



Job Satisfaction, Mental Health in Bank Employees and Higher Secondary School Teachers among Idar City

Abstract

Present aims to examine the impact of job satisfaction and mental health in bank employees and higher secondary school teachers among idar city. Total sample of 200 bank employees and school teachers from various bank sectors and school from idar areas. Psychological test was Job satisfaction inventory Dr.Amarsinh and Dr.T.R. Sharma's scale and Mental Health Check List by Pramodkumar was used to measure mental health. Results statically analysis was mean and "f" to apply it is clearly said that significant difference is not existed between Male and Female teachers on Job Satisfaction. Male and female no differ because the gender is not the vital factor of job satisfaction. Shows the mean scores of Higher Secondary School Teachers is 9.51 and mean score of Bank employees on mental Health is 8.49. It is clearly said that significant difference is not existed between higher secondary school teachers and bank employees on mental Health.

Key Words –Job satisfaction Scale and mental health

Introduction

Job satisfaction refers to the naturally and unnaturally feelings and attitudes we hold about our job. It depends on many work related factors, ranging from our assigned parking space to the sense of repletion we get from our daily tasks. Personal factors can also influence job satisfaction. These factors include age, health, length of job experience, emotional stability, social status, leisure activities, and family and other social relationships. Our motivations and aspirations, and how well these are satisfied by our work, also affect our attitudes towards our jobs.

In other words, these feelings may be influenced more by our genetic endowment than by features of the work environment. Nevertheless, it is clear that some people are generally more satisfied with life and, thus, with their work, person who have positive attitudes towards their work are likely to have positive feelings about their personal and family life.

The approach used most often to measure employee attitudes is the anonymous questionnaire, typically distributed to employees through the company's email network. Because participation is voluntary, not all workers will complete a questionnaire. Two popular attitude surveys are the Job Descriptive Index and the Minnesota Satisfaction Questionnaire. The contains scales to measure five job factors: pay, promotion, supervision, the nature of the work, and the characteristics of one's co-workers. It can be completed in 15 minutes and has been published and dissatisfaction, ranging from very satisfied to very dissatisfied. It covers 20 job facets including advancement, independence, recognition, social status, and working conditions.

Importance of Job Satisfaction

The study of job satisfaction enriches management with a range of information pertaining to job, which facilitated it in decision making and correcting the path of organizational policies and behaviour. It indicates the general level of satisfaction in the organization about its programmers, policies etc. Secondly, it is a diagnostic instrument for knowing employees "problems, effecting changes and correcting with least resistance.

In fact no organization can successfully achieve its goal and mission unless and until those who constitute the organization are satisfied in their jobs. Dissatisfaction leads to frustration and frustration leads to aggression. It is believed that employees dissatisfied with their job may be militant in their attitude towards the management. Dissatisfaction is infectious and quickly spreads to other employees and is likely to affect the morale and working of other employees and image of organization.

Mental health like physical health is also a condition. Condition can be recognized by its characteristics features. Roughly speaking a mentally healthy individual would exhibit the following symptoms.

Adjustability:

It has been painted out earlier also that one special characteristics of a mentally healthy individual is that he adjusts to a new situation with least delay and disturbance. He makes the fullest possible use of existing opportunities and adjusts to every new situation that presents itself.

Self-Evaluation:

A mentally healthy individual evaluating himself properly is aware of his limitation. He easily accepts his faults and makes efforts to get rid himself of them. He introspects so that they may analyze his problems, prejudices, difficulties etc and reduces them to a minimum. Maturity: Intellectual and emotional maturity is another peculiar sign of mentally healthy individual. The mature mind is constantly engaged in increasing his fund of knowledge, behaves responsibly, expresses his thoughts and feelings with clarity and is prepared to sympathize with others feeling and viewpoints . The healthy individual behaves like a balanced, cultured and sensible adult in all matters.

Absence of Extremism:

Aristotle believed that the ideal man lacks excess in any and every direction and the main that excess of anything is bad is a golden rule as far as mental health is concerned.

Regular Life:

Habits are an important element in maintaining mental health forming proper habits in matters of food, clothing and the normal routine of daily life leads to their becoming systematic. Which in the long run, economizes upon energy and time healthy persons performs most of the common function of life with quick assurance and show of neutrality without any bother and fuss.

Satisfactory Social Adjustment:

A healthy individual maintains good adjustment with social situations, and is engaged in some or the other project intended to benefit society. And this is because in modern society the proper development of everyone's personality can take placing only if there is mutual cooperation.

Peoples' life style and standard of living have changed due to developments in science and technology. Due to spread of education which has parallel development, women are now working in various fields. Notions about personal role have also changed. Life in the present age has become person-centered and economy centered. Nature and extent of occupational and family related needs have changed. As a result, problems of work satisfaction and family adjustment arise. That affects the mental health of the person. Due to current increase in female education, women's social economic and occupational self-reliance has increased.

Review related literature

Sergeant, T. and Hanno, E. (2005) in their study on “keeping Teachers Happy job Satisfaction among Primary School Teachers in Rural North-west China” comparative study highlight an in depth research on teacher job satisfaction in rural north west China, in terms of community factors, school environment factors, and teacher characteristics. Their findings were mostly in alignment with previous studies, but contrary to their assumptions, however, teachers with greater workloads, felt more satisfied. Fur there more economic development was negatively connected with teacher’s satisfaction.

