

An Inquiry into the Level of Job Satisfaction among Self-finance College Teachers of Tiruchirappalli City

Dr. R. Arul

Assistant Professor

PG Department of Commerce Computer Application

St. Joseph's College, Tiruchirappalli

Abstract

According to Steve Jurvetson, “Steve Jobs now rests with the sublime satisfaction of symbolic immortality.” In olden days, the 'Guru' or the 'Zachary' had enjoyed covetable status. They had been respected and honored by people belonging to all walks of life, including Kings and Emperors. He was everything for others - a guide, a counsellor and a friend. The teacher was ready to impart to his disciples, whatever knowledge and skills he possessed. As society became more complex, the problems that individuals had to face also multiplied. The relationship between the teacher and the students too began to change. The problems like student disinterest and unrest, wastage, under-achievement, job dissatisfaction, etc. created a gap between teachers and their job., At present, these problems have reached such an enormous stature that the teaching community as well as the student community is in constant turmoil. The modern teachers do not get due-respect and status in society.

Introduction

Since time immemorial, teachers have been placed in high esteem in every society. In olden days, the 'Guru' or the 'Zachary' had enjoyed covetable status. They had been respected and honored by people belonging to all walks of life, including Kings and Emperors. He was everything for others - a guide, a counsellor and a friend. The teacher was ready to impart to his disciples, whatever knowledge and skills he possessed. As society became more complex, the problems that individuals had to face also multiplied. The relationship between the teacher and the students too began to change. The problems like student disinterest and unrest, wastage, under-achievement, job dissatisfaction etc. created a gap between teachers and their job.

At present, these problems have reached such an enormous stature that the teaching community as well as the student community is in constant turmoil. The modern teachers do not get due-respect and status in society. Teachers themselves feel a loss of dignity in their profession. They are discontented because of the changed value pattern in which the wealth and material possessions of a person seem to be respected more than his personal qualities and nobility of profession.

Specific Objectives

1. To identify the levels of satisfaction among the study respondents namely the college teachers
2. To identify those factors which contribute to the existing level of job satisfaction among college teachers
3. To rank those critical factors that determine the existing level of satisfaction.
4. To know the policies and priorities of the management concerning teachers in the study units
5. To delineate the factors that distinguish the government institutions from self-financing institutions in determining the existing levels of satisfaction.
6. To suggest strategies on the basis of the study to fine tune the policies, practices and priorities of the stakeholders in providing optimal satisfaction to the college teachers.

Universe and Sample Size

The Trichy City has 23 Arts and Science Colleges in which 423 teachers are presently employed. The teaching staff on the roll of these institutions forms the universe for the present study.

In consultation with the statisticians, subject and research experts and similar studies, a sample size of 112 respondents is chosen. This sample size constitutes 26.47% of the total teaching population.

Job Satisfaction - A Literally Revised

Hulin and Judge (2003) have noted that job satisfaction includes multidimensional psychological responses to an individual's job, and that these personal responses have cognitive (evaluative), affective (or emotional), and behavioral components. (Hulin and Judge, 2003). Job satisfaction scales vary in the extent to which they assess the affective feelings about the job or the cognitive assessment of the job. Affective job satisfaction is a subjective construct representing an emotional feeling individual have about their job (Thompson and Phua, 2012). Hence, affective job satisfaction for individuals reflects the degree of pleasure or happiness their job in general induces. Cognitive job satisfaction is a more objective and logical evaluation of various facets of a job. Cognitive job satisfaction can be one-dimensional if it comprises evaluation of just one facet of a job, such as pay or maternity leave, or multidimensional if two or more facets of a job are simultaneously evaluated. (Kalleberg, 1977).

Cognitive job satisfaction does not assess the degree of pleasure or happiness that arises from specific job facets, but rather gauges the extent to which those job facets are judged by the job holder to be satisfactory in comparison with objectives they themselves set or with other jobs. While cognitive job satisfaction might help to bring about affective job satisfaction, the two constructs are distinct, not necessarily directly related, and have different antecedents and consequences. (Moorman, 1993).

Job satisfaction can also be seen within the broader context of the range of issues which affect an individual's experience of work, or their quality of working life. Job satisfaction can be understood in terms of its relationships with other key factors, such as general well-being, stress at work, control at work, home-work interface, and working conditions (Aristovnik, 2014).

Table-1: Have a lot of opportunities to be innovative wise classification of the respondents

Particulars	No. of Respondents	Percentage
Strongly Agree	27	24
Agree	25	22
Moderate	26	23
Disagree	21	18
Strongly disagree	14	13
Total	112	100

Source: Field Data

It could be found from Table-1, that 24 percent of the respondents are strongly agree, 22 percent of the respondents are Agree, 23 percent of the respondents are Moderate, 18 percent of the respondents are Disagree, 13 percent of the respondents are Strongly disagreeing. Hence, 24 percent of the respondents are Strongly Agree to have a lot of opportunities to be Innovative.

