

## Job Satisfaction Among the College/University Teachers – A Descriptive Study

Seema Rani\*, Ramesh Sharma\*\*, Leena Vaidya\*\*, Arvind Kumar\*\*\*

\*Assistant Professor, Rufaida College of Nursing, Jamia Hamdard, New Delhi. \*\*Assistant Professor, Government College, Anni, Kullu, Himachal Pradesh. \*\*\*\*Assistant Professor, Maharaja Surajmal Institute, New Delhi.

### Abstract

*Background:* Ever since the inception, the important goal of mankind has been the pursuit of happiness, peace and stress free life. One finds stress everywhere, whether it be within the family, business or work place or any other social or economic activity. Modern life has brought lot of stress and frustration among employees at the workplace. Job satisfaction is the employee's affective response to the job. *Objectives:* To assess the level of job satisfaction among the teachers and to find out the job satisfaction enhancing factors for the teachers. *Methodology:* The descriptive survey was conducted at Human Resource Development Centre, Shimla, Himachal Pradesh. 36 College and University teachers were selected for the study. Teachers were administered a preliminary information blank, Job Descriptive Index (by Smith, Kendall and Hulin) and semi structured questionnaire. *Results:* Findings showed that 19.4% of the teachers were satisfied with their jobs where as 50% were moderately satisfied and 30% were dissatisfied. Measures, to improve the job satisfaction among teachers, as expressed by them, included research friendly environment, hike in salary and easing out conditions for promotion, etc. *Conclusion:* Majority of the college teachers were among the dissatisfied group. Also they expressed that they are not given the due recognition in the society, they deserve.

**Key words:** Job Satisfaction; College/University Teachers; Factors Enhancing Job Satisfaction.

### Introduction

College teachers are arguably the most important group of professionals for our nation's future. 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 for society as a whole. Job satisfaction is the employee's affective response to the job. Job satisfaction has been found to be the result of various attitudes an employee holds towards his job (wages, supervision, advancement opportunities, recognition, work condition, social relation at work and life in general). Various dimensions of job satisfaction include the work itself, pay, supervision, support of co-workers, job enlargement, job enrichment, benefits, working conditions and promotion.

Teachers are the pillars of society, who help students to grow to shoulder the responsibility of taking their nation ahead of others. They desire security, recognition, new experience and independence. When these needs are not fulfilled they become tense and dissatisfied. Job satisfaction increases productivity and classroom performance in the college. The government of India is highly concerned to provide quality education at college level. But without job satisfaction among college teachers, the objective of providing quality education would not be materialized.

**Corresponding author:** Seema Rani, Assistant Professor, Rufaida College of Nursing, Jamia Hamdard, New Delhi, Delhi 110062

E-mail: [seema9rani@yahoo.co.in](mailto:seema9rani@yahoo.co.in)

The work of scientists and university teachers has largely changed in the last decades. Thorson (1996) was among the first to observe that the occupation of academicians has lost the characteristic for which it was traditionally considered stress free and beneficial for work well-being. The quantity of work rather than its quality has become a source of stress, for the members of the academic community. In the subsequent years, many other authors have confirmed this increasing pressure on university teachers, which is the result of a change in the policy and social status of higher education. Kinman and Jones (2008) noted that teaches, who perceived less control over work, schedule inflexibility and less support from their superiors, experienced a higher level of work-life imbalance, which is also connected with the lower levels of psychological well-being, job-dissatisfaction and the intention of giving up the academic career.

Job satisfaction is one of the important factors in an academic organization. Various studies have been conducted in last 50 years to assess the level of job satisfaction of teachers and factors affecting their satisfaction. The study covers only job satisfaction of teachers of different colleges and Universities attending the Orientation Programme-119 at Human Resource Development Centre, Shimla.

Past experience of the researchers suggests that attracting and retaining high quality teachers is a primary requirement for an educational institution. This study is an attempt to assess the level of job satisfaction of college / university teachers and the

factors which could enhance their satisfaction level. Objectives of the study include; to assess the socio-demographic characteristics of the teachers, to assess the level of job satisfaction among the teachers and the find out job satisfaction enhancing factors for the teachers.

## Methods

The descriptive survey was conducted at Human Resource Development Centre, Shimla. 36 College/ University teachers attending Orientation programme – 119, hailing from 17 states of India were selected through total enumeration sampling technique. The subjects were administered a semi structured questionnaire. The tool consisted of three parts. Part A consisted of 10 items pertaining to the personal and job related general information. Part B consisted of Job Descriptive Index by Smith, Kendall and Hulin to assess the job satisfaction of teachers. It comprised of 68 items and the respondents had to tick against any of the two alternatives applicable to them. Responses were 'yes' or 'no' which were scored as 1 and 0 respectively. These values were reversed for negatively recorded items. The total score ranged from 0-68. Part C was a semi-structured questionnaire to find out the factors enhancing job satisfaction. Keeping in view the objectives of the study, descriptive statistics was employed to analyze the data.

