Introduction

The Term Job Satisfaction was brought to limelight by Hoppock (1935). He reviewed 32 studies on Job Satisfaction conducted prior to 1933 and observed that Job Satisfaction is a combination of psychological, physiological and environmental circumstances that cause a person to say, "I am satisfied with my job". Such a description indicates the variety of variables that influence the satisfaction of the individual but tell us nothing about the nature of Job Satisfaction.

Perhaps one way to define Job Satisfaction may be to say that it is the end state of feeling. Notice the use of the word end. It emphasizes the fact that the feeling is experienced after a task is accomplished or an activity has taken place whether it is highly individualistic effort of writing a book or a collective endeavour of constructing a dam. These tasks/activities could be very minute or large. They may be easily observable or could just be experienced. But in all cases, they satisfy a certain need. The feeling could be positive or negative depending upon whether need is satisfied or not and could be a function of the efforts of the individual on one hand and on the other the situational opportunities available to him.
Motivation, Attitude and Job Satisfaction

Motivation implies the willingness to work or produce. A person may be talented and equipped with all kinds of abilities and skills but may have no will to work. Satisfaction on the other hand, implies a positive emotional state which may be totally unrelated to productivity. Similarly, in the literature the terms job attitude and Job Satisfaction are used interchangeably. However, a closer analysis may reveal that perhaps, they measure two different anchor points. Attitudes are predispositions that make the individual behave in a characteristic way across situations. They are precursors to behavior and determine its intensity and direction. Job Satisfaction on the other hand, is an end-state of feeling which may influence behavior. In this respect Job attitude and job satisfaction may have something in common. But if we freeze behavior, attitude would initiate it while Job Satisfaction would result from it.

The Concept of Job Satisfaction

Although scientific study of psychology at the university level as been found Not with standing this late being of the various possible applications of psychology science to human affairs, industrial psychology research has been the most vigorous and fruitful.

The first systematic survey concerning the determinants of job
satisfaction was conducted by Bose (1951). From this study he concluded that the percentage of having favourable and unfavourable attitude vary in different industrial concern depending on the conditions of work.

In a research Richardson and Burke (1993) examined relationship among occupational stress, job satisfaction and various individual characteristics and job related variables among 303 women physician. Stress and satisfaction were also found related to attitudes toward healthcare.

Price (1971) studied the relationship of the sources of organizational stress in the school with job satisfaction of teachers concluded that low experienced, young and male teachers were less satisfied with their teaching situations. In an investigation Mehra and Mishra (1993) made an attempt to explore the moderator effect of participation in opinion seeking on the job satisfaction and occupational stress relationship. The moderated regression analysis indicated that participation in opinion seeking has moderating effect but the subgroup analysis does not confirm the moderating effect.

The effect of age, education and salary on job satisfaction has also been observed by Natraj and Hafeer (1965), while Prasad (1965) and Guha (1965) emphasized on the importance of personality and personality factors. Pestonjee (1967) has focused on some organizational
variables influencing job satisfaction. Ghosh and Shukla (1967) found that job conditions rather than personal factors influence job satisfaction.

Stress and job satisfaction among New Zealand teachers were found surprisingly inversely related. On average the more highly stressed the teachers have lower level of job satisfaction. Manthei et al., (1996) reported correlation of 0.49 between single questions assessing stress and job satisfaction. This value is a little higher than observed by Manthei and Solman (1988) in a previous study but close to that reported earlier by Gallowy, Panckurst, Boswell, Bosewell and Green (1984).

PROBLEMS AND HYPOTHESES

Problems

Following Problems are Formulated:

1. First and foremost problem of present investigation will be to study the effect of stress on job satisfaction. The effect of stress on job satisfaction have also been studied by many psychologists Mishra and Singh (1987) concluded a study to find out the effect of occupational stress on job satisfaction. Non significant relationship between two variables had been obtained for high occupational stress group whereas it was found to be significant for low occupational group. On the whole they found the effect of stress on job satisfaction.
The relationship between job satisfaction and occupational stress has been well established in the literature as a negative one. This is to say, higher job satisfaction is related to lower occupational stress, and vice versa (Norg et al., 1991; Burke and Greenglass, 1994; Davis and Wilson, 2000; Bedeian and Conte, 1998; Manthei and Gilmore, 1996. Due to lack of consistent this variable finding will be reexplored in the present context.

