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Job Satisfaction of Arts and Science College Teachers

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Abstract: Education plays a crucial role in building a brighter future for our nation. In India, higher education system has grown in tremendous way and has become one of the largest systems in the world. Teachers play a peculiar role in the lives of children for their development. A study was carried out among 410 Arts and Science College Teachers in Dharmapuri and Krishnagiri District to assess their level of job satisfaction. It was found that there exists same medium level of job satisfaction. The demographic variables namely Age, Number of Earning Members in the Family, Respondent Monthly Income, Family Income Per Month, Family Savings Per Month, Working Seccession, Designation, Total Teaching Experience, Total Teaching Experience in Present Institution, Teaching Experience in the Previous Institution Pay Structure, and Mode of Transport have a significant difference with the level of satisfaction.

Keywords: College Teachers, Higher Education, Job Satisfaction.

I. INTRODUCTION

“Education is the most powerful weapon we can use to change the world”.

-Nelson Mandela

Education plays a crucial role in building a brighter future for our nation. It inculcates the physical, divine, ethical, poignant, coherent, moral values in the society. Teaching, a reputable profession plays an important role in development of economy. The teachers help students to gain knowledge, information for their growth and to take the country towards development, therefore the teachers are considered as the pillars of the society.

India has one of the largest higher education systems in the world and it also holds an important place in the global education industry. The country has more than 1.5 million schools with over 260 million students enrolled and about 799 universities, with a break up of 44 central universities, 540 state universities, 122 deemed universities, 90 private universities, 5 institutions established and functioning under the State Act an75 Institutes of National Importance which include AIIMS, IIT's and NIT's among others. Other institutions include 39,071 colleges as Government Degree Colleges and Private Degree Colleges, including 1800 exclusive women's colleges, functioning under these universities and institutions as reported by the UGC in 2016. The sector is currently pegged at US\$ 2 billion and is expected to reach US\$ 5.7 billion by 2020.

II. REVIEW OF LITERATURE

- Karambir Singh (2015) in his article entitled, “Impact of Job Satisfaction on Turnover Intentions a Comparative study of College Teachers of Professional and Non Professional Institutions in Punjab” revealed that relationship with ability utilization has a high impact on job satisfaction followed by authority, activity, recognition, supervision independence, co-worker, responsibility, advancement, creativity, achievement, security, conditions, compensation, social service, moral values, company policies and practices, variety.

- Arul Edwin Fredrick. P (2015) in his article entitled, “A study about the various factors influencing job satisfaction of MBA Teachers in college with special reference to Madurai District, India.” revealed that job satisfaction depends on promotion, pay, fairness, support and working conditions.
- Muhammad Nadim, Muhammad Shahzad Chaudhry, Masood Nawaz Kalyar and Tabassum Riaz. (2015) in their article entitled, “Effects of Motivational Factors on Teachers’ Job satisfaction: A Study on Public Sector Degree Colleges of Punjab, Pakistan” stress that intrinsic motivational factors (opportunities to acquire new skills, promotion opportunities, participation in decision making, autonomy, recognition) and extrinsic motivational factors (salary, work environment, relationship with seniors, rewards, feedbacks) are the indicators for job satisfactions of teachers.

III. STATEMENT OF THE PROBLEM

Teachers are the source of guidance in all the fundamental steps in the academic life of the students. When teachers are satisfied with their job they can perform their responsibilities with more attention and attachment. Therefore, the satisfaction of teachers of any college is needed in their behaviors so that they can perform their duties with commitment, dedication and hard work to provide latest knowledge and information to students for their development. This induced the researcher to know the extent of satisfaction of arts and science college teacher as well as to identify the variables that are coupled with their level of job satisfaction.

IV. OBJECTIVES OF THE STUDY

The following are the objectives of the study:

1. To assess the level of job satisfaction among the private arts and science college teachers in Dharmapuri and Krishnagiri Districts.
2. To suggest various strategies to enhance the level of job satisfaction.

V. METHODOLOGY

1. Source of Data

For the purpose of the study, the required data have been collected from both primary and secondary sources. Primary data have been collected with the help of interview schedule. Reports, bulletins and publications of higher education department as well as directorate of collegiate education and articles from journals, magazines, web form the secondary source.

2. Sampling

There are 35 arts and science colleges in the districts to cater the needs of students. Twelve respondents from each college will be selected to express their extent of job satisfaction by adopting convenience sampling technique. Thereby, the sample size is 410.

3. Data Analysis

ANOVA is used to examine the difference in mean values of satisfaction index. Levels of significance chosen are one and five per cent.

VI. SIGNIFICANT OF THE STUDY

The result of the study will certainly be useful to the college teachers, educational institutions, Universities, Directorate of Collegiate education, University Grants Commission and the Government.

VII. LIMITATIONS OF THE STUDY

The present study mainly relies on primary data. And hence, the data collected from the respondents may be biased in nature. The Arts and Science College Teachers of Dharmapuri District alone have been selected to express their opinion. And therefore, caution must be taken while generalizing the results of the study.

