

CHAPTER-5: COMPARATIVE ANALYSIS OF JOB SATISFACTION BETWEEN PUBLIC AND PRIVATE HOSPITAL EMPLOYEES

5.1 INTRODUCTION

In order to achieve the objectives of the study: To assess level of job satisfaction among medical staff (doctors, nurses, laboratory technicians, administrative staff) of government and private sector and to identify and study the association variables which have a significant impact on the satisfaction level of both the hospital staff under study. This chapter includes the comparative analysis of different aspects of job satisfaction with the type of institution done by chi-square test and comparative analysis of government and private hospitals done by t test.

The hypothesis of the study:

1.Null Hypothesis: There is no significant relationship between job satisfaction level of government and private hospitals employees.

Alternate Hypothesis: There is significant relationship between job satisfaction level of government and private hospitals employees.

2.Null Hypothesis: There is no significant variation in job satisfaction level of medical staff working in government and private sector.

Alternate Hypothesis: There is no significant variation in job satisfaction level of medical staff working in government and private sector.

5.2 ASPECTS OF JOB SATISFACTION

Table 5.1: Comparative analysis of ability utilization and type of institution

	Government		Private		Total	
	n	%	n	%	n	%
Very Dissatisfied	1	0.4	0	0	1	0.2
Dissatisfied	8	2.9	3	1.1	11	2.0
Neither Satisfied Nor Dissatisfied	162	57.8	101	36.1	263	46.9
Satisfied	56	20.0	127	45.3	183	32.7
Very Satisfied	53	18.9	49	17.5	102	18.2
Total	280	100.0	280	100.0	560	100.0
Pearson Chi-Square value = 45.12, d.f. =4, p value = 0.000						

Source: Compiled from the questionnaire

Various aspects of job satisfaction as per Minnesota Satisfaction Questionnaire are assessed:

Ability Utilization is the opportunity to do things on the job that make use of one's abilities. On studying ability utilization is shown in Table 5.1 that 46.9 percent respondents do not found satisfied or dissatisfied whereas 32.7 percent are satisfied, 18.2 percent are very satisfied, 2.0 percent are dissatisfied and 0.2 percent are very dissatisfied. We observed 57.8 percent in government and 36.1 percent in private hospitals are not found satisfied or dissatisfied followed by 20 percent and 45.3 percent are "satisfied", 18.9 percent and 17.5 percent are "very satisfied", 2.9 percent and 1.1 percent are "dissatisfied" and 0.4 percent and 0 percent are "very dissatisfied" respectively. From this data it can be seen that majority of the health professionals are selected "satisfied" in government than in private hospitals for the opportunity to make use of their abilities. The association between ability utilization and type of institution is found to be statistically significant ($p < 0.05$).

Table 5.2: Comparative analysis of achievement and type of institution

	Government		Private		Total	
	n	%	n	%	n	%
Very Dissatisfied	0	0	0	0	0	0
Dissatisfied	14	5.0	14	5.0	28	5.0
Neither Satisfied Nor Dissatisfied	116	41.4	140	50.0	256	45.7
Satisfied	76	27.2	61	21.8	137	24.5
Very Satisfied	74	26.4	65	23.2	139	24.8
Total	280	100.0	280	100.0	560	100.0
Pearson Chi-Square value = 4.48, d.f. =3, p value = 0.22						

Source: Compiled from the questionnaire

Achievement is the feeling of accomplishment one gets from the job. On evaluating achievement is shown in Table 5.2 that 45.7 percent respondents do not found satisfied or dissatisfied whereas 24.8 percent are very satisfied, 24.5 percent are satisfied, 5.0 percent are dissatisfied and none of the respondents are very dissatisfied selected. We revealed 41.4 percent in government and 50 percent in private hospitals selected are not satisfied or dissatisfied followed by 27.2 percent and 21.8 percent are “satisfied”, 26.4 percent and 23.2 percent are “very satisfied”, 5 percent and 5 percent are “dissatisfied” and none of the respondents are “very dissatisfied” respectively. from this data it can be seen that in both the sectors majority of the health professionals are not found to be satisfied or dissatisfied with their job. Thus on further analysis it was observed that employees working in government hospital are more “satisfied” in comparison to private hospitals on the scale of achievement. The association between achievement and type of institution is not statistically significant ($p > 0.05$).

