

Job satisfaction of management teachers in Guntur district: A comparative study

¹ T Priyanka, ² Dr. K Lalitha

¹ Research Scholar, Acharya Nagarjuna University, Guntur, Andhra Pradesh, India

² Professor and Dean, Department of MBA, Guntur Engineering College, Yanamadala, Guntur, Andhra Pradesh, India

Abstract

The countless human wants are the root cause of progress of human beings. The success and progress in any work depends upon the satisfaction derived from that work. The education reach in India is plagued by issues of lack of qualified faculty. Dissonance between industry demands and curriculum increasing migration of students abroad for higher education and a general lack of educational facilities for a growing population. In such a scenario, job satisfaction of teachers becomes an important aspect of improving the quality of higher education in India. The teachers are responsible for importing education and guidance to students and also for understanding research development in their respective fields for enriching the quality of teaching and research. Good management Teachers are the requirement and pre-requisite for the requirement and pre-requisite for the success of a MBA college. Job satisfaction consists of total body of feeling towards the nature of job, promotion and of supervision etc that an individual has in his job. If the sum total of influence of these factors gives a rise to feelings of satisfaction, the individual has job satisfaction.

Keywords: higher education, job satisfaction, management teachers, students

Introduction

A well satisfied person is an asset to himself, to the organization he works and to the society at large. Of all the sectors of the economy, education occupies the prime most places. And in the modern complex world, management education ranked top. Thus, the relationship between job satisfaction and productivity of teaching remains obscure at best, through its effects on lowering absenteeism, attrition and apathy in employees have been established. In recent years, a lot of studies have been alone for measuring the job satisfaction of people from different walks of life, through the relationship between satisfaction with job and performance on the job still remains obscure. However, the efforts of the job satisfaction on lowering absenteeism, attrition and apathy in employees have been well established.

The teachers are responsible for importing education and guidance to students and also for understanding research development in their respective fields for enriching the quality of teaching and research. Good management Teachers are the requirement and pre-requisite for the requirement and pre-requisite for the success of a MBA college. With the rapid growth of trade and finance social contribution of management teachers are also considered as their increasing role while in return they also have their concern regarding job satisfaction. A satisfied and well-adjusted management teacher is behind the creation of good future managers and their satisfaction comes from their own institution and the work environment, also known as motivational teachers.

Measuring Job Satisfaction

There are many methods for measuring job satisfaction. By far, the most common method for collecting data regarding job satisfaction is the Likert Scale (named after Rensis Likert). Other less common methods of for gauging job satisfaction include: Yes/no Questions, True/False questions, point

systems, checklists, and forced choice answers. This data is typically collected using an Enterprise Feedback Management (EFM) system.

The Job Descriptive Index (JDI), created ysmith, Kendall, & Hulin (1969), is a specific questionnaire of job satisfaction that has been widely used. It measures one's satisfaction in five facets; pay, promotions and promotion opportunities, coworkers, supervision, and the work itself.

The total number of management institutions has grown at the considerable compound growth rate. We have noted that there is a considerable increase in total number of seats in different programs in management education throughout of country. Quality of higher education including management education can be best judged by one of the important indicator viz. magnitude of public expenditure on education is critically important to improve the educational levels of population. Strong and vibrant education systems with national levels cannot be built by a heavy reliance on private finances. Public expenditure on education is positively associated with economic growth. It has been observed there is a significant increase in the budgeted expenditure on higher and management education over the period of time in India.

Objectives of the Study

The main purpose of the study is to evaluate the level of job satisfaction and investigating the factors affecting it in the management teachers of Guntur district.

1. To study the impact of socio-economic background of the management teachers on their job satisfaction levels.
2. To know the impact of work-scheduled flexibility.
3. To find out the differences between management teachers serving in affiliated colleges, deemed universities, and state universities in Guntur district in relation to pay and promotional potential with regard to job satisfaction.

4. To compare the level of job satisfaction among management teachers working in state universities, private universities, and affiliated colleges.

Research Methodology

Answer to the scientific problem or research problem can be achieved through proper formulation of research methodology. Research methodology is nothing but systematic observation or otherwise obtaining data, evidence, or information as part of research study. The research design for this paper is descriptive in nature.

Data Type

Here the researcher used both primary and secondary data.

i) Primary data

Collected data through personal interview in the form of

structured questionnaire.

ii) Secondary data

Data was collected from various journals, books, magazines, thesis work.

