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“A STUDY OF JOB SATISFACTION OF COMPANY EMPLOYEES RELATION TO EMOTIONAL INTELLIGENCE AND LOCUS OF CONTROL”

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Abstract:

Why do people work? If this question is asked to anyone, probably we will get a simple answer that they work, because there is work to be done, because they like work or they need to earn a living etc. Human nature shows a nice adaption between properisity to work and the need to maintain a complex material to work and the need to maintain a complex material culture. In order to survieve man needs, cloths house etc. and to provides all these there has to be persistent striving for the achievement of goods and co-operation in groups i.e. forming a social group where individual may work to earn their live hood /live hood.

INTRODUCTION:

Work is one of the central activity of life and all of us live and work within the framework of some kind of organization work is a social activity as all work roles requires social interaction with other people. Behaviour at work is one of the most important and interesting forms of social behavior. Social psychologist studied such things as, behavior in working groups, relation between workers and supervisors etc. They have also studies the conditions which results in the greatest job satisfaction and lowest occupational stories, because the condtion under which an individual attents to accomplish something can greatly influence the efficiency and rapidly of his.

Job satisfaction is the result of various attitudes possessed by an employee. In a narrow sense, these attitudes are related to the job and are concerned with such specific factors as salary, service conditions, advancement opportunities, recognition of ability, fair evaluation of work, social relations on the job and other benefits.

In case of job satisfaction of teachers there are certain other factors also which are important such as intrinsic aspect and rapport with students etc. However, a more comprehensive approach requires that all those factors which influence a job be included so that complete understanding of job satisfaction is achieved. Such factors as employees health, age, desires, temperament and level of aspiration should also be considered. (Dr. Meera Dixit 1993).

Job satisfaction is, of course, basically an individual matter. It is the result of various attitudes possessed by the employee. Job satisfaction refers to one's feelings towards one's job. It can only be inferred but not seen and is often determined by how well outcomes meet to exceed expectations., Satisfaction in one's job means increased commitment in the fulfillment of formal requirements. Job satisfaction is defined as a pleasurable or positive emotional state resulting from the appraisal of one's job or job experience.

Job satisfaction is an important element in employer and employee relationship. Job satisfaction is a positive emotional state that occurs when a person's job seems to fulfill important job values, provided these values are compatible with one's needs.

The terms job satisfaction an job attitudes are typically used interchangeably. Both refers to

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effective orientation on the part of individuals towards their work roles which they are occupying. Positive attitudes towards the job are conceptually equivalent to job satisfaction and negative attitudes towards the job indicate job dissatisfaction. Blum and Naylor (1968) define job satisfaction as :-“The result of various attitudes the employee holds towards his job, towards related factors, and towards life in general.”

Job satisfaction, in simple words, is an individuals emotional reaction to the job itself. It is a person's attitude towards the job which it the result of various attitudes possessed by an employee, these attitudes may be towards various aspects of the job and related factors. The attitudes may be towards pay, supervision, administration policy, etc. Similarly, job satisfaction may be affected by individual characteristics as well as by group relation outside the job.

PROBLEM :-

“To job satisfaction of company employee's relation to Emotional intelligence and locus of control”

OBJECTIVES:-

Following are the main objectives of the present research study:-

1. To find out difference of job satisfaction between High and Low emotional intelligence orientated employees.
2. To compare the job satisfaction level of internal and external locus of control type employees.

HYPOTHESES:-

Following hypotheses are framed for the present study:-

1. The high emotional intelligence orientated employees will having more job satisfaction than low emotional intelligence orientated.
2. The level of job satisfaction would be more in external locus of control type employees than internal locus of control type employees.

METHODOLOGY:-

Sample:-

Present study 96 privet company employees was chosen from Aurangabad district by purposive sampling method. Here only male employees were and who in age group in between 30 to 40 old years. Pay scale, educational status, work experience and socio-economical status were matching.

