports officers, in the media, is the view of professional associations which represent sports officers' views, working conditions and the quality of sports officers' and their professional lives. One such conclusion and popular impression is that sports persons are overworked poorly paid and generally dissatisfied body of professionals. If this is the case then it is a serious matter. If it is true only in part then it is important to know what aspects of the job and what feature of sports officers' professional lives are causing concern. It is also important to distinguish between sports officers with different lengths of service and between sports officers who have, and have not, moved into a promoted position. Sports Officers are the basic stakeholders for the development of sports education and training and job satisfaction is a primary requisite for any successful teaching learning process. Though it is a difficult task to achieve because it is a complex phenomenon involving various personal, institutional and social aspects. If the sports officers attain adequate job satisfaction, they will be in a position to fulfill the objectives and national goals of Physical educational and sports.

PURPOSE OF THE STUDY:

The purpose of the study was critical analysis of job satisfaction among sports officers working in different types of institutions in 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 levels of satisfaction of sports officers on the given cooperation from other departments is presented in the table 1.

Table 1

Percentage of Distribution of Levels of Satisfaction of Sports Officers in respect of Cooperation given from other Departments.

S. No.	Levels of Satisfaction	Frequency	Total %
1.	Fully Unsatisfied	12	6.00
2.	Unsatisfied	55	27.50
3.	Normal	50	25.00
4.	Satisfied	67	33.50
5.	Fully Satisfied	16	8.00
	Total	200	100.00%

Table 1 reveals that 33.50 percent of the sports officers are unsatisfied or fully unsatisfied with the cooperation given from other departments. However, 41.50 percent of the sports officers were found

satisfied in this. Out of total sample 25 percent of the sports officers were found normally satisfied with the cooperation given from other departments. The physical education department is having peculiarity in respect nature of study in comparison to other departments of a particular institution. These departments are not considered as a teaching or research department. Its academic curriculum is different than other departments, so other departments used to be non-cooperative in its developmental activities. The graphical representation of the percentage distribution of the levels of satisfaction of the sports officers on the cooperation given from other departments is presented in the figure 1.

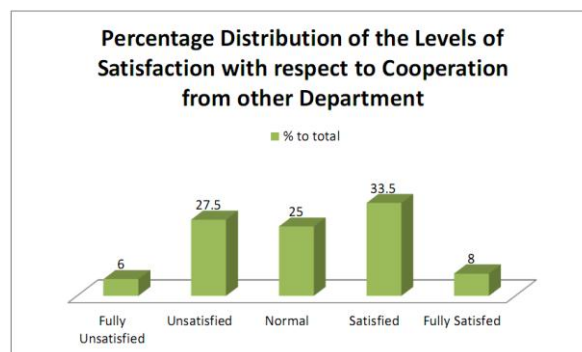


Figure 1: Graphical representation of the level of satisfaction of sports officers on the cooperation from other departments.

1. Chances Given for Promotion by Department

The percentage distribution of the levels of satisfaction of sports officers on the given cooperation from other departments is presented in the table 2.

Table 2

Percentage of Distribution of Levels of Satisfaction of Sports Officers on Given Chances for Promotion

S. No.	Levels of Satisfaction	Frequency	Total %
1.	Fully Unsatisfied	43	21.50
2.	Unsatisfied	84	42.00
3.	Normal	31	15.50
4.	Satisfied	30	15.00
5.	Fully Satisfied	12	6.00
	Total	200	100.00%

Table 2 reveals that 63.5 percent of the sports officers are not satisfied by the chances given to them for promotions. The percentage of sports officers who are satisfied or fully satisfied was found to be 21 percent only. However, 15.50 percent of the sports persons were found normally satisfied.

The physical education department has lesser number of chances of promotion for their faculties due to lack of developmental opportunities. This environment may create frustration among the teaching personnel's.

The graphical representation of the percentage distribution of the levels of satisfaction of the sports officers on the chances given to them for promotions is presented in the figure 2.

