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Work Environment and Job Satisfaction of Teachers belonging to Tribal region

Neha R. Patil¹

Gajamal Tulsiram Patil College
Nandurbar, India.

Dr. Swapnil V. Mishra²

Assistant Professor
Gajamal Tulsiram Patil College
Nandurbar, India

Abstract: An objective of the study is to find out the relationship between work environment and job satisfaction of teacher. Job satisfaction primarily affect by work environment. The present study has been designed with a view to investigate the job satisfaction level of senior teacher of tribal area. Likert scale used to measure satisfaction level of teacher. As per measurement of satisfaction level the result shows that factors of work environment positively impact on teacher job satisfaction. Perception on job satisfaction of teacher is different for working environment.

Keywords: Work Environment, Job Satisfaction, Teacher.

I. INTRODUCTION

Education is essential part for national growth and builds strong, skilful and self-reliant citizen. Teacher are important part of society to guide learner to acquisition of knowledge, skill etc. There are various factors like working environment, performance appraisal, work participation, motivation, relationship with staff, etc those effect on teacher's job satisfaction. Work environment is one of the important factors those affect of employee job satisfaction. Positive and healthy work environment increases job satisfaction of academicians employee.

1.1 Job Satisfaction:

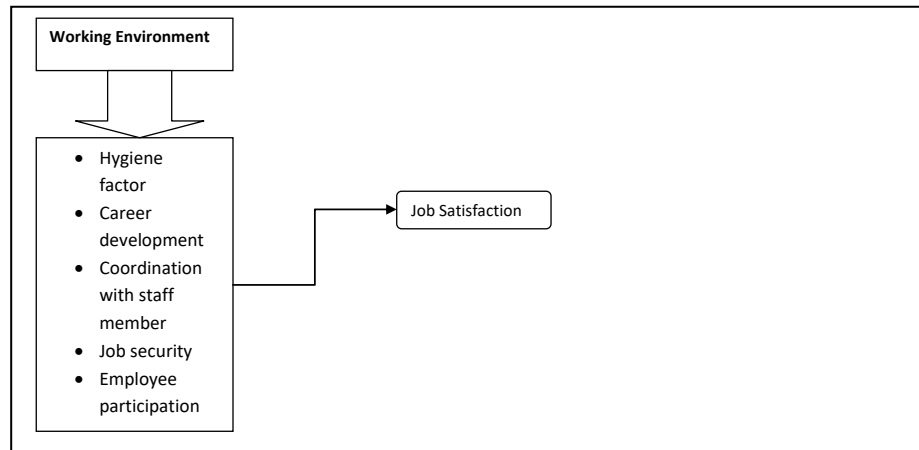
Job satisfaction is the terminology used to describe whether employees are happy and fulfilling their desires and needs at work place. Armstrong (2006) defines job satisfaction as the attitudes and feelings people have about their work; positive and favourable attitudes indicate job satisfaction, while negative and unfavourable attitudes indicate job dissatisfaction (Osakwe, 2014). Hoppok & Spielgler (1938) defines job satisfaction as the integrated set of psychological, physiological and environmental conditions that encourage employees to admit that they are satisfied or happy with their jobs (Raziq & Maulabakhsh, 2015). Locke (1976) defined the job satisfaction as the positive and pleasant affective state, which an individual hold about his or her job (Zhu, n.d.).

1.2 Working Environment:

Employees spend most of time at their work place. Therefore, working environment of organization should be healthy and happy. Atmosphere of an organization impacts on teacher job satisfaction. (Nitisemito, 2006) Good working conditions are sufficient air circulation, bright lighting and noise away from interference with work concentration, good layout and beautiful colour and cleanliness, which really makes employee feel at home. Such a work environment will increase job morale (Nasir, 2019).

Working environment of an organization is healthy and happy, employee of an organization increase their ability and loyal towards their organization. (Abou Elnaga, 2013) Researcher described that economic, social, technical, political and

governmental element influences on environment around working. All these factors, elements or dimensions are very different for each individual and his or her perspective of job satisfaction.



