



Job Satisfaction Among Military Sector & Private Sector: A Comparative Study

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ABSTRACT

Employee motivation and happiness have always been crucial concerns for any industry. There is a substantial correlation between output and satisfaction, according to theorists like Maslow and Herzberg. The study looked at both the commercial sector and the Indian military forces to see how satisfied people were with their jobs. The goal of this study was to find out how each sector felt about their work, what aspects they were happy with, and what aspects they weren't. This survey included 80 participants, of which 40 provided responses from the business sector and 40 from the military. The Job Satisfaction Scale by B.L. Dubey was used to gather data online through a Google form, and the student's t-test was calculated to assess the data. Regardless of the number of years of service, the study's findings showed that there is no discernible difference in the degree of job satisfaction between personnel in the private and military sectors. However, personnel in the military sector had a higher mean score for job satisfaction than those in the private sector.

Keywords: Job satisfaction, Public sector, Private Sector, Employee.

Introduction

With modernization, individuals are becoming more committed to their performance in their workplace. According to a survey by the International Labour Organization, employees of India have an average workweek of 48 hours. After spending more than one-third of the day in a particular organization it is crucial to have work-life balance. One of the hotly disputed subjects in organizational psychology, HRM, literature, and research is job satisfaction. Many academics concur that there are various elements and aspects that affect workers' job

happiness, but they are unable to precisely explain how each factor affects workers in various contexts and working conditions. Employees are regarded as one of an organization's most crucial elements that power the organization (Muhammad Ali & Ahmed Wajidi, 2013). The efficiency and productivity of employees depend on many dynamic factors under different circumstances like personal factors, company factors, or organizational policies. Job satisfaction is the most important factor which impacts productivity and performance.

Job satisfaction, also known as employee satisfaction or work satisfaction is a positive emotional response an individual experiences when doing their job or when they are present at work which varies from employee to employee (Peters et al., 2010). Job satisfaction is how a person feels about their place of employment (Robbins 2003). Locke's Theory (1976) states that job satisfaction may be a result of pleasant responsibility experiences, accomplishment, appraisal, and achievement. According to Begley and Czajka (1993), job satisfaction reflects the degree of emotional and psychological health.

(Sharma et al., 2014) have noted in their study that the level of positive feelings people have about their jobs is a measure of job satisfaction. Using both internal and external job satisfaction criteria, (Rose 2001) presented a two-dimensional notion of job satisfaction. Employees in an organization need to feel both extrinsic and intrinsic fulfillment from their work.

Intrinsic sources of fulfilment include stimulation, relationships with coworkers and managers, and the opportunity to put one's skills to use (Wickramasinghe, 2009).

Positivity about one's work is associated with job satisfaction, even though the meaning of negativity has evolved over time (Aklilu et al., 2020). The way a person views their job ultimately determines how satisfied they are with it. Although most businesses strive for employee pleasure, not all succeed (Oyebamiji et al., 2013). An employee's life cycle and incentive to stay devoted to and employed by a company are highly influenced by their level of job satisfaction. Productivity, esteem, engagement, motivation, and other elements have all been linked to job satisfaction (Chaudhary & Bhaskar, 2016). It is essential because a person's attitudes and ideas may affect their behavior. Additionally, a person's general well-being may suffer if they are not content with their profession (Chen et al., 2017). Keeping employees content benefits a business in a variety of other ways. It's crucial to consider both the short- and long-term effects of employee happiness. People must form a favorable opinion of the company early on in their employment; otherwise, it probably wouldn't take long for people seeking elsewhere (Chaudhary & Bhaskar, 2016). Long-term harm is greater when a person is unsatisfied yet continues to work for a corporation for unrelated reasons.

The goal of the current study was to examine workers from two different organizational structures in India. This study will assist in determining the degree of

employee satisfaction in both private and military enterprises in India. Positive attitudes toward one's work are associated with job satisfaction, yet the definition of a bad attitude has evolved over time. Although most businesses strive for employee pleasure, not all succeed. Additionally, a person's general well-being may suffer if they are not content with their profession. With this concern in mind the present study is conducted.

Methodology

Study design, population, and sampling

A quantitative approach was adopted for this study. The research design was a correlation field study. A questionnaire method is used for the collection of data. Using a random sample method, participants were chosen for this study from all regions of India by publishing a Google form on websites like Instagram, WhatsApp, and others. Additionally, it was done offline with the subjects' permission. The ideal number of participants for the study was 80, with ages ranging from 25 to 50 years.

The sample was also divided in according to service of years. Both male and female volunteers were welcomed to obtain a more balanced viewpoint and improve the investigation's overall value. Job satisfaction scale developed by B.L. Dubey is used to gauge job satisfaction. It consist of 25 items and is a 5-point Likert scale with a possible range of 0 to 100 points, with high scores denoting high job satisfaction. It is based on a strong acknowledgment of strong disputes. One-month interval testing revealed that the test results were reliable $0.64(p < .01)$. The prediction formula was 0.72.

