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A study on job satisfaction level of newly appointed physical instructors of Assam

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Abstract

The purpose of this study is to assess the job satisfaction levels of newly appointed Physical Instructors in Assam. Job satisfaction is influenced by multiple factors such as salary, workload, and the working environment, which directly impact an individual's professional performance. A descriptive research design was adopted, and data were collected using the Minnesota Satisfaction Questionnaire (short form) through a convenience sampling method. The sample consisted of 29 newly appointed Physical Instructors with an average work experience of less than five years. The findings revealed that 75.9% of the participants were neither satisfied nor dissatisfied with their jobs overall. Specifically, 0% expressed satisfaction with intrinsic aspects of their job, while 24.1% were dissatisfied. In contrast, 34.48% were satisfied with extrinsic aspects, potentially due to adequate salary and early-career motivation. These results indicate that factors such as marital status and work experience may influence job satisfaction among Physical Instructors in Assam.

Keywords: Convenience sampling, Minnesota questionnaire, Intrinsic satisfaction

Introduction

Physical Education plays a vital role in the holistic development of an individual by promoting overall fitness, discipline, teamwork and mental wellbeing (Bailey, R. 2006) ^[3]. In this context, the role of Physical Instructor became crucial in developing overall fitness and find out, search or identification of new talents which can be sports future of the country.

After a long period of time Government of Assam appointed large number of Physical Instructor under the Department of Sports and Youth Welfare of Assam. They were assigned in various government schools under the supervision of District Sports Office. Physical Instructor trained the students, identify new talents and contribute for the overall wellbeing of the students. Apart from this, newly appointed Physical Instructor of Assam have been actively engaged in the Khel Maharan from the last two years - an initiative by the Assam State Government for promoting sports culture. Besides their regular duties, they played crucial role in organising, coaching, managing various events under this programme.

Occupation is one of the most important part of an individual's life (Sunay, 2005) ^[10]. Individual experience with a greater fulfilment shows greater dedication to their work and reduced inclination to quit their job (Cerci & Dumludag, 2019) ^[4]. Job satisfaction of an individual reflects on various aspects of their professional life such as salary, workload, working environment, growth opportunities etc. Different factors such as age, gender, workplace status, qualification, year of experience in the job and organisational factors like payable amount, development and promotion opportunities, physical condition of the workplace affects the level of satisfaction (Aksoy & Polat, 2013) ^[1]. One who satisfied with their jobs considered to be the most stable and satisfied with the organisations (Hartman & Yrle, 1996) ^[6].

The main purpose of this study is to understand the job satisfaction level of newly appointed Physical Instructor of Assam. This study will open a door for the society to evaluate the positive as well as negative aspects of the Physical Instructor. Furthermore, this study will bring to light the importance of the role of Physical Instructor in the society.

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Materials and methods

The Population: The study population of this study were the newly appointed Physical Instructor of Assam in the year 2023 by the Government of Assam. Approximately 96 Physical Instructors were appointed.

The Participants: A total of 29 were participated in this present study. Convenience sampling method was used to collect data for this study. Data was collected by using the Minnesota Short Form Questionnaire (MSQ) to measure the job satisfaction level of Physical Instructors of Assam. MSQ was developed by Weiss *et al.* This questionnaire was the diagnostic tool for Work Adjustment Project. Minnesota short form questionnaire has 20 items. Firstly, the data has been collected through google form which included 20 nos. of item and converted the raw data into the excel format. MS- Excel-19 has been used for this study. As the MSQ short form uses Likert Scale so the data converted to the below scores-
Very dissatisfied - score 1
Dissatisfied - score 2
Neither satisfied nor dissatisfied - 3
Satisfied - 4
Very satisfied - 5

The total score of all items for each individual has been calculated. Afterwards, mean, standard deviation has been calculated. Further, percentile score of 25, 50 and 75 is calculated. Percentile score equal or above 75 is considered as Satisfied, 25 to 75 is considered as neither satisfied nor

dissatisfied and below 25 is considered as dissatisfied.

As the questionnaire suggests to measure Intrinsic, Extrinsic and General Satisfaction, percentile score calculated separately for male and female and then calculated the overall percentile score of all the participants.

Statistical Methods: Descriptive statistics were used in this study.

Results & Discussion

In the following section, the results of the study are presented.

Table 1: Average Age, Working Experience, Educational Qualification of Participants

| Average Age | Male (n=18) | 25 ± 4.2 years |
|-----------------------|---------------|--------------------------------|
| | Female (n=11) | 26 ± 2.1 years |
| Working Experience | | 2 Years |
| Minimum Qualification | | Bachelor of Physical Education |
| Employment Sector | | Government |
| Region | | Assam |

The participants in the study (N = 29) had an average age of 25 ± 4.2 years for males (n = 18) and 26 ± 2.1 years for females (n = 11). All participants had a working experience of approximately two years and possessed a minimum qualification of a Bachelor of Physical Education degree. They were employed in the government sector, and all were from the state of Assam. (Table 1).

