

# A STUDY ON TEACHERS JOB SATISFACTION ON THE BASIS OF FACULTY LOCALITY

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## Abstract

The present investigation is intended to study Job satisfaction of college teachers on the basis of their Faculty Locality. The main objective of this study is to find out the difference between the teachers working in Arts and Science Colleges with respect to Faculty Locality on Job Satisfaction. The sample of the study consists of 150 college teachers from Kanchipuram, Chennai, Thiruvallur and Vellore Districts of Tamil Nadu in India. The results show that the Job Satisfaction of Urban teachers working in Arts & Science college is greater than that of rural teachers. Since the teaching and life oriented opportunities have been easily exposure to urban comparing to rural teachers.

**Keywords:** Job Satisfaction & College Teachers

## INTRODUCTION

Mahatma Gandhi defines Education as an all-round drawing out of the best in child and man—body, mind and spirit” (Krishna Kripalani, 2004, p.146) Education is the process of developing the capacities and potential of the individual so as to prepare that individual to be successful in a specific society or culture. (Nayak, 2004, p.1). It is the development of those capacities in the individual which will enable him to control his environment and fulfil his possibility. Education describes the total process of human learning by which knowledge is imparted, faculties trained and skills developed. (Khanna 2005, p.1). So there is a need to understand and control the behavior of the organism as a whole, it can be achieved through psychology.

Etymological derivation of the term psychology is that it has its origin from the two Greek words - psyche and logos. (MujibulHasanSiddiqui, 2009, p.1) Psyche means soul and logos mean science. Thus the literal meaning of psychology is the science of the soul. (Erika.L.Rosenberk, 2010) Psychology is a science which aims to give us better understanding and control of the behavior of the organism as a whole. (Mangal, 2004, p.1- 4) The application of the principles of psychology, both theory and practice of education is known as educational psychology. (Talawar, Pradeep Kumar, 2009, p.12)

Educational Psychology deals with the behavior of human beings in educational situations. It is concerned with the study of human behavior or personality, its growth, development, and guidance under

the social processes of education. (Kakkar, 2012, p.3) Educational Psychology is the systematic study of the development of the individual within the educational setting. It helps the teacher to foster harmonious overall development of the student. (Mishra, 2009, p.1-3) Besides, academic factors such as discipline, curricula and syllabi, evaluation procedures and commitment of the teachers towards their profession mainly influence the teaching-learning environment.

Teaching is a process that facilitates learning. Teaching is the specialized application of knowledge, skills and attributes designed to provide unique service to meet the educational needs of the individual and of society. (James JF Forest & Kevin Kinser, 2002, P.641) Teachers' commitment towards profession is related to interest in the profession, suitability in the profession, Costiveness towards a change of the society, opportunities provided, support, views about future etc. (Rajendra Prasad, 2008, p.7-8) Society has steadily expected more of teachers in the variety of tasks they have to perform, in the skills they need to master and in the imagination required for their work. Quality matters as well as quantity. To do their job well, teachers need to possess a mastery of the subject matter they are to teach and to be skilled in the process of teaching. (Hilary Perraton, 2002, p.1)

Job satisfaction will be defined as the amount of overall positive effects or feelings that individuals have towards their job. (AshishPandey, Atul& Sharma, 2012 p.37) Job Satisfaction is the result of various attitudes the employee holds towards his job towards related factors and towards life in general.(Jayaprakash Reddy, 2004, p.73) Job satisfaction is related with age, occupation, size and nature of the organization etc. People occupying higher positions seem to be satisfied with their jobs because of better pay, challenging jobs, and good environment. Nature and size of the organization also affect the job satisfaction. (Shekh, 2009, P.38)Job satisfaction is strongly correlated with attitudinal variables such as job involvement, organizational commitment, job tensions, frustration, and feelings of anxiety. (Arun.M. Bachhav, 2012, p.243-244)

## **NEED FOR THE STUDY**

The investigator is working as a teacher for the past 15 years and has enjoyed her profession to a great extent. Her success in her Academic activities gave her good confidence in her job. The investigator discussed her feelings with her colleagues and found different mental states and different opinion. They noted that their friends also had a different opinion on Job satisfaction. These answers make the investigator to analyze the difference between the Job satisfaction of Rural and Urban teachers.

