



JOB SATISFACTION OF ARTS AND SCIENCE COLLEGE TEACHERS

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ABSTRACT

Education Sector plays a crucial role in molding the human assets. The main purpose of education is to facilitate learning, acquisition of knowledge, skills, values, belief and habits. It also helps everyone in providing right kind of work, professional expertise and leadership in all walks of life. The college teacher has a powerful and abiding influence in the formation of the character of every future citizens.

A study was carried out among 410 Arts and Science College Teachers in Dharapuri and Krishnagiri Districts to assess their level of job satisfaction. It was found that there exists a medium level of job satisfaction among the Arts and Science College Teachers. The select variables namely Age, Gender, Highest Educational Qualification, Number of Earning Members in the Family, Respondent Monthly Income, Family Income Per Month, Family Savings Per Month, Type of Institution, Working Secession, Designation, Nature of Appointment, Total Teaching Experience, Total Teaching Experience in Present Institution, Total Teaching Experience in Previous Institution, Pay Structure, Work Assignment and Mode of Transport have an association with the level of job satisfaction.

Keywords: College Teachers, Higher Education, Job Satisfaction.

INTRODUCTION

Education Sector plays a crucial role in molding the human assets. The main purpose of education is to facilitate learning, acquisition of knowledge, skills, values, belief and habits. It also helps everyone in providing right kind of work, professional expertise and leadership in all walks of life. India's higher education system is ranked third, next to the United States and China. The University Grants Commission is the main governing body at the tertiary level and enforces its standards, advises the government as well as coordinates the centre and the state in the sector. India has 795 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, and 75 Institutes of National Importance which include AIIMS, IIT's and NIT's. Other institutions include 34,193 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 2017. The Gross Enrolment Ratio in higher education of Indian has registered an increase from 24.50 per cent in 2015-2016 to 25.20 per cent in 2016-2017, which is aimed to increase up to 30 per cent in 2020 (Indian Higher Education Survey Report, 2017).

REVIEW OF LITERATURE

- Aamir Ali Chughtai. (2015) in his article entitled, "A Comparative Analysis of Job Satisfaction Among Public and Private Sector College / University Teachers in Lahore" revealed that pay is a high impact on job satisfaction followed by promotion prospects, recognition for achievement, relation with colleagues, administrative support, role in decision making, autonomy, student quality and behavior, opportunities for Personality Development, job security, relation with supervisor, nature of work and respect accorded by society.
- Sujit Kumar Baskar, and D.W. Govender. (2015) in their article entitled, "Theoretical Framework of the Factors Affecting University Academics' Job Satisfaction" revealed that work itself, salary and compensation, job security, working condition, promotional opportunity, supervision, administration and management individual's personal characteristics, facilities, commitments, workloads appear to be important factors to university academicians job satisfaction.

- Sashikantakhuntia, and Subhodip Adhikary. (2015) in their article entitled, “A Study on Job Satisfaction and Performance of Management Guru’s of Management Colleges- with Reference to Odisha” revealed that job satisfaction level of the gurus are highly influenced by the work assignment, salary package and job security.
- Unnamalai.T (2015) in his article entitled, “A Study on Factors Influencing Job Satisfaction” revealed that the salary, working environment, promotional opportunity and interpersonal relationship are the main factors that influence job satisfaction.

STATEMENT OF THE PROBLEM

Teaching job is a tool for powerful and enduring formation of the character of every future citizen than a source of income. A well- adjusted and satisfied teacher can contribute a lot to the well-being of her pupils there by the society as a whole. Further, the understanding about job satisfaction also help the institutions to retain the potential academics, lower absenteeism and turnover rate, as well as attracting new competent staff to the college. The extent of satisfaction of the college teachers may also lead to improvement and innovations in their teaching. This induced the researcher to know the extent of satisfaction of arts and science college teachers as well as to identify the variables that are associated with their level of job satisfaction.

OBJECTIVES OF THE STUDY

The following are the objectives of the study:

1. To assess the level of job satisfaction among the arts and science college teachers in Dharmapuri and Krishnagiri Districts and
2. To identify the factors that influence their level of job satisfaction

METHODOLOGY

Source of Data

The study is mainly based on primary data. The opinion of the college teachers of arts and science college teachers in Dharmapuri and Krishnagiri districts was been collected through 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.

Sampling

There are 35 arts and science colleges with 2627 teaching faculty in Dharmapuri and Krishnagiri districts. Twelve respondents from each college were selected to express their extent of job satisfaction by adopting random sampling technique. Thereby, the sample size is 410.

Data Analysis

Variables that are associated with the level of job satisfaction of college teachers have been identified through Chi-square test. Levels of significance chosen are one and five per cent.

SIGNIFICANCE 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.

LIMITATION OF THE STUDY

The present study mainly relays on primary data which may be biased in nature. The Arts and Science College Teachers of Dharmapuri and Krishnagiri Districts alone have been selected to express their opinion and caution must be taken while generalizing the results of the study.