The data relating to job satisfaction level of management teachers working in different cadres, qualifications, tenure of work experience, accredited by NAAC etc, have been analyzed, interpreted and presented.

Table 1 Qualification

There are significant differences in the details of respondents according to Academic Qualification. Majority of the respondents from affiliated colleges had P.G as their qualification, which in case of Private Universities and State Universities. Majority of respondents have PhD as their qualification. These details are furnished in Table No. 1

Table 1: Details of Respondents according to Qualification

Qualification	No. of Respondents (N=316)	Percentage (%)	State Universities		Private Universities		Affiliated College	
			N = 70	%	N = 78	%	N = 168	%
P.G	150	47.50	14	20.00	12	15.40	124	73.80
M.Phil	55	17.40	12	17.10	18	23.10	25	14.90
Ph.D.	89	28.20	34	48.60	44	56.40	11	06.50
Others	22	06.90	10	14.30	04	05.10	08	04.80

Table 2 Position

The analysis relating to the profile of respondents according to position is furnished in Table IV.6. According to it 68% of the respondents from affiliated colleges, and 50% of the

respondents from State Universities are Assistant Professors which in case of Private Universities more than 50% of the respondents are Associate Professors. There are significant differences which are found in this regard.

Table 2: Details of Respondents according to Position

Qualification	No. of Respondents (N=316)	Percentage (%)	State Universities		Private Universities		Affiliated College	
			N = 70	%	N = 78	%	N = 168	%
Assistant Professor	172	54.40	36	51.40	22	28.20	114	67.80
Associate Professor	110	35.80	30	42.80	44	56.40	36	21.40
Professor	34	10.80	04	05.70	12	15.40	18	10.80

Table 3 Service

The analysis relating to the details of respondents according to service is presented in Table IV.7. This analysis reveals that majority of respondents from Affiliated Colleges and Private

Universities are having an experience of less than 5 years and majority of respondents from State Universities having an experience of more than 15 years. There are significant differences which are observed in this regard.

Table 3: Details of Respondents according to Service

Service (in years)	No. of Respondents (N=316)	Percentage (%)	State Universities		Private Universities		Affiliated College	
			N = 70	%	N = 78	%	N = 168	%
Less than 5	136	43.10	06	08.60	36	46.20	94	55.90
05 – 10	86	27.20	18	25.70	22	28.20	46	27.40
10 – 15	49	15.50	10	14.30	15	19.20	24	14.30
More than 15	45	14.20	36	51.40	05	06.40	04	02.4

Findings of the study

- There is a significant difference according to academic qualification majority of the respondents from affiliated colleges are having P.G. as their qualification, where as it is doctorate degree in case of private and state university.
- Out of 316 MBA teachers, 68% of the respondents from affiliated colleges and 50% of the respondents from state universities are employed as assistant professors and 50% of respondents in private universities are associate

- professors and only an insignificant portion of 5 to 10 % is professors.
- Majority of the respondents from affiliated colleges and state universities strongly agree that their institution gives them ample opportunity to participate in research work and seminars.
- Of the selected sample 18.35% of affiliate college teachers and 11.39% of private universities expressed that they can motivate students very well.

- 48.6% of respondents from state universities expressed their opinion that they are not getting guidance from seniors; it is followed by 41.7% in affiliated colleges, where as 71.8% respondents in private universities expressed that they are getting regular support seniors.

Suggestions of the study

On the basis of our analysis of field data and on the basis of views expressed by the faculty, then they are interviewed for the purpose of study. The following suggestions are made for improving the job satisfaction level of management teachers in Guntur district.

- The quality of the teachers, their commitment, satisfaction and motivation are the dominant factors for the students to benefit from the educational system, the increasing participation of the faculty in decision making must be encouraged and provided for.
- Teachers act as role models since they are the pillars of the society, more powers should be delegated to the faculty in strengthening of the library, in controlling student admissions, in processing equipment to the department.
- It has been observed that teachers like other employees have moral obligation for the development of their country. On the way of doing that, they must be professionally effective and satisfied to their job. But in practice, the factor is found absent.

Conclusion

Indian higher education is facing several challenges and the situation is desperate. College system was introduced to build up academic excellence. But the total success of college education rests on the involvement of teachers, which depends on their desire and attitude towards autonomy. When the college teachers are stressed because of more work, low pay, the advantage of academic freedom is easily exceeded by the job satisfaction.

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