

A STUDY ON JOB SATISFACTION AMONG GOVERNMENT COLLEGE TEACHERS IN THIRUVARUR DISTRICT

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Abstract

College Teachers are the most important group of professionals for our country's future. Hence, it is amazing to know that even today many of the college teachers are dissatisfied with their jobs. Job satisfaction among college teachers is good not only for themselves but society as a whole. It increases productivity and classroom performance in the college. Wellbeing of any society depends on the role played by the teacher. Teachers are the source of guidance in all the vital steps in the academic life of the students. When teachers are satisfied with their job they can perform their responsibilities with more concentration and dedication. For the same reason a study was undertaken to identify the factors which impact the level of satisfaction of government college teachers in Thiruvapur district. The primary data were collected through personal interviews in the form of questionnaire from a sample of 70 college teachers selected from the 2 Government Colleges of Mannargudi and Thiruvapur town. Two types of statistical tools are used in the present study namely percentage analysis and chi-square test. Research shows that female college teachers are more satisfied with their job than male teachers and income per annum is an important factor impacting the level of job satisfaction.

KEYWORDS: *job satisfaction, college teachers, performance, job security, quality education.*

I. INTRODUCTION

Students are one of the important assets of any society. Well-being of society depends upon its students because these are the people who will take the responsibility of the success of the society in future and in achieving this goal teacher's role is extremely important. Teachers are the source of guidance in all the crucial steps in academic life of the students. People are interested to work in the institutions as well as in the services where they feel satisfied. Job dissatisfaction leads to reduced level of performance (Bretz & Thomas, 1992); it increases turnover and turnover intentions (Motowidlo, 1983) and also leads to absenteeism (Weiner, 1980). But in reality how far such job satisfaction is ensured in college teachers' jobs is an important issue in recent times. When teachers are satisfied with their job they can perform their responsibilities with more concentration and devotion. In this global world, job satisfaction has been an important issue. It is very crucial to the long term growth of any educational system around the world. Job satisfaction in this context is the ability of the teaching job to meet teachers' needs and improve their job/teaching performance. Knowledge,

skills and competencies occur when one feels satisfied in one's behavior. Therefore, satisfaction is needed in the behaviour of a college teacher if he/she has to perform productive activities in the college.

II. REVIEW OF LITERATURE

Mohammad Sayed & Akhtar (2014) studied the effects of perceived work life balance and job satisfaction on organizational commitment among healthcare employees. It was predicted that perceived work life balance fosters job satisfaction which leads to the organizational commitment among employees in the long run. Results showed that respondents have moderate level of perceived work life balance, job satisfaction and organizational commitment. Author concludes that work life balance and job satisfaction are important for developing and enhancing organizational commitment among healthcare workers.

Sharma *et al.*, (2014) conducted a cross-sectional study by using comprehensive customized questionnaire among Indian physicians to assess the level of satisfaction from their job and also to identify the factors influencing it. A total of 170 physicians were selected from two medical institutes using multistage sampling method. Fifteen facets of job satisfaction were studied with 42 questions. The results of this study showed that about 74% of physicians were satisfied from their job. Physical work conditions, freedom to choose desired method of working, attitude of fellow workers, recognition for good work, attitude of immediate boss, rate of pay, opportunity to use abilities, inter and intra departmental management, attention paid to the suggestions were the nine factors significantly associated with job satisfaction of physicians. According to author the pattern of high proportion of satisfaction of the Indian physicians reported was similar to the physicians' satisfaction working particularly in developed countries.

Singh Rajkumar (2013) conducted a study on hospital employees to probe the factors influencing job satisfaction. Author states that positive performance of employee in the organization is an outcome of his satisfactory job experience. Study investigated the factors influencing the job satisfaction among the private hospital employees of Manipur in India. There was a significant association between job satisfaction of employees and relationship behavior factors, pay and compensation factors and training and career growth factors. Pay and compensation factors were the most important factors positively correlated with employee job satisfaction.

Elarabi & Johari (2013) studied the factors that affect job satisfaction and job performance and the relationship between job satisfaction and job performance. Study identified four factors: work comfort, Work treatment, salary, incentives and evaluated their impact on job satisfaction of the medical staff working in government hospitals in Libya. Employees and medical staff were not satisfied with all the factors affecting job satisfaction which lead to low job performance in the hospital. The study concluded that the performance of medical staff and medical service quality in hospitals could be enhanced when employees are satisfied and are well treated by their managers in addition to good salaries and effective incentive system.