Table 2: Intrinsic, Extrinsic and General Satisfaction for the Participants

| Satisfaction traits | Male (n=18) | | | Female (n=11) | | | All (n=29) | | |
|---------------------|-------------|--------------|------------------------------------|---------------|--------------|------------------------------------|------------|--------------|------------------------------------|
| | Satisfied | Dissatisfied | Neither satisfied nor dissatisfied | Satisfied | Dissatisfied | Neither satisfied nor dissatisfied | Satisfied | Dissatisfied | Neither satisfied nor dissatisfied |
| Intrinsic | 27.78% | 16.7% | 55.6% | 36.36% | 18.18% | 45.45% | 0% | 24.1% | 75.9% |
| Extrinsic | 33.33% | 16.67% | 50% | 36.36% | 9.09% | 54.55% | 34.48% | 24.14% | 41.38% |
| General | 14.29% | 21.43% | 92.86% | 27.27% | 18.18% | 54.55% | 17.2% | 17.2% | 51.7% |

Table 2 shows the Intrinsic, Extrinsic and General Satisfaction level for all the total participants and also separately for male and female. Intrinsic Satisfaction for total participants shows 0% for satisfied, 24.1% for dissatisfied and 75.9% for neither satisfied nor dissatisfied. Intrinsic Satisfaction for male shows 27.78% were satisfied, 16.7% were dissatisfied and 55.6% were neither satisfied nor dissatisfied. For female, 36.36% were satisfied, 18.18% were dissatisfied and 45.45% were neither satisfied nor dissatisfied. Extrinsic Satisfaction for total participants shows 34.48% for satisfied, 24.14% for dissatisfied and 41.38% for neither satisfied nor dissatisfied. Extrinsic Satisfaction for Male shows 33.33% were satisfied, 16.67% were dissatisfied and 50% were neither satisfied nor dissatisfied. For female, 36.36% were satisfied, 9.09% were dissatisfied and 54.55% were neither satisfied nor dissatisfied.

General Satisfaction for total participants shows 17.2% for satisfied, 17.2% for dissatisfied and 51.7% for neither satisfied nor dissatisfied. General Satisfaction for male shows 14.29% were satisfied, 21.43% were dissatisfied and 92.86% were neither satisfied nor dissatisfied. For female, 27.27% were satisfied, 18.18% dissatisfied and 54.55% were neither satisfied nor dissatisfied.

Discussion

We observed that most of the participants were neither satisfied nor dissatisfied (75.9%). For the Intrinsic satisfaction, 0% were satisfied with their job, 24.1% were

dissatisfied with their job. In the study on Investigation of Physical Education and Sports Teachers' Job Satisfaction Level done by Alkafaween, S. A. R., Yüksel, O., Çakto, P., Çimen Binkuyu, G., Demir, O., & Yaprakçı, A. (2025) [2], found that married teachers had higher intrinsic and general job satisfaction than single teachers. Married individuals seek more stability and support in their jobs which may positively affect their intrinsic satisfaction. The study was conducted on 472 Physical Education teacher who were working in schools under Kutahya Provincial Directorate of National Education. In this study, as mention in the above table, 0% participants were satisfied for intrinsic satisfaction and only 17.2% were satisfied for general satisfaction, therefore, the reason might be due to their marital status.

It is also observed in the table that for extrinsic satisfaction most of the participants were neither satisfied nor dissatisfied (41.38%), 24.14% were dissatisfied and 34.48% were satisfied with their job. While Judge *et al.* (2001) [8] argue that the common and most accepted aspect of job dissatisfaction is the satisfaction with pay. In another study on Investigation of Physical Education and sports teachers' job satisfaction levels (Alkafaween, S. A. R., Yüksel, O., Çakto, P., Çimen Binkuyu, G., Demir, O., & Yaprakçı, A. 2025) [2], the working time variable showed that the extrinsic and general job satisfaction to teachers with 1-5 years of working experience were higher than those with longer working experience. However, most participants for extrinsic satisfaction were satisfied with their job, the reason might be the satisfaction of the salary they

were working for. Also, as their working experience is less than 5 years and were newly appointed Physical Instructor, they might have higher motivation and energy and can adapt or adjust with the working condition more easily.

A Study on the Job Satisfaction of Physical Education Teachers According to Different Variables (Deniz Ozge Yuceloglu Keskin; Levent Bayram, 2020) ^[5], it was concluded that there was no significant difference in terms of general job satisfaction between genders for physical education teachers. The study was conducted on 103 Physical Education and Sports Teacher working in different cities of Turkey which include Samsun, Ordu, Adana and Istanbul. Another literature concluded that job satisfaction levels of the teachers did not change according to gender (Tasdan & Tiryaki, 2008) ^[11]. In this study, it is observed that there is a minor difference for extrinsic, intrinsic and general satisfaction for both male and female.

Conclusion

This study shows that newly appointed Physical Instructors in Assam generally feel neutral about their jobs, hence, they are not particularly satisfied or dissatisfied. This could mean they are still adjusting or looking for more motivation and support in the early stages of their careers. Despite the number of participants was small, the findings give us a glimpse how the many new Instructors were going through. To really understand the bigger picture, future research should include large number of participants and also compare the experiences of those with more than three years of service, or those who were working in different settings like government vs private sectors. This could help to draw a more precise picture on the overall work experience and satisfaction for Physical Instructors across the state.

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