

A comparative study of life satisfaction among private and government sector workers

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Abstract:

The current research aims to study life satisfaction among private and government sector workers. The current research participants include a total of 500 participants (250 from private sector and 250 from government sector). Age range of both the groups ranged from 30 – 50 years. All these participants had urban and semi-urban middle class socioeconomic background. For this purpose, experimental method of research was used in the conduct of the present study. It was required to select a purposive sample of education department of the government of Delhi in the north-east district, nursing and administrative staff of Manipal hospital Ghaziabad and teaching and non-teaching staff of Academy of Business and Engineering Science (ABES), also known as ABES Engineering College, and the necessary tools for collecting the requisite information. The data was collected through the “Personal Information Form”, “The Satisfaction With Life Scale (SWLS)”. T-Test was used to compare the means of the two groups. Results showed that private sector workers are more stressed than government sector workers.

Keywords: Private and government sector workers, Life satisfaction.

I. INTRODUCTION

A person's general appraisal and subjective evaluation of their life as a whole is referred to as life satisfaction. It deals with how happy and satisfied a person feels about different facets of their life, including their career, relationships, health, and accomplishments in life. A subjective and individualized metric, life satisfaction varies from person to person. In order to gauge people's degree of happiness with various parts of their lives or to get an overall assessment, researchers frequently employ surveys and self-report measures. A person's values, objectives, social connections, health, financial security, and other subjective experiences are some of the variables that can affect how happy they are in life. Subjective well-being, which includes both emotional experiences (like positive and negative affect) and cognitive assessments (like life satisfaction), places a high value on life satisfaction. Comprehending life satisfaction can be advantageous for scholars, decision-makers, and persons who aim to enhance their general welfare and standard of living.

Among working population, life satisfaction is a crucial component of general wellbeing and has a big impact on a lot of different areas of a person's life. The following aspects of job and work-related factors might affect a person's level of life-satisfaction:

Job Satisfaction: A person's total life satisfaction can be greatly influenced by the degree of fulfillment and contentment they receive from their work. Enhancing factors that contribute to job satisfaction include autonomy in the workplace, meaningful duties, positive connections with coworkers, and a supportive work environment.

Work-Life Balance: A person's capacity to strike a balance between their personal and professional obligations is essential to happiness. Workers are likely to be more satisfied overall if they believe that work and personal time are balanced in a healthy way.

Career Advancement: Opportunities for skill development, professional progress, and career advancement can all have a beneficial effect on life satisfaction. A feeling of success and wellbeing is enhanced when one believes that their career is moving forward and achieving their personal objectives. **Workplace Relationships:** Life satisfaction can be greatly influenced by having good relationships with coworkers and superiors. A work atmosphere that is collaborative and supportive cultivates a feeling of community and belonging, which in turn enhances general well-being.

Pay and perks: An individual's level of life satisfaction can be impacted by both competitive pay and alluring perks. General well-being is frequently associated with financial stability. **Job security:** A person's confidence and general level of life happiness might be impacted by their perception of employment stability. Peace of mind and security are afforded by a steady work environment. **Alignment with Personal Values:** People are more likely to be satisfied with their lives when they believe that their employment reflects their personal values and beliefs. A favorable overall appraisal is influenced by a feeling of fulfillment and purpose in one's professional life. **Stress and Burnout:** High levels of stress and burnout can negatively affect one's ability to enjoy life. It's critical that people learn appropriate stress management techniques, and that companies foster work environments that support employees in addressing work-related stressors.

Gaining an understanding of and taking action against these issues can improve working people's general well-being and lead to enhanced life satisfaction, higher productivity, and beneficial contributions to society. The creation of work settings that promote employees' overall well-being is something both employers and policy makers can contribute to. Gupta (2020) investigated the level of life satisfaction among employed women in the public and private sectors. Two hundred working women from the Rajasthan state's Jaipur area made up the study's sample. Of them, 100 were employed by the government and the remaining 100 by the private sector. The Life Satisfaction Scale was employed to gather data. The data analysis methods employed were mean, S.D., and t-test. The findings showed that working women in the public and private sectors had dramatically different levels of life satisfaction, with working women in the public sector reporting significantly greater levels than those in the private-sector. In 2018, Jamwal, B. and Kales, M. Z. conducted a study on the level of job satisfaction among college teachers employed in Jammu city's government and private colleges. The teachers employed by Jammu City's government and private colleges were chosen randomly. There were fifty male and fifty female college instructors in the sample. The investigation used Two-Way Analysis of Variance technique to look for significant variations in the job-satisfaction scores of male and female teachers working in government and private universities. A job satisfaction scale was administered to educators employed by government and private colleges. Following data analysis, they discovered that there is no discernible difference in the job satisfaction of teachers working in government colleges versus private college teachers.

