

A STUDY ON JOB SATISFACTION AMONG COLLEGE TEACHERS (WITH SPECIAL REFERENCE TO SELF FINANCE ARTS AND SCIENCE COLLEGE IN VELLORE DISTRICT)

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ABSTRACT

College Teachers are the most important group of professionals for our nation's future. Therefore, it is astonishing to know that even today many of the college teachers are dissatisfied with their jobs. Job satisfaction among college teachers is good not only for themselves but society as a whole. It increases productivity and classroom performance in the college. Teachers are the source of guidance in all the crucial steps in the academic life of the students. When the teachers are satisfied in their job at that time only they have interested to teach students with efficiently and effectively. This study was undertaken to identify the factors which impact the level of satisfaction of college teachers in Vellore District. Mainly there are three objectives are involved in this study. The data used in this paper is primary in nature and collected through personal interviews in the form of questionnaire from a sample of 15 college teachers selected from the Self finance Arts and Science Colleges of Vellore District.

Keywords : Professional, Primary, Slf Finance.

1. INTRODUCTION

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, dissatisfaction among workers is undesirable and dangerous in any profession. Job is not only a main source of income but also an important component of life. Work takes away a large part of worker's day and also contributes to one's social standing. Because of workers central role in many people's life, satisfaction with one's job is an important component in overall wellbeing.

According to **Robbins and Sanghi (2006)** "Job satisfaction is collection of feelings that an individual holds toward his or her job." The same was contributed by Masud Ibn Rahman (2008) "Job satisfaction is defined as a general attitude toward one's job. It is in regard to one's feelings or state-of-mind regarding the nature of their work." Again Mobey and Lockey (1970) expressed as an opinion that "Job satisfaction and dissatisfaction are function of the perceived relationship between what one expects and obtains from one's job and how much importance or value one attributes to it."

In this global world, job satisfaction has been an important issue. It is very crucial to the long-term growth of any educational system around the world. Job satisfaction in this context is the ability of the teaching job to meet teachers' needs and improve their teaching performance. Knowledge, skills and competencies occur when one feels satisfied in one's behavior. Therefore, satisfaction is needed in the behavior of a college teacher if he/she has to perform productive activities in the college.

Statement of the problem

Teacher's job satisfaction is one of the key factors in institutional dynamics and generally considered to be the primary dependent variable in terms of which effectiveness of an organization's human resource is evaluated. Job satisfaction of teachers is essential because the future of each student is in the hand of a teacher.

Objective of the study

1. To study the job satisfaction level of teachers in self finance Arts and science colleges in Vellore District.
2. To identify different dimensions to improve job satisfaction in Vellore District.
3. To evaluate the adaptation of self finance college teachers in Vellore District.

Formulation of hypotheses

1. There is no significant the relationship between personal factors of the respondents and their level of job satisfaction in self finance colleges.
2. There is no significant the relationship between the respondents level of job satisfaction in self finance colleges and their opinion about the importance of job satisfaction without job security.

Research methodology

The research methodology is presented briefly under following heading.

Research design

Research design is a Conceptual Structure within which research is undertaken. It constitutes the blue print for collection, measurement and analysis of data.

In this study, the research design used is Descriptive Research Design in nature as it describes the views, opinion and job satisfaction and secondary data of teaching faculty in college.

Nature of data

A study used primary data and secondary data. Primary data refers to the firsthand information that is collected through questionnaire and on personal interviews. The secondary data collected from books, journals, articles, news papers.

Method of data collection

Questionnaire is prepared and circulated to the employees to know the methods used to Job satisfaction. While collecting the data, a personal interview was conducted to the employees about the function of human resources activities implemented in the organization.

Statistical tools

In this research, various percentages are identified in the analysis and they are presented periodically by way of bar diagrams & Pie diagrams in order to have a better quality.

Percentage analysis

Percentage = No. of Respondents/ Total No. of Respondents X100

Bar diagrams

Simple bar diagram is the used frequently in practice for the comparative study of two or more items or values of a single. Variable or a single are category of data.

Pie diagrams

The comparison of the pie diagram is to be made on the basis of the areas of the circles & various sectors.

Limitation of the study

1. Limited statistical analysis has been applied, therefore more tests and statistical data interpretation may lead towards more findings.
2. The area of sampling was restricted only to Vellore District.
3. The information provided by the respondents is spontaneous and they may not be consistent.
4. Accuracy of the primary data collected depends upon the authenticity of the information field by the respondent.

Review of literature

McClelland (1976) has been studying the job satisfaction behavior since it Indiana University Fort Wayne the article Indiana. If satisfied to define of make. A number of studies have indicated that satisfaction perceptions vary on the basis of age, sex in the organization. Education, job type, job level and like. If job satisfaction represent what is “out there” and satisfaction denotes some internal state, the reliability (consensus) of what is “out there” becomes a crucial issue. One would anticipate that job satisfaction. Dimensions would be perceived compactly by most members of organization

Schneider and Bartlett (1970) tested the extent to which individuals at different levels agreed upon evaluations of organizational dimensions (inter-level) reliability and the extent to which individual satisfaction a given level agreed. The HRM a study conducted by the same university of Indiana university study aimed to examine the to examine the relationship between job satisfaction employee personality and their intention to leave an organization in the Malaysian context, four job satisfaction dimensions were chosen for this study.