Table-2: Job gives their sense of dignity and respect classification of the respondents

Particulars	No. of Respondents	Percentage
Strongly Agree	20	18
Agree	35	31
Moderate	23	20
Disagree	20	18
Strongly disagree	14	13
Total	112	100

Source: Field Data

It could be found from Table-2, that 18 percent of the respondents are Strongly agree, 31 percent of the respondents are Agree, 20 percent of the respondents are Moderate, 18 percent of the respondents are Disagree, 13 percent of the respondents are Strongly Disagree. Hence, 31 percent of the respondents are Agree to job gives their sense of dignity and Respect.

Table-3: Most of their job experiences has been pleasantwise classification of the respondents

Particulars	No. of Respondents	Percentage
Strongly Agree	20	18
Agree	27	24
Moderate	20	18
Disagree	22	20
Strongly disagree	23	20
Total	112	100

Source: Field Data

It could be found from Table-3, that 18 percent of the respondents are Strongly agree, 24 percent of the respondents are Agree, 18 percent of the respondents are Moderate, 20 percent of the respondents are Disagree, 20 percent of the respondents are Strongly disagreeing.

Hence 24 percent of the respondents are Agree most of their job experiences has been Pleasant.

Table-4: Job has always been a source of encouragement for teacher-wise classification of the respondents

Particulars	No. of Respondents	Percentage
Strongly Agree	25	22
Agree	28	25
Moderate	22	20
Disagree	17	15
Strongly disagree	20	18
Total	112	100

Source: Field Data

It could be found from Table-4, that 22 percent of the respondents are Strongly agree, 25 percent of the respondents are Agree, 20 percent of the respondents are Moderate, 15 percent of the respondents are Disagree, 18 percent of the respondents are Strongly disagreeing.

Hence, 25 percent of the respondents are Agree to their job has always been a source of encouragement for Teachers.

Table-5: Teachers satisfied about their personal disposition-wise classification of the respondents

Particulars	No. of Respondents	Percentage
Strongly Agree	20	18
Agree	25	22
Moderate	25	22
Disagree	22	20
Strongly disagree	20	18
Total	112	100

Source: Field Data

It could be found from Table-5, that 18 percent of the respondents are Strongly agree, 22 percent of the respondents are Agree, 22 percent of the respondents are Moderate, 20 percent of the respondents are Disagree, 18 percent of the respondents are Strongly disagreeing.

Hence, 22 percent of the respondents are Agree teachers satisfied about their personal Disposition.

Table-6: Feedback from the students is helpful for their career development-wise classification of the respondents

Particulars	No. of Respondents	Percentage
Strongly Agree	20	18
Agree	20	18
Moderate	27	24
Disagree	24	21
Strongly disagree	21	19
Total	112	100

Source: Field Data

It could be found from Table-06, that 18 percent of the respondents are Strongly agree, 18 percent of the respondents are Agree, 19 percent of the respondents are Moderate, 21 percent of the respondents are Disagree, 24 percent of the respondents are Strongly disagreeing.

Hence, 24 percent of the respondents are Moderate to collect feedback from the students is helpful for their career development.

Table-7: Initiative and enthusiasm in discharging their duties-wise classification of the respondents

Particulars	No. of Respondents	Percentage
Strongly Agree	25	22
Agree	28	25
Moderate	22	20
Disagree	17	15
Strongly disagree	20	18
Total	112	100

Source: Field Data

It could be found from Table-7, that 22 percent of the respondents are Strongly agree, 25 percent of the respondents are Agree, 20 percent of the respondents are Moderate, 15 percent of the respondents are Disagree, 18 percent of the respondents are Strongly disagreeing.

Hence, 25 percent of the respondents are Agree to initiative and enthusiasm in discharging their duties.

Table-8: Complete satisfaction with self-motivation-wise classification of the respondents

Particulars	No. of Respondents	Percentage
Strongly Agree	20	18
Agree	30	27
Moderate	21	19
Disagree	25	22
Strongly disagree	16	14
Total	112	100

Source: Field Data

It could be found from Table-08, that 18 percent of the respondents are Strongly agree, 27 percent of the respondents are Agree, 19 percent of the respondents are Moderate, 22 percent of the respondents are Disagree, 14 percent of the respondents are Strongly disagreeing.

Hence, 27 percent of the respondents are Agree complete satisfaction with self-Motivation.

