

A STUDY OF RELATIONSHIP BETWEEN JOB SATISFACTION, SELF MOTIVATION AND DEMOGRAPHIC VARIABLES

*Dr. Neelam Sameer

**Dr. Manju Khokhar

Abstract

The purpose of the present research paper was to find out the effects of self motivation and certain demographic variables as age and experience on the job satisfaction of technical professionals. The sample of 160 professional teachers who were working in technical college were selected by random procedure. The data was collected with the help of job satisfaction scale (J&S) developed by Singh & Sharma (1999). Self motivation was measured by emotional intelligence scale (EMS) developed by Dhar (2005). The results were analysed with the help of descriptive analysis, univariate analysis. It was found that experience was emerged as significant variable for job satisfaction. Age and self motivation were not found as significant variable. Thus, the findings are valuable in the field of educational institution.

Keywords Self Motivation, univariate analysis, Descriptive Interaction effect, educational institution

*Dr. Neelam Sameer Singh (Associate Professor) R.G.P.G. College, Meerut (U.P.)

**Dr. Manju Khokhar (Associate Professor) Meerut College, Meerut

Introduction

Human behaviour at any particular moment of time, is influenced by the Internal state of the organism as well as the external situation to which one is exposed. Realising that human behaviour is truly complex, the mediating influence of past experience, emergence of needs, interaction with other individuals the ever changing socio-economic, political and technology scenario can not be undermined. In the present day world job provide is with possibilities and opportunities to achieve one's cherished desires, goods which individuals sets for himself or herself. Taking all these aspects into consideration it can be said that job

motivation and job satisfaction assumes special significance for the mysteries of human complexities. The term job satisfaction was desired from the work of Hoppock (1935) who defined job satisfaction as any combination of psychological, physiological and environmental circumstances that cause a person to say truthfully as “I am satisfied with my job”. Basically job satisfaction is related to positive attitude towards job state positive emotional state, which affect overall performance of employees behaviour. Job satisfaction is one of the important factors which has drawn attention of managers in the organisation as used as academicians. Various studies have been conducted to find out factors that determine job satisfaction. Oshabemi(2000) found relationship between gender and job satisfaction, Rose 2001 found creative requirements of job for satisfaction. Wertler (2002) found that teacher early in their carriers and those meaning the end of their career indicated higher satisfaction then did teacher who were in middle of their teaching careers that in general 23% of teachers reported job dissatisfaction Mullins(2005) job satisfaction as an attitude of internal state it is associated with a personal feeling of achievement either qualitative or quantitative got some studies have been conducted to find effect of motivation and demographic variable on job satisfaction at (Austin O Oparanma;2011) finding revealed motivation heart touching impact on job satisfaction of improve quality of life (Shantha Kumar.12) on positive relationship between self motivation and job satisfaction does, summarising all these findings and review of literature on job satisfaction and self motivation as well as demographic variables impressed to select represent topic for further investigation in Indian social cultural .

Methodology

In the light of above discussion it is reasonable to inform that job satisfaction has been extensively and intensively investigated by the researchers because the organisational effectiveness is linked with this. The main objective of the study was to incorporate those variables which have direct impact on job satisfaction of employees. So, self motivation, age and experience were selected as independent variables while job satisfaction as the dependent variables. The present study was conducted on technical professionals working in educational institution. Following objectives were formulated

Objectives

1. To find out the relationship between job satisfaction and self motivation.
2. To find out relationship between Age, work, work experience and job satisfaction.
3. To find out interaction effects of these variables(Age, Work experience, self motivation and Job satisfaction).

Hypothesis keeping in mind the objective of the present study following hypothesis were formulated

1. Gender difference was significantly influence the job satisfaction
2. Work experience was significantly influence the job satisfaction
3. Self motivation was significantly influence the job satisfaction
4. Interaction effects of these variables were also influence the job satisfaction

Research Design To carry out research in more scientific manner and to draw unbiased inferences and also to find out independent and interaction effects of Age, Work experience, Self motivation and Job satisfaction 2x2x2 factorial design was used. Each of these variable was classified into two categories.

