

Impact on job satisfaction of private college teachers

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Abstract

Teaching is regarded as the noblest profession. Every profession has certain aspects responsible for job satisfaction along with attitude and teaching is not an exception unless and until a teacher derives satisfaction on job performance and develops a positive attitude towards education, he/she cannot initiate desirable outcomes to cater to the needs of the society. It is therefore important that those individuals who join the teaching profession should be dedicated and competent in their work. A teacher can perform to the maximum of his capacity; if he/she is satisfied with his/her job. Only satisfied and well-adjusted teacher can think of the well-being of the pupils. At present, in spite of various plans and programmes to improve the conditions of teachers, serious attempts have not been made to identify the factors affecting the Job Satisfaction of teachers in Colleges. In the light of this background, the aim of this paper is to analyze the job satisfaction level among the college teachers in Dindigul district. This paper is an endeavour towards to analyze the attitude of the college teachers.

Keywords: attitude, capacity, profession, satisfaction, teachers and education

Introduction

Education is a continuous process. It may be formal, informal or non-formal. In formal education teacher has a very important place in improvement of education. Teachers' role in society, education has been changing with time but the importance of this position is same. The teacher is the pre-requisite of the success of educational programmes. The main quality of teacher is the positive attitude towards education. He/she must have the ability to get satisfied from their respective jobs. So educational programme should inculcate the qualities in teacher, so that he/she may be in his best. Now a days, there is, however, a general feeling that the teachers do not have satisfaction in their job. Here seems to be growing discontentment towards their job as a result of which standard of education is falling. Teachers are dissatisfied in spite of different plans and programs, which have been implemented to improve their job. The results of the investigation depicts terrible picture of overall job satisfaction among college faculty. The faculty has shown satisfaction with the job motivator and hygiene factors of satisfaction.

Teacher motivation is determined by both pecuniary and non-pecuniary factors. Pay levels and other material benefits must be sufficient to meet basic human needs (food, housing, clothing, transport, healthcare, education and training). However, overall job satisfaction among teachers is also strongly determined by higher order emotional and social needs, most notably professional self-esteem, job security, interpersonal relations at work (between teachers, education managers, pupils and parents/communities), opportunities for career progression, the working environment, the workload and productivity/learning outcomes. Job satisfaction is a central variable in the study of organizational structure and theory, and can be considered a reflection of organizational functioning. Job satisfaction is the extent to which people like or dislike their jobs, and can be defined as feeling or affective reason an individual experience in a certain job role.

Review of Literature

Locke and Lathan (1976) ^[6] gave a comprehensive definition of job satisfaction as pleasurable or positive emotional state resulting from the appraisal of one's job or job experience. Job satisfaction is a result of employees' perception of how their job provide those things that are viewed as important.

Siddique, Malik, Abbass, (2002) ^[7] as teachers perform very momentous role in the improvement and grooming of their students, so job satisfaction is also extremely vital for teachers to execute their duty well. The responsibility of a teacher is not only to provide new understanding to the students but also train the students for their future life.

Shukla (2009) ^[8] demonstrated a high positive relation between professional commitment and job satisfaction but the relation between teaching competence and job satisfaction came to be positively very low for most of the dimensions and for some of the dimensions, negative relation was observed.

Sylvester (2010) ^[9] held that the factors like gender, location of institute, educational qualification and years of teaching experience of teacher educators have no impact on their attitude towards teaching profession as well as level of job satisfaction.

Methodology

This study was conducted to the overall job satisfaction of college faculty. A well-structured questionnaire based on job study about satisfaction index was applied to obtain required data from job satisfaction of college faculty. To study relationship of faculty with other. 117 faculty members from participated in the survey the majority of the respondents was female, M.phil, 21-30 years of age, married and had job experience of 3-5 years. The satisfied with the superior and colleagues and management and improve the satisfaction level. The primary data collected through interview schedule were analysed as intelligent as possible to highlight all

aspects of the study. The researcher has used statistical methods such as ANOVA and 5 point scaling techniques. The researchers and scholars may conduct further studies on the factors identified through factor analysis.

