



Research Paper

Employee Alienation In Relation To Job Satisfaction and Aspiration

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Abstract:

The main purpose of the present study was to find out the effect of job satisfaction and aspiration on the feelings of alienation of bank employees. To measure the alienation, University Employees Alienation Scale by Joshi & Bhatanger (1984) and to measure the aspiration, Level of Aspiration Scale for University Employees by Joshi & Bhatanger (1984) was used. Brayfield and Rothe's Index of Job-Satisfaction (1967) was used to measure job-satisfaction. The results indicated that the employees with high level of aspiration show high alienation and the employees, who are highly alienated show less satisfaction with their job.

Keywords: Alienation, Job-satisfaction, Aspiration

Alienation occurs when a person withdraws or becomes isolated from his environment or from other people. People who are alienated show rejection to society. They may also show feeling of distance and estrangement including from their own emotions. Alienation is a complex yet very common condition. It is related to psychology, sociology and medical field. Its common symptom is feeling distanced from work, family and friends. Sometimes they feel helpless, meaningless, left out in conversation and unsafe when interacting with others. There can also be symptoms of depression like having a poor appetite or over eating, sleeping excessively or having insomnia, lack of self-worth and having feelings of hopelessness.

Work alienation occurs when a person feels estranged from what he produces in the work place. This disconnection may cause dissatisfaction and a feeling of alienation from the work they do, their co-workers, the environment and themselves. It is a fact that an adult spends one third of his life in the work setting. Work place is a crucial place that needs close observation in respect to the employee's alienation because this feeling has great impact on society also.

Recent researches in the field of alienation have shown that there is significant effect of level of aspiration (attainment of power, honor or some achievement) and job-satisfaction (the satisfaction, which the people experience in their jobs) on the feelings of alienation. Passino(1983) and Crowden (1970) believes that alienative situation occurs in a social system. Any individual, who aspires high and is not satisfied with his present achievements, is found to be alienated. Fishman (1986), Ringling (1978), Orpen (1978), Pestonjee (1979), Halbesleben & Clark (2010), Madlock & Martin (2011) and Chiaburu, Diaz & Devos (2013) supported the effect of job satisfaction on the feelings of alienation. Hence, it was assumed that there must be significant effect of level of aspiration and job-satisfaction on the feelings of alienation.

A review of past researches indicates a dearth of studies in this specific area visa-vis the effect of aspiration and job satisfaction or the feelings of bank employee's alienation. Hence, the present investigator decided to investigate the problem in question.

HYPOTHESIS

1. There is no significant difference between high alienated group and low alienated group on job satisfaction.
2. There is no significant difference between high alienated group and low alienated group on level of aspiration.

METHOD

Sample

The total population of the present study consists of 50 bank employees of South Delhi, both male and female age group 25 to 35 years with educational level as graduation.

Tools

- (1) University Employee's Alienation Scaie (UEAS) Joshi &Bhatnagar (1984).
- (2) Level of Aspiration Scale for University Employees (LASUE)-Joshi &Bhatnagar (1984).
- (3) Job-satisfaction Scale - Brayfield and Rothe (1967).

Results & Discussion

Table No. 1: Significant difference between high alienation and low alienation on job satisfaction

Groups	Mean	SD	t value
High Alienated	39.00	8.35	23.74***
Low Alienated	60.84	14.05	

*** Significant at .001 level of confidence at df=48.

Results indicate that the C.R. value for high alienated (M=39.00, SD=8.35) and low alienated (M=60.84, SD=14.05; groups are 23.74, df=48, which is significant at .001 level of confidence. It shows that employees who were highly alienated have less job satisfaction in comparison to lowly alienated.

Table No. 2: Significant difference between high alienation and low alienation on aspiration

Groups	Mean	SD	t value
High Alienated	88.6	23.4	30.27***
Low Alienated	146.16	24.16	

*** Significant at .001 level of confidence at df=48.

It is also evident from the result that the mean value for high alienated group (M=88.6, SD=23.4) is less than the mean value for low alienated group (M=146.16, SD=24.16) and the C.R. value = 30.27 (df=48) is significant at .001 level of significance. It means that the employees with high level of aspiration have high alienation and vice versa.

As mentioned earlier job-satisfaction is an influential variable in producing significant difference between high-alienated and low-alienated groups. Our findings are in agreement with the results obtained by Ringling (1978), Chisolm (1979) Orpen (1976) and Ahmadiet. al. (1987) who had obtained job-satisfied administrators to be more alienated from their job.

Hence, it may be said that employees who are less satisfied with their job, develop a negative attitude towards their job and their job performance registered a deterioration. They feel that their job is kind of a burden and sort of a compulsion because they think that their future prospects are not bright. Sometimes they are alienated because of the routinization of work (Cable, 1988). Consequently, they perform their duties carelessly. On the other hand, the employees satisfied with their job take interest in office works and never perform duties carelessly and never become alienated.

In many cases high alienated employees have less job-satisfaction because of unsatisfactory remunerations and insufficient salary. The employees feel that their salary and house-hold income are inadequate to meet their living needs (Meyer, 1987).

Results also indicate that the employees with high level of aspiration show high alienation while on the other hand employees with low level of aspiration show low level of alienation.Wendt (1975) and Crowden (1970) also came out with the same findings.

Sometimes they do not obtain a job of their own interest because of the problem of unemployment, In such situation an individual does not enjoy the satisfaction that comes from academic success (Collins, 1980). They always live in a dilemma. They always crush their feelings and aspirations and day by day feelings of frustration increases.

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