Uzaina (2019) asserts that psychological well-being is a broad, diverse notion. It encompasses various facets of daily life. The goal of her study was to assess the psychological well-being and quality of life of workers in the public (i.e., those employed by the government at Vikas Bhawan in Sitapur) and private sectors (i.e., those employed by private schools). A total of 100 workers—50 from the public and 50 from the private sectors—were chosen at random. Both the quality-of-life scale and psychological well-being were measured. The findings showed no discernible difference between the psychological wellness of public and private sector workers. There is a notable distinction in the quality of life between public and private sector workers. Numerous aspects of psychological wellbeing and life quality were shown to be significantly and positively correlated. 26% of the variation in life quality might be accounted for by psychological, well-being.

The quality of work life (QWL) and work-life balance of employees in the public and private sectors in the Chhattisgarh region were investigated by Gupta, A., and Dani, T. S. (2022). Santosh Dhar, Upinder Dhar, and Rishu Roy's Quality of Work Life Scale was applied to a sample of 120 people. T-test was used to examine the data in order to determine how employees generally felt about the many elements affecting their Quality of Work Life (QWL) in both sectors. For the variable to be controlled, twelve different types of jobs were considered in two main categories: desk jobs and field jobs. The study's conclusions and outcomes demonstrate that employees in the public sector have a much higher quality of work life than those in the private sector. Using the Spanish Survey of Life Quality at Work from 2006-2010, Sánchez-Sánchez, N., and Fernández Puente, A.C. (2021) investigated the disparities in job satisfaction between the public and private sectors. The study used a number of job satisfaction perception dimensions, including compensation, promotion policy, timetable, working hours, flexibility, breaks, and holidays. The overall level of job satisfaction, stability, time flexibility, and holidays were found to be higher among public sector employees than among private sector employees, but not in terms of pay, work organization, independence, or decision-making.

DeSantis, V. S., & Durst, S. L. (1996) state that several empirical research conducted over the previous few decades have shown that job satisfaction varies greatly among American workers. Analyses of the National Longitudinal Surveys of Youth (NLSY) to compare the levels of job satisfaction among employees in the public and private sectors has been used in this study. 12,686 men and women make up the representative sample known as the NLSY. Examining the real work experiences, personality traits, and job satisfaction levels of a chosen group of public and private employees has been made possible by using this survey. OLS regression analysis, which was used to analyze the data, revealed clear disparities in job satisfaction between employees in the public and private sectors.

Kour, J. (2022) evaluated the optimism and life satisfaction of North Indian teachers. Participants in this study were 54 female instructors in North India who were between the ages of 30 and 45. The data was gathered via Google Forms using the snowball sampling approach. The life satisfaction (Diener et al., 1985) and the life orientation test-Revised (LOT-R) (Michael Scheier and Charles Carver, 1994) were used to measure life satisfaction and optimism, respectively. She came to the conclusion that the optimism of teachers in North India's private and public schools differed significantly. The results also demonstrate a strong relationship between teachers' optimism and life satisfaction in North India. The results show that life satisfaction among North Indian teachers in government and private schools is not significantly-different. Macklin, Smith, and Dollard (2006) state that the widely held belief that stress levels are higher in the public sector has been fueled by proportionately higher rates of work stress compensation claims in the public sector and the media's presentation of stress in the public sector as an epidemic. Reports from the research literature do, however, occasionally contradict one another. Employing a diverse population sample of workers from the public (N = 84) and private (N = 143) sectors, no variation in stress levels (psychological distress, job satisfaction) was seen between the two sectors. There was no difference in the levels of risk by sector when using the Demand-Control-Support (DCS) model to operationalize psychosocial risk and the work stress process; however, employees in the public sector reported higher levels of control.

A DC interaction effect was clearly supported for psychological distress. Additional evidence was discovered to suggest an interaction DCS by sector (4 way) effect, in which social support functions differently in each sector. In both industries, a DCS main effects model for job happiness was discovered. Important variations in stress levels between gender and job categories were also demonstrated by the data. The study disproves the myth that stress at work is exclusive to the public sector. Work motivation, according to Peklar & Boštjančič (2014), is the process of directing human behavior toward a desired goal through internal motives that an individual or his or her environment generates based on needs. The purpose of this study was to determine whether industry, job type, gender, and education had an impact on the various work motivation styles that employees reported, as well as to evaluate the relationship between these motivation styles and life satisfaction. 288 workers—153 from the public and 116 from the private sectors—participated in the study (19 did not specify). The findings indicate that intrinsic motivation is the component that all employees express themselves the most clearly. There were no statistically significant variations in life satisfaction, intrinsic motivation, or extrinsic motivation between managers in the public and private sectors. No differences in any kind of motivation were seen between the sectors.

