

A Comparative Study of Job Satisfaction and Self Esteem of Employees

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ABSTRACT

The present study is directed to know the relevance of job satisfaction of employees in relation with self esteem. One of the biggest challenges in today's scenario is to satisfy the employee and make them feel competent. The objective of the paper is to study employee's job satisfaction with respect to self esteem. The study employed a quantitative methodology. The study was carried out in the private sectors of Chandigarh on a sample of 100 adults (50 Males + 50 Females) from one private company which were randomly selected. The tools used in investigation were Job Satisfaction by Dr. B.C. Muthayya and Rosenberg Self Esteem Scale by Moris. The finding revealed irrespective of caste and religion and no significant difference existed between the mean score of males and females regarding job satisfaction and significant difference existed between self esteem of males and females

Key Words : Job satisfaction, Self esteem

INTRODUCTION

Job satisfaction is any blend of mental, physiological, and natural circumstances that bring about a man honestly to say I am satisfied by my job (Hoppock, 1935). It is an orientation of emotions that employee possess towards role they are performing at the work place. Job satisfaction is characterized as "it is the distinction between the measure of prizes workers get and the sum they trust they ought to get" (Robbins and Judge, 2003). According to Vroom (1964) Job satisfaction is an orientation of emotions that employees possess towards role they are performing at the work place. It is beneficial for firms to provide flexible working environment to employees where they feel their opinions are valued and they are a part of the organization. Employee morale should be high as it will be reflected in their performance because with low morale, they will make lesser efforts to improve. Locke (1976) proposed that job satisfaction among the workers can be achieved by empowering and permitting people enough obligation to develop their mental

level rationally; work contentment is a pleasant or encouraging expressive state inside work skills.

Rosenberg (Owens *et al.*, 2001), conceptualizes self esteem towards the positive dimension. According to him, those individuals who have high self- esteem are more keen for personal growth and development. They try to enhance personal growth by using their capabilities. Self esteem also determine the type of work and work environment an individual chooses for himself (Owens, *et al.*, 2001) because sociability is one of the strongest predictor of self esteem; it involves the connection with others at workplace and feeling of connectedness.

The concept of self-esteem is the realm of emotions as a socially built emotion representing perceptions and feelings about individuals' various self-images and self concepts which are based upon the psychosomatic need for the aspiration of authentic and efficacious functioning, belonging and acceptance within one's social group, achievement and competence in contrast to other members of individuals' group (Bruno and Njoku, 2014). The low self-esteem signs include: feeling incompetent,

worthless, exaggerated perfectionism and unrealistic about our abilities, being overwhelmed with fear and negative thoughts, feeling unloved, fear of change, being unrealistic about

Objectives:

- To study the job satisfaction of employees.
- To study the self esteem of employees.
- To find out gender difference, if any, in work environment and self esteem.
- To find out inter correlations among the variables.

METHODOLOGY

A comprehensive study was conducted in the selected Private Companies of Chandigarh (UT). A list of all Private Companies of Chandigarh was obtained. From this list, 1 Private Company was selected randomly. The selected company was Chandigarh. From each selected company, 50 Males and 50 Females were selected randomly irrespective of their caste, creed, economic status and ordinal position.

Psychological tool used:

Job Satisfaction Scale:

It has been operationally measured by using Job Satisfaction Scale developed by Dr. B.C. Muthayya (1973) which tells us about certain feelings about job. It investigated to measure the satisfaction of employee towards their job.

Rosenberg Self Esteem Scale:

The Rosenberg self-esteem scale (RSES), developed by the sociologist Morris Rosenberg is a self-esteem measure widely used in social-science research. It uses a scale of 0–30 where a score less than 15 may indicate a problematic low self esteem.

The RSES is designed similar to the social-survey

questionnaires. It is a ten-item Likert-type scale with items answered on a four-point scale—from strongly agree to strongly disagree. Five of the items have positively worded statements and five have negatively worded ones. The scale measures state self-esteem by asking the respondents to reflect on their current feelings.

Statistical Analysis:

The data was analyzed. To find out the difference in mean scores of various variables in males and females, t-test was used.

RESULTS AND DISCUSSION

Significant difference existed between the mean scores of males and females in self esteem and males were found to have more self esteem as compare to female in the company and the reason behind it may that males tends to be more enthusiastic, socialise and independent and take challenges easily as compare to females whereas females are more reserved and shy and are not open easily with their supervisors and co worker (Table 1).

No significant difference existed between the mean score of males and females regarding job satisfaction. According to Pors (2003) conducted a study including 411 Danish library managers and 237 library managers from the United Kingdom and concluded that there is no overall difference in Job Satisfaction in relation to gender (Table 2).

Conclusion:

Job satisfaction has a positive impact on the self esteem of employees. Dissatisfaction in working conditions restricts employees to portray their capabilities and attain full potential. This research paper contributes towards the welfare of society as the results create awareness about the importance of good job satisfaction for employee and positive self esteem. The study impacts

Table 1 : Significance of mean difference between scores of males and females (N=100)						
Sex		N	Mean	Std. Deviation	t-value	p-value
Rosenberg Self-Esteem Scale	Male	50	20.90	3.54	1.984	.050*
	Female	50	19.38	4.10		

Table 2 : Significance of mean difference between scores of males and females (N=100)						
Component	Sex	N	Mean	Std. Deviation	t-value	p-value
Job Satisfaction Scale	Male	50	22.96	6.95	.207	.836
	Female	50	22.68	6.57		

upon the future performance of private company by taking job environment more seriously within their organizations to increase the motivation and commitment level of their employees. This way their work force can achieve better results.

Suggestion and Recommendation:

- Organisation should adapt virtuous strategies for overcome with the problem related to fatigue and boredom.
- Organisation should divide the work equally for workload or else appoint more employees. As workload stimulus stress, so company has to take some action.
- Attitude towards the subordinate & colleagues should smooth and positive for effective results.

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