

Comparative Study of Job Satisfaction among Senior College Teachers in Nashik City

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Abstract

Human factor is important in survival and progress of an organization. Therefore it is essential that it must be satisfied or contended with service conditions and environment of job. So, job satisfaction is a outcome of working conditions and employee perception. Level of job satisfaction varies from employee to employee. The present paper is an inquiry into aspects of job satisfaction among senior college teachers. Education sector and in particular higher education sector has become complex due to division on the basis of payment. Payment to the teachers in the aided sector is much higher than unaided sector. But in spite of all the discrimination among them the concerned job satisfaction aspects and their importance for aided and unaided sections are found same though if working conditions if deteriorated further there might be major shift in the choices of the job seekers.

Keywords: *Job Satisfaction, higher education, Granted and Non-granted employees.*

1. Introduction:-

Organizations are the social systems which depend on its human factor for its output and efficiency. Organizations need good and effective employees to survive and progress. No enterprise can develop itself without efficient and effective managers and employees today, and therefore it is always said that, "satisfied employees' are the most productive and valuable asset of the enterprise". Normally it is believed that satisfied employee always exhibit dedication and sincerity towards his job and in turn towards his employer organization. They are always ready to take initiative, shoulder legitimate risk to complete their work and to take their organization effectively ahead. In today's highly competitive environment satisfied and skilled employees have become increasingly important, as they are always ready to walk an extra mile to keep their organization ahead of others. Retention of highly satisfied employee is easier. Dissatisfied employees create lot of problems for the employing organization. For example, dissatisfied employees always get involved

in malicious gossip to damage the image of the enterprise. They are found involved in acts like theft, damaging equipments etc.. It is now well accepted that dissatisfied employees tend to come late on the work, lethargic in completing their targets, have poor interpersonal relations and exhibit signs of quitting the job. Such employees even suffer from physical disorders like stress, depression, fever and drowsiness (Spector 1997.)Therefore now a days' importance of employee job satisfaction has increased in folds. Job satisfaction is defined as, '**a pleasurable or positive emotional state resulting from the appraisal of one's job or job experience**'. (Locke. 1976) This definition implicitly explains that job satisfaction depends on the facts for which the employee looks for. It speaks about employee's thinking and perception. The facet considered important by a particular employee depends on that employee's thinking, perception and experience. **Locke and Latham** have said, "*Job satisfaction is a result of employee's perception of how well their job provides those things that are viewed as important*". Hence the things viewed as important by the employees, are important for job satisfaction of employees' and in turn for the progress of an enterprise or an institution. In short, job satisfaction is considered as feeling, attitude or preference of an employee about his work (Chen, 2008). On the other hand, in the recent past, number of women in workforce has increased in many folds. Rather, women employees have become a major part of working personnel of any organization and in particular educational institutes. Now they are occupying almost all the important positions in Indian Educational system. They have proved that they are at par with their male counterparts in every dimension of life. Even by their number we cannot ignore their presence, and we have to count upon them when it comes to employee satisfaction. In Nashik educational area, number of women employees is significant. They are working for every sort of educational institute. They are being employed in technical, non-technical, conventional or non conventional or professional institutes. Some of them are working in state-of-art system based organizations and earning handsomely. So when it

comes to the job satisfaction aspect male and female teachers are to be treated at par.

Quality of the education directly depends on the dedication and sincerity of the person who imparts it. And a persons' level of dedication and sincerity depends on the satisfaction he gets from the employer organization. At present in higher education field, compensation to non grant teachers on paper is shown at par with their granted counterparts but at actual it is not the same. Teachers employed on non grant basis gets meager salaries as compared to their counterparts engaged on grant basis. Therefore detail inquiry and study pertaining to job satisfaction among senior college teachers has become incumbent.

At the same time, few are working in small towns or villages where everything is uncertain, contingency based, leader or management driven and where returns are fewer. With diversity in their educational standards, work, facilities, social and economic status, scientific enquiry into their job satisfaction becomes incumbent. It is essential to study difference in perception pertaining to the factors of job satisfaction like working conditions, rewards, interpersonal relations, alternative work schedules, and the work itself.

2. Objectives:-

1. To study the level of satisfaction among senior college teachers in Nashik Educational circuit.
2. To study and compare the aspects contributing to satisfaction among senior college teachers in Nashik city.
3. To study the relationship of senior college teachers with their superiors and colleagues.
4. To study the satisfaction level pertaining to working conditions, communication, employee involvement, trust, compensation, fairness and job security among senior college teachers in Nashik city.
5. To study the impact of work conditions, trust and fairness, reward and pay benefits provided to the senior college teachers in Nashik city.