Table 5.3: Comparative analysis of activity and type of institution

	Government		Private		Total	
	n	%	n	%	n	%
Very Dissatisfied	2	0.7	7	2.5	9	1.6
Dissatisfied	62	22.1	65	23.2	127	22.7
Neither Satisfied Nor Dissatisfied	59	21.1	89	31.8	148	26.5
Satisfied	77	27.5	61	21.8	138	24.6
Very Satisfied	80	28.6	58	20.7	138	24.6
Total	280	100.0	280	100.0	560	100.0
Pearson Chi-Square value = 14.29, d.f. =4, p value = 0.006						

Source: Compiled from the questionnaire

Activity refers to being able to keep busy all the time. On analyzing activity is shown in Table 5.3 that 26.5 percent respondents do not found satisfied or dissatisfied whereas 24.6 percent are satisfied, 24.6 percent are very satisfied, 22.7 percent are dissatisfied and 1.6 percent are very dissatisfied. we found 28.6 percent in government and 20.7 percent in private hospitals are “very satisfied” followed by 27.5 percent and 21.8 percent are “satisfied”, 22.1 percent and 23.2 percent are “dissatisfied”, 21.1 percent and 31.8 percent are not satisfied or dissatisfied, 2 percent and 2.5 percent are “very dissatisfied” respectively. From this data it can be seen that health care staff working in government hospitals are more “satisfied” with the level of activity than employees working in private hospitals and this aspect of job satisfaction is found to be statistically significant ($p < 0.05$) with the type of institution.

Table 5.4: Comparative analysis of advancement and type of institution

	Government		Private		Total	
	n	%	n	%	n	%
Very Dissatisfied	2	0.7	0	0	2	0.4
Dissatisfied	53	18.9	16	5.7	69	12.3
Neither Satisfied Nor Dissatisfied	130	46.4	84	30.0	214	38.2
Satisfied	45	16.1	88	31.4	133	23.8
Very Satisfied	50	17.9	92	32.9	142	25.3
Total	280	100.0	280	100.0	560	100.0
Pearson Chi-Square value = 58.05, d.f. =4, p value = 0.000						

Source: Compiled from the questionnaire

Advancement is the chance to get ahead on the job. On assessing advancement is shown in Table 5.4 that 38.2 percent respondents do not found satisfied or dissatisfied whereas 25.3 percent are very satisfied, 23.8 percent are satisfied, 1.3 percent are dissatisfied and 0.4 percent are very dissatisfied selected. We studied 46.4 percent in government and 30 percent in private hospitals are not satisfied or dissatisfied followed by 18.9 percent and 5.7 percent are “dissatisfied”, 17.9 percent and 32.9 percent are “very satisfied”, 16.1 percent and 31.4 percent are “satisfied”, 0.7percent and none of the respondents are “very dissatisfied” respectively. From this data it can be seen that advancement opportunities are found to be better in private hospitals than government hospitals and it is found to be statistically significant ($p < 0.05$) with the type of institution.

Table 5.5: Comparative Analysis of Authority and Type of Institution

	Government		Private		Total	
	n	%	n	%	n	%
Very Dissatisfied	1	0.4	4	1.4	5	0.9
Dissatisfied	10	3.5	44	15.7	54	9.6
Neither Satisfied Nor Dissatisfied	78	27.9	145	51.8	223	39.8
Satisfied	105	37.5	71	25.4	176	31.4
Very Satisfied	86	30.7	16	5.7	102	18.3
Total	280	100.0	280	100.0	560	100.0
Pearson Chi-Square value = 97.95, d.f. =4, p value = 0.000						

Source: Compiled from the questionnaire

Authority is the opportunity to tell other people what to do. On studying authority is shown in Table 5.5 that 39.8 percent respondents do not found satisfied or dissatisfied whereas 31.4 percent are satisfied, 18.3 percent are very satisfied, 9.6 percent are dissatisfied and 0.9 percent are very dissatisfied respectively. We observed 37.5 percent in government and 25.4 percent in private hospitals selected “satisfied” followed by 30.7 percent and 5.7 percent are “very satisfied”, 27.9 percent and 51.8 percent are not satisfied or dissatisfied, 3.5 percent and 15.7 percent are “dissatisfied”, 0.4 percent and 1.4 percent are “very dissatisfied” respectively. Health care staff working in government hospitals enjoy more authority than their counterpart in private hospitals and this is found to be statistically significant ($p < 0.05$) with type of institution in our study.

Table 5.6: Comparative analysis of organizational policies and practices and type of institution

	Government		Private		Total	
	n	%	n	%	n	%
Very Dissatisfied	6	2.1	4	1.4	10	1.8
Dissatisfied	24	8.6	46	16.4	70	12.5
Neither Satisfied Nor Dissatisfied	86	30.7	117	41.8	203	36.2
Satisfied	81	28.9	66	23.6	147	26.3
Very Satisfied	83	29.7	47	16.8	130	23.2
Total	280	100.0	280	100.0	560	100
Pearson Chi-Square value = 23.55, d.f. =4, p value = 0.000						

Source: Compiled from the questionnaire

Organizational policies refers to the way policies are put into practice. On evaluating organizational policies and practices is shown in Table 5.6 that 36.2 percent respondents do not found satisfied or dissatisfied whereas 26.3 percent are satisfied, 23.2 percent are very satisfied, 12.5 percent are dissatisfied and 1.8 percent are very dissatisfied. We revealed 30.7 percent in government and 41.8 percent in private hospitals are not satisfied or dissatisfied followed by 29.7 percent and 16.8 percent are “very satisfied”, 28.9 percent and 23.6 percent are “satisfied”, 8.6 percent and 16.4 percent are “dissatisfied”, 2.1 percent and 1.4 percent are “very dissatisfied” respectively. From this data it can be seen that organizational policies are more clear in government hospitals and employees are more informed about it than private hospitals and it is found to be statistically significant ($p < 0.05$) with type of institution.

