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CONTENTS OF ENGLISH PART - II


S.No.	Title & Author	Page No.
10	Advancement in Marketing through Artificial Intelligence Dr. Nigaar Sameer Patel	47-52
11	A Study of Socio-Economic Condition of Handloom Weavers in India Ankosh Siddharth Gawai	53-58
12	"Impact of Beach Tourism in Rural Development: A Case Study of Kashid Village in Raigad District" (Maharashtra) Dr. Amol M. Bibe	59-66
13	Green Marketing: A Good Revolution in Marketing Mr. A. R. Herwade	67-71
14	Impact of Geographical Factors on Place Names of Navapur Taluka, Dist Nandurbar Dr. M. M. Saindane	72-75
15	Impact of Social Media on Adult Literacy Dr. Shaikh Shakeel Abdul Majeed	76-79
16	To Study the Challenges to Females Industrialists Regarding Available Industrialists Development Schemes in Nagpur District Prof. Kalpana K. Patel	80-84
17	Impact of COVID-19 Pandemic on Indian Economy: A Review Dr. S. G. Gavade	85-90
18	The Current Statues of Banking Sector in the Raigad Districts in Maharashtra Dr. Jagannath Kisan Khemnar	91-96
19	Increasing Attrition Rate in Indian IT and ITES Sector and its Legal Implications Md. Saad Siddiqui Dr. Sateeshchandra Joshi	97-101
20	Job Categories, Mental Health and Job Satisfaction Dr. P. B. Ingle	102-105

20. Job Categories, Mental Health and Job Satisfaction

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Abstract

Job has its own nature and its separate specific skills. And it is also a major source for earning wealth and health, for individuals and human resources development. We have some expectation from job like it should be given security of life, respect in society to us. If it fulfill our own needful criteria then it becomes suitable for the person otherwise not. Job also has expectation from the people that are skill oriented and interested person otherwise it becomes hectic for person. Several scientific studies on job and person relationship describe it as suitable job for suitable person. Present study focus on the job categories and its impact on mental health and job satisfaction score. Psychological standardized measure: Dr. Amar Singh and Dr. T. R. Sharma Job satisfaction scale and Employee's Mental Health Inventory by Jagdish were administered. Data collected from 20 subjects from two job categories teacher, clerk having 5 to 10 years' experience of job, at single job without any transfer were selected. - Collected data analyzed through descriptive statistical technique S. D. Mean and ANOV A. Result.

Keywords: Job Satisfaction, .Mental Health, Job Categories.

Introduction

Jon satisfaction is an aspect of functioning in any profession which is widely accepted. Hoppock (1935) bring this term into currency. He reviewed a little over 30 contemporary studies and concluded that though there was much opinion about job satisfaction yet there was not much factual work done in the field. The summum bonum of the opinion is that job satisfaction is favourableness with which workers view their job. It reflex when there is a fit between job requirements and wants and expectations of the employees. In other words, it expresses the extent of match between worker's expectation (also aspirations) and the rewards the job provides and values it creates and values it creates and gets cherished.

Recent years have witnessed a lot of conceptualization with regard to factors involving job satisfaction. The number of theories independent and interrelated, which explain, at least tend

doing so the different facets of Job satisfaction, which view this phenomena from different angles and endeavor to explore it in all its dimensions.

Performance Theory of Donald et al. 1970 explain employee's satisfaction connection with job performance; satisfaction leads to performance and performance to satisfaction and performance - satisfaction relationship is moderated by many variables link with man and his job. Brayfield and Grockett (1955) have reviewed 50 studies and provided a capsone to the satisfaction - performance relationship.

Schaffer (1953) has argued that job satisfaction will vary directly with the extent to which the need to an individual which can be satisfied, are actually satisfied.

Maslow (1954) proposes that people are continuously in motivational state, as one desire becomes satisfied another rises to take its place. He postulates, a hierarchy of human needs- physiological needs, safety needs, social needs, esteem status, self-actualization etc.

