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**THE GENDER BASED COMPARATIVE STUDY ON PERCEPTION OF PHYSICAL  
EDUCATION INSTRUCTORS ABOUT JOB PERFORMANCE**

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KEYWORDS	ABSTRACT
Job Performance, Gender, Instructors' Physical Education	The present comparative study was conducted to observe the difference in stance of male and female Instructors' Physical Educations (IPEs) regarding their Job Performance. A sample of 79 IPEs was selected over proportionate random sampling techniques to confirm the equal representation. For this drive, the self-made job performance scale was used for the data collection which was analyzed through independent sample t-test were used to find out the mean difference in perception of IPEs. The result of study showed that the difference in the stance of IPEs regarding their job performance is significant. Female IPEs performed better as compared to the male IPEs. The results are significant and expected to provide suitable guidelines to policy-makers of the concerned context regarding the physical education instructors about their job performance.
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## INTRODUCTION

The educating is honorable yet demanding occupation. To keep undeniable the degree of professional execution under these circumstances, teachers/instructors need to accept the individual accountability toward own development, performance and improvement (Naik, 1998). The teacher/instructor execution is most essential contribution to the educational context. The educators are perhaps the most basic segment of any system of instruction in particular context. The main them that how well they instruct/teach depend on capability, inspiration, preparation, experience, inclination have been considered as diverse variables, and las but not the least being the climate and the board structures within which they play out their particular job. The teachers/instructors should be viewed as feature of resolution, not contributor to the particular issues. The low status, poor pay, and spirit are key reasons for meager performances and degenerate conduct. Across the world, a huge number of educators, are turning out vigorously for neediness compensation educating the future generation (Mohanty, 2000).

Female workers show lower levels of job struggle and job uncertainty and more significant levels of "customer-oriented selling than" men. Female have confidence that they proceed just as men in the industrial deals the circumstances and don't need unique administrative contemplations to succeed (Siguaw, & Honeycutt, 1995). The females scored generally the higher slightly than males (mean  $d = -.11$ , 80% credibility interval  $-.33$  to  $.12$ ). However, the analysis from other studies suggested that though the job performance scores favored females, promotion possible ratings were sophisticated for the males (Roth et al., 2012). In this connection, from the perspective of above-mentioned points, it is deemed imperative to conduct a study to find out the gender difference in the instructors' physical education job performance working at secondary higher schools, KP, Pakistan. In this connection, the main objective is to compare the stance of male and female Instructors' Physical Education regarding their job performance in the concerned context (Government Higher Secondary Schools), KP, Pakistan.

### LITERATURE REVIEW

Job performance is the all-out work yield of the employees. In this regard, Campbell et al. (1993) portray work execution as the individual variable. In this connection, performance is somewhat the solitary that the individual does. It manages how the individual plays out his undertaking and degree of responsibility he appends to it. In such manner, work execution as behavior is conduct to perform ones' responsibility to particular tasks. The consequence of this behavior (work execution) is ultimate result (efficiency). The performance prompts result which could be negative or positive. Champion et al. (1984) noticed that the large number of qualities that were related with being females/ males reflects social convictions as well as practices instead of major contrasts. They noticed that individuals were gender taught role at the beginning phase of their lives and thus these jobs mirror the situation with the situation and position that they are required and hold to play particular roles. This declaration was upheld by Uwe (1999) found that female and male laborers didn't contrast essentially in their professional direction inside the reasonable, insightful, enterprising, and adjusting professional gathering.

Scheresky (1976) likewise examined character qualities and abilities of the subject in various occupations. In this manner, study uncovered that the esteem level of different individual attributes, including sexual orientation, related with the occupation was regularly diversely generalized. Also, Knudson (1982) considered whether ladies prepared in administration were as self-assured and as skillful in positions as males with comparative preparing. The findings of the study showed that ladies were just about as self-assured as males and performed similarly well on their positions as their men partners. Knudson expressed that female were pretty much as capable as the men whenever given comparative openness. Kadence (2006) clarifies that a person's performance is typically controlled by the variables like, inspiration, the desire to do work, capacity, the ability to do work, and workplace, the devices, information and materials expected to do work. He further clarified that when

employee needs capacity, the supervisor can give training and supplant the employee. On the off chance that there is a natural issue, the supervisor can likewise make changes in accordance with better performance.

