



A Study of Job Satisfaction of College Teachers of Ahmedabad City

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1. Introduction

Each and every human being is engaged in one or the other activity, may it be economic or non-economic activity. Economic activities are done with the purpose of earning some monetary reward while Non-economic activities are those which is done for social service or for love, affection emotion etc. Thus people are engaged in these activities. These activities can be in the form of a Business, Professional activities like Doctor, Teacher, Lawyer, Chartered Accountant etc. or Job. Each of these different types of activities has their own pros and cons. Among these professional activities teaching is that activity or profession with eyes of the world on it. Educational field has a great respect in society. Teachers are working at different levels in Educational field like Pre-primary, Primary, High school, higher secondary, or college. Teachers working in different sections of the college have different expectations and wants which may be fulfilled or may not be so it is necessary to understand the problems of the teachers. The problems may be because of many reasons like timings, status, work load, paper work, pay scale, environment, infrastructure etc. The main reason for dissatisfaction is that there is a vast difference between facts and expectations. Teachers with adequate job satisfaction will be able to fulfil the educational objectives and national goals. This is because teacher is more effective in his job only when he is satisfied with his job. Job satisfaction of teachers is therefore an utmost important factor in making the teaching profession more useful for the nation.

As compared to other levels of educational system in the society, higher education has a much bigger role to play. Being at higher level of the educational pyramid and thus able to influence other levels of education, and having wider access to all available knowledge, it can undoubtedly operate as a powerful instrument to help the process of social change in Indian society. It nurtures the competency of future leadership in the students who hold the potential to develop the society. It prepares them to successfully carry out different responsibilities for social, economic and political development. Higher education is 'higher' also because it is at the frontier of knowledge trying to further expand these frontiers. College Teachers are arguably the most important group of professionals for our nation's future. Therefore, 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 society as a whole. It increases productivity and classroom performance in the college. These aspects are important in higher education in India. The government of India is highly concerned to provide quality education at college level. But without job satisfaction among the behaviour of the college teachers, the objective of providing quality education would not be materialized. The product needs to be prepared by good and satisfied researcher, because only such teachers can produce good citizens who will contribute in the economic, social, cultural, political and other fields of the nation. Therefore, job satisfaction is needed among college teachers to promote quality education.

Teaching is regarding as the noblest profession. It is therefore important that those individuals who join the teaching profession should be dedicated and competent in their work. A teacher can perform to the maximum of his capacity; if he/she is satisfied with his/her job. Every profession has certain aspects responsible for job satisfaction along with attitude and teaching is not an exception unless and

until a teacher derives satisfaction on job performance and develops a positive attitude towards education, he cannot initiate desirable outcomes to cater to the needs of the society. Only satisfied and well-adjusted teacher can think of the well-being of the pupils. The low job satisfied teachers may lead to worse education standards. In the light of this background, the aim of this study is to analyze the job satisfaction level among the male and female teachers of Degree Colleges. This study is an endeavour towards to analyze the attitude of the male and female teachers of Degree Colleges towards education.

2. Objectives of the Study

1. To study the effect of Gender on the Job satisfaction of the College Teachers.
2. To study the effect of Type of college on the job satisfaction of the College Teachers.
3. To study the effect of area on the job satisfaction of the College teachers.
4. To study the effect of Experience on the job satisfaction of the College Teachers.
5. To study the effect of age status on the job satisfaction of the College Teachers.

3. Variables of the Study

In the present study the variables such as Gender, Type of college, Area, Experience, Age and Job satisfaction will be taken. Type of college, Gender, Area, Age and Experience are independent variable where as job satisfaction will be dependent variable.

4. Hypothesis

- Ho₁** There will be no significant difference between the mean score of job satisfaction of the male and female teacher of college.
- Ho₂** There will be no significant difference between the mean scores of job satisfaction of the granted and non-granted teachers of college.
- Ho₃** There will be no significant difference between the mean scores of job satisfaction of East zone and West zone teachers of college.
- Ho₄** There will be no significant difference between the mean scores of job satisfaction of teachers with less than 10 years of experience and teachers having more than 10 years of experience of college.
- Ho₅** There will be no significant difference between the mean score of Job satisfaction of the teachers with age between 18 to 35 years & above 35 years of the college.