Table 5.7: Comparative analysis of compensation and type of institution

	Government		Private		Total	
	n	%	n	%	n	%
Very Dissatisfied	2	0.7	5	1.8	7	1.3
Dissatisfied	42	15.0	29	10.4	71	12.7
Neither Satisfied Nor Dissatisfied	81	28.9	126	45	207	36.9
Satisfied	74	26.5	72	25.7	146	26.1
Very Satisfied	81	28.9	48	17.1	129	23
Total	280	100.0	280	100.0	560	100
Pearson Chi-Square value = 21.92, d.f. =4, p value = 0.000						

Source: Compiled from the questionnaire

Compensation is the pay for the amount of work that is done. On analyzing compensation is shown in Table 5.7 that 36.9 percent respondents do not found satisfied or dissatisfied whereas followed by 26.1 percent are satisfied, 23 percent are very satisfied, 12.7 percent are dissatisfied and 1.3 percent are very dissatisfied. We found 28.9 percent in government and 45 percent in private hospitals are not satisfied or dissatisfied followed by 28.9 percent and 17.1 percent are “very satisfied”, 26.5 percent and 25.7 percent are “satisfied”, 15 percent and 10.4 percent are “dissatisfied”, 0.7 percent and 1.8 percent are “very dissatisfied” respectively. From this data it can be seen that 45 percent of the health care workers in the private hospitals are not found to be satisfied or dissatisfied with the pay they received for the amount of work they do, in comparison to government hospitals where only 28.9 percent of the workers opted for this option. The association between compensation and type of institution is found to be statistically significant ($P < 0.05$).

Table 5.8: Comparative analysis of co-workers and type of institution

	Government		Private		Total	
	n	%	n	%	n	%
Very Dissatisfied	3	1.1	2	0.7	5	0.9
Dissatisfied	47	16.8	54	19.3	101	18
Neither Satisfied Nor Dissatisfied	62	22.1	119	42.5	181	32.3
Satisfied	90	32.1	60	21.4	150	26.8
Very Satisfied	78	27.9	45	16.1	123	22
Total	280	100.0	280	100.0	560	100.0
Pearson Chi-Square value = 33.49, d.f. =4, p value = 0.000						

Source: Compiled from the questionnaire

Co-worker is defined as the way people on the job get along with each other. On studying co-worker as shown in Table 5.8 that 32.3 percent respondents do not found satisfied or dissatisfied whereas 26.8 percent are satisfied, 22 percent are very satisfied, 18 percent are dissatisfied and 0.9 percent are very dissatisfied. We observed 32.1 percent in government and 21.4 percent in private hospitals selected “satisfied” followed by 27.9 percent and 16.1 percent are “very satisfied”, 22.1 percent and 42.5 percent are not satisfied or dissatisfied, 16.8 percent and 19.3 percent are “dissatisfied”, 1.1 percent and 0.7 percent are “very dissatisfied” respectively. From this data it can be seen that employees working in government hospitals enjoy better relationship with their co-workers than their counterparts in private hospitals. The association between co-worker and type of institution is found to be statistically significant ($p < 0.05$).

Table 5.9: Comparative analysis of creativity and type of institution

	Government		Private		Total	
	n	%	n	%	n	%
Very Dissatisfied	4	1.4	0	0	4	0.7
Dissatisfied	48	17.1	17	6.1	65	11.6
Neither Satisfied Nor Dissatisfied	125	44.7	88	31.4	213	38
Satisfied	62	22.2	127	45.4	189	33.8
Very Satisfied	41	14.6	48	17.1	89	15.9
Total	280	100.0	280	100.0	560	100.0
Pearson Chi-Square value = 48.12, d.f. =4, p value = 0.000						

Source: Compiled from the questionnaire

Creativity is defined as the chance to try one's own methods of doing the job. On evaluating creativity is shown in Table 5.9 that 38 percent respondents do not found satisfied or dissatisfied whereas 33.8 percent are satisfied, 15.9 percent are very satisfied, 11.6 percent are dissatisfied and 0.7 percent are very dissatisfied. We revealed 44.7 percent in government and 31.4 percent in private hospitals are not satisfied or dissatisfied followed by 22.2 percent and 45.4 percent are "satisfied", 17.1 percent and 6.1 percent are "dissatisfied", 14.6 percent and 17.1 percent are "very satisfied", 1.4 percent and none of the respondents are "very dissatisfied" respectively. From this data it can be seen that creativity is more in private hospitals than in government hospitals and the association between creativity and type of institution is found to be statistically significant ($p < 0.05$).