However, in event that motivation is issue, managers errand is really difficult, subsequently he needs to endeavor hard consistently to guarantee that representatives are satisfactorily spurred to perform successfully. [Ubom and Joshua \(2004\)](#) bring up that when individual plays out his work successfully, better outcome is produced for association. They noticed that simple job execution is very different from active execution. In this connection, what is really expected of representative is real job performance. The effective work performance prompts complex profitability. [Campbell \(1993\)](#) knows three significant job performance components and determinants as: the decisive information; procedural information and expertise; and inspiration. Definitive information alludes to information about certainty, standards, objects, and so forth. The subsequent component is the procedural information and expertise which the incorporates intellectual ability, perceptual abilities, and so forth, while the third, inspiration, alludes to the consolidated three decision practices decision to use exertion, decision of level of exertion to consume, and decision to persevere in the use of that degree of the exertion.

Inspiration consequently, is the impression of the bearing, intensity, and steadiness of volitional practices. [Pater et al. \(2010\)](#) demonstrated that female representatives had fewer inspiring encounters in current positions than male partners. The subsequent investigated intention that variance task of stimulating undertakings to female and male subordinates gender underlies orientation contrasts in work challenge. Outcomes for sure recommend that the directors' errand designation choices are not gender-blind and may bring about ladies having less testing professional adventures than men. Gender orientation doesn't reliably get better performance ratings over the other, it did anyway verify that female get somewhat higher appraisals in certain settings and male get higher ratings in others. For instance, ladies surpassed men in territories like caring, building contacts and cooperation, while men beat ladies in risk managing, initiative, success direction and self-assurance ([Pekkarinen, 2012](#)). Gender appears to assume huge part in workers' work inspiration and job performance in swayed professions, in developing countries. So, defining when gender has any connotation to performance and motivation towards their jobs is important area to discover ([Ufuophu, & Iwu, 2014](#)).

## **RESEARCH METHODOLOGY**

The present study hypothesized that there is no significant difference in the perception of female and male instructor physical education concerning their job performance. In this connection, to achieve the desired objective, the researcher used different methods and procedures to attain the desired objective and to reach conclusion. In this connection, the

study design was delimited only to the quantitative and for data collection purpose survey method was used.

**Population and Sampling**

All the IPEs 72 (48 male and 24 female) working in government higher secondary schools of districts Dera Ismail Khan and Bannu were study population. The sample of the study comprised of 42 IPEs (28 male & 14 female) working in diverse higher secondary schools of Dera Ismail Khan and Bannu districts. Following [Yamane, \(1967\)](#) mathematical formula was applied for determination of sample-size from the population of the current study by using the formula:  $n = N / (1 + N * e^2)$ .

Table 1 Sample Size

Division	Male IPEs	57.8% Male IPEs	Female IPEs	57.8% Female IPEs	Total IPEs	Total IPEs	57.8%
D.I. Khan	24	14	13	8	37	22	
Bannu	24	14	11	6	35	20	
Total	48	28	24	14	72	42	

**Research Tool**

After studying literature, a questionnaire was designed (adopted from existing literature) for getting the views of the male and female IPEs working in higher secondary schools at district Dera Ismail Khan and Bannu.

**Validation of Tool**

The pilot study was conducted to examine the research tool validity before collecting the actual data for the main study. For this drive, 10 experts (associate professors and assistant professor & principals) were selected for pilot study for utilizing their expertise. Therefore, after getting desired responses from respondents, content validity ratio (CVR) was applied for validation. Acceptable range for CVR formula is from 0.3-1 ([Lindell, & Brandt, 1999](#)). Three questions were deleted because low CVR score.