3. Hypothesis:-

1. **Working conditions, compensation, and quality of governance** are major job satisfaction factors among the senior college teachers in Nashik higher Educational circuit.
2. The level of satisfaction among senior college teachers belonging to **granted section** is same as compared to **non-granted section** senior college teachers.
3. **Relationship with superior and colleagues, purpose and direction, respect for and from management** are the major aspects creating satisfaction or dissatisfaction in higher Educational circuit in Nashik city.

4. Research Methodology:-

This research method used in this study is descriptive correlation and a field study which is a cross sectional study in terms of time. The population of this study was limited to the senior college teachers in Nashik city.(N =1800). Research sample was obtained from 100 senior college teachers. To collect the information, a structured questionnaire was served to senior college teachers from various colleges from Nashik city. The sample size was 100 senior college teachers having required qualifications. The questionnaire covered 11 aspects like quality and student focus, respect for and from management, purpose and direction, trust, cooperation and teamwork, communication, compensation, employee involvement, fairness, stress and work load and job security contributing to the job satisfaction. It was constructed on '**five point scale**', with **four questions** pertaining to every aspect of job satisfaction.

5. Findings:-

The responses from the college teachers were tabulated to draw the conclusion. 61% of the sample is women and 39% men. They all are having required qualifications like NET or SET. Out of the sample of 100 respondents 47 were from non grant basis and 53 were on grant basis. Responses to the questions were interesting and presented in tabular form below. The age group is also heterogeneous the senior most was 59 years old, i.e. at the verge of retirement. And the youngest was 30 years old.

Table 1: Age configuration of respondents:-

Age Group (years)	Number of respondents	Percentage
30-40	43	43
41 - 50	37	37
51 - 60	20	20
Total	100	100

Although the questionnaire was contained 11 different aspects contributing job satisfaction, the focus of the study was mainly on **working conditions, compensation, quality governance, Relationship with superior and colleagues, purpose and direction, respect for and from management**. The compiled and tabulated data on the above aspects is presented below.

From the above table inferences were drawn to reach up to the conclusion. 34% of senior college employees are not satisfied with their **prevailing working conditions**. And 66% are somewhat happy with working conditions. When asked further if they are ready to switch from this profession to any other,

87% have said that they will not change due to age or family responsibilities or in their perception working conditions will remain same everywhere or in all the jobs.

Table 2: Responses on aspects of Job Satisfaction

Sr.No.	Job-satisfaction Aspect	Excellent	Very Good	Good	Satisfactory	Poor	Total
1	Working Conditions	11	20	35	20	14	100
2	Compensation	5	42	20	20	13	100
3	Quality Governance	5	25	10	20	40	100
4	Relationship with superiors & colleagues	48	33	10	7	2	100
5	Purpose and direction	46	23	20	10	1	100
6	Respect for and from management	20	29	10	16	25	100

For compensation 47% are said it is excellent or very good. And 53% of the respondents are not happy with their present compensation package. Here it is significant to mention that there is a vast gap in salary structure for granted and non-granted teachers. The third aspect of job satisfaction is quality governance. For this aspect almost 70% have registered their dissatisfaction, whereas 30% are happy with overall conduct of college administrators. Another most important aspect of job satisfaction i.e. relationship with superior or colleagues was found to be surprisingly positive. 71% are very happy on this point and only 2 have recorded their dissatisfaction as far as their structure of relationship is concern.

For purpose and direction aspect 89% respondents are happy whereas 11% have recorded their dissatisfaction.

The last aspect inquired i.e. respect for and from management appeared to be balanced. 49% responses are positive as against 35% negative remarks.

6. Conclusion:-

From the statistics presented above and the inferences drawn it can be stated that though now a day's educational sector is divided into granted and

non-granted employees, overall job satisfaction level is satisfactory. Following are the findings;

1) There is a problem pertaining to the **governance** of the educational institutions. This issue may exert adverse impact on educational environment in this region.

2) Teachers being highly educated and in need of job, maintain good relationship with superiors and colleagues.

3) Though 66% of people are not happy with present **working conditions** when interviewed it was told that there is need to develop additional infrastructure at every institutional level.

4) From the responses pertaining to **purpose and direction** it can be said that there is a balanced view amongst teachers. But they suspect whether the present course of direction is proper or not.

5) Senior college teachers are more concerned about their pay package than respect from or for management.

From above points of observation it can be concluded that present level of job satisfaction among senior college teachers is alarming. If government and management of institutions do not take steps to enhance job satisfaction among teachers of senior college, the attrition rate will go up in short period of time and highly educated and talented individuals will seek employment in other sectors of the society.

