



## A STUDY ON THE JOB SATISFACTION AMONG THE TEACHING FACULTY OF SELF FINANCING ARTS AND SCIENCE COLLEGES WITH SPECIAL REFERENCE TO CUDDALORE DISTRICT

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### **Abstract**

Education is basically the influence which the teacher exerts on the students entrusted to his care. Effective teachers are required in the classroom because even the best curriculum and most perfect syllabus remain ineffective in the absence of a good teacher. The study shows that place of work environment, earnings, infrastructure and qualified growth significantly creates overall job satisfaction of the teaching faculty, strategic attention need to be given specifically for the compensation dimension which is closely associated with overall job satisfaction. Formation of consortium at the state level would be the best choice to exercise compensation dimension with reasoning.

### **Introduction**

Education is basically the influence which the teacher exerts on the students entrusted to his care. Effective teachers are required in the classroom because even the best curriculum and most perfect syllabus remain ineffective in the absence of a good teacher. Hence retention of high quality teachers becomes important. It is also important to understand the factors behind the retention of the good teachers. Nowadays, there is, however, a general feeling that the teachers do not have satisfaction in their job. There seems to be growing discontentment towards their job as a result of which the standard of education is falling. Teachers are dissatisfied in spite of different plans and programmes, which have been implemented to improve their job. Job satisfaction consists of total body of feeling towards the nature of job, promotion and of supervision etc that an individual has in his job. If the sum total of influence of these factors gives a rise to feelings of satisfaction, the individual has job satisfaction.

### **Why is Job Satisfaction important for teaching Faculty?**

Teaching faculty is the most important group of professionals for our nation's future. They are producing good leaders, economists and scientists etc. to the nation. Apart from this, they are safeguarding society through eradicating ignorance and inequalities among the people in the society. Hence an attempt is made by the researcher to evaluate the job satisfaction amongst teaching faculty of the self financing colleges affiliated to Thiruvalluvar University.

### **Statement of the Problem**

Job satisfaction is a set of feeling, thought, emotion and intentions with which the workers view their work. Job satisfaction is an effective attitude towards the overall job related dimensions and factors such as place of work environment, earnings, infrastructure and Qualified growth and others. Job satisfaction creates intangible benefits to the organization which include reduction in complaints and grievances, absenteeism, turnover and termination. It covers 12 self financing Arts and Science colleges apart from other Aided and Government colleges five across Cuddalore districts. Therefore the researcher has chosen to study job satisfaction among the teaching faculty of self financing Arts and Science Colleges affiliated to Thiruvalluvar University.

### **Objectives of the Study**

1. To study the Job satisfaction level among the teaching faculty towards the workplace conditions of the self financing Arts and Science Colleges in the study area.
2. To know the job satisfaction level among the teaching faculty towards the compensation of the self financing Arts and Science Colleges in the study area.
3. To offer suggestions for improved job satisfaction level of teaching faculty working in Self financing Arts & Science Colleges in the study area.

### **Hypothesis**

1. There is no significant difference between the gender of the respondents and their overall job satisfaction.
2. There is a significant difference between the marital status of the respondents and the job satisfaction towards the compensation.

### **Methodology**

There are 17 self financing arts and science colleges affiliated to Thiruvalluvar University. The total number of teaching faculty employed in all these 17 self financing colleges is 1500. This study is designed to collect primary data from a sample size of 200 respondents, which is 14% of the universe, who are selected under proportionate stratified simple random



sampling techniques. This study is a combination of both exploratory and descriptive one in nature. A well structured questionnaire was prepared considering 4 major dimensions such as place of work environment, earnings, infrastructure and qualified growth for calculating the level of job satisfaction among the teaching faculty of self financing Arts and Science Colleges. There are 75 questions excluding 12 personal profile questions. The reliability and validity of the questionnaire on the basis of Alpha value is 65. %, for the 75 items and N= 250.

### Statistical Techniques

The researcher had applied the relevant statistical tools to analyse the multivariate variable by using chi square test, student 't' Test, One – way ANOVA, in order to find out the qualitative degree of relationship existing between measures of different category.

### Result and Discussion

S.No	Overall job satisfaction	T, Chi-square, F-value	Statistical Inference
1.	Gender of the teaching	T=1.56	P > 0.05 Not significant
2.	Age of the teaching faculty	X <sup>2</sup> =10.225	P > 0.05 Not Significant
3.	Marital status of the respondents	T= -2.89	P<0.05 Significant
4.	Courses/Branch of the study	T=1.96	P>0.05 Not significant
5.	Department	F = 5.56	P < 0.05 Significant

Source: Researcher's Calculation

1. The above table the difference between the gender of the teaching faculty and their job satisfaction is not significant. It is further inferred that there is no significant association between the gender of the teaching faculty and their overall job satisfaction. As a result there is no difference in the perception of the teaching faculty towards all the above four tested variables in the study area.
2. The association between the age and the overall job satisfaction is not significant. Therefore it is clear that there is no significant association between the age of the respondents and the various factors of the job satisfaction. Therefore, it is clear to say that Job satisfaction is varied according to the age level of the each and every respondent.
3. The difference between the marital status of the teaching faculty and their job satisfaction is significant. It is further inferred that in case of workplace conditions and Infrastructure the difference is significant because the commitment of the married faculty is entirely different from that of the unmarried faculty.
4. The difference between the course/branch of the teaching faculty and their overall job satisfaction is not significant. It is further inferred that there is no significant difference between the course that's Arts and Science teaching faculty and their overall job satisfaction. Hence it is clearly known that the entire teaching faculty working in one college would have similar type of perception towards tested variable invariably their branch of study.
5. The difference between the various departments and the overall job satisfaction is significant. It is inferred that respondents' likes and dislikes vary according to the field of study. Therefore, it is clear that there is a significant relationship between the departments of the teaching faculty and their job satisfaction.

### Conclusion

Job satisfaction is the fulfillment of one's expectation from job. It is a pleasurable or positive emotional state resulting from the appraisal of one's job experience. But the expectation of people may not be homogeneous. It may differ from person to person, place to place, job to job, context to context, and organization to organization. So, job satisfaction cannot be generalized. From the academic perspective, place of work environment, earnings, infrastructure and qualified growth affect the job satisfaction of the teaching faculty. The study shows that Workplace conditions, professional development and infrastructure significantly creates overall job satisfaction of the teaching faculty, strategic attention need to be given specifically for the compensation dimension which is closely associated with overall job satisfaction. Formation of consortium at the state level would be the best choice to exercise earnings dimension with reasoning.



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