Kayalvzhi. S, Chokkanathan.K,(2011) “A study on factors influencing the job satisfaction of Lecturers employed in self financing arts colleges, south India”, The study is Descriptive in nature. The data have been from the faculty members those who were in self financing Arts & Science colleges situated in Salem, Tamil Nadu through a structured questionnaire.

Inference

From the above table 34% of the respondents were 25 years, 26% of the respondents were 31-35 years, 17% of the respondent were 36-40 years 15% of the respondents were 26-30 years, 8% of the respondents were 41 years.

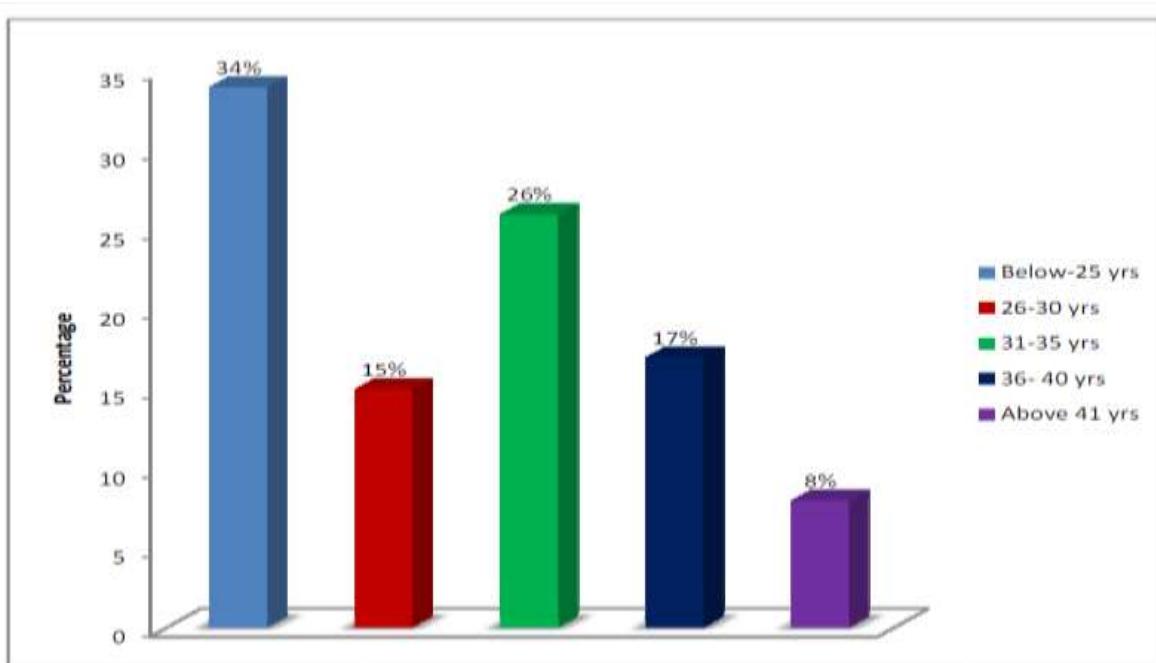


Fig.1. Educational qualification

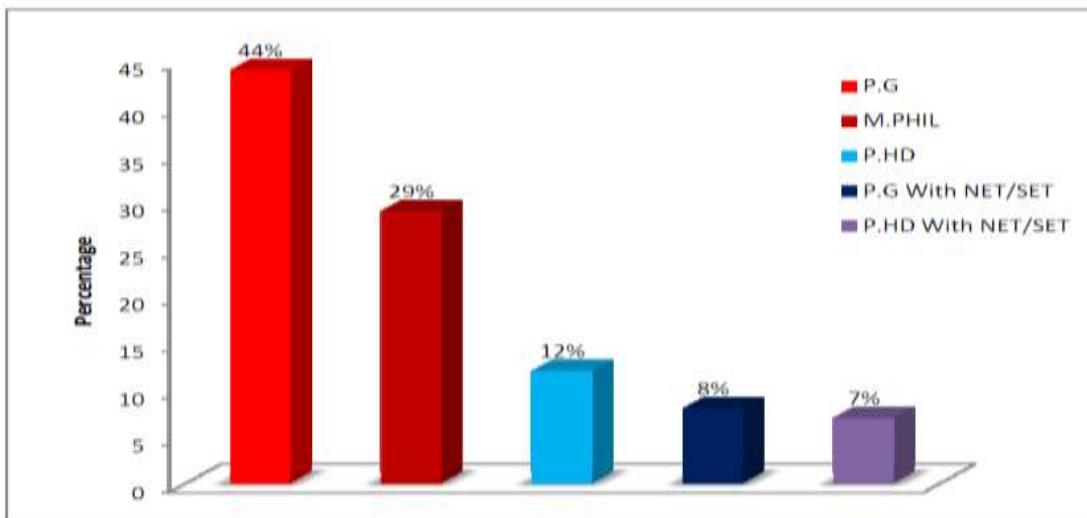


Fig.2

From the above table 4.9 36% of the respondents Dissatisfied with the working time and hour allocation and 32% the respondents highly satisfied the working condition and 26% respondents satisfied with the infrastructure and finally 4% and 2% of the respondents cannot decided.

