

An Investigation of factors influencing job satisfaction in public and private sector

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Abstract: Public sector jobs can refer to any type of job where the employee is paid directly by the government. Private sector jobs are essentially any other job where the worker chooses outside of government. Public sector versus private sector comparisons is a debate which seems to be a never ending topic. The reason behind is that, both provide scopes in different ways. The more satisfied people within their job are happier people in their lives. This paper surveys both the sectors in the aspects of job satisfaction in concise form.

Key Words: Job satisfaction, public sector, private sector, scope.

1. INTRODUCTION:

Private Companies are market oriented, working for profit maximization. They are driven by market competitions; whereas, public sector is completely different. Its role is to maximize the welfare of all citizens [1]. To do that, government regulates, and provides services for all, and has extensive policies and procedures. The government safeguards the interests of everyone not each one [3]. Way of implementation of job activities, way of working, duration of work, deadlines in work, work load, salary in public and private sector are different. Hence, job satisfaction for the employee in private and public sector is also different [5].

2. LITERATURE REVIEW:

The aim of a *literature review* is to scrutinize the various parameters which affect the job satisfaction in public and private sector.

2.1 Geeta Kumari and K. M. Pandey [1] (2011) investigated that the public sector and the private sector is equally important for any nation. A harmony between the two is required for any nation to prosper and grow. From their research, they reached to the conclusion that public sector employees and private sector employees were ranking the motivational dimensions in the different order. The results of study have confirmed that work motivation is significantly dependent upon their salary, fringe benefit, efficiency in work, quality supervision, and co-worker relationship. In banking sector, they found that private banks employees are more satisfied than those from public sector banks as they enjoy better salary, better fringe benefits, quality supervision, good co-worker relationship, advancement opportunities and yield higher efficiency in work. On the other hand, public sector bank employees have inadequate benefits and facilities, which result in comparatively, lower level of workplace motivation.

2.2 Uzma Rashid [2] (2012) has confirmed that comparatively public sector employees attach somewhat less importance to the inclusion of financial rewards and career development opportunities in their work motivation than private sector employees. They are not considered much problem in view of the fact that employees in public sector organizations found these dimensions less important compared to their private sector colleagues for work place motivation.

2.3 Salman Khalid, Babak Mahmood [3] (2012) stated that private university academicians are more satisfied with their jobs than public university academicians. However, both private and public university academicians showed significant differences in the level of overall job satisfaction that they derived from the following facts of their jobs: Pay, relationship with co-workers, supervision behavior, promotional opportunities and job security. The result of this research showed that private university academicians were more satisfied with pay, supervision and job promotion.

2.4 Priya [4] (2013) investigated that public sector bank employees are more satisfied with their pay, promotion and co-worker but less satisfied with operating condition, nature of work and communication. In contrast to them,

private bank employees are most satisfied with supervision, co-worker and communication but less satisfied with their pay and benefits.

2.5 Emrah ÖZSOY, Osman USLU, Oğuzhan ÖZTÜRK [5] (2014) found that job satisfaction and life satisfaction is both associated with the level of income, organization type, education level and employee category. It is expected that in a developing country, the level of income and employee category are important variables for individual's happiness. They concluded that public sector employees satisfied from their job and life more than the private sector.

2.6 Jutimala Bora [6] (2014) In the light of the findings, job security is one of the most important ingredients of job satisfaction. Secure job environment enhances the degree of job satisfaction. Management must create an environment of job security among employees. When management can provide effective leadership and a secure job environment, job duty will be in the right direction. Apart from job security, management must provide job stability. There should be a challenging environment. The job structure should comprise horizontal as well as vertical growth. The job should provide enough scope for the employees in terms of promotion and transfer.

2.7 Nawab Ali Khan, Ms. Suhalia Parveen [7] (2014) found that employees are the assets of an organization and to retain them in organization some effective measures should be taken into concern. Factors like Salary, Organizational Culture, Job Stress and job commitment should be the prime area for a employee job satisfaction.

2.8 Richa Arora, Dr. R.S. Pandey [2014] confirmed that public sector employees will have significantly greater levels of job satisfaction and significantly lower levels of turnover with regard to private employees. The results of this study showed that public employees have a higher level of extrinsic job satisfaction but lower intrinsic job satisfaction than private employees do. This satisfaction derived from interpersonal relationship, work organization and information within the organization.

3. CONCLUSIONS:

Employee's job satisfaction is important for both workers as well as to the organization. No organization can succeed without a certain level of satisfaction and effort from its employees.

This study indicates that layoff threats, quick turnover, less welfare schemes, and less scope for vertical growth increase job dissatisfaction. On the other hand, secure job environment, welfare policies, and job stability increase the degree of job satisfaction.

Efficient human resource management and maintaining higher job satisfaction level not only enhances performance of the organization but also affect the growth and performance of the entire economy.

So, for the success of organization, it is very important to manage human resource effectively and to find whether its employees are satisfied or not. Only if they are satisfied, they will work with commitment and project a positive image of the organization.

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