Mental Health

Health is defined as indispensable quality in human beings. It is said that no wealth without health. Sound health makes sound mind, adds to happiness of a person, and leads to a meaningful and active life.

"The preamble of the World Health Organization's charter defined health as a state of complete physical, mental and social well-being, not merely the absence of disease or infirmity" (Monopolis et. Al., 1977).

Bhatia (1982) Considered mental health as the ability to balance feelings, desires, ambitions and ideals in one's daily living

Objective

1. To study the Mental Health of the different job categories
2. To study Job Satisfaction among Teachers, Clerks.
3. To study the relationship between job satisfaction and Mental Health of the job categories.

Hypothesis

1. The teachers mental health will have significantly differ than the clerk's mental health.
2. Job satisfaction score will be different to the different job categories.
3. There will be positive relationship between job satisfaction and mental health of the teachers and clerk.

Methods & Sample

Independent Variable : Job Categories

- A) Teaching
- B) Clerical

Sample

There are 60 subjects were selected randomly from the two job category which teaching field and clerical field and same size into two category in this way 30 subjects from teaching field and 30 subjects form clerical field. Job experience 5-10 years was selecting criteria.

Tools & Techniques

1. Job Satisfaction Scale by Dr. Amar Sing & Dr. T.R. Sharma was used to measure job satisfaction of the employee. The test-retest reliability is 0.97 with N+52 and a gap of 25 days. The scale compares favourably with Muthayya's Job satisfaction questionnaire giving a validity coefficient of 0.74.

Scoring: The positive statement carry a weightage of 4,3,2,1 and 0 and negative once a weightage of 0,1,2,3 and 4.

2. Employee's Mental Health Inventory (EMHI) constructed by Dr. Jagdish was applied to measure variable mental health. Test has the split-half reliability of the test was determined by computing the pearson's Product Moment coefficient of correlation .66 and index of reliability is .89 Inventory possesses content validity and Construct validity is determined by computing the coefficient of the correlation between the scores on EMHI and Mental Health Scale (Buck, 1972). The coefficient was found to be .74. It also validated by relationship with 'Personal Adjustment Scale' by Pestonjee (1973). The validity coefficient was found to be .57.

Techniques: Mean and S.D was calculated of each group and Student's t test is used to measure significant difference between means., product movement correlation was used to measure association between mental health and Job Satisfaction.

Result & Discussion

Table no.1 shows the statistics of mental Health of the Teachers and Clerk.

Variable	N	Mean	S.D.	T value	Sing.
Teachers	30	20.90	1.79	30.29	.05
Clerk	30	13.80	3.28		
Total	60	17.35	4.44		

Result was found that means of the Mental health of teachers 20.90, S.D. 1.79 and clerk 13.80, S.D. 3.28, $t(59) = 30.29$, $p < 0.05$ it means that the hypothesis teachers mental health is greater than the clerk mental health is found significantly true.

Table no.2 shows the statistics of Job Satisfaction of the Teachers and Clerk.

Variable	N	Mean	S.D.	T value	Sig.
Teachers	30	79.97	11.90	40.11	.05
Clerk	30	60.80	6.64		
Total	60	70.38	13.59		

Result was found that means of the job satisfaction of teachers 79.90, S.D. 11.90 and clerk 6.80, S.D. 6.64, $t(59) = 40.11$, $p < 0.05$ it means that the hypothesis teachers are high job satisfaction level than the clerk is found significantly true.

Table no.3 shows relationship between job satisfaction and mental health.

Variable	N	Job Satisfaction	Mental Health
Mental H	30	0.59	0.00
Job Satisfaction	30	0.00	0.59

Table no.3 shows the relationship between job satisfaction and mental health the person product movement correlation was sound .59 and positive direction. Hence it can be say that there is positive correlation, the hypothesis is accepted.

Conclusion

1. Teachers are better in mental health than the clerk.
2. Teacher have more satisfied in their job compare to clerk.
3. There is positive correlation between job satisfaction and mental health.

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