FINDINGS OF THE STUDY

Satisfaction Index

Job satisfaction index is computed to reveal the level of job satisfaction of the college teachers. Seventy one factors were considered to have an influence on the job satisfaction which were grouped as Job Responsibility, Compensation, Work Place, Interpersonal Relationship and Professional Development. 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	48	11.71
Medium	269	65.61
High	93	22.68
Total	410	100.00

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.

Variables Associated with Level of Job Satisfaction

In order to find out the association between the select variables and level of job satisfaction the following hypothesis is framed.

Ho: There does not exist an association between the select variables and level of job satisfaction

Table 2
Select Personal Variables and Level of Job Satisfaction

Variables	Level of Satisfaction			Total (N=410)	X ² Value	P Value
	Low (n=48)	Medium (n=269)	High (n=93)			
Area of Residence						
Rural	25 (12.80)	133 (67.80)	38 (19.40)	196	6.092	0.192
Semi-urban	13 (10.60)	84 (68.30)	26 (21.10)	123		
Urban	10 (11.00)	52 (57.10)	29 (31.90)	91		
Gender						
Male	36 (14.80)	150 (61.70)	57 (23.50)	243	6.448	0.040*
Female	12 (7.20)	119 (71.20)	36 (21.60)	167		
Age						
Up to 30	17 (9.80)	127 (73.40)	29 (16.80)	173	67.799	0.000**
31 to 40	20 (13.10)	115 (75.10)	18 (11.80)	153		
Above 41	11 (13.10)	27 (32.10)	46 (54.80)	84		
Marital Status						
Married	36 (12.90)	177 (63.20)	67 (23.90)	280	2.374	0.305
Unmarried	12 (9.20)	92 (70.80)	26 (20.00)	130		
Highest Educational Qualification						
PG	13 (19.40)	42 (62.70)	12 (17.90)	67	9.405	0.052*
M.Phil.	21 (8.30)	174 (69.10)	57 (22.60)	252		
Ph.D.	14 (15.40)	53 (58.20)	24 (26.40)	91		
Pass in UGC – NET / SET						
Yes	22 (9.60)	152 (66.10)	56 (24.30)	230	2.712	0.258
No	26 (14.40)	117 (65.00)	37 (20.60)	180		
Type of Family						
Joint	30 (11.40)	173 (65.50)	61 (23.10)	264	0.134	0.935
Nuclear	18 (12.30)	96 (65.80)	32 (21.90)	146		
Number of Members in the Family						
Up to Two	16 (12.50)	91 (71.10)	21 (16.40)	128	4.321	0.364
Three and Four	19 (11.00)	110 (64.00)	43 (25.00)	172		
Five and Above	13 (11.80)	68 (61.80)	29 (26.40)	110		

Number of Earning Members in the Family						
One	20 (25.30)	44 (55.70)	15 (19.00)	79	20.932	0.000**
Two	14 (8.90)	113 (72.00)	30 (19.10)	157		
Three and Above	14 (8.00)	112 (64.40)	48 (27.60)	174		
Number of Non-Earning Members in the Family						
Up to Two	30 (10.20)	199 (67.40)	66 (22.40)	295	7.800	0.099
Three	08 (10.80)	49 (66.20)	17 (23.00)	74		
Four and Above	10 (24.40)	21 (51.20)	10 (24.40)	41		
Respondent Monthly Income (Rs.)						
Up to 10,000	7 (4.90)	120 (84.50)	15 (10.60)	142	1.201E2	0.000**
10,001 to 20,000	23 (16.20)	109 (76.80)	10 (7.00)	142		
20,001 and Above	18 (14.30)	40 (31.70)	68 (54.00)	126		
Family Income Per Month (Rs.)						
Up to 20,000	17 (7.80)	181 (82.60)	21 (9.60)	219	91.726	0.000**
20,001 - 40,000	16 (18.00)	55 (61.80)	18 (20.20)	89		
40,001 and Above	15 (14.70)	33 (32.40)	54 (52.90)	102		
Family Savings Per Month (Rs.)						
Up to 2,000	25 (11.60)	172 (79.60)	19 (8.80)	216	57.935	0.000**
2,001 to 5,000	07 (7.90)	52 (58.40)	30 (33.70)	89		
5,001 and Above	16 (15.20)	45 (42.90)	44 (41.90)	105		
Type of Institution						
Government	31 (24.00)	44 (34.10)	54 (41.90)	129	83.403	0.000**
Self-Financing	17 (6.00)	225 (80.10)	39 (13.90)	281		
Location of the College						
Rural	22 (12.90)	109 (63.70)	40 (23.40)	171	0.948	0.918
Semi-urban	16 (10.70)	98 (65.80)	35 (23.50)	149		
Urban	10 (11.10)	62 (68.90)	18 (20.00)	90		
Working Session						
Regular	19 (6.60)	230 (79.60)	40 (13.80)	289	1.265E2	0.000**
First Shift	18 (17.60)	31 (30.40)	53 (52.00)	102		
Second Shift	11 (57.90)	08 (42.10)	00 (0.00)	19		
Working Discipline						
Natural Science	15 (12.00)	77 (61.60)	33 (26.40)	125	10.211	0.116

