

Job Insecurity and Satisfaction Among the Regular and Contractual Employees of Government Degree College, B.R.A.Bihar University, Muzaffarpur

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Abstract - The purpose of the present study was to examine the relation between insecurity and job satisfaction among the regular and contractual employees of Government Degree College, B.R.A.B.U., Muzaffarpur. One hundred regular and one hundred contractual employees of Government Degree College, B.R.A.B.U., Muzaffarpur were selected. Job satisfaction scale and security-Insecurity Inventory was administered to see the extent of relationship between two variables. The findings show a negative correlation between insecurity and job satisfaction. Further, the contractual employees of Government Degree College, B.R.A.B.U. Muzaffarpur display more insecurity than those who are 'regular'.

Keywords Job:- Insecurity, satisfaction regular employees contractual employees.

I. INTRODUCTION

One of the most widely discussed aspect of organizational life has been the work attitude; we continuously hear references as to how satisfied or dissatisfied employees are on the job. Job satisfaction and job attitude are used synonymously, Meaning there by that satisfaction of their attitude towards their job.

In the age of modernization science and modern technology have played a significant role. For taking the challenges of employment. In government sector, there are two types of services developed. One is regular appointment and other is contractual. In B.R.A. Bihar University, Muzaffarpur also customs of contractual appointment has increase fastly in department of Colleges, B.R.A. Bihar University, Muzaffarpur ETC. So the problems of job satisfaction and insecurity are growing along with increase in population among the employees working in different Colleges, B.R.A. Bihar University, Muzaffarpur. Job satisfaction is the extent to which staff is content with his or her

position in an office the nature of appointment, compensation, salary work load. Pension and general treatment relative to other in the department. Insecurity is a feeling of lack of self-confidence and inability to cope along with a general feeling of uncertainty and anxiety about one's ability and goals (Basvanna, 2000). However the importance of job satisfaction has recognized from many years back but the systematic and empirical studies have been started very recently by the modern researcher. The research literature is full of empirical evidences which establish the importance of job satisfaction is one's mental and physical well being (Sale and House. 1971)

A Study on Job – Satisfaction :-

The term job satisfaction has been introduced by Lippitt (1935). According to him job satisfaction is combination of psychological. Physiological and environmental circumstances that prompt a person to say that how he is satisfied in life with his job security-insecurity as a factor to job satisfaction has been studied by social scientist in general and psychologist in particular. Several studies have been made in this regard and reported that security positively reinforces to job satisfaction. Insecurity feeling in job doubt Lesley brings a definite feeling of dissatisfaction among the employees. A feeling of insecurity structure of the workers (Prasad, Mishra and Sinha, 1998). In any early definition of job satisfaction Bullock (1952) conceived it as "an attitude which results from a balancing and summation of many likes and dislikes experienced in connection with the job. These evaluations may rest largely upon one's own success and failure in the achievement of personal objectives and upon the perceived contribution of the job and speak (1964) view job satisfaction as a "balancing one thing against another"

Objectives of the Study:-

1. Objective 1:- To study the job satisfaction of the Government Degree College Regular employees.
2. Objective 2 :-To Compare the job satisfaction of the study Government Degree Colleges contractual employees.

II. HYPOTHESIS

It was hypothesized that the regular employees of Government Degree College will manifest greater job satisfaction and security than the contractual employees of Government Degree College.

III. METHODOLOGY

Sample Selection– The sample consisted of 100 Regular Degree Colleges employees of B.R.A. Bihar University, Muzaffarpur and 100 contractual employees of government Degree College from B.R.A. Bihar University, Muzaffarpur of Bihar.

Procedure :-

Each regular and contractual employees of govt. Degree College, B.R.A. Bihar University, Muzaffarpur was contacted personally and was administered the job satisfaction scale and security insecurity inventory. The employees were from different Degree College B.R.A. Bihar University, Bihar area. These fore the investigator contacted them and collected data.

Tools used :- The study has conducted by using job satisfaction scale :-

1. Security Insecurity Inventory developed by Maslow (1952)
2. Job satisfaction scale developed by Jha (1990) Hindi adaptation.

Table 2 :- Mean insecurity score have been obtained by regular Government Degree College employees and contractual Government Degree College employees.

Group	N	Mean	SD	t-value	p-value
Regular Degree College Employee	100	22.22	7.84	14.39	<0.01
Contractual Degree College employee	100	45.61	8.17		

It May be noted from table – 2 that the lowest security insecurity scores.

Statistical Techniques :-

Indicate the correlation between insecurity and job satisfaction scores of the government Degree College employees appointed on the basis of regular and contract.

IV. RESULT AND DISCUSSION

To verify the present hypothesis. Person 'r' was performed to see the correlation between regular and contractual employees with regard to insecurity and job satisfaction.

Table 1. :- The present study was conducted to assess to study the Impact of job satisfaction scores of the Government degree college employees appointed on the basis of regular & contractual.

Group	N	r-value	p-value
Regular Degree College Employees	100	-0.263	.01
Contractual Degree College Employees	100	-0.259	.01

It may be noted from table 1:- that both the group have obtained negative correlation between insecurity and job satisfaction scores. The regular degree college employees group obtained – 0.263 Correlation whereas the contractual degree college employees group obtained – 0.259 correlation. Both values of correlation are significant on 01 level of confidence. Therefore, it is clear that there is a significant difference between insecurity and job satisfaction score among the regular degree college employees and contractual govt degree college employees. Hence, the results confirm our hypothesis.

(M = 22.22 ± 7.84) have been obtained by the regular Degree College employees and highest

security insecurity scores ($M = 45.61 \pm 8.17$) have been obtained by the contractual Degree College employees. The t-value of group difference indicate significant difference between regular degree college employees and contractual Degree College Employee ($t=14.39$, $p < 0.01$). Therefore, there is a significant difference between regular Degree College employees. So, the result confirm our hypothesis.

V. CONCLUSION

It may be concluded that insecurity and job satisfaction. Positively reinforces the regular and contractual Govt. Degree College employees. Prasad Mishra & Sinha (1998) have reported that insecurity definitely develops the feeling of dissatisfaction among the employees which becomes generalized throughout the personality structure. “ Herzberg” et.al (1957) have also found the feeling of security to be the most important variable of job satisfaction so. It is clear that contractual employees are working with fear. They are seeking seeking security and job satisfaction under new trend of appointment.

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