A COMPARATIVE ANALYSIS OF JOB SATISFACTION OF GRAMIN DAK SEVAKS OF SHIVAMOGGA AND BELAGAVI DISTRICTS OF KARNATAKA

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ABSTRACT

India Post hitherto known as Department of Posts is one of the oldest Departments under the Government of India. It is one of the largest postal networks in the world. Majority of the Post Offices are located in Rural areas. These Post Offices are predominantly manned by Gramin Dak Sevaks whose Job Satisfaction is crucial to the future of the Department of Posts. The present study examined the job satisfaction level of Gramin Dak Sevaks of Shimoga District and Belgaum District. The sample consisted of 100 Gramin Dak Sevaks from both these districts. Simple percentage method was used to analyse secondary data. The Garrett ranking method was adopted to identify the most influential and least influential factors determining job satisfaction. Further, the Chi - square test was applied to test the significance between expected frequencies and observed frequencies with regard to gender and job satisfaction, age and job satisfaction, educational qualification and job satisfaction and so on. It was found that there existed a significant relationship between gender and job satisfaction and also between education level and job satisfaction. While, with regard to other demographic features like age and job satisfaction, marital status and job satisfaction, work experience (length of service) and job satisfaction and post held and job satisfaction, the relationship recorded to be insignificant. Non grant of Civil Servant Status to these Gramin Dak Sevaks is the single most crucial factor of dissatisfaction.

KEYWORDS: India Post, Gramin Dak Sevak, Job Satisfaction, Demographic features & Civil Servant Status

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