Bagheri *et al.*, (2012) in their study investigated factors affecting job satisfaction from the perspective of employees working in the health system. Using eight focus group discussions, factors affecting job

satisfaction of the employees of health system were discussed. The factors identified from literature review were categorized in four groups: structural and managerial, social, work in itself, environment and welfare. The findings confirmed the significance of structural and managerial, social, work in itself, environment and welfare factors in level of job satisfaction. A new factor related to individual characteristics such as employee personal characteristics and development was identified during focus group discussions. Author concludes that individual characteristics of the employee should be taken into account as a factor affecting job satisfaction.

Bhatnagar & Srivastava (2011) conducted a study to develop scale and measure job satisfaction status of medical teacher. Items pertaining to the scale of job satisfaction were generated with the help of closed ended and open ended questionnaires which were administered to medical professionals. Job satisfaction questionnaire was distributed among 245 faculty members working in health science institutions. In this study seven common factors covering all job-satisfaction related factors were identified as, professional practice environment, personal attitudinal factors of social support, job competency, welfare measures, job reward, motivation and work enthusiasm. Results showed that job satisfaction of faculties was at “generally satisfied or not “on Likert scale. Most faculties found their job of importance. They felt most dissatisfied with work rewards, working condition and sense of work achievement. The author stresses on the need to design a well-tailored job satisfaction instrument for health care professionals in India.

III. STATEMENT OF THE PROBLEM

As compared to other levels of educational system in the society, the higher education has a much bigger role to play. Being at higher level of the educational pyramid and thus able to influence other levels of education, and having wider access to all available knowledge, it can undoubtedly operate as a powerful instrument to help the process of social change in Indian society. It encourages the competency of future leadership in the students who hold the potential to develop the society. It prepares them to successfully carry out different responsibilities for social, economic and political development. Higher education is 'higher' also because it is at the frontier of knowledge trying to further expand these frontiers.

College Teachers are arguably the most important group of professionals for our country's future. Hence, it is disturbing to find that many of today's teachers in higher education are dissatisfied with their jobs. Job satisfaction is good not only for employees but society as a whole. It increases productivity and classroom performance in the college. These aspects are important in higher education in India. The government of India is highly concerned to provide quality education at college level. But without job satisfaction among the behaviour of the college teachers, the objective of providing quality education would not be materialized. Therefore, job satisfaction is needed among college teachers to promote quality education.

IV. SIGNIFICANCE OF THE STUDY

The purpose of the study is to know the factors impacting job satisfaction among the college teachers in Thiruvarur District, because, it may have a direct effect on student learning of the colleges. The quality of instruction received by students may be impacted by the level of job satisfaction of a teacher experiences (Perie & Baker, 1997). Since the possible correlation between teacher job satisfaction and the quality of student instruction/teaching, it is important to understand the factors that may affect job satisfaction. Most of the research of job satisfaction is related to management of industrial, banking and business organization. The study of college teachers' job satisfaction is not many. Hence, more research is needed in college teachers' job satisfaction, if we are interested to provide quality education to our students at the college level. This study is hoped to contribute to that extent.

V. OBJECTIVE OF THE STUDY

The present study has framed the following objectives.

1. To know the level of job satisfaction of the college teachers with respect to; designations, gender, income, earning members in the family and family size.
2. To know, whether female college teachers are more satisfied than male college teachers or not.
3. To identify the factors that impacts the job satisfaction of the college teachers.

VI. HYPOTHESES

The following research hypotheses were formulated to direct the study:

1. There is no significant relationship between designation of the college teachers and their level of satisfaction.
2. Female College Teachers are more satisfied with their job than their male counterpart.
3. There is no significant relationship between income per annum and the level of Satisfaction.
4. There is no significant relationship between family size and the level of satisfaction.
5. There is no significant relationship between earning members in the family and their level of satisfaction.

VII. METHODOLOGY

This study is an empirical research and based on the survey method.

VIII. SAMPLE DESIGN

Out of total 4 government colleges in Thiruvarur district, we have selected two colleges by using convenience sampling method. The target population of this study consists of college teachers of the government colleges in Thiruvarur district and the size of the sample is 70 respondents.

IX. STATISTICAL TECHNIQUES

In the present study I have used the two types of analysis.