VIII. FINDINGS OF THE STUDY**Satisfaction Index**

Job satisfaction index is computed to reveal the level of job satisfaction of the respondents. The factors influencing the job satisfaction are grouped as Job Responsibility with 8 factors, Compensation with 20 factors, Work Place with 17 factors, Interpersonal Relationship with 7 factors and Professional Development with 19 factors. There by, the total number of factors considered is 71. The response of the respondents is rated on a five point scale and the answer to the questions range from one to five. Hence, the maximum score will be 355. The mean satisfaction is 69 and standard deviation is 11. The index score up to 58 is categorized as Low, the score from 59 to 79 is categorized as Medium and the score of 80 and above is categorized as High. The level of satisfaction is depicted in the following table:

Table 1 Level of Job Satisfaction

Level of Job Satisfaction	Number of Respondents	Percentage
Low	4	11.7
Medium	26	65.6
High	9	22.6
	3	8
Total	41	100.0
I	0	0

Source : Primary Data

Table 1 divulge that among 410 respondents, 48 (11.71 per cent) respondents have low level of job satisfaction, 269 (65.61 per cent) respondents have medium level of job satisfaction and 93 (22.68 per cent) have high level of job satisfaction. Hence, it is inferred that majority of the respondents are with medium level of job satisfaction.

Factors influencing the Job Satisfaction of College Teachers

In order to find out the factors that influences the level of job satisfaction of college teachers the following hypothesis is framed and tested.

Ho: There exists no difference between the select variables and level of job satisfaction

Table 2 Select Personal Variables and Level of Job Satisfaction of College Teachers

Variables	Number of Respondents	Mean Value	Standard Deviation	F value	P Value
Area of Residence					
Rural	196	2.07	.564	1.909	0.150
Semi-urban	123	2.11	.555		
Urban	91	2.21	.624		
Age					

Up to 30	173	2.07	.512	17.023	0.000**
31 to 40	153	1.99	.500		
Above 41	84	2.42	.715		
Highest Educational Qualification					
PG	67	1.99	.615	1.404	0.247
M.Phil.	252	2.14	.539		
Ph.D.	91	2.11	.640		
Number of Members in the Family					
Up to Two	128	2.04	.538	1.404	0.247
Three and Four	172	2.14	.586		
Five and Above	110	2.15	.603		
Number of Earning Members in the Family					
One	79	1.94	.667	5.612	0.004**
Two	157	2.10	.521		
Three and Above	174	2.20	.566		
Number of Non-Earning Member in the Family					
Up to Two	295	2.12	.558	0.824	0.439
Three	74	2.12	.572		
Four and Above	41	2.00	.707		
Respondent Monthly Income					

Up to 10,000	142	2.06	.391	28.167	0.000**
10,001 to 20,000	142	1.91	.475		
20,001 and Above	126	2.40	.728		
Family Income Per Month					
Up to 20,000	219	2.02	.417	16.301	0.000**
20,001 - 40,000	89	2.02	.621		
40,001 and Above	102	2.38	.732		
Family Savings Per Month					
Up to 2,000	216	1.97	.452	13.795	0.000**
2,001 to 5,000	89	2.26	.594		
5,001 and Above	105	2.27	.711		
Location of the College					
Rural	171	2.11	.595	0.134	0.874
Semi-urban	149	2.13	.573		
Urban	90	2.09	.554		
Working Session					
Regular	289	2.07	.447	25.149	0.000**
First Shift	102	2.34	.764		
Second Shift	19	1.42	.507		
Working Discipline					
Natural Science	125	2.14	.605	1.594	0.190

Formal Science	80	2.20	.513		
Social Science	99	2.08	.528		
Humanities	106	2.03	.624		
Designation					
Professor	11	2.64	.674	18.537	0.000**
Associate Professor	09	2.22	.667		
Assistant Professor	350	2.15	.540		
Guest Lecturer	40	1.55	.504		
Total Teaching Experience					
Up to 5	245	2.03	.456	10.762	0.000**
Above 5 to 10	113	2.14	.680		
Above 10	52	2.42	.723		
Teaching Experience in Present Institution					
Up to 2	203	2.02	.427	5.896	0.003**
Above 2 to 5	123	2.14	.657		
Above 5	84	2.27	.717		
Teaching Experience in Previous Institution					
Nil	131	2.03	.594	3.378	0.035*
Up to 5	233	2.12	.520		
Above 5	46	2.28	.750		
Pay Structure					

UGC Pay	95	2.49	.682	56.316	0.000**
Management Pay	275	2.07	.439		
Consolidated Pay	40	1.50	.506		
Distance between Home and Work Place					
Up to 20	225	2.14	.562	0.619	0.539
Above 20 to 50	155	2.07	.571		
Above 50	30	2.10	.712		
Mode of Transport					
By Walk	10	2.00	.943	3.769	0.002**
By Two Wheeler	118	2.17	.617		
By Car	19	2.47	.697		
By Auto	20	2.35	.489		
By Public Transport	153	2.00	.562		
By Institution Vehicle	90	2.10	.425		

Table 2 reveals that among the twenty six variables selected. Eleven variables namely Age, Number of Earning Members in the Family, Respondent Monthly Income, Family Income Per Month, Family Savings Per Month, Working Seccession, Designation, Total Teaching Experience, Total Teaching Experience in Present Institution, Pay Structure, and Mode of Transport are found to be significant at one percent level. One variables namely teaching Experience in the Previous Institution are found to be significant at five percent level. There are no significant difference between the personal variables namely Area of Residence, Type of Family, Number of non-earning Member in Family, Location of College, Working Discipline and Distance between Home and Work Place and Level of Job Satisfaction.

IX. CONCLUSION

Understanding whether academics are satisfied or dissatisfied with their work may also lead to improvements and innovation in their teaching. Furthermore, the understanding about job satisfaction can also help the institutions to retain the potential academics, lower absenteeism and turnover rate, as well as attracting new competent staff to the college.

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