Table 5.10: Comparative analysis of independence and type of institution

	Government		Private		Total	
	n	%	n	%	n	%
Very Dissatisfied	4	1.4	3	1.1	7	1.3
Dissatisfied	38	13.6	47	16.8	85	15.2
Neither Satisfied Nor Dissatisfied	52	18.5	144	51.4	196	35
Satisfied	115	41.1	76	27.1	191	34
Very Satisfied	71	25.4	10	3.6	81	14.5
Total	280	100.0	280	100.0	560	100.0
Pearson Chi-Square value = 98.18, d.f. =4, p value = 0.000						

Source: Compiled from the questionnaire

Independence is defined as the chance to work alone on the job. On studying independence is shown in Table 5.10 that 35 percent respondents do not found satisfied or dissatisfied whereas 34 percent are satisfied, 15.2 percent are dissatisfied, 14.5 percent are very satisfied and 1.3 percent are very dissatisfied selected. We revealed 41.1percent in government and 27.1 percent in private hospitals selected “satisfied” followed by 25.4 percent and 3.6 percent are “very satisfied”, 18.5 percent and 51.4 percent are not satisfied or dissatisfied, 13.6 percent and 16.8 percent are “dissatisfied”, 1.4 percent and 1.1 percent are “very dissatisfied” respectively. From this data it can be seen that health care staff working in government hospitals gets more chance to work alone on the job than their counterpart in private hospitals and this is found to be statistically significant ($p < 0.05$) with type of institution in our study.

Table 5.11: Comparative analysis of moral values and type of institution

	Government		Private		Total	
	n	%	n	%	n	%
Very Dissatisfied	6	2.1	0	0	6	1
Dissatisfied	57	20.4	19	6.8	76	13.6
Neither Satisfied Nor Dissatisfied	70	25.0	117	41.8	187	33.4
Satisfied	78	27.9	127	45.3	205	36.6
Very Satisfied	69	24.6	17	6.1	86	15.4
Total	280	100.0	280	100.0	560	100.0
Pearson Chi-Square value = 79.97, d.f. =4, p value = 0.000						

Source: Compiled from the questionnaire

Moral value means being able to do things that do not go against one's conscience. On assessing moral values is shown in Table 5.11 that 36.6 percent respondents selected "satisfied" whereas 33.4 percent not found to be satisfied or dissatisfied, 15.4 percent are very satisfied, 13.6 percent are dissatisfied and 1 percent are very dissatisfied. We found 27.9 percent in government and 45.3 percent in private hospitals selected "satisfied" followed by 25 percent and 41.8 percent are not satisfied or dissatisfied, 24.6 percent and 6.1 percent are "very satisfied", 20.4 percent and 6.8 percent are "dissatisfied", 2.1 percent and none of the respondents are "very dissatisfied" respectively. From this data it can be seen that 41.8 percent of the health care workers in the Private Hospitals are not found to be Satisfied or Dissatisfied with the moral values, in comparison to Government Hospitals where only 25 percent of the workers opted for this option and it is found to be statistically significant ($p < 0.05$) with type of institution.

Table 5.12: Comparative analysis of recognition and type of institution

	Government		Private		Total	
	n	%	n	%	n	%
Very Dissatisfied	9	3.2	3	1.1	12	2.1
Dissatisfied	64	22.9	17	6.1	81	14.5
Neither Satisfied Nor Dissatisfied	127	45.4	72	25.7	199	35.5
Satisfied	46	16.4	66	23.5	112	20
Very Satisfied	34	12.1	122	43.6	156	27.9
Total	280	100.0	280	100.0	560	100.0
Pearson Chi-Square value = 98.69, d.f. =4, p value = 0.000						

Source: Compiled from the questionnaire

Recognition is defined as the praise one gets for doing a good job. On evaluating recognition is shown in Table 5.12 that 35.5 percent respondents do not found satisfied or dissatisfied whereas 27.9 percent are very satisfied, 20 percent are satisfied, 14.5 percent are dissatisfied and 2.1 percent are very dissatisfied. We observed 45.4 percent in government and 25.7 percent in private hospitals are not satisfied or dissatisfied followed by 22.9 percent and 6.1 percent are “dissatisfied”, 16.4 percent and 23.5 percent are “satisfied”, 12.1 percent and 43.6 percent are “very satisfied”, 3.2 percent and 1.1 percent are “very dissatisfied” respectively. From this data it can be seen that recognition is found to be better in private hospitals than government hospitals. The association between recognition and type of institution is found to be statistically significant ($p < 0.05$).