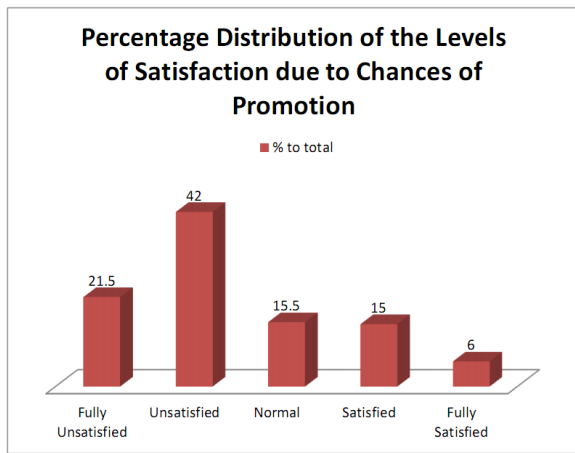


Figure 2: Graphical representation of the level of satisfaction of sports officers on the chances given for promotion by department.

2. Status of Job Security

The percentage distribution of the levels of satisfaction of sports officers on the job security is presented in the table 3.

Table 3

Percentage of Distribution of Levels of Satisfaction of Sports Officers on Job Security.

S. No.	Levels of Satisfaction	Frequency	Total %
1.	Fully Unsatisfied	46	23.00
2.	Unsatisfied	42	21.00
3.	Normal	49	24.50
4.	Satisfied	42	21.00
5.	Fully Satisfied	21	10.50
	Total	200	100.00%

Table 3 reveals that 44 percent of the sports officers are unsatisfied or fully unsatisfied with the job security. However, 31.5 percent of them were found satisfied or fully satisfied with their job security. Out of total 24.5 percent of them were found normally satisfied.

In the present circumstances of contract appointment people are not secure toward their jobs every day. Fear of removal from the service used to be lying on head of the employees every time. All these conditions create levels of unsatisfied among the employees.

The graphical representation of the percentage distribution of the levels of satisfaction of the sports officers on their job security is presented in the figure 3.

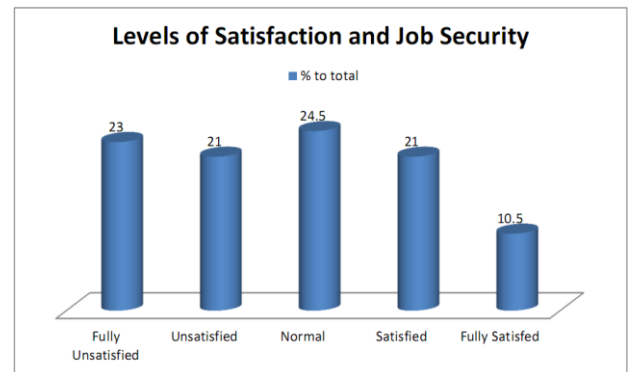


Figure 3: Graphical representation of the level of satisfaction of sports officers on their job security.

3. Attitudes of Colleges

The percentage distribution of the levels of satisfaction of sports officers on the job security is presented in the table 4.

Table 4

Percentage Distribution of the Levels of Satisfaction of Sports Officers on Attitudes of Collage Staff

S. No.	Levels of Satisfaction	Frequency	Total %
1.	Fully Unsatisfied	3	1.50
2.	Unsatisfied	17	8.50
3.	Normal	53	26.50
4.	Satisfied	97	48.50
5.	Fully Satisfied	30	15.00
	Total	200	100.00%

Table 4 reveals that only 10 percent of the sports officers are unsatisfied or fully unsatisfied with the attitudes of college staff. Whereas, 63.50 percent of the sports officers shown their satisfaction or full satisfaction on this. Out of total 26.50 percent of sports officers were found normally satisfied in this regard.

In the functioning of academic activity cooperation from all co-workers is necessary for the success in the field of educational development.

The graphical representation of the percentage distribution of the levels of satisfaction of the sports officers on the attitude of college staff is presented in the figure 4.