The survey gathers information about teacher Job Satisfaction in the Following main area:

II. LITERATURE REVIEW

1. (Van Maele & Van Houtte, 2012) in the research paper titled, “**The role of teacher and faculty trust in forming teachers’ job satisfaction: Do years of experience make a difference?**”, the researcher focuses on trust at the level of teacher and faculty teacher’ job satisfaction. The researcher collected primary data from secondary school teacher. The study reveal that faculty trust did not affect job satisfaction and teaching experience did not moderate trust-satisfaction relationship and there was positive impact between teacher trust in student, parents, principal and satisfaction.
2. (Osakwe, 2014) in the research paper titled, “**Factors Affecting Motivation and Job Satisfaction of Academic Staff of Universities in South-South Geopolitical Zone of Nigeria**”, the researcher made a study on the factors affecting motivation and job satisfaction of non-management academic staff of universities. The result shows that there is no significant difference between male and female non-management academic staff motivation and job satisfaction.
3. (Castillo & Cano, 2004) in the research paper titled, “**FACTORS EXPLAINING JOB SATISFACTION AMONG FACULTY**”, the aim of the study was to describe the amount of variance in faculty member’s overall level of job satisfaction. For study researcher used descriptive-correlation study.

III. SCOPE AND LIMITATION OF THE STUDY

3.1 Limitation:

- This research study limited only for one organization.
- Data collected only from senior college teachers.
- Research limited for tribal area.

3.2 Scope of the study:

- The study creates awareness about importance of work environment in teacher’s job satisfaction. This research paper contribute towards society for good working environment is important in every sector and it result on employee job satisfaction.

IV. OBJECTIVE OF THE STUDY

1. To study the Job Satisfaction and Work Environment Factors.
2. To measure the satisfaction level of teacher in tribal area.

V. HYPOTHESIS

H₀:- There is no relationship between Work environment and Job satisfaction of college teachers.

VI. RESEARCH METHODOLOGY

6.1 Sampling Method:

Sample selected by Random sampling method. There are 30 teachers selected as respondent for the study.

6.2 Data collection:

There are two types of data collected by researcher for the research purpose. Survey method used in form of questionnaire. Primary data collected by researcher in online mode and it is carefully constructed. Secondary data collected from research journals, books and websites.

6.3 Measurement:

Likert technique used for measure the responses of respondent. Each question supposed to be answered on Likert 5- point scale from “Very satisfied”, “Satisfied”, “ Neutral”, “Dissatisfied”, “Very dissatisfied” used for survey.

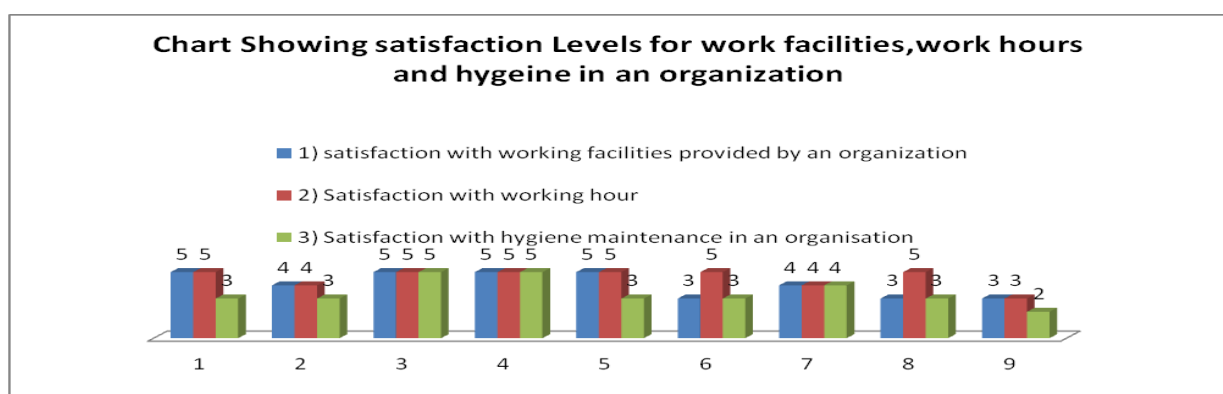
VII. DATA ANALYSIS AND INTERPRETATION

Descriptive data analysis technique used to analyze data. All data were entered into the excel sheet. The data graphically represented by using charts and tables. Central tendency is calculated using mean method.

