



## COMPARISON OF SELECTED JOB RELATED VARIABLES BETWEEN MALE AND FEMALE DIRECTORS OF PHYSICAL EDUCATION IN CHENNAI CITY

M. Rajakumari<sup>1</sup> and S. Thirumalai Kumar<sup>2</sup>

<sup>1</sup>Directors of Physical Education , Chellammal College for Women , Chennai .

<sup>2</sup>Associate Professor, Department of Physical Education, Tamil Nadu Physical Education and Sports University, Chennai.

**Abstract:**-The purpose of the study was to compare the selected job related variables between male and female directors of physical education in Chennai city. To achieve the purpose of the study each 20 male and female directors of physical education were selected at random and their age were between 40- 45 years with a teaching experience of 8 - 10 years. The following job related variables such as job satisfaction, job involvement, productivity, quality of work, in time reporting and absenteeism. Job satisfaction and job involvement were assessed by the scale developed by Dubey, B.L. Uppal K.K and Verma S.K (1989) and Ashok Praptap Singh (1989). The scores for the productivity, quality of work, in- time reporting and absenteeism were collected from the official records of the college. The collected data were statistically analyzed with independent 't' test. The result of the study shows that there was a significant difference between the male and female directors of physical education in the selected job related variables. The result of the study also shows that the male directors of physical education were better in job satisfaction and productivity in work than the female directors of physical education . Further the result also shows that the female directors of physical education were better in job involvement, productivity, quality of work, in-time reporting, and regularity of work than the male directors of physical education.

**Keywords:**Job Related Variables ,Male And Female Directors , Physical Education .

### INTRODUCTION

Physical Education is accepted as an essential and integral part of education all over the world. It is promoted not only because of its value in programme of physical fitness but also contributions to essential and special qualities and personal character.

Directors of physical education are the professionals in field of physical education working in the, schools, colleges and universities. Their role is inevitable in promoting physical education among the student community.

Job satisfaction is the contentment (or lack of it) arising out of inter play of employees positive and negative feeling toward his or her work.

Job involvement represents the degree of an individual identification. The job is to the individual life, the greater is his involvement in it, therefore the individual spends more time and energy on the job . Research reveals that skills variety, achievement and challenge help to improve job involvement.

Productivity is a measure of efficiency of a person, machine factory, system, etc., in covering inputs into useful outputs.

Quality of work is the ability of the employee performing a given task with the degree of excellence.

In – time reporting is the time when the employee reports to work a scheduled.

Absenteeism means to be away from work (official commitment) by taking unauthorized leave.

## PURPOSE OF THE STUDY

The purpose of the study was to compare the selected job related variables between male and female directors of physical education in Chennai city.

## HYPOTHESIS

It was hypothesized that there would be a significant difference in the selected job related variables namely as job satisfaction, job involvement, productivity, quality of work, in time reporting and absenteeism between male and female directors of physical education in Chennai city.

## METHODOLOGY

To achieve the purpose of the study each 20 male and female directors of physical education were selected at random and their age were between 40- 45 years with a teaching experience of 8 - 10 years. The following job related variables such as job satisfaction, job involvement, productivity, quality of work, in- time reporting, absenteeism. Job satisfaction and job involvement were assessed by the scale developed by Dubey, B.L. Uppal K.K and Verma S.K (1989) and Ashok Praptap Singh (1989). The scores for the productivity, quality of work, in- time reporting and absenteeism were collected from the official records of the college and percentage were calculated by the following formulas.

Productivity= (Number of Completed Jobs / Number of Assigned Job) x 100

Quality of Work = (Number of Jobs with out mistakes / Number of Assigned Job) x 100

In- time reporting = (Number of days not late to work / Number of Working days) x 100

Absenteeism = (Number of days leave or Absent / Number of Working days) x 100

The collected data were statistically analyzed with independent 't' test. Level of significance was fixed at 0.05.

## RESULTS AND DISCUSSION

**Table - I Showing the Mean, Standard Deviation, Mean Differences and " t " value of Selected Job related Variables between Male and Female Directors of Physical Education in Chennai City**

Variables	Groups	Mean	SD	MD	t
Job Satisfaction	Male	37.6	19.08	13.5	2.56*
	Female	51.1	13.78		
Job Involvement	Male	88.75	14.82	12.75	3.23*
	Female	101.5	9.63		
Productivity	Male	91.00	4.63	3.5	2.11*
	Female	87.5	5.81		
Quality of work	Male	87.25	6.98	6.00	2.66*
	Female	93.25	7.29		
In-time reporting	Male	79.25	15.11	9.75	2.52*
	Female	89	8.46		
Absenteeism	Male	21.25	15.16	9.5	2.58*
	Female	11.75	6.38		

\*Significant at 0.05 level of confidence ,Table value required for df38 is 2.024