Table 5.13: Comparative analysis of responsibility and type of institution

	Government		Private		Total	
	n	%	n	%	n	%
Very Dissatisfied	5	1.8	3	1.1	8	1.4
Dissatisfied	43	15.4	53	18.9	96	17.1
Neither Satisfied Nor Dissatisfied	57	20.3	119	42.5	176	31.4
Satisfied	111	39.6	56	20.0	167	29.8
Very Satisfied	64	22.9	49	17.5	113	20.3
Total	280	100.0	280	100.0	560	100.0
Pearson Chi-Square value = 43.49, d.f. =4, p value = 0.000						

Source: Compiled from the questionnaire

Responsibility is defined as the freedom to use one’s own judgment. On studying responsibility is shown in table 5.13 that 31.4 percent respondents do not found satisfied or dissatisfied whereas 29.8 percent are satisfied, 20.3 percent are very satisfied, 17.1 percent are dissatisfied and 1.4 percent are very dissatisfied. We studied 39.6 percent in government and 20 percent in private hospitals selected “satisfied” followed by 22.9 percent and 17.5 percent are “very satisfied”, 20.3 percent and 42.5 percent are not satisfied or dissatisfied, 15.4 percent and 18.9 percent are “dissatisfied”, 1.8 percent and 1.1 percent are “very dissatisfied” respectively. From this data it can be seen that in government hospitals employees are more “satisfied” with the freedom to use their own judgment in comparison to private hospitals. The association between responsibility and type of institution is found to be statistically significant ($p < 0.05$).

Table 5.14: Comparative analysis of security and type of institution

	Government		Private		Total	
	n	%	n	%	n	%
Very Dissatisfied	2	0.7	8	2.9	10	1.8
Dissatisfied	26	9.3	30	10.7	56	10
Neither Satisfied Nor Dissatisfied	62	22.2	165	58.9	227	40.5
Satisfied	104	37.1	45	16.1	149	26.6
Very Satisfied	86	30.7	32	11.4	118	21.1
Total	280	100.0	280	100.0	560	100.0
Pearson Chi-Square value = 98.69, d.f. =4, p value = 0.000						

Source: Compiled from the questionnaire

Security is the way the job provides for steady employment. On evaluating security is shown in Table 5.14 that 40.5 percent respondents do not found satisfied or dissatisfied whereas 26.6 percent are satisfied, 21.1 percent are very satisfied, 10 percent are dissatisfied and 1.8 percent are very dissatisfied. We observed 37.1 percent in government and 16.1 percent in private hospitals selected “satisfied” followed by 30.7 percent and 11.4 percent are “very satisfied”, 22.2 percent and 58.9 percent are not satisfied or dissatisfied, 9.3 percent and 10.7 percent are “dissatisfied”, 0.7 percent and 2.9 percent are “very dissatisfied” respectively. From this data it can be government hospital employees are more satisfied with the job provides for steady employment rather than in private hospitals. The association between security and type of institution is found to be statistically significant ($p < 0.05$).

Table 5.15: Comparative analysis of social service and type of institution

	Government		Private		Total	
	n	%	n	%	n	%
Very Dissatisfied	8	2.9	8	2.9	16	2.9
Dissatisfied	32	11.4	49	17.5	81	14.5
Neither Satisfied Nor Dissatisfied	53	18.9	131	46.7	184	32.8
Satisfied	99	35.4	47	16.8	146	26.1
Very Satisfied	88	31.4	45	16.1	133	23.7
Total	280	100.0	280	100.0	560	100.0
Pearson Chi-Square value = 69.06, d.f. =4, p value = 0.000						

Source: Compiled from the questionnaire

Social service refers to the chance to do things for other people. On analyzing social service is shown in Table 5.15 that 32.9 percent respondents do not found satisfied or dissatisfied whereas 26.1 percent are satisfied, 23.7 percent are very satisfied, 14.5 percent are dissatisfied and 2.8 percent are very dissatisfied. we revealed 35.4 percent in government and 16.8 percent in private hospitals selected “satisfied” followed by 31.4 percent and 16.1 percent are “very satisfied”, 18.9 percent and 46.7 percent are not satisfied or dissatisfied, 11.4 percent and 17.5 percent are “dissatisfied”, 2.9 percent and 2.9 percent are “very dissatisfied” respectively. From this data it can be seen that health care workers are more “satisfied” in government hospitals than in private hospitals. The association between social service and type of institution is found to be statistically significant ($p < 0.05$).