References

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Questionnaire

1. Name of employee :					
2. Educational Qualification:					
3. Designation :					
4. Nature of job :					
5. Granted / Non-granted :					
6. Gender : M / F					
<u>JOB SATISFACTION SEGMENTS</u>					
Kindly put a tick () mark on the only answer from various alternatives given below :					
A – Agree	D - Disagree	U – Undecided			
SA – Strongly Agree	SD – Strongly Disagree				
1. QUALITY & STUDENTS FOCUS	1	2	3	4	5
1.Students/Customer needs are the top priority	A	D	U	SA	SD
2.We maintain very high standards of quality in everything we do.	A	D	U	SA	SD
3.High ethical standards are always maintained throughout this profession.	A	D	U	SA	SD
4.Senior management really understands our students/ needs.	A	D	U	SA	SD
2. RESPECT FOR MANAGEMENT					
1. I respect my Principal, HOD, Seniors as a competent professional	A	D	U	SA	SD
2.I have a great deal of respect for the senior colleagues.	A	D	U	SA	SD
3.I am very satisfied with my superiors/ Principal.	A	D	U	SA	SD
4.The leaders of this organisation really know what they are doing.	A	D	U	SA	SD
3. PURPOSE AND DIRECTION					
1.I know what is expected of me.	A	D	U	SA	SD
2.The work I do makes a difference to the organization.	A	D	U	SA	SD
3.My Senors/Principal clearly defines goals and expectations.	A	D	U	SA	SD
4.I know what I need to do to succeed in this profession.	A	D	U	SA	SD
4. TRUST					
1.I could report unethical activities without fear of reprisal to my Senior/Principal.	A	D	U	SA	SD
2.There is an atmosphere of trust at this organisation/ profession.	A	D	U	SA	SD
3.Senior management will take action based on the results of this survey	A	D	U	SA	SD
4.People at my organisation trust one another.	A	D	U	SA	SD

5. TEAMWORK AND CO-OPERATION					
1. My seniors/Principal emphasizes cooperation and teamwork among members of my workgroup	A	D	U	SA	SD
2. There is a strong spirit of teamwork and co-operation among employees.	A	D	U	SA	SD
3. It really feels like everybody is on the same team.	A	D	U	SA	SD
4. People throughout this organisation cooperate effectively with one another	A	D	U	SA	SD
6. COMMUNICATION					
1. I have a clear understanding of organisations strategic goals	A	D	U	SA	SD
2. My HOD/Principal always makes sure I am informed about decisions / changes that affect me.	A	D	U	SA	SD
3. Senior management communicates well with the rest of the organization	A	D	U	SA	SD
4. Information and knowledge are shared openly here	A	D	U	SA	SD
7. COMPENSATION					
1. The benefits I receive are comparable to those offered by other organizations.	A	D	U	SA	SD
2. My salary is competitive with similar jobs I might find elsewhere.	A	D	U	SA	SD
3. I am paid fairly for the work I do.	A	D	U	SA	SD
4. I always receive all my emoluments well within time.	A	D	U	SA	SD
8. STRESS AND WORKLOAD					
1. The amount of work I am asked to do is always reasonable.	A	D	U	SA	SD
2. My job does not cause stress or anxiety in my life.	A	D	U	SA	SD
3. Work timings or work flexibility offered in this organization is fine.	A	D	U	SA	SD
4. I usually feel fresh at the end of the day's work.	A	D	U	SA	SD
9. EMPLOYEE INVOLVEMENT					
1. My opinion counts in this organization.	A	D	U	SA	SD
2. Employees are encouraged to participate in the decision-making process.	A	D	U	SA	SD
3. I am always involved in important decisions that affect my work.	A	D	U	SA	SD
4. Employee input is considered before important decisions or changes are made in the organization.	A	D	U	SA	SD
10. FAIRNESS					
1. Every body is treated fairly at this organisation.	A	D	U	SA	SD

2.I am satisfied with the welfare facilities provided by this organization.	A	D	U	SA	SD
3.Favoritism is not an issue in work allotment or pay.	A	D	U	SA	SD
4. My superiors always protect and support if unintentional mistake occurs.	A	D	U	SA	SD
11. JOB SECURITY					
1. On the whole I feel I have good prospects of advancement in my job..	A	D	U	SA	SD
2. If I get similar job in any other organization I would like to quit this job.	A	D	U	SA	SD
3. My Management/Principal wants me in this organization.	A	D	U	SA	SD
4. I feel proud of working in this organization /profession	A	D	U	SA	SD
Signature (Optional) :					