1. Percentage Analysis
2. Chi-square Test

X. AREA OF THE STUDY

The present study covered the college teachers of 2 government colleges in Mannargudi and Thiruvarur town. They are M.R.Government Arts College and Thiru. Vi. Ka. Government Arts College. In this way the present study is confined to Mannargudi and Thiruvarur town only.

XI. ANALYSIS AND INTERPRETATION

We have divided analysis and interpretation in the following two parts:

Analysis of Percentage

Table 1 Designation-wise Classification

Designation	No. of Respondents	Percentage
Assistant Professor	43	61.42
Associate Professor	17	24.29
Guest Lecturer	10	14.29
Total	70	100

Source: Primary data

Table 1 reveals that out of 70 respondents, 61.42 per cent of the respondents belong to Assistant Professor, 24.29 per cent of the respondents belonging to Associate Professor and the remaining 14.29 per cent of the respondents are belonging to Guest Lecturer.

It is inferred that majority (61.42 per cent) of the respondents comes under Assistant Professor Category.

Table 2 Gender-wise Classification

Gender	No. of Respondents	Percentage
Male	21	30
Female	49	70
Total	70	100

Source: Primary data

Table 2 observed that out of 70 respondents, 70 per cent of the respondents are female and the remaining 30 per cent of the respondents are male.

It is inferred that majority (70 per cent) of the respondents belong to female category.

Table 3 Annual Income-wise Classification

Income (per annum)	No. of Respondents	Percentage
Up to Rs. 4,00,000	14	20
Rs. 4,00,000 to Rs.8,00,000	44	62.86
Above 8,00,000	12	17.14
Total	70	100

Source: Primary data

Table 3 highlights that out of 70 respondents, 62.86 per cent are having their annual income from Rs. 4,00,000 to Rs. 8,00,000, 20 per cent of the respondents' annual income is up to Rs. 4,00,000, and the remaining 17.14 per cent of the respondents were got annual income was above Rs. 8,00,000.

It is clear that most (62.86 per cent) of the respondents were got their incomes between Rs. 4,00,000 to Rs. 8,00,000 annually.

Table 4 Sample Respondents According to their Family Members

Family Size	No. of Respondents	Percentage
Up to 3 members	19	27.14
3 to 5 members	37	52.86
Above 5 members	14	20
Total	70	100

Source: Primary data

Table 4 elucidates that, out 70 respondents 52.86 per cent of the respondents have 3 to 5 members in their family, 27.14 per cent of the respondents have three or less than three members and the remaining 20 per cent of the respondents have more than five members in their family.

It can be concluded that majority (52.86 per cent) of the respondents have 3 to 5 members in their family.

Table 5 Sample Respondents According to their Earning Member in the Family

Earning Members in Family	No. of Respondents	Percentage
1 Member	3	4.28
2 Members	50	71.43
3 Members	10	14.29
Above 3 Members	7	10
Total	70	100

Source: Primary data

Table 5 demonstrates that, out 70 respondents 4.28 per cent of the respondents have earning one member in their family, 71.43 per cent of the respondents have earning two members in their family, 14.29 per cent have earning three members in their family and the remaining 10 per cent of the respondents belong to those families where more than 3 members are earning the income.

It is inferred that majority (71.43 per cent) of the family members are earning two members in their family.

Analysis of Chi-Square

Hypothesis I: There is no significant relationship between designation of the college teachers and their level of satisfaction.

Table 6 Sample Respondents According to their Designations and Level of Satisfaction

Designation	Level of Satisfaction			Total
	High	Medium	Low	
Assistant Professor	29 (41.43%)	13 (18.57%)	01 (1.43%)	43 (61.43%)
Associate Professor	12 (17.14%)	03 (4.29%)	02 (2.86%)	17 (24.29%)
Guest Lecturer	0 (0.00%)	05 (7.14%)	05 (7.14%)	10 (14.28%)
Total	41 (58.57%)	21 (30%)	8 (11.43%)	70 (100%)

Table 6 ventilates that out 70 respondents 61.43 per cent of the respondents are belonging to Assistant Professor Category and 24.29 per cent of the respondents belonging to Associate Professor category are drawing high level of satisfaction from their jobs. The interested thing comes out from the data is that no respondent has been found in Guest Lecturer category who is highly satisfied. The reason behind this is that the college teachers included in this category is working on contract basis, having no job security and full salary benefits.

Table 7 Chi-square Test

Factor	Degree of Freedom	Calculated Chi- Square	Table value	Hypothesis
Designation	4	25.19	9.49	Rejected

Table 7 illustrates that the calculated value is (25.19) more than the table value (9.49). The null hypothesis is rejected. Hence, it is concluded that there is no significant relationship between the Designation of the College Teachers and their level of satisfaction. Therefore the satisfaction of the college teachers is not associated with their designation.