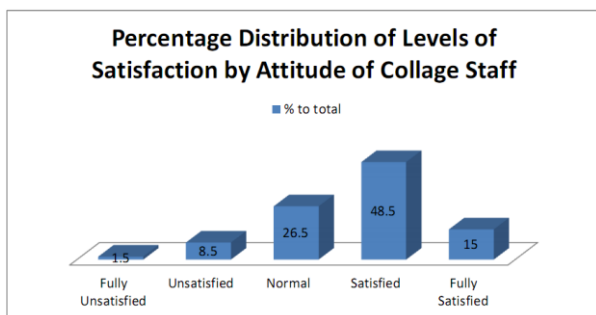


Figure 4: Graphical representation of the level of satisfaction of sports officers on the attitude of college staff.

4. Nature of Duty

The percentage distribution of the levels of satisfaction of sports officers on the nature of duty is presented in the table 5.

Table 5

Percentage Distribution of the Levels of Satisfaction of Sports Officers with regards to their Nature of Duty.

S. No.	Levels of Satisfaction	Frequency	Total %
1	Fully Unsatisfied	4	2.00
2	Unsatisfied	20	10.00
3	Normal	31	15.50
4	Satisfied	110	55.00
5	Fully Satisfied	35	17.50
	Total	200	100.00%

Table 5 reveals that the majority of sports officers (72.50%) are satisfied by present nature of their

duties. On the other hand, 12 percent of the sports officers showed their un-satisfaction. However, 15.50 percent of the sports officers have shown normal satisfaction in this regard.

The nature of duty is an important aspect for employee as well organization to achieve respective goals. If the employees will be satisfied with their nature of duties there are better chances for the job satisfaction.

The graphical representation of the percentage distribution of the levels of satisfaction of the sports officers on the nature of duties is presented in the figure 18.

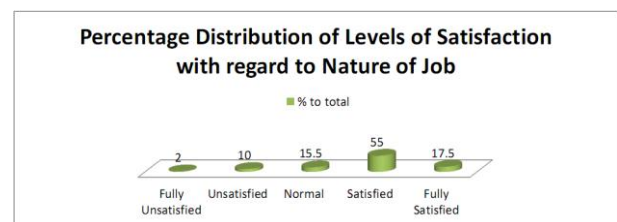


Figure 5: Graphical representation of the level of satisfaction of sports officers on the nature of job.

5. Organisation's Satisfaction with Employee Duty

The percentage distribution of the levels of satisfaction of organization and the job is presented in the table 6.

Table 6

Percentage Distribution of Levels of Organization's Satisfaction of with Employee's Duty

S. No.	Levels of Satisfaction	Frequency	Total %
1.	Fully Unsatisfied	8	4.00
2.	Unsatisfied	41	20.50
3.	Normal	37	18.50
4.	Satisfied	75	37.50
5.	Fully Satisfied	39	19.50
	Total	200	100.00%

Table 6 reveals that one forth (24.5 %) of the sports officers' attitudes were negative. But 57 percent of them were found satisfied by attitudes of organization

in conducting particular work. About 18.5 percent have shown their normal satisfaction in this regard.

Sometime due to lack of coordination between employees and institution particular work is not carried out in a proper way. Employee is giving full cooperation to his or her institution but institution is not satisfied by employee's performance.

The graphical representation of the percentage distribution of the levels of organization's satisfaction of with Employee's Duty is presented in the figure 6.

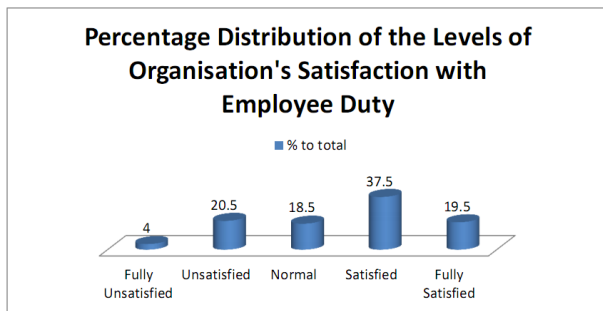


Figure 6: Graphical representation of percentage distribution of the levels of organization's satisfaction with employee's duty

6. Satisfactions of Self Games

The percentage distribution of the levels of satisfaction about his/her own game(s) is presented in the table 7.