2. Effect of different group of professions will be second problem (Teachers, advocates and doctors) on job satisfaction. Profession is the effective variable, which can influence the job satisfaction. Many psychologists have found professional difference in job satisfaction in many studies. According to Tharkan (1992) found that professional women were more satisfied in comparison to non-professional working women. Elzbieta Malinowska-tabaka (1996) studied the work satisfaction/dissatisfaction and occupational commitment among four types of professionals. It examines elements of job satisfaction and individual social background among four professional groups. Doctors, Engineers, Lawyers and Teachers, as well as their differences in level of job satisfaction. A two-stage principal component method was applied to data collection from the longitudinal study. Although there were
some differences between professional groups in terms of work satisfaction/dissatisfaction. Among other things, different prestige ascribed to each profession, to a large extent, they face similar problems and derive similar satisfaction from their professional work.

3. To study the effect of gender will be third problem of the present study job satisfaction. Gender difference in job satisfaction has been studied by many psychologists. Some of them found that the level of job satisfaction is higher in men than women. The American psychologist. **Titus Oshagbemi (2000)** found that gender does not affect the job satisfaction of university female teachers of higher rank in comparison to males. Reader and Professors were more satisfied with their job. According to **Mc Neilly, Devin and Goldmith, Ronald E (1991)** found that men expressed greater satisfaction than women with pay and opportunities for promotion and less satisfaction with their sales managers. On the contrary some psychologists is found that women are more in job as compared to men. In a study conducted by **Susan Roxburgh (1999)** it is also found that women have higher job satisfaction than men. According to **Rodger W. Griffeth and Kerry David Carson (1994)** women reported lower
job satisfaction and interaction as less desirable than men. In this research A. Oyesoji Aremu C. Adeola (1999) found female police showed more satisfaction with their job than the ed male police. In other studies conducted by Kim, Sang mook (2005) Government indicated that women are more satisfied with their job than men. Therefore, this variable will be studied with respect to job satisfaction in the present study.

4. The fourth problem of the present investigation will be to study the interaction between stress and profession.

5. The fifth problem of the present research will be to study the interaction between stress and gender.

6. The sixth problem of present investigation will be to study the interaction between profession and gender.

7. The seventh and last problem of the present research will be to study the interaction among stress, profession and gender.

Hypotheses

On the basis of above seven problem, the following hypothesis will be formulated.

1. There will be significant difference in job satisfaction of low, moderate and high stress
2. There will be significant difference in job satisfaction of doctors, teachers and advocates.

3. There will be no significant difference in job satisfaction of male and female.

4. There will be significant interaction between stress and profession.

5. There will be significant interaction between stress and gender.

6. There will be significant interaction between profession and gender.

7. There will be significant interaction among stress, profession and gender.

Methodology and Design

Experimental Design

A $3\times3\times2$ factorial design will be used in the present research. Gender will be selected by using male and female subjects. Stress will be varied at three levels i.e. high, moderate and low. The third and last variable profession will be selected by using the three profession i.e. doctors, teachers and advocates.
Variables

**Independent Variable**

1. Stress
2. Profession
3. Gender

**Dependent Variable**

Job satisfaction

**Sample**

Total 270 subjects (135 males and 135 females) will be selected in the sample of the study

**Tools**

The two tools will be used in the present study

1. Job satisfaction scale by Prof. S.K. Srivastava
2. Stress Inventory scale - 12 items scale based on 8SQ

**Data Collection**

First of all, the subject are divided into three groups (group of having low stress, moderate stress and high stress), on the basis of stress scale. After classifying these subjects, the rapport will be established, with the subjects. Job satisfaction scale will be administered to subject
individually. During this period of administration subjects will be asked to be comfortable. They will also be informal that there is no time limit to filling the scale. However you are supposed to do in comfortable manner at the earliest possible. In this way the whole data will be collected from all subjects by following same procedure.

**Analysis of Data**

The data will be analysed by using three way analysis of variance. Multiple group comparison test will also be used to find out the significant difference among means.
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