Hypothesis II: Female College Teachers are more satisfied with their job than their male counterpart.

Table 8 Sample Respondents According to their Gender and Level of Satisfaction

Gender	Level of Satisfaction			Total
	High	Medium	Low	
Male	14 (20%)	06 (8.57%)	01 (1.43%)	21 (30%)
Female	27 (38.57%)	17 (24.29%)	5 (7.14%)	49 (70%)
Total	41 (58.57%)	23 (32.86%)	06 (8.57%)	70 (100%)

Table 8 indicates that out 70 respondents 70 per cent of the respondents are high level satisfaction under the female category and the remaining 30 per cent of the respondent are male category of satisfaction from their jobs.

Table 9 Chi-square Test

Factor	Degree of Freedom	Calculated Chi-Square	Table value	Hypothesis
Gender	2	1.01	5.99	Accepted

Table 9 elucidates that the calculated value is (1.01) more than the table value (5.99). The null hypothesis is accepted. Hence, it is concluded that female college teachers are more satisfied with their job than the male college teacher.

Hypothesis III: There is no significant relationship between income per annum and the level of Satisfaction.

Table 10 Sample Respondents According to their Income and Level of Satisfaction

Income (per annum)	Level of Satisfaction			Total
	High	Medium	Low	
Up to Rs. 4,00,000	0 (0.00)	09 (12.86%)	06 (8.57%)	15 (21.43%)
Rs. 4,00,000 to Rs. 8,00,000	29 (41.43%)	14 (20%)	01 (1.43%)	44 (62.86%)
Above Rs. 8,00,000	10 (14.29%)	01 (1.43%)	0 (0.00)	11 (15.71%)
Total	39 (55.71%)	24 (34.29%)	07 (10%)	70 (100%)

Table 10 expounds that 62.86 per cent of the respondents are belonging to income category Rs. 4, 00,000 to Rs. 8, 00,000; and 21.43 per cent of the respondents belonging to income category up to Rs. 4,00,000 and the remaining 15.71 per cent of the sample respondents belonging to income category above Rs. 8,00,000 are getting high level of satisfaction from their income per annum. In the survey, it is found that not a single respondent belonging to Guest Lecturer is highly satisfied with the income per annum they are getting.

Table 11 Chi-square Test

Factor	Degree of freedom	Calculated Chi-Square	Table Value	Hypothesis
Income per annum	4	33.86	9.49	Rejected

Table 11 illustrates that the calculated value is (33.86) more than the table value (9.49). The null hypothesis is rejected. Hence, it is concluded that there is no significant relationship between the income per annum and the level of satisfaction.

Hypothesis IV: There is no significant relationship between family size and the level of satisfaction

Table 12 Sample Respondents According to their Family Size and Level of Satisfaction

Family Size	Level of Satisfaction			Total
	High	Medium	Low	
Up to 3 Members	07 (10%)	10 (14.29%)	01 (1.43%)	18 (25.71%)
3 to 5 Members	27 (38.57%)	09 (12.86%)	01 (1.43%)	37 (52.86%)
Above 5 Members	05 (7.14%)	07 (10%)	03 (4.29%)	15 (21.43%)
Total	39 (55.71%)	26 (37.14%)	05 (7.15%)	70 (100%)

Table 12 reveals that 25.71 per cent of the sample respondents who have up to 3 members in their family, 52.86 per cent the respondents belong to the category of having 3 to 5 members in their family and 21.43 per cent of the respondents who are having above 5 members in the family are highly satisfied with their job.

Table 13 Chi-square Test

Factor	Degree of freedom	Calculated Chi-Square	Table Value	Hypothesis
Family Size	4	12.44	9.49	Rejected

Table 13 ventilates that the calculated value is (12.44) more than the table value (9.49). The null hypothesis is rejected. Hence, it is concluded that there is no significant relationship between the family size and level of satisfaction.

