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A STUDY ON MENTAL HEALTH AND JOB SATISFACTION OF EMPLOYEES IN GOVERNMENT AND PRIVATE ORGANIZATION

Suwarnmala Namdevrao Jogdand

Research Scholar , Department of Psychology , Dr.BabasahebAmbedkarMarathwada University, Aurangabad

Abstract:-Aim of the study: To study the mental health among private and government sectors employees. To measure the job satisfaction among private and government sectors employees. Hypotheses: 1. there will be significant difference between private and government sectors employees dimension on mental health. 2. There will be significant difference between private and government sectors employees dimension on job satisfaction. Sample: For the propose of the present investigation, a sample consisting 80 individual subjects from government and private sector of Mumbai in Maharashtra which is the central part of the state and is popularly known as central Maharashtra. There are two groups (40 governments& 40 Privates) sectors. The sample of the study includes clerks, accountants, officers and supervisors belonging to both government and private sectors. Tools: 1. Job Satisfaction scale: Job satisfaction scale is developed by Amar Singh and T.R. Sharma 2. Mental health inventory is developed by Davies AR, Sherbourne CD, Preterson JR and Ware, J. E., and RAND Corporation (1998). Results: 1. there was no significant difference between private sector worker and government private sector worker some mental health dimension e.i. anxiety, depression, behavioural/emotional control, general positive affect and life satisfaction. 2. Government sector worker had significantly high emotional ties than the private sector worker. 3. Government sector worker had significantly high job satisfaction than the private sector worker.

Keywords: Mental Health , Private Organization , Job Satisfaction , health dimension .

INTRODUCTION:

Mental health describes a level of psychological Well-being, or an absence of a mental disorder From the perspective of 'positive psychology' or 'holism', mental health may include an individual's ability to enjoy life, and create a balance between life activities and efforts to achieve psychological resilience. Mental health can also be defined as an expression of emotions, and as signifying a successful adaptation to a range of demands.

Job satisfaction is a critical issue for every organization because satisfied employees are reportedly known for good performance and vice versa. Several factors come together to determine the job satisfaction including the basic factor (pay, work, supervision, promotion, co-workers and work environment), the demographic attributes of the employees and the broader social, organizational, and human contexts constituting the totality of work environment (Shah and Jalees, 2004; Sattar et al., 2009; Sattar et al, 2010). Change in context changes the role of all other determinants of jobsatisfaction in any type of the organization. Both government and private sector organizations of advanced and developing countries are susceptible to the contextual implications which substantially change the level of job satisfaction or otherwise (Sattar and Nawaz, 2011). Job satisfaction establishes the health of an organization because it will affect the quality of its service to the masses.

Job satisfaction is the degree of "favourableness or un-favourableness with which employees view their work (Werther and Davis, 1999:501)." It refers to a worker's general attitude towards his/her job, for example, a person with high level of satisfaction has a positive attitude towards his job, while one who is dissatisfied with the job can hold a negative attitude (Robbins and Coulter,2005:374).Some researchers argue that job satisfaction is the emotional state created by the balance between rewards and expectations of a worker from his/her job, for example, if employees feel that they are treated unfairly, receive less rewards, they are more likely to have a negative attitude toward their work, boss or coworkers (Luthans, 2005:212). Thus, job satisfaction is concerned with how well a worker's expectations at work are in tune with outcomes (Khan,

2006; Bashir and Ramay, 2008). More precisely, it is a pleasurable emotional state resulting from the appraisal, affective reaction and attitudes towards one's job.

AIM OF THE STUDY:

- 1) To study the mental health among private and government sectors employees.
- 2) To measure the job satisfaction among private and government sectors employees.

HYPOTHESES:

- 1) There will be significant difference between private and government sectors employees dimension on mental health.
- 2) There will be significant difference between private and government sectors employees dimension on job satisfaction.

Variables:

Independent Variable

- 1) Organisation Sector
- i) Private ii) Government

Dependent Variable

- i) Mental health ii) Job Satisfaction

METHOD:

A) Sample:

For the purpose of the present investigation, a sample consisting 80 individual subjects from government and private sector of Mumbai in Maharashtra which is the central part of the state and is popularly known as central Maharashtra. There are two groups (40 governments & 40 Privates) sectors. The sample of the study includes clerks, accountants, officers and supervisors belonging to both government and private sectors.