Scope of the study

This study has been conducted to find out what motivates college workers for better performance and also identify the influencing motivational factors. This study would help in identify the ways and means to motivate college workers leading to increased performance through which the management can attain its goal and objectives. This study is mainly focused on job satisfaction of college teachers in Dindigul town.

Objectives of the study

The objectives of the study are as follows:

1. The main objective is to analyze whether the faculty are satisfied with their job in private college in Dindigul District.
2. To study the satisfaction level of the college teachers in Dindigul District.
3. To know the factors influencing the job satisfaction of the college teachers in Dindigul District.
4. To analyse the impact of job satisfaction in college teachers in Dindigul District.

Employees’ job satisfaction

Job satisfaction is an emotional response to a job situation. As such it cannot be seen, it can only be inferred. Job satisfaction is often determined by how well the outcome meet or exceed expectations. For instance, if organisation participants feel that they are working much harder than others in the

department but are receiving fewer rewards they will probably have a negative attitude towards the work, the boss and/or co-workers. On the other hand, if they feel they are being treated very well and are being paid equitably, they are likely to have positive attitudes towards the job. Job satisfaction represents several related attitudes which are most important characteristics of a job about which people have effective response. Job satisfaction is so important in that its absence often leads to lethargy and reduced organisational commitment and motivation.

Relationship between age and job satisfaction in private hospitals

The level of job satisfaction may vary among workers of different age group. The following Table 1 shows the relationship between age and level of job satisfaction.

Table 1: Age and level of job satisfaction

S. no	Age group	Level of job satisfaction			Total
		Low	Medium	High	
1	21 to 30 Years	1	3	2	6
2	31 to 40 Years	4	25	9	38
3	41 to 50 Years	17	42	11	70
4	Above 50Years	0	2	1	3
	Total	22	72	23	117

More than half of the respondents in the age group of 41 to 50 years are at the medium level of job satisfaction.

To analyse the hypothesis that, there is no significant relationship between age of the respondents and their level of job satisfaction, the analysis of variance was applied and the results are shown below in the following Table 2

Table 2: Relationship between age and level of job satisfaction

S. no	Source of variation	Sum of squares	Degree of freedom	Mean square	F	Significance
1	Between groups	1.664	3	0.555	1.446	0.233
2	Within groups	43.328	113	0.383		
	Total	44.991	116			

Table 2 divulges that the level of job satisfaction of each college teacher’s age group was found to be statistically not significant. Hence the hypothesis that, there is no significant relationship between age and level of job satisfaction is accepted.

Relationship between gender and job satisfaction in private College

The gender of the sample respondents has been taken into account for the study. Gender is the factor which is closely related to level of job satisfaction. The following Table 3 shows the relationship between gender and level of job satisfaction in private college.

Table 3: Gender and level of job satisfaction

S. No	Gender	Level of job satisfaction			Total
		Low	Medium	High	
1	Male	10	23	10	43
2	Female	12	49	13	74
	Total	22	72	23	117

A good number of female respondents are at medium level of job satisfaction.

To analyse the hypothesis that, there is no significant relationship between gender of the respondents and their level of job satisfaction, the analysis of variance was applied and the results are shown below in the following Table 4

Table 4: Relationship between gender and level of job satisfaction

S. No	Gender	Sum of squares	Degree of freedom	Mean square	F	Significance
1	Between groups	0.005	1	0.005	0.013	0.910
2	Within groups	44.986	115	0.391		
	Total	44.991	116			

Table 4 divulges that the level of job satisfaction of each college teacher’s gender was found to be statistically significant. Hence the hypothesis that, there is no significant

relationship between gender and level of job satisfaction is accepted.

Relationship between marital status and job satisfaction in private College

Marital status of the sample respondents is taken into

consideration to assess whether their marital status influences job satisfaction. The following Table 5 shows the relationship between marital status and job satisfaction.

Table 5: Marital status and level of job satisfaction

S. No	Marital status	Level of job satisfaction			Total
		Low	Medium	High	
1	Married	22	63	18	103
2	Unmarried	0	9	5	14
	Total	22	72	23	117

More than half of the respondents who are married are at the medium level of job satisfaction.