Tools used Job Satisfaction Scale(JSS) developed by Singh & Sharma(1999) was used for study job satisfaction. This scale has show items some arepositively worded and some negatively.It is five point rating scale with reliability and validity was as .82 and .74 respectively.

II EmotionalIntelligence Scale (Eis) developed by UpindharDhar(2005) was used. It has 34 total its based on factors such as emotional stability, self awareness,empathy, self-motivation, managing relations, value orientation, commitment and altruistic behaviour. It is also five point rating scale. Total items were 80, reliability was .88 and validity .93.

Sample The present study was conducted on teaching professionals working in different professional college. The total sample was 160 which was selected on random basis. These professional were ranging from junior hierarchy to senior hierarchy.

Statistical Analysis The data was analysed with the help of ANOVA and t test. This technique is very useful findings out independent as well as interaction effects between variables (the independent and dependent variables) The result obtained by these technique are given below in following tables:-

Equation-3

Sex* Work Experience* Self Motivation=Job Satisfaction Analysis of Variance

Sex(A)* Work Experience(B)* Self Motivation(C)=Job Satisfaction

Source	Type III Sum of squares	df	mean square	f	sig.	partial eta square
Sex (A)	23.256	1	23.256	0.367	0.546	0.002
Work Experience(B)	5394.006	1	5394.006	85.042	0**	0.359
Self Motivation(C)	170.156	1	170.156	2.683	0.104	0.017
Sex (A)• Work Experience(B)	97.65	1	97.65	1.54	0.217	0.01
Work Experience (B)' Self Motivation(C)	1482.306	1	1482.306	23.37	0**	0.133
Sex(A) • Self Motivation(C)	1204.506	1	1204.506	18.99	0**	0.111
Sex(A) Work Experience (B) Self Motivation ©	68.906	1	68.906	1.086	0.299	0.007
Corrected Model	8440.794 a	1	1205.828	19.011	0**	0.467
Intercept	993983.3	1	993983.3	15671.22	0**	0.99
Error	9640.95	152	63.427			
Total	1012065	160				
Corrected Total	18081.74	159				

a. R Squared =.467 (Adjusted R Square=.442)

There was a non-significant main effect of sex on the job satisfaction $F(1,152)= 367$. $p = .546$. This indicates that male ($M=78.43$, $SD=10.72$) or female ($M=79.20$, $SD=10.66$) both are equally satisfied towards their job, if we avoid the effect of other two predictors; work experience and Self Motivation.

There was a significant main effect of work experience on the job satisfaction $F(1,152)=85.04$, $p = <.001$. This indicates that job satisfaction is depends on work experience. High work experience ($M=84.62$, $SD=9.51$) and low work experience ($M=73.01$ and $SD=8.37$)

There was a non-significant main effect of Self Motivation on the job satisfaction $F(1,152)=2.683$, $p= .104$. This indicates that if we avoid the effect of other two predictors (sex & work experience), job satisfaction is not depends on Self Motivation. Self Motivation High ($M=79.85$, $SD=12.24$) and Self Motivation Low ($M=77.78$, $SD=8.76$)

There was a non-significant interaction effect between sex and work experience on the job satisfaction $F(1,152)= 1.54$, $p =.217$. Sexmale & work experience high ($M=85.02$, $SD=7.66$), sex- male & work experience low ($M=71.85$, $SD=9.22$). When sex is female & work experience high ($M=84.22$, $SD=11.14$), sex is female & work experience low ($M=74.17$, $SD=7.36$)