Findings

1. 24 percent of the respondents are Strongly Agree to have a lot of opportunities to be Innovative.
2. 31 percent of the respondents are Agree to job gives their sense of dignity and Respect.

3. 24 percent of the respondents are Agree most of their job experiences has been Pleasant.
4. 25 percent of the respondents are Agree to their job has always been a source of encouragement for Teachers
5. 22 percent of the respondents are Agree teachers satisfied about their personal Disposition.
6. 24 percent of the respondents are Moderate to collect feedback from the students is helpful for their career development
7. 25 percent of the respondents are Agree to initiative and enthusiasm in discharging their duties.
8. 27 percent of the respondents are Agree complete satisfaction with self-motivation.

Suggestions

1. Sex wise distribution of the respondents reveals that more number of women are willing to undertake college teaching profession than ever before and in future there is a likelihood that the women population may become equal or even overtake the men population as far as the college teaching profession is concerned.
2. Age wise distribution of the respondents shows clearly that young people constitute a higher percentage of the respondents which also reflects the general pattern prevailing in the population. For sometimes, there was no significant influx of new talents and fresh energies. But now it is observed that there is an overwhelming response from the young generation to take up the college teaching profession which is a good sign for the cause of education.
3. 'Experience counts' is not a statement without meaning. As they grow in experience, the teachers tend to gain more satisfaction as per the results of this study. The managements must have different schemes for different experience group of teachers.
4. The income-wise distribution shows that most teachers draw a salary of less than Rs. 10,000. Given the cost of living and competitive pay offered by other professions, this salary is simply a pittance for them. The managements must hike their salaries even while ensuring that it continues to have financial viability and freedom.
5. Teachers while ranking the reason for choosing this profession identify, "Interest in Teaching" as the primary reason for taking up this profession. It does augur well for the future of teaching profession. Here, it is the responsibility of the managements to do what are necessary to help them to sustain their interest in the profession.
6. Since most of the teachers felt that their performance is influenced by satisfaction level, the managements must make all necessary steps to

improve their satisfaction level. This is because, the future of the institution and students hinges on the performance of the teachers which is in turn influenced by the extent of their satisfaction must inspire confidence in the minds of staff and develop a sense of belonging among them. Wherever possible the managements must take the teachers into confidence while making decisions affecting them.

7. The overall analysis clearly reveals that the management attitude critically determines the satisfaction level of teachers. "The attituded terminus the altitude", goes the saying. This exactly holds good in case of managements of higher educational institutions. It is imperative for the managements to pre-determine and pre-evaluate all their actions that have a bearing on the satisfaction of their teachers as far as possible. They must avoid actions and responses likely to be viewed as arbitrary, thoughtless and repressive by the staff members. As far as possible each action of the management
8. Besides management attitude, the working conditions are also viewed as a critical variable by the staff members. This may be because the working environment remains closest to the teachers while they discharge their duties. A slightest provocation in the work environment may have a cascading effect on the managements to ensure that the immediate work environment of teachers remains healthy, harmonious and devoid of any stress.
9. Monetary benefits too have emerged as one of the three top most factors influencing the satisfaction level of teachers in all Arts and Science Colleges. The teachers have attached a high level of significance to monetary benefits as one of the decisive factors in shaping their satisfaction. This result confirms the general trend seen among the working population of India, where economic needs are of the fore most importance. Hence, managements must have a
10. Since, the analysis clearly shows that the number of women in teaching profession at college level is constantly growing managements must devise specific programs to enhance the satisfaction of women engaged in this profession. The managements can also give an impetus to diversity celebrations to keep the morale of the women teachers high.

Conclusion

The satisfaction scenario of college teachers is a mixed bag in other words, the satisfaction level of teachers belonging to aided and un aided categories presents a contrasting trend. the teachers working in government and government aided institutions reported a high level of satisfaction with their economic needs being adequately taken care of by the state authorities. In contrast, self-financing teachers have a low level of satisfaction which may be attributed to the absence of monetary benefits are constantly narrowed down and kept at the healthy level. Besides it is interesting to note that the college teachers cutting across the

institutions have got dissatisfaction concerning their management's attitude and approach towards them this is borne out by the fact that the management attitude factor has constantly been poorly rated by the teachers. This should be an eye-opener to the managements and require the managements to reinvent them and fine tune their behaviour.

The emergence of this factor also compels the managements to do a self-introspection and undergo a mental revolution. Each management should ensure that it has put in place a mechanism to diagnose, detect and resolve conflicts and grievances that may arise in course of their administration of teachers and their rights and interests.

The researcher sincerely believes that the finding of this study will bring in a necessary relief to the teachers and other interested parties. The researcher also hopes that the present study forms a basis for all future studies in these related fields. It is appropriate to conclude with the words of Tim Murtaugh.

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