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Research Paper

JOB SATISFACTION OF COLLEGE TEACHERS: AN EMPIRICAL STUDY

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ABSTRACT

Teachers happen to be one such lot in any society the importance of whom can hardly be compared with any other set of people. It is they who are engaged in shaping and molding the manpower of any society. The importance of Human Resource in general thus comes only next to importance of the teachers as it is the teachers who bear the responsibility of developing the Human Resource. Ensuring teachers' well being and satisfaction including their job satisfaction thus becomes pivotal for any society. Job satisfaction among teachers is important not only for themselves but society as a whole. When teachers are satisfied with their job, they can perform their responsibilities with more concentration and devotion. Unless teachers derive satisfaction on job performance and develops a positive attitude towards education, they cannot motivate themselves to work at the optimum level for the benefits of the student community and the society as a whole. The present study makes an attempt to assess the rank wise degree of job satisfaction of teachers working in Government degree colleges of Tripura.

KEYWORDS: Pay, Physical facilities, Promotion, Satisfaction.

INTRODUCTION

Job satisfaction represents a combination of positive or negative feelings that employees have towards their job. Job satisfaction is closely linked to that individual's behavior in the work place (Davis et al., 1985). 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). When teachers are satisfied with their job they can perform their responsibilities with more concentration and devotion. Job satisfaction is a cluster of evaluative feelings about the job and it is measured by various facets of job satisfaction (Spector, 1997). The importance of making assessment of the degree of satisfaction or dissatisfaction of teachers over

different organizational factors cannot be undermined rather over the years it has become one of the important areas of research. The present study makes a modest attempt not only to assess the degree of job satisfaction of teachers working in Government degree colleges of Tripura but also to compare the degree of satisfaction/dissatisfaction of Assistant Professors and Associate Professors working in Government degree colleges of Tripura.

REVIEW OF LITERATURE

Pronay (2011) revealed that the majority of teachers were satisfied with the institute where they served, working place and training and dissatisfied with their pay, bonus and incentive, promotion, nature of work, nature of supervision, working schedule, safety and health measures



and retirement benefits. Ghafoor (2012) found that the academic staffs with high monthly salary were more satisfied than those who were earning less monthly salary and the experienced faculty members were more satisfied than less experience. Bilal (2012) revealed positive and significant relationship between job satisfaction of university teachers' and working condition & compensation practices. Ssesanga and Garrett (2005) concluded that teachers were relatively satisfied with co-workers behaviour; supervision and their potential sources of dissatisfaction were remuneration, governance, promotion and physical facilities. Moreover the demographic characteristics such age, rank and tenure significantly affected the level of academic job satisfaction. Schulze (2006) found that most of the academic teachers were positively inclined towards general job satisfaction and administration, job security, promotions, management and leadership, co-workers' behaviour and physical conditions and support facilities are the factors that influencing the job satisfaction on teachers of higher education in South African universities. Rajareegam and Doss (2012) found no significant difference between gender, age, marital status, qualification, working hour, salaries and promotion, teaching experiences and government and private engineering college teachers in terms of job satisfaction. Shah and et. al. (2012) revealed that the reward and recognition, supervision and work itself had positively affected the job satisfaction and employees were not found much satisfied with the work itself in comparison to supervision and reward and recognition.

OBJECTIVES OF THE STUDY

1. To analyze the factor wise degree of job satisfaction of teachers working in Government Degree Colleges of Tripura.
2. To compare the degree of job satisfaction of Assistant Professors and Associate Professors working in Government Degree Colleges of Tripura.

HYPOTHESES OF THE STUDY

1. There is no significant difference in the satisfaction/dissatisfaction of Assistant Professors and Associate Professors working in Government degree colleges of Tripura over the select organizational factors.
2. There is no significant difference in overall job satisfaction/ dissatisfaction of Assistant Professors and Associate Professors working in Government degree colleges of Tripura.

DATA SOURCE AND METHODOLOGY

The present study makes an attempt to analyze the degree of job satisfaction of teachers working in Government degree colleges of Tripura. The study calls for collection of primary data from the college teachers through field survey. In order to assess the degree of job satisfaction /dissatisfaction of teachers, a structured schedule has been prepared covering different aspects of job of a college teacher keeping in mind the literature available on the subject and the locale of the study. In this study, five organizational factors, namely, Pay and Allowances, Work itself, Physical facilities for teachers, Student matters and Promotion matters have been considered for mapping the job satisfaction/ dissatisfaction of teachers working in Government degree colleges of Tripura.