## REVIEW OF RELATED LITERATURE

### Studies Related to Job Satisfaction

**Mehmet Yavuz** (2018) had examined the Job Satisfaction of Teachers Working with individuals in need of special education with regard to certain variables. 465 teachers working at special education schools across Turkey have participated in this study. The findings of this study state that there is no significant difference found in terms of gender, number of working years, Income level and age level. And a significant difference was observed in accordance with their salary, receiving support from colleagues, receiving praise from administrators and finding working at a special education school.

**Ananta Kumar Jena &NiranjanThengal** (2017) had undertaken a study on “Levels of Self-actualization, Socio-economic Status and Job-satisfaction of University and College Teachers”. The objective of this study was to find out the levels of self-actualization, socio-economic status and job-satisfaction of university and college teachers. 100 University teachers and 200 College teachers were selected for the study through simple random sampling technique. The findings of this study revealed that the level of self-actualization, socioeconomic status, and job-satisfaction of both University and College teachers were high.

**Pranab Barman &Dibyendu Bhattacharyya** (2012) conducted a study on job satisfaction of Para teachers in relation to their socio-economic status in the district of Burdwan. The objectives of the study was to study the different dimensions of job satisfaction of Para Teachers working at Upper Primary Level and to find out the significant difference between urban and rural Para Teachers in respect to their job satisfaction and to find out the Relationship between Job Satisfaction and Socio-Economic Status of Para Teachers at Upper Primary Level. The sample consisted of 120 Para Teachers working in various schools in the district of Burdwan of West Bengal State through purposive sampling Method. The result revealed that the level of Job Satisfaction of Para Teachers is not high. The result also revealed that there is a significant difference of job satisfaction between urban and rural Para Teachers and there is a significant relationship between Job Satisfaction and Socio-Economic Status of Para Teachers.

## METHODOLOGY

### OBJECTIVES

- ❖ To find out the difference between the teachers working in Arts and Science Colleges with respect to Faculty Locality on Job Satisfaction.

## HYPOTHESIS

There is a significant difference between the teachers working in Arts and Science Colleges with respect to Faculty Locality on Job Satisfaction.

The Survey method was used in this study. Through normative survey method, a sample of 150 Arts and Science college teachers were selected from Kanchipuram, Chennai, Thiruvallur and Vellore Districts of Tamil Nadu in India. The investigator for her study constructed and validated Job Satisfaction Scale. The refined Job Satisfaction Scale consisted of 42 items. The statistical techniques used in this study was 't' - test.

## OPERATIONAL DEFINITION OF THE KEY TERMS

- ❖ **Job Satisfaction** is said to be “a satisfying or positive emotional state resulting from the assessment of one’s Job or Job skill”. Job satisfaction is necessary for the growth of the educational system and the development of society.
- ❖ **College Teacher** is a teacher and an expert on educating the students on some particular skills at a University or College.

## RESULTS AND DISCUSSION:

### Faculty Locality wise Comparison

The Faculty Locality wise Comparison on Job Satisfaction of Arts and Science College Teachers are noted from the results given in the table 1

### Hypothesis- 01

There is a significant difference between the teachers working in Arts and Science Colleges with respect to Faculty Locality on Job Satisfaction.

**Table 1**

*Difference between Rural and Urban Teachers working in Arts and Science Colleges on Job Satisfaction*

S. No	VARIABLE	COLLEGE	Faculty	MEAN	S.D.	SEMD	t-Value	L.S
1	Job Satisfaction	A & S	Rural	165.58	19.88	2.23	2.76	S
			Urban	174.59	19.92	2.36		

Note: A & S - Arts & Science, L.S- Level of Significance & S – Significant

The calculated “t” value of Job Satisfaction for the college teachers working in Arts and Science (2.76) is greater than the table value (1.98) at 0.05 level of significance in favour of Urban colleges teachers. These results agree with the findings of a study done by Pranab Barman & Dibyendu Bhattacharyya. Their study revealed that there is significance

The Job Satisfaction of Urban teachers working in Arts & Science college is greater than that of Rural teachers. Hence, hypothesis 01 is accepted.

## CONCLUSION

The results show that there is no significant difference in the Job Satisfaction of Urban and Rural teachers working in Arts & Science colleges. The results show that the Job Satisfaction of Urban teachers working in Arts & Science Colleges is greater than that of rural teachers. Job satisfaction among rural teachers can be improved by removing the inconvenience of the teachers and giving guidance and training programmes.

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