Table 2 CVR Score of Job Performance Scale

QN	CVR-S	Remarks	QN	CVR-S	Remarks	QN	CVR-S	Remarks
1.	.9	Valid	15.	.67	Valid	29.	.87	Valid
2.	.8	Valid	16.	1.0	Valid	30.	.16	Rejected
3.	.8	Valid	17.	.83	Valid	31.	.65	Valid
4.	.9	Valid	18.	1	Valid	32.	.83	Valid
5.	.77	Valid	19.	1	Valid	33.	.83	Valid
6.	.97	Valid	20.	1	Valid	34.	.83	Valid
7.	.59	Valid	21.	.16	Rejected	35.	.85	Valid
8.	.8	Valid	22.	.9	Valid	36.	.95	Valid
9.	.8	Valid	23.	.8	Valid	37.	.9	Valid

10.	.9	Valid	24.	.7	Valid	38.	.83	Valid
11.	1	Valid	25.	.75	Valid	39.	1	Valid
12.	1	Valid	26.	.8	Valid	40.	.83	Valid
13.	1	Valid	27.	.83	Valid	41.	.67	Valid
14.	.02	Rejected	28.	.83	Valid	42.	.9	Valid

**Reliability**

For the reliability of instrument, Cronbach’s Alpha was used for internal consistency of the questionnaire through the computer software SPSS (Version, 24). The following table is showing the reliability score:

Table 3 Reliability Score

Scale	No. of Items	Cronbach’s Alpha
Job Performance	39	.79

**Hypothesis Testing**

H: There is no significant difference in the stance of female and male IPEs about their JP

Table 4 Showing Difference in Stance of Male and Female IPEs in Job Performance

	IPEs			Leven’s					
	Male			Female			test	T	P
	M	SD	N	M	SD	N			
Job Performance	4.56	.4177	28	4.87	.4898	14	.039	-2.81	.004

P>.05

Table indicating comparison between male and female IPEs views about job performance. The table shows that Leven’s test value is not significant (P=.039 <.05) which means the group changes are not equally treated which fulfilled assumption of t-test. The evidence shows above table that P-value is statistically significant (P=.004<.05). So, mean difference among male and female views about JP is significant. Thus, research hypothesis that there is no “significant difference in stance” of female and male instructors’ physical education about their job performance is hereby rejected.

**DISCUSSION & CONCLUSION**

The present study provides significant information as obtained from the results of this study which have been validated and supported through the results of previous studies to make clear position of current research study. The current study also provides significant information in order to reach the conclusion of the study about the relationships among research variables under considerations. The study was conducted to find out difference in stance of female and male IPEs regarding their job performance. The study was conducted in government higher secondary schools of Khyber-Pakhtunkhwa, Pakistan. The result of the present study found that there is significant difference between female and male

teachers about performance. In this connection, the result of current study is in line with [Ufuophu and Iwu \(2014\)](#) they found that gender plays "significant role in the employees' job performance in few professions", particularly in the developing countries like Pakistan. The result of the current study are also in line with the [Atta \(2012\)](#), [Bhat and Bashir \(2016\)](#), and, [Nadeem et al. \(2011\)](#).

They found difference significant in female and male teachers regarding job performance. The female teachers perform better as compared to male teachers in terms of students' academic achievement. The result of the study concluded that the difference in the male and female IPEs performance is significant. The study concluded that the performance of female IPEs is better than the male IPEs. The result of the study designated that there is "significant difference between male and female" IPEs' performance. Additionally, female IPEs perform better than male IPEs. The present study provides significant information so as to reach the study conclusion about the relationships between the research variables under considerations. So, it recommended that workshop and professional development training may be arranged by the government in different areas of teaching like classroom management, effective communication skills, assessment strategies and create conducive environment in the classroom.

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