Teachers working in the rank of Assistant Professor and Associate Professor in different government degree colleges of Tripura constitute the population of the study. The sample size for the present study is two hundred and twenty (220) teachers posted to different government degree colleges of Tripura. Out of two hundred and twenty (220) teachers, 163 are Assistant Professors and 57 are Associate Professors working in various Government degree colleges scattered over different districts of Tripura. A structured schedule comprising of a numerical scale ranging from 'Highly Dissatisfied (=1)' to 'Highly Satisfied (=5)' has been used for the assessment of satisfaction / dissatisfaction of teachers. In order to analyze the collected data, mean, standard deviation and independent two samples t test have been used.

RESULT AND DISCUSSION

Table 1 portrays the select organizational factor wise level of satisfaction /dissatisfaction of the teachers working in Government degree colleges of Tripura. It has been found in table 1 that out of five organizational factors considered in this study, teachers have registered their satisfaction over the factors 'Work itself' (3.64), 'Student matters' (3.45), 'Pay and Allowances' (3.22) and 'Promotion matters' (3.07). On the other hand, teachers have recorded their dissatisfaction over the factor 'Physical facilities for teachers' (2.86).

Table 1: Degree of Satisfaction/ Dissatisfaction of Teachers over the Select Factors

Factors	Mean	Rank
Pay and Allowances	3.22	4 th
Work itself	3.64	1 st
Physical Facilities for teachers	2.86	5 th
Student Matters	3.45	2 nd
Promotion Matters	3.07	3 rd

Source: Field Survey

Table 1 also shows that the value of mean is the highest for the factor 'Work itself' and as such the same factor has been ranked 1st while the value of mean

is the lowest for the factor 'Physical Facilities for Teachers' and accordingly the same has been ranked 5th out of five factors considered in this study.

Table 2: Rank wise Satisfaction/Dissatisfaction of Teachers about Pay and Allowances

Rank	Mean	SD	t value	p value
Assistant Professor	3.16	0.590	-2.574	0.011
Associate Professor	3.39	0.549		

Source: Field Survey

Table 2 reveals that the mean score for satisfaction of Associate Professors is more as compared to the mean score of satisfaction of Assistant Professors over the factor 'Pay and Allowance'. This implies that the degree of satisfaction of teachers working in the rank of Associate Professors is more than the degree of satisfaction of the teachers working in the rank of Assistant Professors over the factor 'Pay and Allowances'. The values of standard

deviation imply that the responses of Assistant Professors are more scattered as compared to the responses of Associate Professors over this factor. It is worthwhile to mention here that there is statistical evidence for significant difference in the satisfaction/dissatisfaction of Assistant Professors and Associate Professors working in Government degree colleges of Tripura over the factor 'Pay and Allowance' at 5% level of significance since the value of p is less than 0.05.

Table 3: Rank wise Satisfaction/Dissatisfaction of Teachers about Work itself

Rank	Mean	SD	t value	p value
Assistant Professor	3.65	0.708	0.448	0.655
Associate Professor	3.60	0.569		

Source: Field Survey

Table 3 reveals rank wise satisfaction/dissatisfaction teachers with respect to 'Work itself'. It has been found in the table 3 that the mean score for satisfaction of Assistant Professors is more as compared to the mean value of Associate Professors over this factor. This implies that the degree of satisfaction of teachers working in the rank of Assistant Professors is more than the degree of satisfaction of the teachers working in the rank of Associate Professors over the factor 'Work itself'. The values of standard deviation imply that the responses of Assistant Professors are more scattered as compared to the responses of Associate Professors over this factor. It is worthwhile to mention here that there is no statistical evidence for significant difference

in the satisfaction of Assistant Professors and Associate Professors working in Government degree colleges of Tripura over the factor 'Work itself' at 5% level of significance since the value of p is more than 0.05.

Table 4 reveals that the mean score for dissatisfaction of Associate Professors is marginally more as compared to the mean value of dissatisfaction of Assistant Professors over the factor 'Physical facilities for teachers'. This implies that the degree of dissatisfaction of teachers working in the rank of Associate Professors is marginally more than the degree of dissatisfaction of the teachers working in the rank of Assistant Professors over the factor 'Physical facilities for teachers'.

Table 4: Rank wise Satisfaction/Dissatisfaction of Teachers about Physical Facilities for Teachers

Rank	Mean	SD	t value	p value
Assistant Professor	2.86	0.900	0.64	0.949
Associate Professor	2.85	0.730		

Source: Field Survey

The values of standard deviation imply that the responses of Assistant Professors are more scattered as compared to the responses of Associate Professors over this factor. It is worthwhile to mention here that there is no statistical evidence for significant

difference in the dissatisfaction of Assistant Professors and Associate Professors working in Government degree colleges of Tripura over the factor 'Physical facilities for teachers' at 5% level of significance since the value of p is more than 0.05.