Table 5.16: Comparative analysis of social status and type of institution

	Government		Private		Total	
	n	%	n	%	n	%
Very Dissatisfied	7	2.5	3	1.1	10	1.8
Dissatisfied	40	14.3	30	10.7	70	12.5
Neither Satisfied Nor Dissatisfied	91	32.5	132	47.1	223	39.8
Satisfied	76	27.1	87	31.1	163	29.1
Very Satisfied	66	23.6	28	10.0	94	16.8
Total	280	100.0	280	100.0	560	100.0
Pearson Chi-Square value = 26.67, d.f. =4, p value = 0.000						

Source: Compiled from the questionnaire

Social status refers to the chance to be “somebody” in the community. On assessing social status is shown in Table 5.16 that 39.8 percent respondents do not found satisfied or dissatisfied whereas 29.1 percent are satisfied, 16.8 percent are very satisfied, 12.5 percent are dissatisfied and 1.8 percent are selected very dissatisfied. We revealed 32.5 percent in government and 47.1 percent in private hospitals are not satisfied or dissatisfied followed by 27.1 percent and 31.1 percent are “satisfied”, 23.6 percent and 10 percent are “very satisfied”, 14.3 percent and 10.7 percent are “dissatisfied”, 2.5 percent and 1.1 percent are “very dissatisfied” respectively. From this data it can be seen 47.1 percent of the health care workers in the private hospitals are “neither satisfied nor dissatisfied” with the social status, in comparison to government hospitals where only 32.5 percent of the workers opted for this option and it is found to be statistically significant ($p < 0.05$) with type of institution.

Table 5.17: Comparative analysis of supervision- human relations and type of institution.

	Government		Private		Total	
	n	%	n	%	n	%
Very Dissatisfied	8	2.9	5	1.7	13	2.3
Dissatisfied	69	24.6	22	7.9	91	16.3
Neither Satisfied Nor Dissatisfied	119	42.5	73	26.1	192	34.3
Satisfied	45	16.1	112	40	157	28
Very Satisfied	39	13.9	68	24.3	107	19.1
Total	280	100.0	280	100.0	560	100.0
Pearson Chi-Square value = 72.44, d.f. =4, p value = 0.000						

Source: Compiled from the questionnaire

Supervision (human relations) refers to the relationship between supervisors and employees. On studying supervision (human relations) is shown in Table 5.17 that 34.3 percent respondents do not found satisfied or dissatisfied whereas 28 percent are satisfied, 19.1 percent are very satisfied, 16.3 percent are dissatisfied and 2.3 percent are very dissatisfied. we studied 42.5 percent in government and 26.1 percent in private hospitals are not satisfied or dissatisfied followed by 24.6 percent and 7.9 percent are “dissatisfied”, 16.1 percent and 40 percent are “satisfied”, 13.9 percent and 24.3 percent are “very satisfied”, 2.9 percent and 1.7 percent are “very dissatisfied” respectively. From this data it can be seen that supervision (human relations) are better in private hospitals than in government hospitals. The association between supervision (human relations) and type of institution is found to be statistically significant ($p < 0.05$).

Table 5.18: Comparative analysis of supervision-technical and type of institution

	Government		Private		Total	
	n	%	n	%	n	%
Very Dissatisfied	7	2.5	4	1.4	11	2.0
Dissatisfied	37	13.2	12	4.3	49	8.8
Neither Satisfied Nor Dissatisfied	153	54.6	65	23.2	218	38.9
Satisfied	43	15.4	108	38.6	151	26.9
Very Satisfied	40	14.3	91	32.5	131	23.4
Total	280	100.0	280	100.0	560	100.0
Pearson Chi-Square value = 95.26, d.f. =4, p value = 0.000						

Source: Compiled from the questionnaire

Supervision-technical refers to the technical quality of supervision. On evaluating supervision-technical is shown in Table 5.18 that 38.9 percent respondents do not found satisfied or dissatisfied whereas 26.9 percent are satisfied, 23.4 percent are very satisfied, 8.8 percent are dissatisfied and 2.0 percent are very dissatisfied. We observed 54.6 percent in government and 23.2 percent in private hospitals are not satisfied or dissatisfied followed by 15.4 percent and 38.6 percent are “satisfied”, 14.3 percent and 32.5 percent are “very satisfied”, 13.2 percent and 4.3 percent are “dissatisfied”, 2.5 percent and 1.4 percent are “very dissatisfied” respectively. From this data it can be seen that health care workers are more “satisfied in private hospitals rather than government hospitals with the supervision-technical aspect. The association between supervision-technical and type of institution was found to be statistically significant ($p < 0.05$).

