

A Review Study of Job Satisfaction in the Public Sector and Private Sector: Comparative Study

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Abstract- In this paper discussed about the job satisfaction in the public sector and private sector. At present time is very ambivalence for job. Job is the very necessary part of life for every person that means money is the basic need of every person. The person creates many methods for to earn the money. Because on earth, only human have need to some things, food, dress, houses, luxuries cars etc. for found to these all too human collected the money. The resources of money are jobs, business or self-employee. In this paper discussed about the job satisfaction or dis-satisfaction in the public sector and private sector. In this paper also discussed about the basic parameters are public sector, percentage of public sector, private sector and some factors are also defined as salary, organizational culture, time schedule, work load, lack of supervisory support, job stress.

Keywords- Private sector, public sector, Job satisfaction, Dis-satisfaction, job stress.

I. INTRODUCTION

The human survives on the earth, the basic need of human on earth is food, dress, phone, luxuries apartments or houses and many others things.

The human body also need of some things like as hospital treatment, to take rest and also many other things. To fulfil the all-basic needs of human money is very important part of life for human. To earn the money, every person tries to earn the money in many different manners or methods.

The some methods discussed- the main sources of human income sources are job (private jobs or government jobs), self-employee, business and business & jobs both. In this study to discussed about the job satisfaction between the public sectors and private sectors. The private sectors drive by the help of business man but public sectors operates by government of India or state government.

The quantity of India's is very large. And every person wants to earn the money, so, the person gets the job in any sectors. The name of sectors in which the human wants do the job.

Maximum candidates want to do the job in the public sectors because in the public sectors gives some allowances better in comparison to private sectors.

In the private sectors gives no better allowances. And in the private sectors salaries also low in comparison to public sectors. The work is also high in private sectors in comparison to public sectors. At present time maximum candidates wants to the education.

At present time maximum new generation is graduation qualification. Due to a large quantity of population government unable to take the government jobs to every person of India. To found the genius person in the large population of India.

The India government decided to take the examination for different types of job. To see these types of situations the maximum candidate starts the preparation for getting a better job for secures his career. But due to high level of population the government takes the exam high level.

In the private sectors have more different types of job but the human has no interest in the private

sectors. Because the work load is very high and no security for job.

In the private sectors the job timing is very high in the comparison to public sectors. Some parameters compare, the name of parameters is public sector, percentages, private sectors.

And some factors are also mention salary, organizational culture, time schedule, work load, lack of supervisory support, job stress.

II. METHODOLOGY

In this study selected randomly 100 candidates that do the job in the public sectors and 100 candidates that candidates which are do the jobs in the privates' sectors.

Some questions discussed them, the factors mention is salary, organization cultural, time schedule, work load, lack of supervisory, job stress. This study is based upon survey in the different public sectors and private sectors.

Factors are used in this study mention below

- Salary
- Organizational Cultural
- Time schedule
- Work load
- Lack of supervisory
- Job stress

In this study calculate the percentages of these all factors by the employee which work do in the public sectors and privates' sectors. In this study select the candidate's age 30-50 year.



Fig 1. Job satisfaction.

III. DATA COLLECTION

From collect the data different types of industries likes as a private sector and public sector.

Table 1. Details description of the above-mentioned factors.

Sr. No	Factor	Public Sector	%	private	%
1	Salary	80	80	20	20
2	Organizational Cultural	20	20	80	80
3	Time schedule	100	100	-	-
4	Work load	90	90	10	10
5	Job Stress	10	10	90	90
6	Lack of Supervisory	80	80	20	20

In this table shows that the data which is collected from the public sector and private sector. In this table mention these are factors which is depend on the employees, in the public sector and privet sector.

These all factors mention, the name of all factor also describe- salary, organizational cultural, time schedule, work load, lack of supervisory and job stress. These all factors create the difference between the public sector and private sectors.

IV. ANALYSIS AND RESULT

On the behalf of salary, in the public sector all employees satisfy from his salary but in the private sectors, the satisfaction level is very low in the comparison public sectors. On the behalf of organizational cultural, the employees' level of satisfaction is very low in comparison to private sector.

On the behalf of time schedule, in the public sector all employees are very satisfy but in the private sector all employees dis-satisfy because in the public sectors, time schedule means the working time is low in comparison to private sector. The satisfaction level of public sector employees' level is high in comparison to private sector's employees.

On the behalf of work load, in the public sector, the satisfaction level is very high in comparison to private sector. In the public sector, the work load is low in comparison to private sector because in the private sector, number of quantities is low. Due to

this reason work load is high in the private sector. In the public sector, number of quantities of employees high due to this reason in the public sector work load is very low. So, these reasons in the public sector employee's job satisfaction level are high in comparison to private sectors.

On the behalf of lack supervisory, job satisfaction level is very high in the public sector in comparison to private sector. In the public sector the lack supervisory job is more satisfactory job for employees of public sector. In the private sector, the lack supervisory job is not more satisfactory job. In the private sector, all employees are fees very stressful. But in the public sector every employee is very satisfy because they have taken very good salary and allowances.