Hypothesis V: There is no significant relationship between earning members in the family and their level of satisfaction

Table 14 Sample Respondents According to their Earning Members in the Family and Level of Satisfaction

Earning Members in the Family	Level of Satisfaction			Total
	High	Medium	Low	
One Member	01 (1.43%)	01 (1.43%)	00 (0.00)	02 (2.86%)
Two Members	33 (47.14%)	16 (22.86%)	01 (1.43%)	50 (71.43%)
Three Members	04 (5.71%)	04 (5.71%)	02 (2.86%)	10 (14.28%)
Above 3 Members	03 (4.29%)	03 (4.29%)	02 (2.85%)	08 (11.43%)
Total	41 (58.57%)	24 (34.29%)	05 (7.14%)	70 (100%)

Table 14 elucidates that out of 70 respondents 71.43 per cent of the respondent are earning two members in their family, 14.28 per cent of the respondent are earning three members, 11.43 per cent of the respondent are earning above 3 members and the remaining 2.86 per cent of the respondents are earning one member in their family.

Table 15 Chi-square Test

Factor	Degree of freedom	Calculated Chi-Square	Table Value	Hypothesis
Earning members in Family	6	9.91	12.59	Accepted

Table 15 reveals that the calculated value is (9.91) more than the table value (12.59). The null hypothesis is accepted. Hence, it is concluded that there is significant relationship between the earning members in the family and their level of satisfaction.

Table 16 Sample Respondents' Opinion Regarding Factors Impacted Job Satisfaction

S. No	Factors	Highly Impacted the Level of Job Satisfaction	
		No. of Respondent	Percentage
1	Getting handsome salary is job satisfaction.	55	78.57
2	Having dignity and social status is job satisfaction	52	74.29
3	Job security (in terms of stability and permanency) is job satisfaction.	53	75.71
4	Job matching with academic qualification is job satisfaction.	51	72.86
5	To get a favorable physical environment is job satisfaction.	38	54.29
6	Vacations and fringe benefits are job satisfaction.	28	40
7	To work in a desired profession is job satisfaction.	50	71.43

Source: Primary data.

Table 16 highlights that the opinion of the college teachers, the factors impacted highly to job satisfaction are: getting handsome salary (78.57 per cent of the respondents voted in favour of high), having dignity and social status (74.29 per cent), job security-in terms of stability and permanency (75.71 per cent), job matching with academic qualification (72.86 per cent), a favorable physical environment like big building, class rooms, furniture, teachers' room, toilets and so on. (54.29 per cent), vacations and fringe benefits (40 per cent) and to work in a desired profession (71.43 per cent).

FINDINGS

1. It is inferred that majority (61.42 per cent) of the respondents comes under Assistant Professor Category.
2. It is clear that majority (70 per cent) of the respondents belong to female category.
3. Majority (62.86 per cent) of the respondents were got their incomes between Rs. 4,00,000 to Rs. 8,00,000 annually.
4. It can be concluded that majority (52.86 per cent) of the respondents have 3 to 5 members in their family.
5. It is inferred that majority (71.43 per cent) of the family members are earning two members in their family.

6. Female college teachers are more satisfied with their job than the male teachers.
7. The satisfaction of the college teacher is not associated with their designations, income per annum and family size.
8. More than 75 per cent of the respondents opined that handsome salary and job security is job satisfaction.
9. It is found that more than 70 per cent of the respondents opined that job matching with academic qualifications, dignity and social status and to work in a desired profession is job satisfaction.

SUGGESTIONS

The following suggestions will help in a great extent to improve the class room performance which in turn materializes the dream of quality education in the state.

1. The college teacher should have a separate room to prepare him for facing the class room effectively.
2. The teachers working on contract basis are dissatisfied with their job; and they should get at least the full salary benefits.
3. As the job of a college teacher in these colleges is transferable and which is a major among them; therefore, a transparent transfer policy should be practiced in displacing the teachers from one place to other, keeping in view the home places, family and health conditions.

CONCLUSIONS

It is concluded that job satisfaction is the extent to which one feels good about the job. It is a pleasurable state resulting from the appraisal of one's job experience. The level of job satisfaction may not be homogeneous. It may differ from person to person, place to place, job to job, and institution to institution. In general, salaries, physical environment, job security, desired profession, job matching with academic qualifications, vacations and fringes benefits and so on affect the job satisfaction among the college teachers. The study found that female college teachers are more satisfied with their job than the male teachers. One thing common in male and female is that both are satisfied with their income per annum and more than 75 per cent of the respondents opined that handsome salary is job satisfaction. Majority of the respondents also sketch, dignity and social status, getting job security, job matching with qualifications, physical environment and to work in a desired profession is job satisfaction. The following suggestions will help in a great extent to improve the class room performance which in turn materializes the dream of quality education in the state.

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