**Job Satisfaction of Police Personnel and Doctors**

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**Abstract-**

Job satisfaction is a favorable view of workers about their job. Job satisfaction is important psychological aspect in any profession. Job satisfaction depends on the degree of extent of match between expectations of employee and job requirements. Job satisfaction directly linked with the quality of services provided by employee. Job satisfaction depends on various factors such as nature of the work, salary, security in the job, chances of promotion, involvement in decision making, recognition by community, organization climate, communication with subordinates and boss etc. Present study aims to investigate, compare the overall job satisfaction and its sub-factors between police and doctors. Police are the public servant responsible to protect the lives, liberty and possessions of citizens, and to prevent [crime](https://en.wikipedia.org/wiki/Crime). Their lawful powers include [arrest](https://en.wikipedia.org/wiki/Arrest) and the [legitimized use of force](https://en.wikipedia.org/wiki/Monopoly_of_violence).Doctors are the professional medical practitioner concern with caring, promoting , maintaining the health of individuals, families and communities. Both profession, Police and Doctors, are very important and sensitive for the community. Present study include 30 police and 30 doctors by incidental sampling method from Amravati city of Maharashtra, India. Job satisfaction of police and doctors was measured by job satisfaction scale develop by Dr. Amar Singh and Dr. T.R. Sharma. Independent t-test was used to compare job satisfaction of Police Personnel and Doctors.Result of the study show that police personnel and Doctors differ significantly in job concrete factor and overall job satisfaction but not significant in job abstract, psychosocial , economic and community and National growth factors.

**Keywords- Job satisfaction, Police Personnel, Doctors.**

**Introduction-**

Job satisfaction is a pleasurable or positive emotional state resulting from the appraisal of one's job or job experiences" Locke (1976).Job satisfaction is a favourable view of workers about their job. Job satisfaction is important psychological aspect in any profession. Job satisfaction depends on the degree of extent of match between expectations of employee and job requirements. Job satisfaction directly linked with the quality of services provided by employee. Job satisfaction depends on various factors such as nature of the work, salary, security in the job, chances of promotion, involvement in decision making, recognition, organization climate, communication with subordinates and boss etc. Present study aims to investigate, compare the overall job satisfaction and its sub-factors between police and doctors. Police are the public servant responsible to protect the lives, liberty and possessions of citizens, and to prevent [crime](https://en.wikipedia.org/wiki/Crime). Their lawful powers include [arrest](https://en.wikipedia.org/wiki/Arrest) and the [legitimized use of force](https://en.wikipedia.org/wiki/Monopoly_of_violence). Doctors are the professional medical practitioner concern with caring, promoting , maintaining the health of individuals, families and communities. Both professionals, Police and Doctors, are very important and sensitive for the community.

Zhao, Thurman and He (2006) examine effect of agency work environment and demographic variables on job satisfaction of Northwestern United States police officers. Data obtain from medium size police department. Researcher concludes that police agency's work environment is a principal source of job satisfaction.

Yim and Schafer (2009) conduct study on how police officers job satisfaction influence by perception of community about police officers. Data collect by using self-administered questionnaire from sworn police officers from a large metropolitan police agency in the Midwest, USA. It was found that most of the police officers believe that they are perceived less favorable by community

Bennett (2006) examine comparative study job satisfaction of Police Constable of three structurally similar but socially different developing Caribbean Nation. Researcher develop conceptual model based on recent research in developed nation. First objective was to explore the applicability of a developed-nation model to less developed nations, and second objective was to examine the effects of differing socio-political factors on the constables' levels of job satisfaction and the efficacy of the model. Findings of the study show that promotion in the job and citizen supports influences the constable job satisfaction but not the individual characteristics. Findings also show that nation-specific external and internal political factors affect efficacy of the model as well as levels of job satisfaction.

Kohan and O’connor (2010) examine Police Officer Job Satisfaction in Relation to Mood, Well-Being, and Alcohol Consumption**.** Findings of the study show that Job satisfaction was mainly associated with positive effect, life satisfaction, and self-esteem and job stress was mainly associated with negative affect and alcohol consumption. Thoughts of quitting had moderately associated with both factors.

Lokesh, Patra and Venkatesan (2016) conduct Socio-Demographic study of job Satisfaction among Police Personnel. Total 687 police personnel by purposive sampling from different police station in Mysore Urban District, Karnataka, India includes in the study. Finding of the study shows that nature of work, supervision, and friendly relation with co-workers are the main sources of job satisfaction and non-availability of reward, less salary , lack of promotion and wanting work condition are the sources of job dissatisfaction.

Kaur et al (2009) examine job satisfaction by self-administered questionnaire of 250 Doctors working on tenure-based of Tertiary Hospital in Delhi by stratified random sampling . Researcher found that doctors are dissatisfied with working hours, night shifts and salary.

Nirpuma Madaan (2007) examined Job Satisfaction of 100 Doctors working in a Tertiary Care Teaching Hospital. Findings of the study show that most of the doctors are satisfied with their job but expect more salary and availability of more opportunity to grow professional life.

Bhattacherjee et al (2016) investigate job satisfaction of 255 doctors of tertiary care hospital of eastern India. Job satisfactions measured by questionnaire develop by Kumar and Khan. Questionnaires assess seven different factors of job satisfaction with the help of 49 items. Result of the study shows that most of the doctors were satisfied with their job.

Previous study shows that job satisfaction studied in both profession separately. But there were no comparative study done on the both profession. In the present research job satisfaction comparatively examine in both group , so that policies of higher satisfaction group will recommended to adopt lower satisfaction group in order to increase their job satisfaction level.

