

RESEARCH PAPER



**DR. PRASHANT GOVINDRAO
GAWANDE**

Director Of Physical Education and
Sports, Arts, science and commerce
college, Chikhaldara,
Prashantgawande3007@gmail.com

**DR. PRAVIN CHANDRABHAN
DABRE,**

Director Of Physical Education
and Sports, Shripad Krishna
Kolhatkar Mahavidyalaya , Jalgaon
Jamod, pravin.dabre@gmail.com

**JOB SATISFACTION OF MAHARASHTRA STATE POLICE
DEPARTMENT EX KHO-KHO PLAYERS**

ABSTRACT

Kho-Kho is a popular game invented in Maharashtra, India. After serious efforts of Kho-Kho federation of India, this game has reached at national level since 1959-60 to till date. The game is played in Asian countries like Maldives, Bhutan, Thailand, Bangladesh, Pakistan, India, and Nepal. Asian Kho-Kho championship held at Kolkata, India in 1996, first time. In the year 2000 second Asian championship was held in Bangladesh at Mirpur, Dhaka. Universities from India started conducting competitions at various levels like Intercollegiate, west zone Inter-university, all India Inter-university, and then Combined University. In Maharashtra this game is played enthusiastically in every district and Maharashtra is pioneer of this Game. Maharashtra government also supports the players by giving lots of incentives in the form of awards and rewards. The most important thing which has been done by the Maharashtra government is, it has started giving 5% sports quota to the sports persons in state government job. Those players/teams secure the positions first, second & third in State championships, National championships & all India Inter-university competitions. Players were got the opportunity in the government jobs after completion of physical test and theory exam as per merit list & norms of the department. Reserchers working in the field of Kho-Kho, question aroused in the mind of researchers are that after receiving job in government on the basis of sports quota. Do the players of Kho-Kho were satisfied with their Job or not? Hence researchers due to their personal curiosities under took this study. Researchers prepared questionnaire and given it to Kho-Kho players to fill it up with the proper answers, who got the job on the basis of sports quota. On the basis of findings and within the limitation of present study it was found that the players are very much satisfied with their jobs in Maharashtra state police department.

Key words: Kho-Kho players , Job satisfaction, Sports quota

Introduction:- Kho-Kho games is less expenditure indigenous game. This game is being played in every district of Maharashtra. Rule book was published in 1934 at Akola. In the year 1936, Kho-Kho team from HVPM, Amravati demonstrated this game in Berlin Olympics. In the year 1977-78 NIS Diploma course in Kho-

Kho started at Patiala. Kho-Kho included in School and university games. The game is played by Asian countries like Bhutan, Bangladesh, Pakistan, India, Thailand, Maldives and Nepal.

In 1996 Asian Kho-Kho championship first time held at Kolcutta, India. Asian Kho-Kho championship was held second time in the year

2000 at Mirpur, Dhaka, Bangladesh. Kho-Kho team consists of 12 players. 9 players will take the field in the beginning of the match for their turn of chasing. An inning will consist of chasing and defending turns which shall be in senior and junior groups 9 minutes and of 7 minutes in sub junior group. In India Kho-Kho game is played at school, University & Association level.

In Maharashtra this game is played interestingly in every district up to grampanchayat level. Maharashtra is pioneer of this Game. Government of Maharashtra is also providing good support to the players by availing more incentives in the form of awards and rewards. The most important is that Maharashtra government has started 5% sports quota to the sports persons in state government job. Kho-Kho game is also included in the list of 5% quota. The players/teams secure position first, second & third in State championships, National championships & in all India v university competitions. Such players were absorbed in government after clearing physical test and theory exam as per merit list.

As researchers are working in the field of Kho-Kho since last 35 years, question aroused in the mind of researchers that after receiving job in Maharashtra government on the basis of sports quota. Do the Kho-Kho players satisfied with their Job or not? Job satisfaction has a significance value in everyday life. Job satisfaction has rather weak correlations to productivity of the job. Hence researchers due to their personal interest under took this study. Researchers prepaid questionnaire and circulate it to Kho-Kho players, who secure jobs on the basis of sports quota. Researcher motivated to fill the up the forms with the sincere answers.

Hypothesis: It is hypothesized that Kho-Kho players might be satisfied with their jobs which they have secure on the basis of sports quota

Method: - Job satisfaction simply means how the person's/individuals are involved with their jobs. In simple words, job satisfaction is nothing but the degree or the extent to which one likes or dislikes the job. In this research study we have used continental sampling method. Data collected from the respondent as per our

convenience and respondent's convenience. Finally, in this study 40 samples from Amravati district were considered for the study. Who secure job on the basis of Kho-Kho merit certificates (i.e. in sports quota) in Maharashtra police department by completion of physical and theory exam in merit list? It includes determining various parameters that influence job satisfaction and also the present level of satisfaction of the players. Data was collected through job satisfaction questionnaire which was given to the players who secured their jobs on the basis of sports quota. The questionnaire consisted of various sections like personal details, working conditions related questions. The Following questions were drafted in questionnaire which was circulated among players for the collection of data. (01) What is your qualification? (02) Name you like to play the game (03) what are the sports achievements? (04) Did you have your job through sports quota? (05) What are your duty hours? (06) Do you practice Kho-Kho game while in the service? (07) Do you play departmental Kho-Kho competitions? (08) What are the incentives you got playing departmental competitions? (09) How many departmental Kho-Kho competitions you play in a year? (10) Are you satisfied with your job? (11) How many departments in government are giving job to the players? (12) Are you satisfied with your salary? (13) Do you have job security? (13) Are working conditions healthy? (14) How are the working relationships amongst players? For the purpose satisfied the concerned research objective of this study statistical tool for regression analysis was used. It is observed from the literature review and report study that job satisfaction, sports performance & departmental performance is correlated.

Compilation of Data: The data pertaining to the study were collected from the players who seek job on the basis of Kho-Kho merit certificates (i.e. in sports quota) in Maharashtra police department by clearing physical and theory exam in merit list. Researcher prepaid questionnaire and given it to Kho-Kho players In this study filled up questionnaire received

from 40 samples from Amravati district were considered for the compilation of data.

Testing of Hypothesis: It was hypothesized that Kho-Kho players will be very much satisfied with their job which they have got the job on the basis of sports quota. In the light of derived results, it was found that the hypothesis made by the researcher was correct.

Conclusion: On the basis of findings and within the limitation of present study the following conclusion has been drawn. It was found that Kho-kho players were very happy that they have got government job. While in the job they are getting an opportunity to participate in departmental competitions often. They are very much happy and satisfied with their service, work recognitions, healthy environment at workplace, work relations with players & salary they are drawing in as per their clear views. They were happier with police department because as per their opinion this is the only department which is absorbing players in government service. Also giving job to the players in government sector motivates the society. It was found that there was no fear of losing job. So this topic has attracted the interest of many researchers

Recommendation: The following recommendations are made on the basis of the results from the study which may be useful for the future research work:

1. Government should aware society properly about sports quota for the job.
2. More facilities should be provided to the players by the department.
3. Players should get promotions & job security on the basis of their best performance.
4. Kho-Kho players should maintain relationship among themselves.
5. Motivate players with healthy hike in salary after big achievements to the Kho-Kho team is the recommendation.
6. Emphasis should be given for their career advancement.
7. The findings of the study may serve as a reference material for the future studies.

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