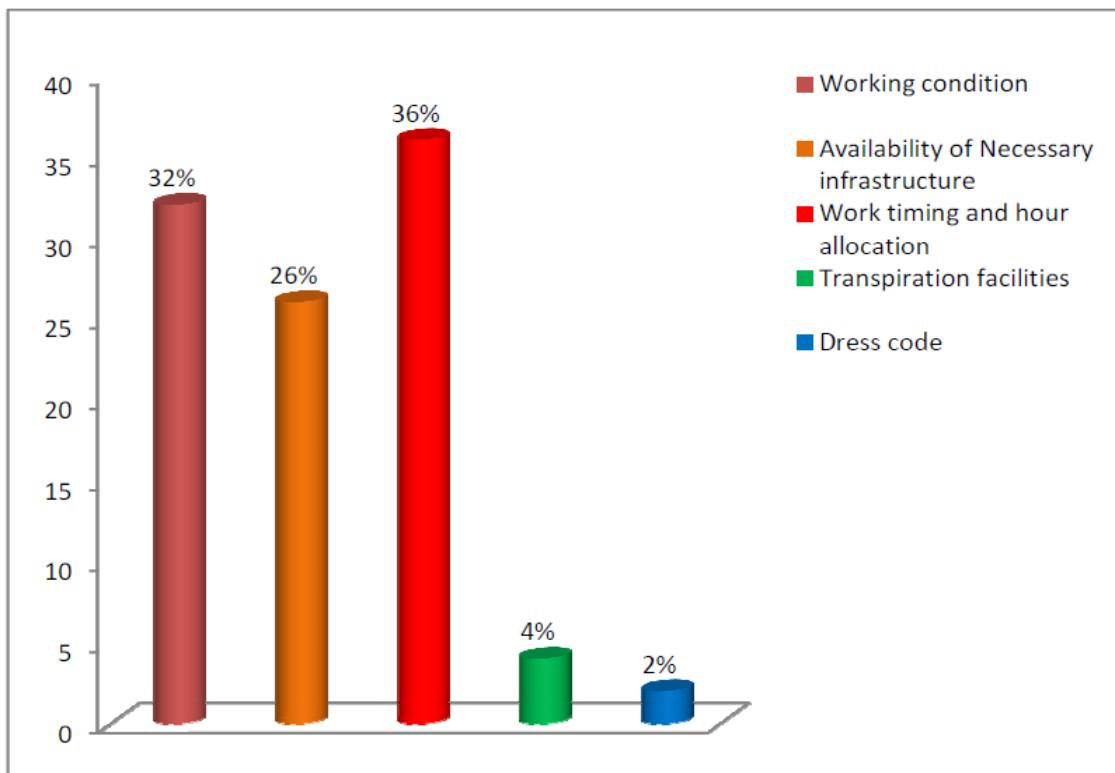


Fig.3

Findings, suggestion, conclusion

Findings

1. 34% of the respondents were 26- 30 years of age.
2. 7% of the respondents were only P.HD with NET/SET qualification.
3. 54% of the respondents monthly income Rs.5000 to Rs.10000.
4. 32% of the respondents were highly satisfied with their working condition.

Suggestion

Academicians should be provided with proper guidance and counseling by the institutions in which they work, so they will be aware of their duties, and working conditions in the college. By knowing this can adjust the university conditions effectively. To reduce the conflicts, with co-workers and with leaders the authorities should provide clear cut guidelines, so that academicians will be aware of their role and there will no ambiguity in understanding of what he or she have to do. Based on the findings of this study, it is recommended that management of public colleges should ensure that performance evaluations are fair and unbiased. Therefore, promotions based on merits and performance evaluation will be perceived by academicians as equitable and fair, and result in a greater degree of job satisfaction and higher degree of productivity.

CONCLUSION

Now a days there is, however, a general feeling that the teachers do not have satisfaction in their job. But the present study reveals that the college teachers of Vellore district have satisfaction in their job and consider that teaching is an ideal job and more prestigious job than others. Their positive personal interest in teaching is a green signal for the effective classroom communication as well as to attain the national goals. Job satisfaction and personal interest of college teachers in teaching are the influential factors to enrich the human resources of the living world.

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