On the behalf of job stress, in the public sector job satisfaction level is very high in comparison to private sector because in the public sector the stress of job is very low in the comparison to private sector. Due to high work load and no fixed schedule of job and work due to these all reason in the private sector level job the employees are feel the dis-satisfaction from the job.

On the behalf of leave, the employees of public sector are more satisfy in comparison to private sector's employees because in the public sector department fixed the leave yearly and other leave also provide of the employees of public sector but in the private sector not available this type facility. In the private sector, number of quantities is very low in comparison to public sector. In the private sector have more work load in comparison to private sector due to this reason to feel the job satisfaction, the employees in the public sector.

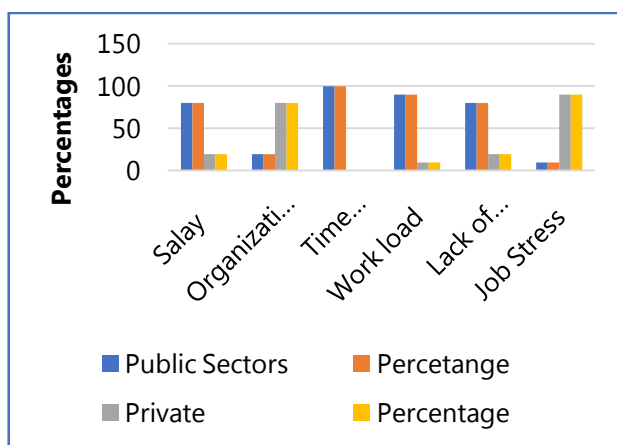


Fig 2. Chart -1: Analysis of Sectors.

In this chart shows that the factor of time schedule is very more effective in the field of job satisfaction. The employees of public sector are more satisfy in comparison to private sector.

The factor of job stress is more effectively in the private sector because in the private sector employees faced the many problems in the working hours. Due to number of employees is very low in comparison to public sector. So, that reason the employees of public sector is more satisfy in comparison to private sector of employees.

On the behalf of medical leave, the employees of public sector are more satisfy in comparison to employees of private sector because in the private sector, no these types of facility available due to this reason many candidates faced the problem of leave without pay (LWP). Many others factor also available in which to create the difference between in the public sector & private sector, job satisfaction or dis-satisfaction.

V. DEMAND OF EMPLOYEES IN THE FIELD OF JOB SECTOR (PUBLIC SECTOR/PRIVATE SECTOR)

Every employee wants to do the stress less job in their field. Every employee wants to feel free from the work load, that's mean every employer wants to do kept the number of employees according to workload. If do it, every sector feel the job stress free and all employees give the best performance in their field.

In the public sector, the rule and regulation created by government of India due this reason, the employees of public sector do the work according to guideline. But in the private sector the rules and regulation created by according to situation, in this field no fixed all things.

In the private sector, every employer decided the work load and timing of working hours, who is the employees, do these types of work. All the creativity happens by the employer because that person provides the salary to every employee. In the private sector, if any employees did not come at the office, that timing that is decided by the organization' chair person, then the employees faced the problems of punishment or deduct some amount from the salary.

No affect that why come to late office those employees. But in the government sector employees also mention the reason. If employees late to reached the office and no faced the problem of fine or punishment.

VI. WHAT IS THE PANDEMIC IMPACT OF EMPLOYEES (PUBLIC SECTOR/PRIVATE SECTOR)?

In the pandemic situation was very difficult for every person. Because in this time every person was trouble from Covid-19 virus. Because this virus was very harmful for every human in the world level. In the pandemic time faced the problem level of job, in the private sector.

Because in that time maximum private sector closed due to pandemic. But in the public sector also impacted from the pandemic but the government of every county did not face the problems for salary of employees. Its reason enough to create the difference between public sector and private sector for the question, job satisfaction in the public sector and private sector.

VII. CONCLUSION

In this study found that the public sector is more effective for the employees in comparison to private sector employees. Some factor discussed in above, according to these factors create the difference of job satisfaction of the public sector and private sector.

On the basis of job stress, the employees of public sector do the job stress free. But in the private sector, the employees faced the problem of stress or tension due to large quantities of work load.

On the basis of work schedule, in the public sector fixed the timing of working hours but in the private organization no fixed time. Because in the private sector the time of working decided according to work order, in the public sector, work timing decided by the government of India.

The number of employees is more in comparison to private sector, due to this reason to take the job satisfaction is more in the public sector in comparison to private sector.

On the basis of duties and responsibilities, in the private sector one employee has many types of job-related duties and responsibilities but in the public sector, due to large number of quantities of employees, the duties and responsibilities divided due to this reason public sector is more satisfaction in comparison to private sector.

On the basis of salary, salary is the more impactive factor for the employees (Private /Public sector). A good salary is in the public sector in comparison to private sector. Salary is the basic need of every employee.

On the basis of organizational cultural, in the public sector employees have no interest in the organizational cultural activity but in the private sector employees have more interest in the field of organizational cultural activity.

On the basis of time period of working hours, in the private sector, working timing is more in comparison to public sector.

Found to all over study that the public sector is more effective for purpose of job satisfaction in comparison to private sector.

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