

A Study on Job Satisfaction among College Teachers

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Abstract: *This study is mainly focused on the job satisfaction of college teachers based on the questionnaire method. The primary data was collected through the questionnaire. In this the simple percentage method and weighted average methods were used for analysing the collected data. This study helps to find out whether the faculties are satisfied with their job, to know about the benefits provided by the institution. The study was conducted in Coimbatore city with 104 samples. Secondary data was collected through books and websites.*

1. Introduction

The term 'job satisfaction' refers to the alleged feelings of an employee to his/ her job. It is an emotional feeling and has balanced and demonstrative. Faculties are the main model of any Educational Institution. As it is well recognized fact in the changing world, the role of the faculty undertakes special meaning. Since faculty is active more than anybody else in serving the younger generation to swallow the right values, skills and boldness essential to manage with the world of tomorrow. The role of the faculty in the educational development is always challenging and active so she must be acceptable by body, mind and soul. It is the boldness, one has towards her job. It has been defined in another way that, it is one's actual response to the job. Job satisfaction in a fine sense means insurances connected to the job. It is anxious with some exact factors has wages, management, control of employment, circumstances of work, social relation of the job, quick settlement of complaints, reasonable treatment of employees and other comparable items. Job satisfaction is connected to different Socioeconomic and individual issues, such as Oldness, type of family, matrimonial status, Employed Atmosphere, period of work. At present job satisfaction has been a significant issue. People are worried to work in the organization as well as the facilities where they get more gratification. It is human behaviour. But job satisfaction is safeguarded in different jobs. The researcher attention is to analyse job satisfaction from administrative perspective. Job satisfaction of women outlook will also be motivating to contemporary.

Most of the research of job satisfaction is connected to management of industries or business organization. The study of faculty's job gratification, particularly the faculty's job satisfaction is not many. Job gratification varies from gender outlook. There is strong difference among the nature of male essential job gratification and female describe job gratification. The reasons disturbing the female job satisfaction is occupied atmosphere, personal relation, and administration of superior (by the head educator). Concentrating more on fundamental plunders such as the gratification of teaching offspring. Many female educators come into this occupation freely. But men frequently saw education as a substitute relatively than as the main attention

of their vocation objective. Job gratification varies a lot on gender viewpoint since of social philosophy. In male culture women are uncertain in landscape and teach fresher children. They are singing the role of 'supernumerary mothers' in school as an educator. On the other hand, in male nation they are self-confident in nature and choose the stimulation in job. Even they are controlling symbol in organization which effects on female job gratification.

2. Objectives of the Study

- To study the factors influencing the job satisfaction of faculties.
- To study the challenges faced by faculties.
- To know about the training facilities provided by the institution.
- To know about the work environment in the institution.
- To know the expectations which determine the satisfaction level of faculties in their institution.

3. Scope of the Study

This project aims on producing the job satisfaction of the faculties working in reputed institution. This study will deliver an idea about the job gratification level and the inspiring factors of the faculties. More count or removal of such motivational factors can be accepted by the establishment for its further improvement. The results of this study can also be utilised as forthcoming orientation.

4. Research Methodology

Source of Data

In every study we have to follow some practice. As mentioned, the study is conducted by selecting 104 faculties from various institutions. The primary data were collected from the faculties. The secondary data is been collected from the working condition of the institution and was used for analysing job satisfaction of the faculties in the institution.

Area of Study

The study is done in the Coimbatore city. Which is the Manchester of South India.

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Sample Design

The study uses convenience sampling is used in specific.

Limitations of the Study

- The employee’s attitude and opinion may change in future, so future relevance to the study cannot be assured.
- Reliability if the study depends greatly on the reliability of information provided by the respondents. The personnel bias of the respondents is another limiting factor.
- The result obtained from the analysis would not be applicable to similar institution.

5. Analysis and Interpretation

Gender of Respondents

S.No	Age	Frequency	Percentage
1	25-31	64	61.5%
2	32-40	19	18.3%
3	40 above	17	16.3%
4	Others	4	3.9%
	TOTAL	104	100%

Inference

61.5% of the respondents are from 25-31 years, 18.3% of the respondents are from 32-40 years, 16.3% of the respondents are above 40 years, 3.9% of the respondents were others.

Gender of the Respondents

S.No	Gender	Frequency	Percentage
1	Male	31	29.8%
2	Female	73	70.2%
	TOTAL	104	100%

Inference:

29.8% of them are male respondents and 70.2% of them were female respondents.

The level of job satisfaction of the respondents

S.No	Level of job satisfaction	Frequency	Percentage
1	Highly satisfied	10	9.6%
2	Satisfied	86	82.7%
3	Neutral	8	7.7%
4	Dissatisfied	-	-
5	Strongly dissatisfied	-	-
	TOTAL	104	100%

Inference:

9% of the respondents were highly satisfied with their job, 83% of the respondents were satisfied with their job and 8% of the respondents said neutral.