The results presented in Table I shows the mean values of job satisfaction of male (37.6) and female (51.1) directors of physical education and that there was a significant difference between the male and female directors of physical education in the job satisfaction as the obtained t value 2.56 was greater than the required t value of 2.024. The result of the study also shows that the male directors of physical education were better in job satisfaction than the female directors of physical education. ( Job satisfaction scale indicates lower the score higher the level of job satisfaction)

The mean values of job involvement of male (88.75) and female (101.5) Directors of Physical Education and

that there was a significant difference between the male and female directors of physical education in the job involvement as the obtained t value 3.23 was greater than the required t value of 2.024. The result of the study also shows that the female directors of physical education were better in job involvement than the male directors of physical education .

The mean values of productivity of male (91.00) and female (87.5) Directors of Physical Education and that there was a significant difference between the male and female directors of physical education in the productivity as the obtained t value 2.11 was greater than the required t value of 2.024. The result of the study also shows that the male directors of physical education were better in productivity than the female directors of physical education.

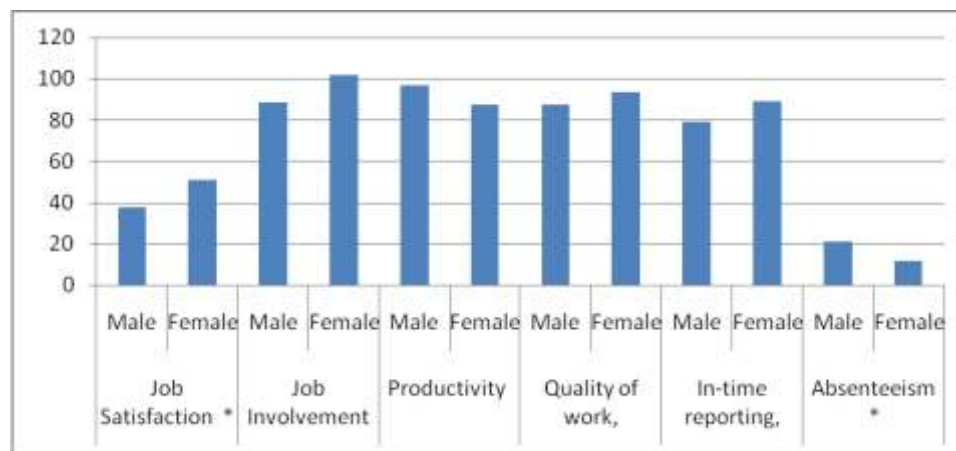
The mean values of quality of work of male (87.25) and female (93.25) directors of physical education and that there was a significant difference between the male and female directors of physical education in the quality of work as the obtained t value 2.66 was greater than the required t value of 2.024. The result of the study also shows that the female directors of physical education were better in quality of work than the male directors of physical education .

The mean values of in - time reporting of male (79.25) and female (89.00) directors of physical education and that there was a significant difference between the male and female Directors of Physical Education in the in - time reporting for work as the obtained t value 2.52 was greater than the required t value of 2.024. The result of the study also shows that the female directors of physical education were better in - time reporting for work than the male directors of physical education .

The mean values of absenteeism of male (21.25) and female (11.75) directors of physical education and that there was a significant difference between the male and female Directors of Physical Education in the absenteeism to work as the obtained t value 2.58 was greater than the required t value of 2.024. The result of the study also shows that the female directors of physical education were minimum in absenteeism than the male directors of physical education . (Lower the Absenteeism percentages indicates the higher regularity in the work.)

The above results indicate that the research hypothesis was accepted and null hypothesis was rejected.

**Bar Diagram - 1 Showing the Mean values of Selected Job related Variables between Male and Female Directors of Physical Education in Chennai City**



**CONCLUSIONS**

Within the limitations of the study the following conclusions were drawn

1. It was concluded that the male and female directors of physical education differ significantly in the selected job related variables.
2. It was concluded that the male directors of physical education were better in the selected job related variables namely job satisfaction and productivity than the result female directors of physical education .
3. It was concluded that the female directors of physical education were better in the selected job related variables namely job involvement, quality of work and in -time reporting for work than the male directors of physical education .
4. It was also concluded that the female directors of physical education were regular to the work than the male directors of physical education as their absenteeism percentage was lesser than the male directors of physical education .

## REFERENCE

1. Authors Guide (1964), Kunzru Committee Report : Government of India: Ministry of Education: New Delhi.
2. Robbins, Stephen P and Judge Timothy A (2007) Organizational Behavior 12th Edition: Pearson Education, Inc



**M. Rajakumari**

Directors of Physical Education , Chellammal College for Women , Chennai .



**S. Thirumalai Kumar**

Associate Professor, Department of Physical Education, Tamil Nadu Physical Education and Sports University, Chennai.