



A study of job satisfaction and life satisfaction among government sector employees

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Abstract

Job satisfaction is the positive emotional response to the job situation resulting from attaining what the employee wants from the job. Job satisfaction is a specific subset of attitudes held by organization members. Job satisfaction can act as a double edged sword as it reduces absenteeism and labor turnover. It enhances the overall satisfaction with life. Life satisfaction is also defined as an overall assessment of feelings and attitudes about one's life at a particular point in time ranging from negative to positive. The current investigation was designed to study the interrelationship between job satisfaction and life satisfaction among Government Sector employees working at a managerial level. The sample for the current investigation consisted of 50 Government sector employees working at a managerial level (where 25 were males and 25 were females) in the age group of 35-45 years of tricity of Panchkula, Mohali and Chandigarh. For this purpose, the Job Satisfaction Scale (Singh and Sharma, 1999) and Satisfaction with Life Scale developed by Diener *et al.* (1985) were administered to the sample. Inter correlational analysis was used for statistical analysis. Results were discussed in terms of its implications.

Aim: To study the interrelationship of job satisfaction and life satisfaction among Government sector employees working at a managerial level.

Keywords: government employees, job satisfaction, life satisfaction

Introduction

Employees who work at a managerial level act as agents of change. They need to guide employees who are under them and supervise their work. They make sure that the organization's productivity is enhanced. Job satisfaction plays a very crucial role which in turn, leads to better life satisfaction.

Job Satisfaction

Job satisfaction is characterized as the positive passionate response to the occupation circumstance coming about because of accomplishing what the representative needs from the employment. Job satisfaction is a multifaceted variable and is influenced by situational factors of the job as well as the dispositional characteristics of the person. Job satisfaction is a pleasurable emotional state of the appraisal of one's job; an effective reaction and an attitude towards one's job. No doubt job satisfaction is an attitude but one should clearly differentiate the objects of cognitive evaluation which are emotion, beliefs and behaviors (Weiss, 2002) [14]. According to Cote and Morgan (2002) [2], job satisfaction is an attitude which results from a balance and summation of many specific likes and dislikes experienced in connection with job. Job satisfaction is a perplexing variable and is affected by situational variables of the occupation and in addition the dispositional qualities of the singular (Sharma & Ghosh, 2006) [11].

Life Satisfaction

Life satisfaction is referred to an individual's overall cognitive

appraisal of the quality of his/her life (Diener, 1984) [3]. According to Gilman and Huebner (2003) [8], Life satisfaction is an important construct in positive psychology. The measures of Life Satisfaction are sensitive to the entire spectrum of functioning, and thus, provide indicators of both well-being and psychopathology. Satisfaction with life, a cognitive, global evaluation of one's life satisfaction, constitutes one of the three core dimensions of hedonic well being and is well-established as a pivotal index of psychological health (Pavot & Diener, 2008).

Hypothesis

1. It is expected that there will be a positive relationship between job satisfaction and life satisfaction among Government Sector employees.

Methodology

Sample: A sample of 50 Government employees (25 males and 25 females) was chosen. The age range of the subjects was 35-45 years working in Government organizations at a managerial level.

Test and Tools

For this purpose, the tests administered to the sample were Job Satisfaction Scale (Singh and Sharma, 1999) published by the National Psychological Corporation and Satisfaction with Life Scale (Diener *et al.*, 1985) [4].

Statistical Analysis

Keeping in mind the purpose of the current investigation

which was to study the interrelationship between job satisfaction and life satisfaction; inter correlation analysis was used. Combined data of male employees and female employees were taken, gender differences were not taken into consideration for this investigation.

Results

Table 1: shows the correlation coefficient between job satisfaction and life satisfaction in Government employees

Correlation coefficient between Job Satisfaction and Life Satisfaction	0.48**
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Discussion

The objective of this study was to study the interrelationship between job satisfaction and life satisfaction in Government sector employees at a managerial level.

Hypothesis 1 stated that there will be a positive relationship between job satisfaction and life satisfaction. The results showed a positive association between job satisfaction and life satisfaction as the correlation coefficient comes out to be 0.48 which was significant at 0.01 level. Thus, Hypothesis 1 is accepted. Various previous studies have supported the findings of the present study. Tait, Padgett and Baldwin (1989) ^[13] conducted a meta-analysis of 34 studies that demonstrated the average corrected correlation between job satisfaction and life satisfaction to be .44. Job satisfaction is correlated with life satisfaction (Rain, 1991) ^[9]. This correlation is reciprocal, meaning people who are satisfied with life tend to be satisfied with their job and people who are satisfied with their job tend to be satisfied with life. The relationship between job and life satisfaction has received considerable attention in the organizational literature (Judge *et al.*, 2001) ^[6].

The relationship between job and life satisfaction is likely not only to be a one-way direction, but also reciprocal. Thus, a bi-directional link may be expected (Heller *et al.*, 2002) ^[5].

Rode (2004) ^[10] replicated the findings of Heller *et al.* (2002) ^[5]. Using a nationally representative US sample, they tested a comprehensive model examining the relationship between job satisfaction, life satisfaction and core self-evaluations and found a positive relationship between job satisfaction and life satisfaction over time.

Bowling *et al.* (2010) ^[1] explored the relationship between different facets of job satisfaction and life satisfaction. They found that job satisfaction was related to both positive affect and the absence of negative affect.

Conclusion

Job satisfaction can be an important indicator of how workers feel about their jobs and a predictor of work behaviors such as organizational citizenship, absenteeism, and turnover. Employee's job satisfaction plays a major role in determining their satisfaction with life and their subjective well-being and increasing their quality of life. Thus, proper strategies should be made on the part of the organization's administration to help employees achieve job satisfaction.

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