Formal Science	04 (5.00)	56 (70.00)	20 (25.00)	80		
Social Science	10 (10.10)	71 (71.70)	18 (18.20)	99		
Humanities	19 (17.90)	65 (61.30)	22 (20.80)	106		
Designation						
Professor	01 (9.10)	02 (18.20)	08 (72.70)	11	68.865	0.000**
Associate Professor	01 (11.10)	05 (55.60)	03 (33.30)	9		
Assistant Professor	28 (8.00)	240 (68.60)	82 (23.40)	350		
Guest Lecturer	18 (45.00)	22 (55.00)	00 (0.00)	40		
Nature of Appointment						
Regular	17 (11.30)	49 (32.70)	84 (56.00)	150	1.549E2	0.000**
Temporary	31 (11.90)	220 (84.60)	09 (3.50)	260		
Total Teaching Experience (Years)						
Up to 5	22 (9.00)	194 (79.20)	29 (11.80)	245	65.030	0.000**
Above 5 to 10	19 (16.80)	59 (52.20)	35 (31.00)	113		
Above 10	07 (13.50)	16 (30.70)	29 (55.80)	52		
Teaching Experience in Present Institution (Years)						
Up to 2	16 (7.90)	166 (81.80)	21 (10.30)	203	53.495	0.000**
Above 2 to 5	19 (15.40)	68 (55.30)	36 (29.30)	123		
Above 5	13 (15.50)	35 (41.60)	36 (42.90)	84		
Teaching Experience in Previous Institution (Years)						
Nil	21 (16.00)	85 (64.90)	25 (19.10)	131	25.041	0.000**
Up to 5	19 (8.20)	167 (71.60)	47 (20.20)	233		
Above 5	08 (17.40)	17 (36.90)	21(45.70)	46		
Pay Structure						
UGC Pay	10 (10.50)	28 (29.50)	57 (60.00)	95	1.645E2	0.000**
Management Pay	18 (6.50)	221 (80.40)	36 (13.10)	275		
Consolidated Pay	20 (50.00)	20 (50.00)	00 (0.00)	40		
Work Assignment (Hours / 6 Days)						
Up to 16	28 (19.90)	61 (43.20)	52 (36.90)	141	47.648	0.000**
Above 16	20 (7.40)	208 (77.40)	41 (15.20)	269		

Distance between Home and Work Place						
Up to 20	22 (9.80)	150 (66.60)	53 (23.60)	225	5.147	0.273
Above 20 to 50	20 (12.90)	104 (67.10)	31 (20.00)	155		
Above 50	06 (20.00)	15 (50.00)	09 (30.00)	30		
Mode of Transport						
By Walk	04 (40.00)	02 (20.00)	04 (40.00)	10	47.069	0.000**
By Two Wheeler	14 (11.90)	70 (59.30)	34 (28.80)	118		
By Car	02 (10.50)	06 (31.60)	11 (57.90)	19		
By Auto	00 (0.00)	13 (65.00)	07 (35.00)	20		
By Public Transport	24 (15.70)	105 (68.60)	24 (15.70)	153		
By Institution Vehicle	04 (4.40)	73 (81.20)	13 (14.40)	90		
<i>Sources: Primary Data</i> **Significant at One Per cent *Significant at Five Per cent						

Table 2 reveals that there exist a highly significant ($P < 0.01$) association between 15 select variables namely Age, Number of Earning Members in the Family, Respondent Monthly Income, Family Income Per Month, Family Savings Per Month, Type of Institution, Working Session, Designation, Nature of Appointment, Total Teaching Experience, Total Teaching Experience in Present Institution, Total Teaching Experience in Previous Institution, Pay Structure, Work Assignment and Mode of Transport and level of satisfaction. Two variables namely Gender and Highest Educational Qualification have a significant association ($P < 0.05$) with the level of job satisfaction. There are no significant association ($P > 0.05$) between the select variables namely Area of Residence, Marital Status, Pass in UGC-NET/SET, Type of Family, Number if Members in Family, Number of Non-Earning Members in the Family, Location of College, Working Distance and Distance between Home and Work Place and Level of Job Satisfaction.

CONCLUSION

Indian higher education is in need of radical reforms. The present study reveals that the arts and science college teachers are with medium level of satisfaction. A focus on enforcing higher standards of transparency, professionalization of the sector through stronger institutional responsibility and providing special priorities to the academicians would help in reprioritizing efforts and work around the complexities and enhance the level of job satisfaction of college teachers.

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