Are Satisfied with their Salary

S.No	Satisfactory Salary	Frequency	Percentage
1	Strongly agree	5	4.8%
2	Agree	79	76%
3	Neutral	19	18.3%
4	Disagree	1	1%
5	Strongly disagree	-	-
	TOTAL	104	100%

Inference:

5% of the respondents strongly agree that they are getting a satisfactory salary, 76% of the respondents agree that they are getting a satisfactory salary, 18% of the respondents said

that their salary is neutral, 1% of the respondents disagree that they are not getting a satisfactory salary.

Have availed any of the benefits

S.NO	Received any of the services	Frequency	Percentage
1	Health insurance	11	10.6%
2	Health check up	11	10.6%
3	Medical allowance	11	10.6%
4	Welfare facility	7	6.7%
5	Food at concession rate	52	50%
6	Conveyance allowance	11	10.6%
7	Transport concession	64	71.2%
	TOTAL	104	100%

Inference:

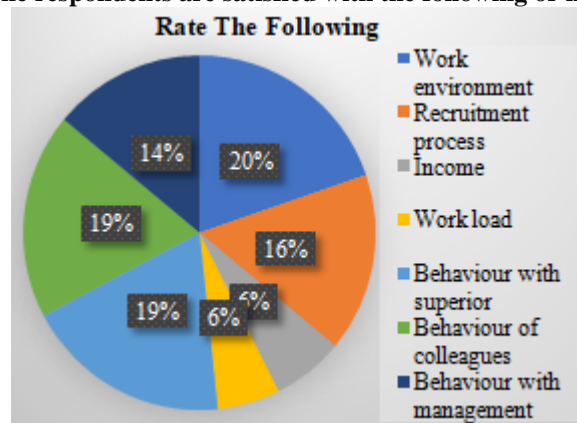
6% of the respondents have received health insurance from their institution, 7% of the respondents have received health check-up from their institution, 7% of the respondents have received medical allowance from their institution, 4% of the respondents have received welfare facility from their institution, 31% of the respondents have received food at concession rate from their institution, 7% of the respondents have received conveyance allowance from their institution, 38% of the respondents have received transport concession from their institution.

Respondents are satisfied with the following or not

S.No	Rate Them	HS	S	N	DS	HDS
1	Work environment	24	76	4	-	-
2	Recruitment process	20	80	4	-	-
3	Income	8	63	32	1	-
4	Work load	7	67	30	-	-
5	Behaviour with superior	23	79	2	-	-
6	Behaviour of colleagues	23	78	3	-	-
7	Behaviour with management	17	79	8	-	-

NOTE:(HS- Highly satisfied, S- Satisfied, N- Neutral, DS- Dissatisfied, HDS- Highly Dissatisfied)

The respondents are satisfied with the following or not



Inference

The faculties were satisfied with the work environment by 4.23%, the behaviour with superior has satisfied the respondents by 4.20%, the behaviour of colleagues has satisfied the respondents by 4.19%, the recruitment process has satisfied the respondents by 4.15%, the behaviour with the management has satisfied the respondents by 4.09%, the work load has satisfied the respondents by 3.78%, the income has satisfied the respondents by 3.75%.

6. Findings and Suggestions

6.1 Findings

- 1) Majority(62%) of the respondents are in the age group of 25-31 years.
- 2) Majority (70.2%) of the respondents were Female.
- 3) Majority (54.8%) of the respondents were married.
- 4) Majority (65%) of the respondents has completed their post graduate.
- 5) Majority (77.9%) of the respondents were working in the private institution.
- 6) Majority (76.9%) of the respondents were earning Rs. 10,000 to 25,000.
- 7) Majority (71.2%) of the respondents were nuclear family.
- 8) Majority (82%) of the respondents said that they are free to perform their duties sometimes.
- 9) Majority (83%) of the respondents were satisfied with their job.
- 10) Majority (66%) of the respondents were working as assistant professor in the institution.
- 11) Majority (80%) of the respondents were working 1 to 5 years.
- 12) Majority (20%) of the respondents has rated the work environment.
- 13) Majority (28%) of the respondents were working in the science department.
- 14) Majority (76%) of the respondents agree that they are getting a satisfactory salary.
- 15) Majority (77%) of the respondents were motivated by their higher authorities always.
- 16) Majority (62.5%) of the respondents said that they are not free to perform their duties.
- 17) Majority (38%) of the respondents have received transport concession from their institution.

6.2 Suggestions

- The institution has to improve its recruitment process, income, work load, behaviour with superior, behaviour with colleagues and behaviour with management then only the faculties will feel comfortable while working.
- The institution has to motivate the faculty members for doing their works freely.

7. Conclusion

From the study seen that faculties are satisfied with their job and they have also received many concessions from their institution. Majority of the respondents are satisfied by working in the science department. They are also satisfied by the salary provided by their institution. The stress in the teaching job is neutral. The institution has to take some steps for making the staffs to feel comfortable while working. Many of the staffs said that they feel comfortable by working in the private institution.

They are also free to perform their duties in the institution and the higher authorities are also motivating the staffs for increasing their knowledge. From this study is concluded that faculties are satisfied with their job.

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