Jha,S.S. (1988) in his study on “Jobs Stress and Employee Strain in India Executives” explains the pattern of stress and strain in three work groups namely production, personnel and data processing divisions in an organization. Results indicated that job future ambiguity had negative effect on job satisfaction in all the three groups. The patter of stress in the three groups was different among different levels of management. Among different levels of managers, the diddle level managers had more role ambiguity than others did.

Anitha Devi (2006-7) in her study on occupational stress: A comparative Study of Worker in different Occupations” describes identifying the degree of life stress and role stress (LS &RS) experienced by professional women. It also studies the effect of life stress and role stress on various demographic variables like age, experience and income. For the purpose of study,180 women professionals (six different occupations) were chose.

Panda Nityanand Pradhan and Senapaty (1996) Studied Job Satisfaction and Mental Health of secondary school teachers working in Government and Private Schools. The results revealed that Mental Health had significant effect on secondary school teachers job satisfaction ($F=.0003$; $P>0.05$).The study implies that job satisfaction, which is one of the essential characteristics of an effective teacher, can be enhanced if teachers are mentally healthy.

Problem of the Study:

The main aim of the present research is to study and compare various components of job satisfaction and mental health of school teachers and Bank employee among idar taluka with regards to gender and experience of teaching with work experience.

Objective:

The objectives of the present research are as under:

1. To study and identify and compare job satisfaction on higher secondary school teachers and bank employs officers.
2. To study and compare mental health of higher secondary school teachers and bank employs officers.

3. To study and compare job satisfaction of male and female teachers and bank employs officers.
4. To study and compare mental health of male and female teachers and bank employs officers.

Variables:

Independent Variables

Teachers (Male and Female)

Bank employs (Male and Female)

Depended variables

1. Job satisfaction was measured with Dr.Amarsinh and Dr. T. R. Sharma's scale. It has 30 statement regarding job satisfaction.
2. Mental Health Check List constructed by Pramodkumar was used to measure mental health.

Sample:

The sample was higher secondary school teachers and bank employs idar area.Total sample was higher secondary school teachers 100 and bank employs 100 male and 50 researcher sample.

Scoring methods

The instruments for collecting information and data were collected from them. On the bases of the manual of each tool the scoring was completed. Statistical analysis keeping in view the purpose and hypotheses in order to measure whether the main and interactive effects of the teachers' designation, gender and years of experience occur on their job satisfaction and health.

Table 1 Job satisfaction

Variables	Group	N	Mean	'f'	Significant
School Teachers	Male	50	76.39	8.24	0.01
	Female	50	79.93	3.95	0.01
Bank Employees	Male	50	81.64	9.12	0.01
	Female	50	78.10	8.16	0.01

Table 2 Mental Health Scale table

Variables	Group	N	Mean	'f'	Significant
School Teachers	Male	50	9.51	8.08	0.01
	Female	50	8.88	7.09	0.01
Bank Employees	Male	50	8.49	7.08	0.01
	Female	50	9.03	8.08	0.01

Result and conclusion

Shows the results of Mean and F on Job Satisfaction of teachers and Bank employees of various groups show that f ratio for Job Satisfaction is 8.24. This is significant at .01 levels. It means Higher Secondary school teachers differ significantly as compared to bank employees on Job Satisfaction. Shows the mean scores of Higher Secondary School Teachers is 76.39 and mean score of Bank employees on Job Satisfaction is 81.64. It is clearly said that significant difference is not existed between higher secondary school teachers and bank employees on Job Satisfaction. On job satisfaction, higher secondary teachers differ from bank employees because higher secondary teachers have more job satisfaction than bank employees. It can be seen in Figure 4.92.F ratio for Job Satisfaction of Gender of teacher is 1.01. Which is not significant. It means male teachers do not differ significantly as compared to female teachers on Job Satisfaction. Shows the mean scores of Male teachers are 79.93 and mean score of Female teachers on Job Satisfaction is 78.10. It is clearly said that significant difference is not existed between Male and Female teachers on Job Satisfaction. On job satisfaction males and females do not differ because the gender is not the vital factor of job satisfaction.

Tables shows the results of Mean and F on mental Health of teachers and Bank employees of various groups shows that f ratio for mental Health is 8.08 Which is significant at .01 level. It means Higher Secondary school teachers differ significantly as compared to bank employees on mental Health. Shows the mean scores of Higher Secondary School Teachers is 9.51 and mean score of Bank employees on mental Health is 8.49. It is clearly said that significant difference is not existed between higher secondary school teachers and bank employees on mental Health. On mental Health, higher secondary teachers differ from bank employees because higher secondary teachers have more mental Health than bank employees. It can be seen in Figure 4.92.F ratio for mental Health of Gender of teacher (is 1.01. This is not significant. It means male teachers do not differ significantly as compared to female teachers on mental Health. Table shows the mean scores of Male teachers is 79.93 and mean score of Female teachers on mental Health is 8.8. It is clearly said that significant difference is not existed between Male and Female teachers on mental Health. On mental Health males and females do not differ because the gender is not the vital factor of mental Health.

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