Table 5: Rank wise Satisfaction/Dissatisfaction of Teachers about Student Matters

Rank	Mean	SD	t value	p value
Assistant Professor	3.46	0.734	0.330	0.742
Associate Professor	3.42	0.658		

Source: Field Survey

Table 5 reveals that the mean score for satisfaction of Assistant Professors is more as compared to the mean score of satisfaction of Associate Professors over the factor 'Student Matters'. This implies that the degree of satisfaction of teachers working in the rank of Assistant Professors is more than the degree of satisfaction of the teachers working in the rank of Associate Professors over the factor 'Student matters'. The values of standard deviation imply that the responses of Assistant Professors are more scattered as compared to the responses of Associate Professors over this factor. It is

worthwhile to mention here that there is no statistical evidence for significant difference in the satisfaction of Assistant Professors and Associate Professors working in Government degree colleges of Tripura over the factor 'Student matters' at 5% level of significance since the value of p is more than 0.05.

Table 6 reveals that the mean score for satisfaction of Assistant Professors and Associate Professors are same over the factor 'Promotion Matters'. This implies that the degree of satisfaction of both Assistant Professors and Associate Professors are equivalent over the factor 'Promotion matters'.

Table 6: Rank wise Satisfaction/Dissatisfaction of Teachers about Promotion Matters

Rank	Mean	SD	t value	p value
Assistant Professor	3.07	0.953	0.012	0.990
Associate Professor	3.07	0.669		

Source: Field Survey

The values of standard deviation imply that the responses of Assistant Professors are more scattered as compared to the responses of Associate Professors over this factor. It is worthwhile to mention here that there is no statistical evidence for significant difference in the

satisfaction of Assistant Professors and Associate Professors working in Government degree colleges of Tripura over the factor 'Promotion Matters' at 5% level of significance since the value of p is more than 0.05.

Table 7: Rank wise Overall Job Satisfaction

Rank	Mean	SD	t value	p value
Assistant Professor	3.23	.5921	-1.091	0.277
Associate Professor	3.31	.4331		

Source: Field Survey

Table 7 reveals that the mean value for overall job satisfaction of Associate Professors is more as compared to the mean value for overall job satisfaction of Assistant Professors. This implies that Associate Professors are more satisfied as compared to the Assistant Professors considered in this study. Table 7 also shows that the value of standard deviation for overall job satisfaction of Assistant Professors is higher as compared to the value of standard deviation for overall job satisfaction of Associate Professors. This implies that the responses of Assistant Professors are more scattered about this factor as compared to that of Associate Professors. It is worthwhile to mention here that there is no statistical evidence for significant difference in the overall job satisfaction of Assistant Professors and Associate Professors working in Government degree colleges of Tripura at 5% level of significance since the value of p is more than 0.05.

SUMMARY OF MAJOR FINDINGS

1. Out of five factors considered in the study, teachers working in government degree colleges of Tripura have been found to be satisfied with four factors, namely, 'Work itself', 'Student matters', 'Pay and Allowances', and 'Promotion matters' while dissatisfaction of teachers has been observed with the factor 'Physical facilities for teachers'. However, teachers of both the ranks have been found to be by and large satisfied, when taken a holistic view.
2. Except the factor 'Pay and Allowances', there is no statistical evidence for significant difference in the satisfaction of Assistant Professors and Associate Professors working in Government degree colleges of Tripura at 5% level of significance.
3. The level of overall job satisfaction of Associate Professor is more than the level of overall job satisfaction of Assistant Professors under study. The level of job satisfaction of Associate Professor is more as compared to that of the teachers working in the rank of Assistant Professor over the factors 'Pay and Allowances' and 'Promotion matters'. On the contrary, the degree of satisfaction of Assistant Professors is more over the factors 'Work itself' and 'Student Matters' as compared to the level of satisfaction of Associate Professors under consideration.

4. Over the factor 'Physical Facilities for Teachers' both the group of teachers have been found to be dissatisfied but the degree of dissatisfaction is marginally higher for Assistant Professors as compared to that of Associate Professors working in government degree colleges of Tripura.

CONCLUSION

The study although shows that overall job satisfaction of the teachers are moderate, but greater degree of satisfaction of teachers for both Assistant Professors and Associate Professor have been observed with respect to 'Work itself' and 'Student matters'. But relatively lower degree of satisfaction has been observed with respect to the factors 'Pay and Allowances' and 'Promotion matters'. It is expected to make a closer scrutiny of the reasons for dissatisfaction of employees with respect to 'Physical facilities for teachers' factor. Since, satisfaction of workforce is important for any organization, so the factors that contribute dissatisfaction among the teachers need to be addressed by the appropriate authority. Moreover, appropriate steps within the defined rules and regulations need to be adopted for enhancing the degree of job satisfaction of teachers working in government degree colleges of Tripura.

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