Table 5.19: Comparative analysis of variety and type of institution

	Government		Private		Total	
	n	%	n	%	n	%
Very Dissatisfied	5	1.8	0	0	5	0.9
Dissatisfied	41	14.6	0	0	41	7.3
Neither Satisfied Nor Dissatisfied	141	50.4	83	29.6	224	40
Satisfied	61	21.8	164	58.6	225	40.2
Very Satisfied	32	11.4	33	11.8	65	11.6
Total	280	100.0	280	100.0	560	100.0
Pearson Chi-Square value = 95.26, d.f. =4, p value = 0.000						

Source: Compiled from the questionnaire

Variety refers to the chance to do different things from time to time. On analyzing variety is shown in Table 5.19 that 40.2 percent respondents are satisfied whereas 40 percent are not found to be satisfied or dissatisfied, 11.6 percent are very satisfied, 7.3 percent are dissatisfied and 0.9 percent are very dissatisfied selected. We observed 50.4 percent in government and 29.6 percent in private hospitals are not satisfied or dissatisfied followed by 21.8 percent and 58.6 percent are “satisfied”, 14.6 percent and none of the respondents are “dissatisfied”, 11.4 percent and 11.8 percent are “very satisfied”, 1.8 percent and none of the respondents are “very dissatisfied” respectively. From this data it can be seen that in private hospital employees are more satisfied with the chance to do different things on the job than government hospital employees. The association between Variety and type of institution is found to be statistically significant ($p < 0.05$).

Table 5.20: Comparative analysis of working conditions and type of institution

	Government		Private		Total	
	n	%	n	%	n	%
Very Dissatisfied	7	2.5	2	0.7	9	1.6
Dissatisfied	49	17.5	13	4.6	62	11.1
Neither Satisfied Nor Dissatisfied	149	53.2	69	24.7	218	38.9
Satisfied	46	16.4	95	33.9	141	25.2
Very Satisfied	29	10.4	101	36.1	130	23.2
Total	280	100.0	280	100.0	560	100.0
Pearson Chi-Square value = 109.95, d.f. =4, p value = 0.000						

Source: Compiled from the questionnaire

Working conditions refers to the physical surroundings (heating, lighting, ventilation, etc.) on the job. On studying working conditions is shown in Table 5.20 that 38.9 percent respondents do not found satisfied or dissatisfied whereas 25.2 percent are satisfied, 23.2 percent are very satisfied, 11.1 percent are dissatisfied and 1.6 percent are very dissatisfied. We studied 53.2 percent in government and 24.7 percent in private hospitals are not satisfied or dissatisfied followed by 17.5 percent and 4.6 percent are “dissatisfied”, 16.4 percent and 33.9 percent are “satisfied”, 10.4 percent and 36.1 percent are “very satisfied”, 2.5 percent and 0.7 percent are “very dissatisfied” respectively. From this data it can be seen health care workers are better in private hospitals than in government hospitals with the physical conditions of the work environment. The association between working conditions and type of institution is found to be statistically significant ($p < 0.05$).

Table 5.21: Comparative analysis of general satisfaction and type of institution

	Government		Private		Total	
	n	%	n	%	n	%
Very Dissatisfied	0	0	0	0	0	0
Dissatisfied	16	5.7	2	0.7	18	3.2
Neither Satisfied Nor Dissatisfied	101	36.1	127	45.4	228	40.7
Satisfied	124	44.3	120	42.8	244	43.6
Very Satisfied	39	13.9	31	11.1	70	12.5
Total	280	100.0	280	100.0	560	100.0
Pearson Chi-Square value = 14.83, d.f. =3, p value = 0.002						

Source: Compiled from the questionnaire

General satisfaction refers to the overall perception of the job. On assessing general satisfaction is shown in Table 5.21 that 43.6 percent respondents found satisfied whereas 40.7 percent are not found to be satisfied or dissatisfied, 12.5 percent are very satisfied, 3.2 percent are dissatisfied and none of the respondents are very dissatisfied. We studied 44.3 percent in government and 42.8 percent in private hospitals selected “satisfied” followed by 36.1 percent and 45.4 percent are not satisfied or dissatisfied, 13.9 percent and 11.1 percent are “very satisfied”, 5.7 percent and 0.7 percent are “dissatisfied”, none of the respondents are “very dissatisfied” respectively. From this data it can be seen that in both government hospitals and private hospitals majority of the selections are between “satisfied” and “neither satisfied nor dissatisfied” for their overall level of satisfaction. The association between general satisfaction and type of institution is found to be statistically significant ($p < 0.05$).

Hypothesis 3: $p < .05$ for all aspects of job satisfaction except achievement and showing significant variation between level of job satisfaction of government and private hospital employees.

Table 5.22: Scores on MSQ and Type of Institution.