Average satisfaction with working facilities provided by an organization	Satisfaction with working hour	Satisfaction with hygiene maintenance in an organisation	Satisfaction with pay according to working hours	Satisfaction with suggestion given for improvement is accepted	Satisfaction with get reward for improvement in work	Satisfaction with friendly relation with sub-ordinate	Satisfaction with job security
4.11	4.55	3.44	4.33	3.77	3.33	4.44	3

Table 6.1 Showing average responses of respondents for survey

This is primary data collected by teacher in the form questionnaire. Likert 5 -point scale measured into 1 to 5 numbers for measuring satisfaction level of a teaching staff. Average of satisfaction with working facilities provided by organization is 4.11, satisfaction with working hour is 4.55, satisfaction with hygiene maintenance in an organization is 3.44, satisfaction with pay according to working hours is 4.33, satisfaction with suggestion given for improvement is accepted is 3.77, satisfaction with get reward for improvement in work is 3.33, satisfaction with friendly relation with sub-ordinate is 4.44, satisfaction with job security is 3.



6.2 Chart showing satisfaction level for work facilities, work hours and hygiene in an organization

Chart 6.2 shows the level of satisfaction with working facilities provided by an organization and satisfaction with working hour is between “very satisfied” and “satisfied”. But satisfaction level with the hygiene maintenance in an organisation is between satisfied and neutral.

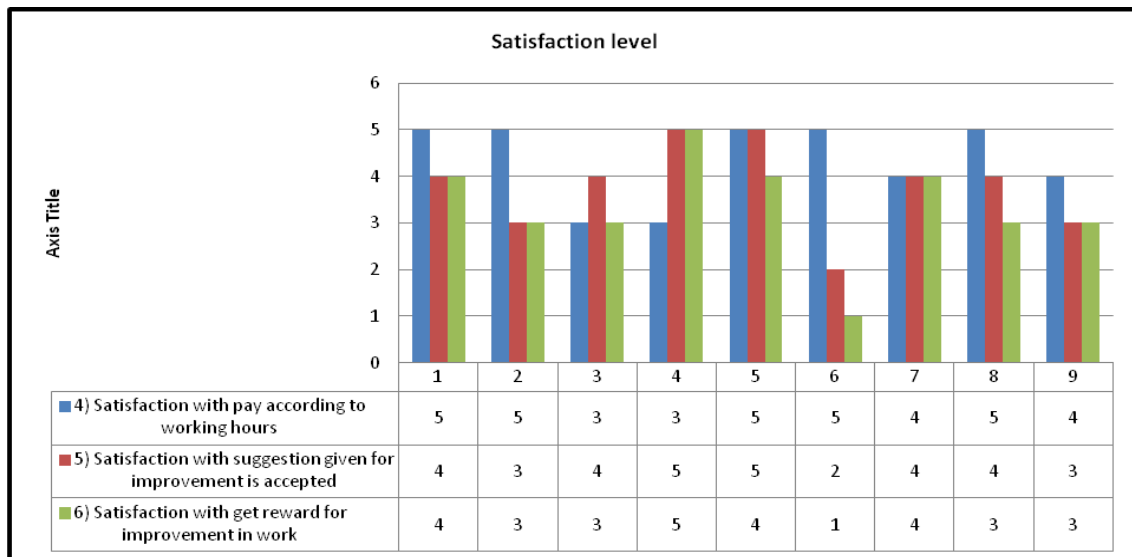
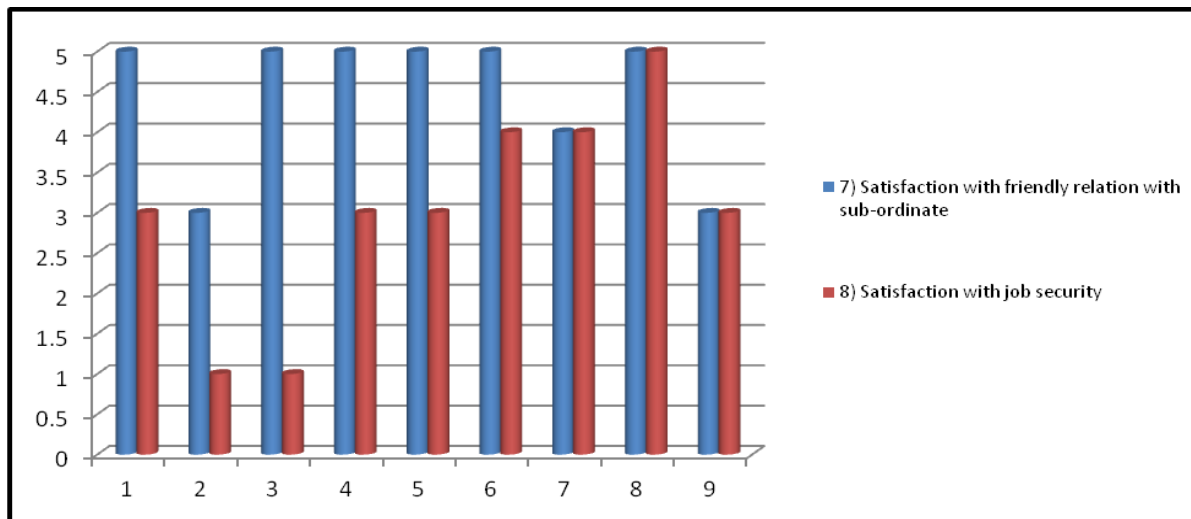