**Table 1:** Number and Percentage of Demographic Variables of College/University Teachers N=36

S.No.	Variable	Number	Percentage
1.	Age (in years)		
	<35	21	58.3
	≥35	15	41.7
2.	Gender		
	Male	25	69.4
	Female	11	30.6
3.	Marital Status		
	Married	30	83.3
	Unmarried	6	16.7
4.	Tenure of the present post (Till date) in years		
	<5	22	61.1
	5-10	13	36.1
	>10	1	2.8
5.	Salary (In Rupees)		
	<25,000/-	2	5.6
	25,000-50,000/-	18	50
	>50,000/-	16	44.4

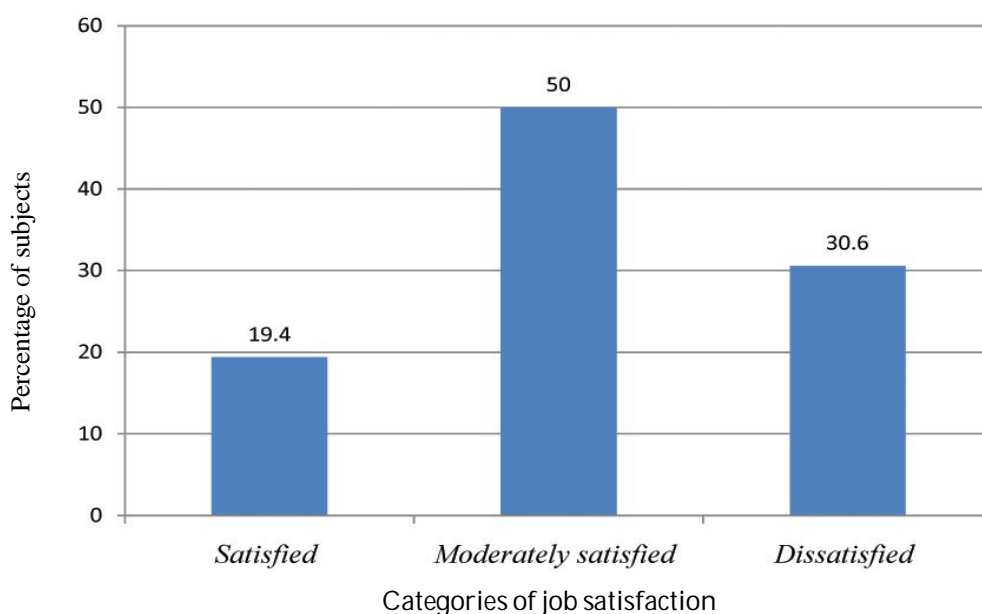
**Table 2:** Range and Mean of Scores of Job Satisfaction

N = 36

Variable	Range of Maximum Scores	Range of obtained Scores	Mean of Obtained Scores
Job Satisfaction	0-68	29-63	53.1

**Table 3:** Number and Percentage of Teachers Satisfied, Moderately Satisfied and Dissatisfied with their Job

Variable	Number	Percentage
<b>Job Satisfaction</b>		
Satisfied	7	19.4
Moderately satisfied	18	50
Dissatisfied	11	30.6

**Graph 1:** Graphical Representation of Teachers' Categories as per Level of Job Satisfaction

## Results

### (I) Findings related to the sample characteristics

58.3% subjects were in the age group <35 years and rest 41.7% were in more  $\geq$ 35 years age group. 69.4% teachers were male while 30.6% were female. Regarding marital status, 83.3% were married and 16.7% unmarried. Pertaining to the tenure of the present post, 61.1% held the post for less than 5 years, 36.1% for 5-10 years and 2.8% for more than 10 years. 5.6% subjects were drawing monthly salary less than Rs. 25,000/-, 44.4% more than Rs.50,000/- and remaining 50% in between Rs. 25,000/- - Rs.50,000/-

### II Findings related to the job satisfaction of the teachers

Table 2 shows that range of obtained scores as measured by Job Descriptive Index was 29-63 and mean of the scores was 53.1. It is evident from table 3 and graph 1 that 19.4% subjects were satisfied with

their jobs where as 30.6% were dissatisfied. Half of the subjects fell in the category of moderately satisfied with respect to their jobs.

### III Findings related to job satisfaction enhancing factors of teachers

College & University teachers expressed their views to enhance their job satisfaction level. Their views encompassed the areas relating job hours, career advancement, work load, facilities for students, etc. Their suggestions are enlisted below in decreasing order:

- Research friendly environment including encouragement to involve in research activities, more research grants, adequate time and infrastructure for research work.