Table 7

Percentage Distribution of Levels of Satisfaction of the Sports Officers about their Own Game

S. No.	Levels of Satisfaction	Frequency	Total %
1.	Fully Unsatisfied	2	1.00
2.	Unstuffy	14	7.00
3.	Normal	23	11.50
4.	Satisfied	107	53.50
5.	Fully Satisfied	54	27.00
	Total	200	100.00%

Table 7 reveals that very small fractions (8%) of sports officers were displeased in the satisfaction about their own game(s). More than 80 percent of them pleased from present situation. About 12 percent sports officers have answered in between i.e. normal.

In most of cases sports officers do not get spare time to give attention toward his/her own game of interest.

This may cause the un-satisfaction in the mind of the employee.

The graphical representation of the percentage distribution of the levels of satisfaction of the sports officers about their own game(s) is presented in the figure 7.

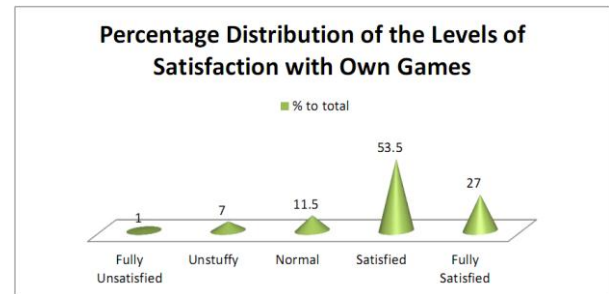


Figure 7: Graphical representation of percentage distribution of the levels of satisfaction of the sports officers about their own game(s).

7. Orders from Higher Authority and Level of Satisfaction

The percentage distribution of the levels of satisfaction on orders from higher authority is presented in the table 8.

Table 8

Percentage Distribution of Levels of Satisfaction on Order from Higher Authority

S. No.	Levels of Satisfaction	Frequency	Total %
1.	Fully Unsatisfied	3	1.50
2.	Unsatisfied	21	10.50
3.	Normal	66	33.00
4.	Satisfied	89	44.50
5.	Fully Satisfied	21	10.50
	Total	200	100.00%

Table 8 reveals the disappointment of 12 percent sports officers in this regard, whereas, 55 percent of the sports officers were found satisfied or fully satisfied with the attitudes of their bosses. One third of sample sports officers were found impartial towards this aspect.

In most of cases employee do not have positive attitudes towards his boss. This condition arises due to difference of attitudes. The understanding between the boss and employee may lead to the better results.

The graphical representation of the percentage distribution of the levels of satisfaction on orders from higher authority is presented in the figure 8.

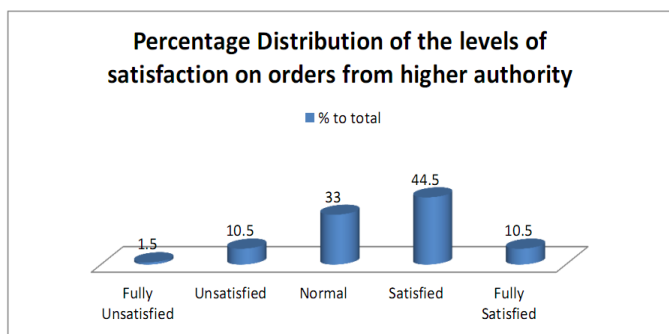


Figure 8: Graphical representation of percentage distribution of the levels of satisfaction on orders from higher authority.

8. Levels of Available Information

The percentage distribution of the levels of satisfaction of sports officers on available levels of information is presented in the table 9.

Table 9

Percentage Distribution of Levels of Satisfaction by Sports Officers on Available Levels of Information

S. No.	Levels of Satisfaction	Frequency	Total %
1.	Fully Unsatisfied	3	1.50
2.	Unsatisfied	43	21.50
3.	Normal	66	33.00
4.	Satisfied	83	41.50
5.	Fully Satisfied	5	2.50
	Total	200	100.00%

Table 9 reveals that about 23 percent of sports officers are displeased by gap of information between executive and implementer whereas 44 percent among them are happy with present system of information. However, one third of the sports officers were not in the position to express their views.

Large proportions of employees are not performing his duty in the absence of proper coordination or information. This mean nature of flow of information from top to bottom is main concern of problem in performing duties.