5. Importance of the Study

Job satisfaction is important for the psychological adjustment and happy living of an individual. Job satisfaction has some relation with the health of the people. Dissatisfaction with one's job may have spill over effects of their health. Job satisfaction is essential to maintain physical health also. Dissatisfaction with work represents stress. Stress is a contributory factor in the genesis of hypertension, artery disease, digestive ailments and even some kinds of cancer. Job satisfaction spreads goodwill about the organizations. If Goodwill of the organization goes up new, qualified and dynamic entrants show their interest in joining organization It reduces absenteeism and turnover. Higher job satisfaction reduces absenteeism and labour turnover. A satisfied worker is a productive employee. Increase in job satisfaction lead to higher output and hence higher productivity. The progress and standard of any nation cannot be beyond the standard of her system of education and educational institutions. It is, therefore, emphasized by different Committees and Commissions those high quality personnel, who have necessary aptitude for teaching should be selected for teaching profession. Most of the research of job satisfaction is related to management of industrial, banking and business organization. The study of college teacher's job satisfaction is not many. Hence, more research is needed in college teacher's job satisfaction, if we are interested to provide quality education to our students at the college level. Thus, the present study 'Job Satisfaction of College Teachers' is designed to analyze the job satisfaction of the teachers which may also help in selecting the best suited to the teaching profession.

6. Limitations of the Study

The study is delimited to Commerce colleges
The study is delimited to Gujarati medium colleges.

7. Population

The population of the present study refers to all the males and female teachers working in colleges of Ahmedabad.

8. Sampling

In present study probability sampling will be selected. In probability sampling multistage sampling has maximum benefits & it is suitable in the present study. So multistage sampling will be used. The sampling design where by the samples are selected randomly from the final stage of the different stages of the population is called multistage sampling With the help of Multistage sampling, data will be collected from 130 teachers of different colleges of Ahmedabad where in 66 teachers will be selected from Granted colleges and 64 teachers from Non granted colleges. The selection will be further divided into East zone and West zone.

9. Methodology of Study

In the present study descriptive method will be used. In descriptive method survey method will be used. Because it is easy in application and complete details from the sample can be acquired.

10. Tools of the Study

In the present study the standardized tool is 5 point rating scale. The 5 point rating scale includes 5 types of opinion like Always, many times, sometimes, rarely and never. This opinions are given marks as 5,4,3,2,1 for every positive statement while 1,2,3,4,5 respectively negative statement.

11. Data Collection

Data collection is essentially an important part of the research process. So that the inferences, hypothesis or generalizations tentatively held may be identified as valid, verified as correct or rejected as untenable. In order to collect the requisite data for any research problem, the researcher has to sample the population concerned since it is not possible to encompass the entire population, to devise appropriate tools for measuring the attributes concerned and administer these tools. The researcher will contact principals of different colleges for seeking permission to do the survey. In the present study Researcher has selected descriptive method because the problem is related with present scenario.

12. Statistical Techniques

Statistical methods are extensively used in educational research. They provide an indispensable tool for collecting organizing, analyzing and interpreting the data expressed in numerical terms. By synthesizing the data, these methods can facilitate the derivation of conclusion and formulation of generalization. Statistical method use measurement as the most precise and universally accepted method for assigning quantitative values to the characteristics or properties of objects or events for the purpose of discovering relationship between variables under study.

13. Interpretation of Data

Interpretation is not a routine and mechanical process but it emphasizes the meaningful, logical and critical examination of the fact obtained after analysis. Through it researcher can link up search for broader meaning of research findings.

***H₀₁** There will be no significant difference between the mean scores of the job satisfaction of male and female of Ahmedabad.*

Table 1: Relationship between job satisfaction of male and female

Gender	N	Mean	SD	t-value
Male	105	242.73	15.38	1.465
Female	25	246.84	10.765	

13.1 Interpretation

Since T cal is less than t tab at 0.05 level of significance. It can be said that the difference is not significant. Thus it may be concluded that the hypothesis may not be rejected at 0.05 level of significance. Thus the hypothesis that ‘There will be no significant difference between the mean score of the job, Satisfaction of male and female of Ahmedabad will not be rejected at 0.05 level of significance.’

Ho₂ There will be no significant difference between the mean scores of the job satisfaction of granted and non granted teachers of Ahmedabad.