Chart 6.3 showing the satisfaction level for reward for improvement in work, suggestion improvement is accepted, pay according to working hours

Chart 6.3 shows the satisfaction level of teacher for pay according to working hours is “very satisfied”. Satisfaction level suggestion for improvement is accepting and gets reward for improvement in work is “satisfied and neutral”.



6.4 Chart showing satisfaction level for friendly relation with sub-ordinate and job security

Chart shows the satisfaction level of teacher for friendly relation with sub-ordinate is “very satisfied” and satisfaction level for job security is “neutral”.

VIII. FINDINGS AND RECOMMENDATION

- The study found that teachers are very satisfied with working hour, pay according to working hour, and friendly relationship with sub-ordinate. Satisfied with working facility provided and suggestion given for improvement is accepted. Neutral for job security, hygiene maintenance, reward for improvement.
- The study suggests following recommendations :
 - An organization should be pay attention on hygiene facility. Good hygiene facility creates good atmosphere, good health and positive environment.

- An organization should encourage those teachers who have shown signs of improvement in their work. Reward for improvement in work impact positively on job satisfaction which results in improved performance of employee.

IX. CONCLUSION

Work environment of an organisation positively impact on teacher's job satisfaction. Working facility, working hour, hygiene facilities, pay according to working hour, suggestion for improvement and getting reward for improvement, friendly relation with sub-ordinate and job security these factors of work environment positively impact on teacher job satisfaction.

The study shows that there is relationship between work environment and teacher job satisfaction. For the teachers, job satisfaction is very essential for the better output, high morale and more in research. As per findings researcher concluded that the perception on job satisfaction relating to work environment factors is different according job security , hygiene maintenance.

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AUTHOR(S) PROFILE



Mrs. Neha R. Patil, is a research scholar pursuing Ph.D from KBCNMU, Jalgaon. Her research area is currently focused upon Job Satisfaction of employee.