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

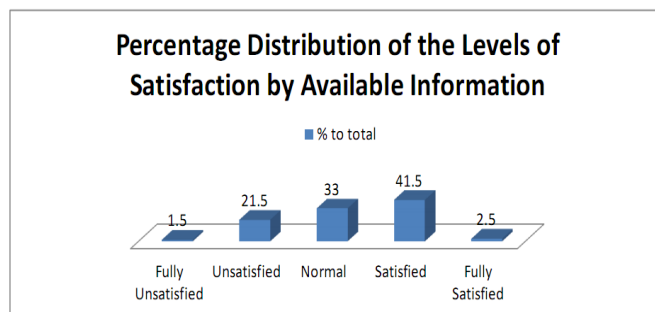


Figure 9: Graphical representation of percentage distribution of the levels of satisfaction of sports officers on available levels of information.

9. Recognitions by the Authority

The percentage distribution of the levels of satisfaction of sports officers on recognition by authority is presented in the table 10.

Table 10

Percentage Distribution of the Levels of Satisfaction by Sports Officers on Recognition by the Authority

S. No.	Levels of Satisfaction	Frequency	Total %
1.	Fully Unsatisfied	6	3.00
2.	Unsatisfied	19	9.50
3.	Normal	49	24.50
4.	Satisfied	90	45.00
5.	Fully Satisfied	36	18.00
	Total	200	100.00%

Table 10 reveals that 12.50 percent are unsatisfied in this regard whereas 63 percent of them were found satisfied by their authority's recognition. About one fourth of them was found neutral in this aspect.

Normally, hard worker requires recognition of his work. The recognition by the authority to employee for carried out hard work gave him a moral boost. These types of recognition also give moral support to other coworker who may do hard work.

The graphical representation of the percentage distribution of the levels of satisfaction of sports

officers on recognition by authority is presented in the figure 10.

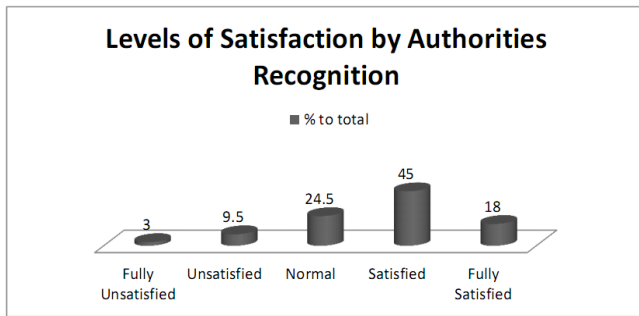


Figure 10: Graphical representation of percentage distribution of the levels of satisfaction of sports officers on recognition by authority.

CONCLUSIONS:

1. It may be concluded that only one third percent of sports officers have job security, whereas forty four percent of sports officers doesn't have job security.
2. It may be concluded that more than sixty percent of sports officers have cordial relationship with the college staff and only ten percent of sports officers do not have satisfaction with the attitude of college staff.
3. It may be concluded that more than seventy percent of sports officers enjoy their nature of duty and on the other hand only twelve percent do not enjoy their nature of duty given to them by their college authorities.
4. It may be concluded that more than fifty five percent of organizations are happy and satisfied with the employees duty perform in the educational institutions.
5. It may be concluded that more than eighty percent of sports officers are satisfied and pleased with their own game of practice.
6. It may be concluded that more than fifty percent of sports officers are satisfied and happy from the orders of higher authorities and small percentage of sports officers are unsatisfied.
7. It may be concluded that more than forty percent of sports officers are satisfied with the information being provided to them by the college and only twenty three percent are unsatisfied with this domain.
8. It may be concluded that more than sixty percent of sports officers are satisfied with the recognition being given to them by higher

authorities, whereas on the other hand only twelve percent are unsatisfied on this domain.

9. It may be concluded that more than seventy percent of sports officers feel political pressure for the selection of players in the colleges from the politicians and only fourteen percent do not get any political pressure on this domain.
10. It may be concluded that more than fifty nine percent of sports officers enjoy social respect from others in the society and sixteen percent do not enjoy social respect from others.

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