Before distributing the questionnaire to the participants, the nature and goals of the study were described to them. There was no time limit, and it was emphasised that students should pick the answer they believed to be true the most strongly. The participants' informed consent was acquired, and confidentiality was guaranteed. Following the acquisition of their consent, participants were chosen for the study. They received the "Job Satisfaction Scale" questionnaire. The questionnaire was also sent through a Google Docs form. The test's administration and how the participants were to reply to the items provided were both clearly explained to the participants.

Statistical Analysis

Analyses of descriptive statistics were conducted on the data. The association between internet addiction and depression was examined using Pearson's correlation coefficient and a conventional linear regression.

Results

Eighty questionnaires in total were examined. Mean, standard deviation and standard error are depicted in Table 1. Table 2 shows the analysis of student's t-test between private and military sector employees.

Table 1: Descriptive statistics of Job satisfaction among private sector and military sector employees (n=80)

Variables	N	M	SD	SE
Private Sec.	40	70.75	16.32	2.58
Military Sec.	40	74.65	15.47	2.45

Table 1 depicts descriptive statistics of job satisfaction among private sector and military sector employees. It was observed that the mean score of private sector employee was 70.75 and mean scores of military sector employees was 74.65.

Table 2: Significant difference of job satisfaction between the private & military sector

Grade level	N	Mean	SD	t-cal	t-crit	df	p	Decision
Private	40	70.75	16.32	1.09	1.99	78	0.28	Reject
Military	40	74.65	15.47					

Table 2 denotes the t-cal value of 1.09, which is less than the t-critical, suggesting non-significant difference of job satisfaction between the private & military sector.

Table 3:

Significant difference of Job Satisfaction between the service years- '0-10yrs.' & '10& above'

Grade level	N	Mean	SD	t-cal	t-crit	Df	p	Decision
Private	40	71.12	16.32	1.46	2.008	78	0.96	Reject
Military	40	71.35	15.47					

Table 3 denotes the t-cal value of 1.46, which is less than the t-critical, suggesting non-significant difference of Job Satisfaction between the service years- '0-10yrs.' & '10& above'.

Discussion

The study's first hypothesis is that there is no discernible difference between employees in the private and military sectors in terms of job satisfaction. We determined the mean, SD, and t value to compare job satisfaction in the private and military sectors to evaluate the aforementioned hypothesis. Private and military had t values that were lower than the crucial value, at 1.0967. It shows that there is no substantial difference between the private and military sectors in terms of work satisfaction.

The study's second hypothesis is that there is no observable difference in job satisfaction between those with 10 and more years of experience. We compute the mean, SD, and t value to compare job satisfaction between those with 10 and more than 10 years of employment in order to evaluate the aforementioned hypothesis. Private and military employees had a t value of 1.46, which was below the critical value. It shows that there is no discernible difference in job satisfaction levels according to years of experience.

The present study involves the variables military sector and private sector. The aim was to find a link between two variables. It can be said that nowadays both the sectors are having same advantages (Kozarevic et al., 2014). Earlier, the military sector employees used to benefit more compared to the private sector. But it has been seen that nowadays private people are also giving a lot of benefits to their employees. It has been seen that earlier VRS (voluntary retirement service) benefits were given only to the army personnel (Rus & Sandu, 2013). Nowadays it has also been implemented in the private sector. If an employee has more than 40 years of age or has completed ten years of service, it applies to them. But if we look

carefully, still the military people are a little more satisfied with their jobs because somewhere they have job security which is not present in the private sector. If we look from another perspective, we do not get as much respect and recognition in the private sector as we get in the military.

Limitation of Study

Only 80 participants made up the limited sample size for this article. As a result, it was a little challenging to draw meaningful conclusions from the data. Better results would have been obtained if a larger sample had been gathered. The current findings are derived from a sample that is quite small and is made up of professionals in the technical, clinical, educational, and other domains.

Conclusion

The conclusion can be drawn from the research that job satisfaction is a subjective phenomenon irrespective of the private and military sector and years of service served. Therefore, more studies may be done in this area by using a range of instances and speaking with individuals from various professions to determine the relative benefits and drawbacks of working in the military versus the private sector. Future research should focus on expanding upon and diversifying the sample sizes used in the current study to replicate the results and reap the benefits of using multiple-item measures to assess job performance. In future we can further conduct the study using various other variables such as – government sector, non-profit organization (NGOs), business etc., and in other contexts like job satisfaction in India's several states, job satisfaction among the various genders, and job satisfaction among the three classes—lower, middle, and upper.

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