II. RESEARCH TOOLS

For the purposes of this study, The Satisfaction with Life Scale (SWLS) was used, A person's quality of life can be globally assessed using the five-item satisfaction with life scale (SWLS; Diener et al., 1985), which is based on the criteria that the individual has selected. On a seven-point scale from one (strongly disagree) to seven (strongly agree), the respondent must assess each item. The sensitivity and dependability of the SWLS have been evaluated. The SWLS has proven to have minimal temporal stability and great internal consistency. A two-month test-retest stability value of .82 and a scale coefficient alpha of .87 were reported by Diener et al. (1985).

III. DATA COLLECTION

The Satisfaction With Life Scale (SWLS) was administered to the subjects individually. The scale was administered according to standard instructions.

A cover sheet was used to collect information regarding demographic characteristics of the subjects. This included gender, age, income, religion, type of family, marital status and residential background. Subjects were assured that their results would be kept confidential and would be used only for research purposes.

IV. SCORING OF SWLS

The satisfaction with life scale yields a single score of life satisfaction, which is obtained by adding the scores of all five items assigned by the subject. The higher the score, the more satisfied the person is with life.

V. STATISTICAL ANALYSIS

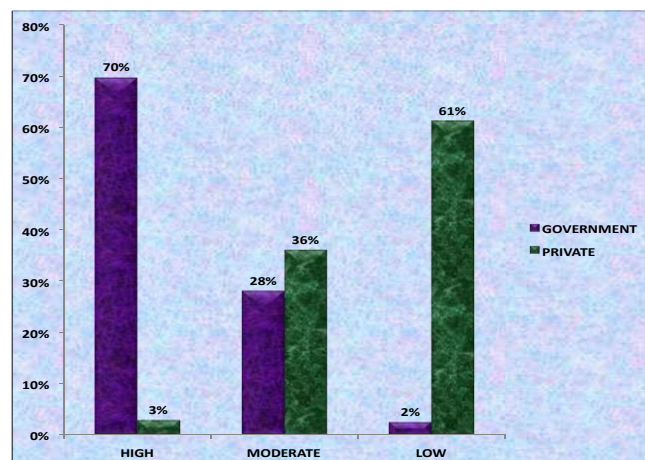


Figure 1: Status of Life satisfaction among individuals working in govt. and pvt. Sector

Figure 1 illustrates that 70% of the workers from government sector experience high level of life satisfaction, 28% experience moderate and 2% experience low level of life satisfaction, while among the workers from private sector just 3% experience high level of life satisfaction, 36% experience moderate and 61% experience low level of life satisfaction.

From above it can be inferred that more than two third of the workers from government sector experience high level of life satisfaction while negligible workers from private sector experience high level of life satisfaction.

A two-tailed independent samples t-test was conducted to determine whether there is a significant difference in the mean scores of life satisfaction between individuals working in government and private sector.

Aspect	Groups	N	Mean	SD	df	t-value	Result
Life satisfaction	Government	250	28.42	3.998	498	22.612	Significant at 0.01 level
	Private	250	16.19	7.561			

Table 1: Status of Life satisfaction among individuals working in government and private sector.

VI. CONCLUSION

The -statistic measures how many standard errors the coefficient is away from zero. Generally, any t-value greater than +2 or less than – 2 is acceptable. *“The higher the t-value, the greater the confidence we have in the coefficient as a predictor. Low t-values are indications of low reliability of the predictive power of that coefficient.”*

Table 1 shown above demonstrates that in terms of life satisfaction, a significant difference emerged between the individuals in government and private sector ($t=22.612$ $df=498$), significant at 0.01 level. To sum up, the results indicate that there is a notable disparity in life satisfaction between those employed by the government and those in the private sector. Individuals employed in the private sector scored 16.19 ($SD = 7.561$) on average, compared to 28.42 ($SD = 3.998$) for those in the government sector. Employees in the public sector report higher levels of life satisfaction than those in the private sector. It follows that an individual's level of life happiness is influenced by the company they work for.

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