There was a significant interaction effect between the work experience and Self Motivation on the job satisfaction $F(1,152)= 23.37$, $p= <.01$. It means that the main significant effect of work experience on satisfaction is not violating, when it is interacting with the different level of Self Motivation. When work experience and Self Motivation is also high ($M=88.70$, $SD=8.77$), work high and Self Motivation low ($M=80.55$, $SD=8.50$). When work experience low & Self Motivation high ($M=71$, $SD=8.12$), work experience low and Self Motivation is also low ($M=75.02$, $SD=8.23$)

There was a significant interaction effect between the sex and Self Motivation on the job satisfaction $F(1,152)= 18.99$, $p<.01$. Both of their main effect was insignificant but when they are interacting, that's creating a significant effect job satisfaction. When sex is male and Self Motivation high ($M=76.72$, $SD=12.08$), when sex - male & SelfMotivation low ($L=80.15$, $SD=8.98$). Sex is female & Self Motivation high ($L=82.97$, $SD=11.72$), sex-female & Self Motivation low ($L=75.42$. $SD=7.97$).

There was a significant interaction effect among the sex, work experience and Self Motivation on the job satisfaction $F(1,152)= 1.086$, $p=<.299$. It means that the combined interaction of three predictors are not influencing the job satisfaction level, which have shown by the below two profile plots.

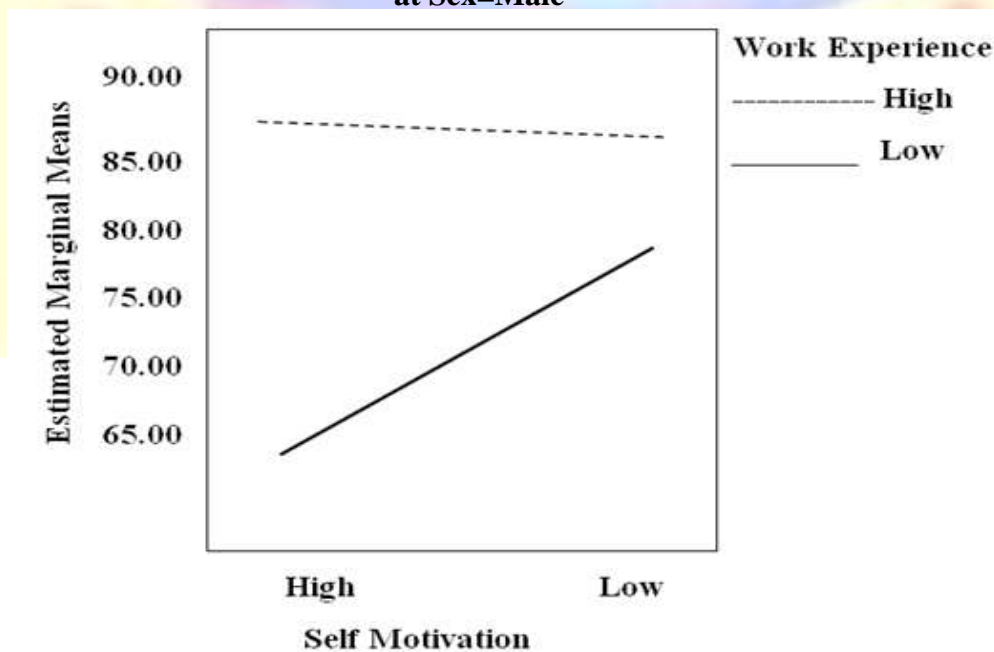
Tri variants effect

Sex	Work Experience	Self Motivation	Mean	Std. Deviation
Male	High	High	85.7000	8.05965
Male	High	Low	84.3500	7.38615
Male	Low	High	67.7500	8.08426
Male	Low	Low	75.9500	8.59911
Female	High	High	91.7000	8.60294
Female	High	Low	76.7500	7.95960
Female	Low	High	74.2500	6.91965
Female	Low	Low	74.1000	7.95977