- Hike in salary – Teachers felt that the nation building teachers in India are underpaid & under recognized by the policy makers.
- Improvement in student-teacher ratio.
- End of probation period and contractual services as these hamper the loyalty & commitment level of the teachers.
- Easing out the conditions for promotion – More transparent, performance based cum time bound criteria should be devised for promotion.
- Reduction in teaching workload.
- Under Career Advancement Scheme, API has increased unhealthy competition among teachers so it should be reconsidered and reconstituted.
- Better infrastructure for teachers and students including adequately furnished offices for teachers with proper lighting, ventilation and air-conditioning. For students, adequate number and space of class rooms with locker facilities and inbuilt audio-visual aids.
- Liberalization in giving transport and dearness allowance to teachers for attending the workshops and conferences at state, national and international levels.
- Organization of more workshops to make teachers more friendly with modern technology.
- Provision of platform for teachers of various backgrounds to mingle with each other.
- Other measures to enhance the level of job satisfaction as suggested by the teachers include vanishing of red tapism, transparency in the selection process of teachers increasing the back end/non-teaching staff, democratization of the decision making process, congenial work environment, better trust based relation of the teachers with their administrators, equal workload on all teachers, equitable representation of teachers in various committees and strengthening the evaluation system of teachers by students.

## Discussion

The study yielded the lower job satisfaction levels in most of the subjects. The modern world is said to be a world of stress. This stress is carried from home to the work place and vice-versa.

In the current study, merely 19.4% of the subjects were found to be satisfied with their jobs. The result is in line with satisfaction level among the teachers in Erode College as shown by the study of Sabarinathan S. and Kumar N.N. Their study revealed that only 24% of the teachers were satisfied with their job.

In the present study male and female teachers were investigated with respect to the job satisfaction. Though comparative analysis was not done on the basis of gender but both the groups fell into compromised job satisfaction category. Results reveal the 50% of the subjects are moderately satisfied and 30.6% are dissatisfied with their jobs. Results are in agreement with the job satisfaction study by Nisamudheen T. although the aspects of job satisfaction varied from male to female teachers.

In the current study, teachers were asked to suggest few measures which could enhance their job satisfaction level. Most of them gave the suggestions like; research friendly environment, hike in salary, improvement in student-teacher ratio, End of probation period, easing out the conditions for promotion, Reduction in teaching work-load and better infrastructure for teachers and students, etc. A number of researchers have focused upon positive indicators towards job satisfaction (Judge et al, 2001), work engagement and happiness at work (Diener et al, 2008 and Warr, 2009). Kinman and Jones (2008) revealed that teachers, who perceived less control over work, rigid schedule and less support from superiors, experienced higher level of work-life imbalance which is also connected with job dissatisfaction and the intention of giving up the academic career. All these research findings reveal the same or similar results as that of the current study with respect to the factors enhancing the job satisfaction level.

## References

1. Bardasi E, Francesconi M. (2004) The Impact of A Typical.
2. Employment on Individual Well-being; evidence from a panel of British workers. *Social Sciences and Medicine*, 58 (a); 1671-1688.
3. Diener, F. Colvin, C.R., Pavot, W.G., & Allma, A. The Psychic Cost of intense positive affect. *Journal of Personality and Social Psychology*, 1991; 61 (3): 792-503.
4. Judge, T.A., and Watanable, S. another look at the job satisfaction life satisfaction relationship. *Journal of Applied Psychology*, 1993; 78: 939-948.

5. Kinman G Pressure points: A review of research on Stressors and Strains in UK Academics, *Edu Psychol.* 2001; 21: 473-92.
6. Kinman G.Jones F A Life Beyond Work? Job Demands, Work Life balance and wellbeing in UK academics. *J Hum Behav Soc Environ.* 208; 17 (1-2): 41-60.
7. Nisamudheen T. job Satisfaction Among College Teachers: A Study on Government College in Kerala. *Trans Asian Journal of Marketing and Management Research.* 2013; 2(6).
8. Paul Jump Worldwide Academic Job Satisfaction. *Times Higher Education* 2010.
9. Raj T. and Lalita. Job Satisfaction Among Teachers of Private and Government Schools: A Comparative Analysis. *International Journal of Social Sciences and Interdisciplinary Research;* 2013; 2 (9).
10. Sabarinthan S. and Kumar N.N. A Study on Job Satisfaction Among the College Faculty in Erode. *Journal of Business and Management.* 2014; 16-18.
11. Throson EI, stress in academic: What bothers Professors? *High Educ;* 1996; 31: 471-89.

## Red Flower Publication Pvt. Ltd.

*Presents its Book Publications for sale*

<b>1. Breast Cancer: Biology, Prevention and Treatment</b>	<b>Rs.395/\$100</b>
<b>2. Child Intelligence</b>	<b>Rs.150/\$50</b>
<b>3. Pediatric Companion</b>	<b>Rs.250/\$50</b>

### **Order from**

Red Flower Publication Pvt. Ltd.

48/41-42, DSIDC, Pocket-II, Mayur Vihar, Phase-I

Delhi - 110 091 (India)

Tel: 91-11-22754205, 45796900, Fax: 91-11-22754205

E-mail: redflowerpppl@gmail.org, redflowerpppl@vsnl.net

Website: www.rfppl.co.in