OPERATIONAL DEFINITION OF VARIABLES:-

Emotional Intelligence:-

"The subset of social intelligence that involves the ability to monitor one's own and others' feelings and emotions, to discriminate among them and to use this information to guide one's thinking and actions”

Locus of control:-

“Individual with a high internal locus of control believe that event result primarily from their own behavior and actions. Those with a low internal locus of control believe that powerful others, fate or chance primarily determine events. Those with a high internal locus of control have better control of their behavior, tend to exhibit more political behaviors and are more likely to attempt to influence other people than those with a high external locus of control. Those with a high internal locus of control are more likely to assume that their efforts will be successful. They are more active in seeking information and knowledge concerning their situation. Ones locus(Latin for place or location) can either be internal(meaning the person believes that they control their life) or external(meaning they believe that their environment some higher power, or other control their decisions and their life).”

Tools for data collection:-

The following psychological tools used for data collection:-1. Internal Vs External control of reinforcement inventory by pandey 2. Job satisfaction Inventory by Bryfield and rothe 3.Emotional intelligence Scale by Hudey and upindhar dhor. These are test was highly reliable and valid.

Variable:-

Independent variable is emotional intelligence and locus of control second variable is job satisfaction which dependent were studying in this research.

Results:-

Data was analyzed on the basics of statistical tools i.e. descriptive statistics, 't' test for the search on differences in job satisfaction level.

Table No. 1 shows that “t” value of job satisfaction among high and low emotional intelligence orientated employees.

Group	N	Mean	SD	T	Significance
High EQ	48	47.37	10.52	1.55	NS
Low EQ	48	45.08	9.57		

Df=94

In the above table the mean value of high and low emotional intelligence orientated employees. The mean of high emotional intelligence orientated employees(High EQ) is 47.37, SD is 10.52 as well as the mean value of low emotional intelligence orientated employees(Low EQ) is 45.08 and SD is 9.57. Obtained t value is 1.55.which is not significant. On the basis of mean it is concluded that there is no significance difference between high and low emotional intelligence orientated employees(High EQ) in term of job satisfaction. Hence rejected first hypothesis, The high emotional intelligence orientated employees will having more job satisfaction than low emotional intelligence orientated.

Table no.2 shows that ‘t’ value of job satisfaction of internal and external type employees.

Group	N	Mean	SD	T	Significance
Internal LOC employees	48	45.73	9.78	0.47	NS
External LOC employees	48	46.73	10.30		

In the above table the mean value of Internal LOC and External LOC type employees. The mean of Internal LOC type employees is 45.73, SD is 9.78 as well as the mean value of External LOC type employees is 46.73 and SD is 10.30. Obtained t value is 0.47, which is not significant. On the basis of mean it is concluded that there is no significant difference between both employees in their job satisfaction. Hence rejected second hypothesis, the level of job satisfaction would be more in external locus of control type employees than internal locus of control type employees.

These results are inconsistent with finding of Baron and Markman has suggested that high emotional intelligence orientated employees having more job satisfaction and success. Malik and Sabarwal (1999) found that internal locus of control and positive relationship and external locus of control shown to negative relationship between job satisfaction. However in Marathwada context persons struggling to life survival they no job opportunities hence may be they are adjust to any job which are related to life survival also lack of job explore, economical support, unemployment type cause are concern the adaptation of the job. There is a relatively constant trend of evidence which indicates that, with occupational level held constant, there is negative relationship between educational level and job-satisfaction particularly his pay satisfaction. (Blum and Naylor, 1968). Porter (1962) established that higher level job satisfy the ego of the person because they get high status, and more pay. In society, people value some jobs higher than others hence they like such highly valued jobs in comparison to lower level jobs and they feel themselves more satisfied as soon as they get it, due to in present study did not showing any difference in job satisfaction of internal trait based variable.

CONCLUSION:-

On the basis of results, the hypotheses were tested and verified some of them were rejected, following conclusion were drawn:

1. There is no significant difference of job satisfaction in high emotional intelligence orientated employees and low emotional intelligence orientated employees.
2. There is no significant difference of job satisfaction in external locus of control type employees and internal locus of control type employees.

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