Tools:

1) Mental Health Inventory (MHI-38)

Mental health inventory is developed by Davies AR, Sherbourne CD, Preterson JR and Ware, J. E., and RAND Corporation (1998). The Inventory (MHI) is a 38-item measure designed to assess the multi-dimensional nature of psychological well-being, including: anxiety, depression, loss of behavioural/emotional control, general positive affect and emotional ties. This scale is reliability internal highly acceptable and test-retest acceptable. And validity is content acceptable and construct acceptable.

2) Job Satisfaction scale:

Job satisfaction scale is developed by Amar Singh and T.R. Sharma () has been used. It is comprehensive and omnibus in nature. It is brief, reliable and valid and can be administered to any type of workers. The scale consists only 30 items each item has five alternatives. The test test-retest reliability works out to be 0.978 and validity of 0.743 and coefficient of correlation was 0.812. Statistical Methods:

Descriptive Statistical used for (Mean, S.D. and t test.) out for analysis of the data.

RESULT AND DISCUSSION

Table- I- Showing the mean score and't' value of the government and private employees on mental health dimensions.

Dimension of Mental Health	Private (N=40)		Government (N=40)		t- ratio	df	p
	Mean	SD	Mean	SD			
Anxiety	21.68	5.73	21.53	6.68	0.10	78	NS
Depression	9.23	3.95	9.32	3.03	0.11	78	NS
Loss of Behavioural / Emotional Control	20.03	5.60	20.95	5.57	0.73	78	NS
General Positive Affect	35.75	5.36	38.28	5.72	2.04	78	NS
Emotional Ties	7.00	2.50	7.75	2.43	1.36	78	< .05
Life Satisfaction	3.78	1.25	4.10	1.34	1.10	78	NS

For Significant 0.05 = 1.68, 0.01 = 2.42

Mean of anxiety among private sector worker was 21.68 and government sector worker was 21.53, it means both group private sector worker and government sector worker were not significant difference dimension on anxiety. Null hypothesis was accepted means there is no significant difference between private sector worker and government sector worker with respect to anxiety.

Mean of depression among private sector worker was 9.23 and government sector worker was 9.32, it means both group private sector worker and government sector worker were not significant difference dimension on depression. Null hypothesis was accepted means there is no significant difference between private sector worker and government sector worker with respect to depression.

Mean of loss of behavioural/emotional control among private sector worker was 20.03 and government sector worker was 20.95, it means both group private sector worker and government sector worker were not significant difference dimension on loss of behavioural/emotional control. Null hypothesis was accepted means there is no significant difference between private sector worker and government sector worker with respect to loss of behavioural/emotional control.

Mean of general positive affect among private sector worker was 35.75 and government sector worker was 38.28, it means both group private sector worker and government sector worker were not significant difference dimension on general positive affect. Null hypothesis was accepted means there is no significant difference between private sector worker and government sector worker with respect to general positive affect.

Mean of emotional ties among private sector worker was 7.00 and government sector worker was 7.75, it means both group private sector worker and government sector worker were significant difference dimension on emotional ties. Null hypothesis was rejected means government sector worker had significantly high emotional ties than the private sector worker.

Mean of life satisfaction among private sector worker was 3.78 and government sector worker was 4.10, it means both group private sector worker and government sector worker were not significant difference dimension on general life satisfaction. Null hypothesis was accepted means there is no significant difference between private sector worker and government sector worker with respect to life satisfaction.

Table- II- Showing the mean score and't' value of the government and private employees on job satisfaction.

Dimension	Private (N=40)		Government (N=40)		t- ratio	df	p
	Mean	SD	Mean	SD			
Job Satisfaction	43.43	8.57	55.20	12.87	4.81	78	< .01

For Significant 0.05 = 1.68, 0.01 = 2.42

Table no II shows Mean of job satisfaction among private sector worker was 43.43 and government sector worker was 55.20, it means both group private sector worker and government sector worker were significant difference dimension on job satisfaction. Null hypothesis was rejected means government sector worker had significantly high job satisfaction than the private sector worker.

CONCLUSIONS:

- 1) There was no significant difference between private sector worker and government private sector worker some mental health dimension i.e. anxiety, depression, behavioural/emotional control, general positive affect and life satisfaction.
- 2) Government sector worker had significantly high emotional ties than the private sector worker.
- 3) Government sector worker had significantly high job satisfaction than the private sector worker.

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Suwarnmala Namdevrao Jogdand

Research Scholar , Department of Psychology , Dr. Babasaheb Ambedkar Marathwada University, Aurangabad

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