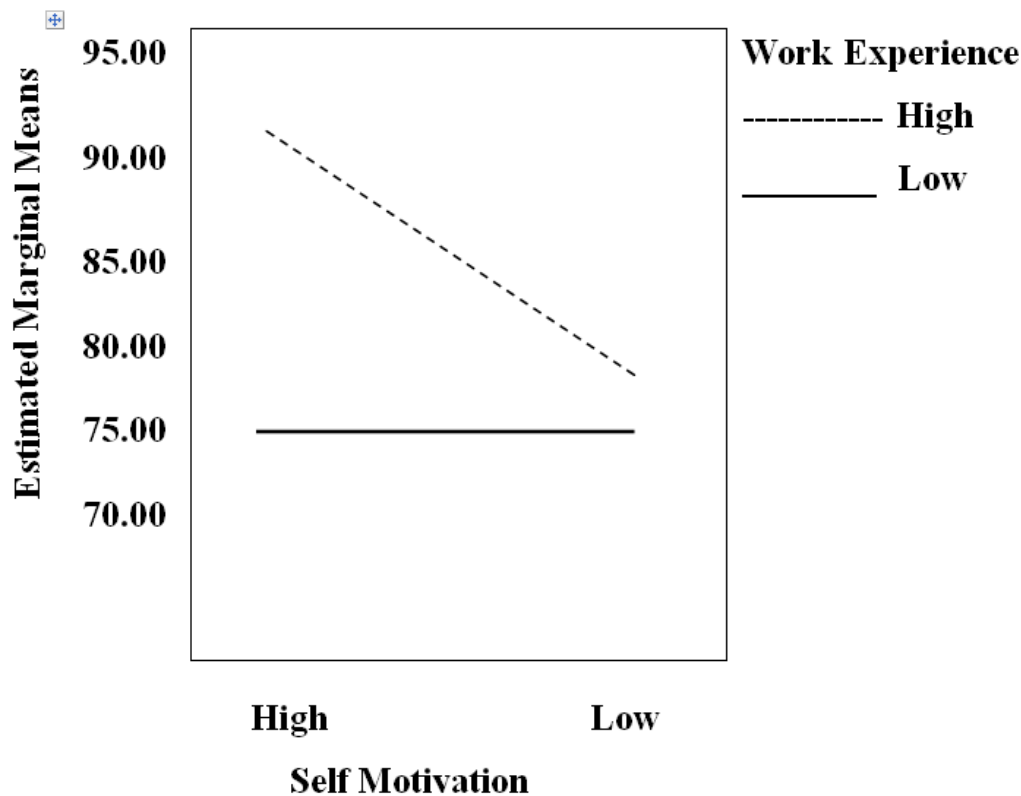
Profile Plots: Sex* Work Experience*Self Motivation*Job Satisfaction

Estimated Marginal Means of Job Satisfaction

at Sex=Male



**Estimated Marginal Means of Job Satisfaction
at Sex=Female**



Interpretation

z analysis revealed that male and female were significantly differed in terms of their job satisfaction. In the light of above findings, we can say that females have low satisfaction as compared to their counter parts male professionals. It may be possible that work/job is the central consideration for man but not as important to female. So, their common explanation of work satisfaction may be different.

Work experience again found significant variable affecting job satisfaction person may be male or female but have higher work experience were found to be more satisfied with their job as compared to professionals who were have no experience job studies such as Linz, 2003; Alas 2007; Okpara 2004) also found that older managers with longer job tenure in the work place have higher levels of job satisfaction than younger workers and those with shorter organisational

tenure. Greater satisfaction with higher work experience may be due to pretty difficulty to image in a due professional training for another occupation. Hence they are left with no other option than to love and to be happy with what they were doing may be sufficient and complete in their life. They felt satisfied with their job as compared to junior professionals.

Interaction effects of these variables were also found significant self motivation means self development and self guiding when combined with these two variable gender and work experience affect the job satisfaction. After an extensive and intensive research, it was found that male with higher work experience and self motivation are more satisfied with their job. So, findings have applied application in the field of organisational behaviour especially in education.



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