Table 2: Relationship between job satisfaction of granted and non Granted College teachers

Types of school	N	Mean	SD	t- value
Granted	66	245.39	12.72	1.432
Non granted	64	246.84	16.25	

13.2 Interpretation

Since T cal is less than T tab at 0.05 level of significance. It can be said that the difference is not significant. Thus it may be concluded that the hypothesis may not be rejected at 0.05 level of significance. Thus the hypothesis that “ There will be no significant difference between the mean scores of the job satisfaction of granted and non granted teachers of Ahmedabad will not be rejected at 0.05 level of significance.

Ho₂ There will be no significant difference between the mean scores of the job satisfaction of teachers of East Zone and West Zone

Table 3: Relationship between job satisfaction of teachers of East Zone & West Zone

Zone	N	Mean	SD	t- value
East	20	241.81	16.20	0.559
West	110	243.96	14.35	

13.3 Interpretation

Since T tab is less than T tab, at 0.05 level of significance, It can be said that the difference is not significant. Thus it may be concluded that the hypothesis may not be rejected at 0.05 level of significance. Thus the hypothesis that there will be no significant difference between the mean scores of the job satisfaction of teachers of East Zone and West Zone of A ‘bad city will not be rejected at 0.05 level of significance.

Ho₄ There will be no significant difference between the mean scores of the job satisfaction of teachers with less experience and more experience

Table 4: Relationship between job satisfaction of Teacher with less experience & more experience

Experience	N	Mean	SD	t- value
Less than 10 years	63	245.46	11.90	1.402
More than 10 years	67	241.91	16.69	

13.4 Interpretation

Since Ttab is less than Ttab at 0.05 level of significance, it can be said that the difference is not significant. Thus it may be concluded that the hypothesis may not be rejected at 0.05 level of

significance. Thus the hypothesis that there will be no significant difference between the mean scores of the job satisfaction of teachers with less experience & more experience will not be rejected at 0.05 level of significance.

Ho₅ There will be no significant difference between the mean scores of the job satisfaction of teachers with low age and high age.

Table 5: Relationship between job satisfaction of teachers with low age & high age

Age group	N	Mean	SD	t- value
18 to 35 years	60	240.6	16.424	2.175
Above 35 years	70	246.228	12.42	

13.5 Interpretation

Since T tab is more than Ttab at 0.05 level of significance, it can be said that the difference is significant. Thus it may be concluded that the hypothesis may be rejected at 0.05 level of significance. Thus the hypothesis that “There will be no significant difference between the mean scores of the job satisfaction of teachers with low age & high age will be rejected at 0.05 level of significance

14. Findings

- It was found that Male teachers outnumbered Female teachers in Colleges.
- The Male and Female teacher possessing high job satisfaction and there is no significant difference between Male & Female college teachers in their level of job satisfaction.
- The teachers working in East Zone and West Zone Colleges are with High job Satisfaction and there is no significant difference in the level of job satisfaction Possessed by East Zone and West Zone teachers.
- The teachers working in Government and Private Colleges are possessing High Job Satisfaction and there is no significant difference in the level of Job Satisfaction Possessed by them.
- College teachers with varying teaching experience are with High job Satisfaction and there is no significant relationship between job Satisfaction and Experience.
- Teachers working in Colleges with high age possess more job satisfaction than teachers with low age. (less than 35 years)

15. Suggestions

- On job training sessions should be provided to the teachers for skills and personality development.
- Job satisfaction of granted teachers can be increased through Government perks and by reducing the fix pay term.
- To increase the job satisfaction of college teachers, the college teachers should be elevated from their designations which may boost up their morale.
- Job satisfaction of East Zone teachers can be increased by giving them enough infrastructure or technology.
- Fresh teachers should be given encouragement through proper guidance and suggestion which will increase their college teacher should have separate room to prepare himself for classroom effectively.
- As the job of a college teacher in these colleges is transferable and which is a major among them; therefore, a transparent transfer policy should be practiced in displacing the teachers from one place to other, keeping in view the home places, family and health conditions.
- Junior lecturers were less satisfied with their job than the senior lecturers. Though the qualifications are equal for both juniors and seniors, the later get a higher pay and enjoy a higher status. The juniors have a demanding parity of pay scales with the seniors. Under the above circumstances, it would be well if the government evolves a suitable policy and sees that the

dissatisfaction among the juniors is eliminated. Female teachers should get more respect and support from the family which may help increasing their job satisfaction.

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