**Objective of the study-**

To measured job satisfaction and its sub factors of police personnel and doctors.

**Hypothesis-**

There is the significant difference in the overall job satisfaction and its sub factors of police personnel and doctors.

**Participants of the study-**

30 police personnel and 30 doctors working in different police station and hospital are include by incidental sampling method.

**Data Collection –**

Purpose of the study explain to the participants and job satisfaction scale distributed. Instructions regarding to solve the questionnaire explain and asked to solve it as early as possible. Doubt of question clarified. Completely filled questionnaire collected from participants.

**Tools of data collection-**

Job satisfaction scale develops by Dr. Amar Singh and Dr. T.R. Sharma is used to measure job satisfaction of Police and Doctors. Scale include 30 question covered five sub factors of job satisfaction such as job concrete factors (excursions, place of posting , working condition), job abstract factors ( cooperation, democratic functioning), Psycho-social factors(intelligence, social circle), Economic (salary allowances), Community / National growth (Quality of life, national economy). First two factors are job-intrinsic factors (Factors inherent in the job) and remaining three are job-extrinsic factors (Factors residing outside the job) .Test standardized on 320 professionals include engineers, doctors, advocates and college teachers of Punjab state.Each question have 5 option. Respondent are required to select one option which is best suitable for him.Statements of the scale divided into two categories, positive and negative. Positive items are score 4,3,2,1,0 and negative items scored 0,1,2,3,4. High score indicate more satisfied in the job. Test-retest reliability of test is 0.978 and Concurrent validity (Compare with Muthayya’s job satisfaction questionnaire) is 0.743.

**Result of the study**

Following table shows the mean, S.D., t-score, df, and significant level of job satisfaction and its sub-factors of police personnel and doctors.

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Factor | Group | N | Mean | SD | t-score | df | Significant Level |
| Job Concrete | Police | 30 | 10.2333 | 3.82084 | 4.935 | 58 | 0.01 |
| Doctors | 30 | 14.8667 | 3.44146 |
| Job Abstract | Police | 30 | 14.2333 | 4.21560 | 1.283 | 58 | NS |
| Doctors | 30 | 15.6333 | 4.23844 |
| Job Intrinsic | Police | 30 | 24.4667 | 7.20026 | 3.305 | 58 | 0.01 |
| Doctors | 30 | 30.5000 | 6.93691 |
| Psycho. Social | Police | 30 | 18.3667 | 3.14570 | 1.010 | 58 | NS |
| Doctors | 30 | 19.3000 | 3.96667 |
| Economic | Police | 30 | 10.2333 | 1.86960 | 1.908 | 58 | NS |
| Doctors | 30 | 11.5667 | 3.33925 |
| Community/National Growth | Police | 30 | 13.8000 | 3.26317 | 1.170 | 58 | NS |
| Doctors | 30 | 14.7000 | 2.66717 |
| Job Extrinsic | Police | 30 | 42.0667 | 6.99228 | 1.134 | 58 | NS |
| Doctors | 30 | 44.4333 | 9.03893 |
| Overall Job Satisfaction | Police | 30 | 66.4667 | 13.51559 | 2.329 | 58 | 0.05 |
| Doctors | 30 | 74.9333 | 14.61679 |

Above table shows that police personnel and doctors are differ significantly on overall job satisfaction and job abstract factor .Overall job satisfaction and job abstract factor doctor show significantly higher job satisfaction than police personnel.

**Discussion-**

Satisfaction of employee from their job is an important factor that influences their health, progress, performance and development and it may also affect organization in which they are working. Result of the present study indicate that in overall job satisfaction and job concrete factor such as excursion , place of posting working condition doctors show significantly higher satisfaction than police personnel. But in the remaining sub components of job satisfaction such as democratic functioning, psychological aspect and social status, salary and profession responsible for national growth no significant difference observed between both groups. Doctors job is very sensitive and responsible for health of the community, but their working conditions are healthy,. They can easily and safely take their where they are working. Mostly, Doctors run their own hospital and hence there is no problem of communication and most important things is that their profession is most prestigious profession in the society. If the situation permits then they can involve their children in their job. On the other hand police personnel work condition are not healthy, they need to work in the adverse condition which occupied with crime. They think that their family is not safe where they are working. Their job is hectic and working hours are more. So that they can’t give a sufficient time to their family. Gedif et al (2018) found that Marital status , salary , leadership style , and supportive supervision were found significant determinants of Doctors job satisfaction.Another study conducted byBello, Ajayi, and Asuzu (2018) conclude that salary, contingent reward, operating procedure, communication , job autonomy, and marital status are the determinants of overall job satisfaction of doctors of Calabar, Nigeria. Somashekher (2018) reveal that police are less satisfied with job but highly committed with ethics of police. Mohanraj and Natesan (2015) found that stress of the women constable was negatively correlated with job satisfaction. Findings of the present study and previous quoted study shows that doctors are more satisfied than police it indicate that polices and scheme of profession of doctor should adopt and by organizing agencies of police personnel with special emphasis on chances of excursion , place of posting and working condition.

**Conclusion-**

Present study conclude that doctors show significantly higher job satisfaction than Police personnel. Study also examined and compare sub factors of job satisfaction between both profession and it found that doctors shows significantly higher score on job concrete factor but not significant difference found in the remaining four sub factor i.e., job abstract , psycho-social , economic and community / national growth factor.

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