To analyse the hypothesis that, there is no significant relationship between marital status of the respondents and

their level of job satisfaction, the analysis of variance was applied and the results are shown below in the following Table 6

Table 6: Relationship between marital status and level of job satisfaction

S. No	Marital status	Sum of square	Degree of freedom	Mean square	F	Significance
1	Between groups	1.933	1	1.933	5.161	0.025
2	Within groups	43.059	115	0.374		
	Total	44.991	116			

Table 6 divulges that the level of job satisfaction of each college teacher’s marital status was found to be statistically not significant. Hence the hypothesis that, there is no significant relationship between marital status and level of job satisfaction is accepted.

Relationship between educational qualification and job satisfaction in private College

Education which makes a person complete definitely has a relationship with level of job satisfaction. The following Table 7 shows the relationship between educational background of the respondents and their job satisfaction in private college.

Table 7: Educational qualification and the level of job satisfaction

S. No	Educational qualification	Level of job satisfaction			Total
		Low	Medium	High	
1	PG	6	13	3	22
2	PG with M.phil	14	50	18	82
3	PhD	2	9	2	13
	Total	22	72	23	117

More than half of the respondents are PG with M.phil and they are at the medium level of job satisfaction.

To analyse the hypothesis that, there is no significant relationship between educational qualification of the

respondents and their level of job satisfaction, the analysis of variance was applied and the results are shown below in the following Table 8

Table 8: Relationship between educational qualification and job satisfaction

S. No	Educational qualification	Sum of squares	Degree of freedom	Mean square	F	Significance
1	Between groups	0.596	2	0.298	0.765	0.468
2	Within groups	44.396	114	0.389		
	Total	44.991	116			

Table 8 divulges that the level of job satisfaction of each college teacher’s educational qualification was found to be statistically not significant. Hence the hypothesis that, there is no significant relationship between educational qualification and level of job satisfaction is accepted.

Relationship between experience and job satisfaction

Experience of worker is taken into consideration to assess whether their working hours influences job satisfaction. The following Table 9 shows that the relationship between experience of the respondents and their level of job satisfaction.

Table 9: Experience and level of job satisfaction

S. No	Experience	Level of job satisfaction			Total
		Low	Medium	High	
1	Less than 3 years	3	21	8	32
2	3 to 5 years	18	31	11	60
	Above 5 years	1	20	4	25
	Total	22	72	23	117

More than half of the respondents who are working 3 to 5 years are at the medium level of job satisfaction.

To analyse the hypothesis that, there is no significant relationship between experience of the respondents and their

level of job satisfaction, the analysis of variance was applied and the results are shown below in the following Table 10

Table 10: Relationship between experience and job satisfaction

S. No	Experience	Sum of squares	Degree of freedom	Mean square	F	Significance
1	Between groups	1.949	2	0.975	2.582	0.080
2	Within groups	43.042	114	0.378		
	Total	44.991	116			

Table 10 divulges that the level of job satisfaction of each college workers experience was found to be statistically not significant. Hence the hypothesis that, there is no significant relationship between experience and level of job satisfaction is accepted.

Suggestions

- In private college majority of the workers having M.Phil. It is suggested that the employees can be encouraged to pursue higher studies by giving them some concession. It will increase the employee’s job satisfaction.
- For promotions, the private college can consider both academic records as well as experience which will cheer up the employees.
- It is suggested that periodical evaluation of the respondents have to be done so that each member of the staff would try to make better performance every time in the hope of rewards.

Conclusion

It is concluded from the above discussion that majority of the respondents are female, have a master’s degree with M.Phil., belongs to an age group of more than 21. So the largest part of the respondents are satisfied with the work itself, salary, working conditions, job security and co-workers’. The young teachers find the salary level in public institutions very attractive and find it very reasonable when compare with their qualification. The assessment of job satisfaction in many organizations has become an important practice to determine employee well-being. Teachers are dissatisfied in spite of different plans and programs, which have been implemented to improve their job. A teacher can perform to the maximum of his capacity; if he/she is satisfied with his/her job.

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