S. No.	Components	Government		Private		p value
		Mean	S.D.	Mean	S.D.	
1	Ability Utilization	16.15	4.449	17.34	3.560	0.001
2	Achievement	17.14	4.703	16.26	4.365	.022
3	Activity	16.53	5.945	14.77	5.402	.000
4	Advancement	14.94	5.137	17.93	4.551	.000
5	Authority	18.15	4.331	14.04	3.924	.000
6	Organizational policies and practices	17.16	5.286	15.01	4.992	.000
7	Compensation	16.60	5.363	15.35	4.651	.004
8	Co-workers	16.91	5.684	14.71	5.016	.000
9	Creativity	14.90	4.998	17.12	3.944	.000
10	Independence	17.33	5.298	14.10	3.854	.000
11	Moral values	16.16	5.865	15.80	3.747	.386
12	Recognition	13.88	5.089	18.18	4.751	.000
13	Responsibility	16.78	5.478	14.98	5.165	.000
14	Security	17.79	5.146	14.36	4.285	.000
15	Social service	17.80	5.555	14.57	4.825	.000
16	Social status	16.18	5.433	15.17	4.312	.015
17	Supervision-human relations	14.17	5.294	17.13	4.942	.000
18	Supervision-technical	14.46	4.745	18.15	4.740	.000
19	Variety	14.69	4.724	17.43	3.053	.000
20	Working conditions	14.29	4.594	18.52	4.767	.000

Source: Compiled from the questionnaire

Table 5.22 shows mean and standard deviation for the 20 MSQ scales, separately for government and private hospitals. differences in variability of satisfaction scores between government and private hospitals as shown in table are statistically significant for 19 of

the 20 MSQ scales: ability utilization, achievement, activity, advancement, authority, organizational policies and practices, compensation, co-workers, creativity, independence, recognition, responsibility, security, social service, social status, supervision-human relations, supervision-technical, variety, working conditions. While group differences in variability are not statistically significant for the remaining 1 MSQ scales.

Hypothesis 1: $p < .05$ for all aspects of job satisfaction except moral values and showing significant relationship between government and private hospital employees except moral values.

Table 5.23: General Satisfaction

Sr.No.		Government		Private	
		Mean	S.D.	Mean	S.D.
1	Chance to work alone on the job	3.425	1.186	2.666	1.257
2	Chance to do different things from time to time	2.654	1.385	3.546	0.765
3	Chance to be “somebody” in the community	3.189	1.323	2.891	1.197
4	Way my boss handles his/her employees	2.677	1.387	3.414	1.218
5	Competence of my supervisor in making decisions	2.830	1.320	3.636	1.144
6	Being able to do things that don’t go against my conscience	3.231	1.374	3.368	1.035
7	Way my job provides for steady employment	3.418	1.298	2.857	0.981
8	Chance to do things for other people	3.614	1.273	2.942	1.278
9	Chance to tell people what to do	3.739	0.962	2.793	0.987

10	Chance to do something that makes use of my abilities	3.183	1.062	3.511	0.968
11	Way company policies are put into practice	3.539	1.211	3.082	1.166
12	My pay and the amount of work I do	3.379	1.188	3.036	1.185
13	Chances for advancement on this job	3.061	1.148	3.707	1.120
14	Freedom to use my own judgement	3.304	1.157	2.832	1.193
15	Chance to try my own methods of doing the job	2.917	1.239	3.354	0.927
16	Working conditions	3.000	1.255	3.836	1.162
17	Way my co-workers get along with each other	3.375	1.388	3.004	1.381
18	Praise I get for doing a good job	2.982	1.268	3.743	1.166
19	Feeling of accomplishment I get from the job	3.418	1.152	3.339	1.192
20	Being able to keep busy all the time	3.382	1.357	3.011	1.389

Source: Compiled from the questionnaire

Table 5.23 showed mean and standard deviation of each question on general satisfaction scale are scored and it was observed that in the government hospitals mean score varied from 2.654 to 3.739 and in the private hospital it varied from 2.666 to 3.836.

Table 5.24: p value of different aspects of job satisfaction at a glance

Comparative analysis of aspects with type of institution	p value	Statistically significant or not
Ability Utilization	p <.05	Statistically significant
Achievement	p >.05	Not Statistically significant
Activity	p <.05	Statistically significant

Advancement	p <.05	Statistically significant
Authority	p <.05	Statistically significant
Organizational policies and practices	p <.05	Statistically significant
Compensation	p <.05	Statistically significant
Co-workers	p <.05	Statistically significant
Creativity	p <.05	Statistically significant
Independence	p <.05	Statistically significant
Moral values	p <.05	Statistically significant
Recognition	p <.05	Statistically significant
Responsibility	p <.05	Statistically significant
Security	p <.05	Statistically significant
Social service	p <.05	Statistically significant
Social status	p <.05	Statistically significant
Supervision-human relations	p <.05	Statistically significant
Supervision-technical	p <.05	Statistically significant
Variety	p <.05	Statistically significant
Working conditions	p <.05	Statistically significant
General satisfaction	p <.05	Statistically significant

CONCLUSION:

We can conclude that, all aspects of job satisfaction except achievement showing significant variation between level of job satisfaction of government and private hospital employees done by chi square test. As comparing means to study the variations in aspects of job satisfaction by t test we found all factors showing significant relationship between government and private hospital employees except moral values.