

A Study on the Job Satisfaction of College Teachers with Special Reference to Engineering Colleges in Namakkal District

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Abstract:

Job satisfaction is a positive or pleasant emotional state resulting from a person's appreciation of his/her own job or experience. Recent national and international studies carried out in a number of countries have drawn attention to the degree of job satisfaction among teachers. This article investigates the job satisfaction among college teachers with special to Engineering College teachers in Namakkal District. This study is useful for the Management, teachers and researchers for their professional working. It is a descriptive type of research. The sample size was 100. The questionnaire was prepared for measuring the job satisfaction at Engineering College level. All the questions were designed at five-liker scale -Strongly agree, Agree, Undecided, Disagree and Strongly Disagree. Data was collected from the related teachers. Data was analyzed by using Weighted Average, Pearson Correlation Analysis, Regression Analysis and Chi-Square Test. In accordance with this approach, the Engineering College teachers' job satisfaction levels have been measured. The job satisfactions that have been examined under this study include policy, work, pay, colleagues, heads, principal, management, supervision, promotion and job in general. The study recommends certain measures for the entire satisfaction of college teachers. Teachers should be encouraged by their heads for better performance. The successful teachers showing good performance should be rewarded for their job satisfaction.

Keywords: Teachers, job satisfaction, Engineering, college, colleagues, students, management

Introduction

“Everyone who remembers his own education remembers teachers, not methods and techniques. The teacher is the heart of the educational system.” -**Sidney Hook**.

The educational system of a country determines its development and the role of a teacher in the upliftment of a nation is very much important. Job satisfaction can be influenced by a person's ability to complete required tasks, the level of communication in an organization, and the way management treats employees. Job satisfaction is important for management as it has impact on turnover, productivity, absenteeism and other job related aspects. Hence, if a teacher is satisfied with his/her job, he/she can contribute a lot to the students and to the institution. A teacher's job is not only to teach the subject and evaluate the students but also to understand the feelings of the students and take care of their morale. When a teacher is dissatisfied in job it would create a negative influence on the teaching learning process which would affect not only the students' academic growth but also the growth of the institution which they work. A satisfied teacher's attitude towards the management, colleagues,

students and the students' parents will be appreciated which in turn would create a good interpersonal relationship leading to a developed and a harmonious society.

This study is to find out the level of job satisfaction of college teachers in the engineering colleges in Namakkal District. As the engineering syllabus is more oriented towards the practical study, it is very important for a teacher to be more skilled both in technology as well as in interpersonal relationship with the students. Only a job-satisfied teacher could enthusiastically impart the practical knowledge required for the engineering students. Considering the importance of job satisfaction of teachers in the engineering colleges, the study aims at finding out the level of job satisfaction among the engineering college teachers.

Objectives

Primary objective: To find out the level of job satisfaction of the college teachers with special reference to Engineering Colleges in Namakkal District.

Secondary objectives:

1. To find out the specific area of job satisfaction of teachers
2. To discover the causes of job dissatisfaction of teachers
3. To assess the needs of the teachers
4. To find out the level of interpersonal relationship of the teachers with the heads, colleagues, students and the students' parents

Research Methodology:

In the present study, extensive use of both primary and secondary data was made systematically. For collecting primary data, field survey technique was used in the study area i.e. in Namakkal District. First-hand information pertaining to the respondents' socio-economic background, general details related to the job, factors contributing to job satisfaction, factors contributing to job dissatisfaction and the attitude of teachers towards various factors were also collected.

The primary data was collected from the engineering college teachers, using stratified random sampling method. The survey was conducted with 100 respondents from Namakkal district.

Sources of Data Collection:

- **Primary Data:** The primary data was collected with the help of a structured questionnaire, which was administered for this purpose. The questionnaire was prepared after pre-testing with a pilot survey through preliminary interviews with about 20 respondents, and was further critically analysed. The finally redrafted questionnaire was administered among the engineering college teachers.
- **Secondary Data:** The secondary data was collected from various published and unpublished research reports, textbooks, magazines, journals and dailies, internet web resources, other published and unpublished sources of information.

Analytical Framework

The data collected were organized as simple tables and further analysed with the help of appropriate statistical tools such as – Percentage Analysis, Weighted Average Method, Correlation & Regression Analysis, Chi-square Test, etc., for logical interpretation of the data collected.

Sampling Method

- Random sampling method is used in the research
- The sample drawn will be typical of the whole, as it will represent all the different segments
- The respondents are chosen purely on random basis
- The researcher met the respondents individually at their work place and collected the primary data

Limitations of the Study

- Since the research was based only on the Namakkal District, the same results may not be generalized over the whole universe
- As the topic is very vast and so does its constraints that make the report tough one to cover all area
- Collection of data from the respondents could be done only when they are in their workplace
- Many respondents do not like to give information relating to job satisfaction

Data Analysis and Interpretation**Table 1: Socio-demographic Profile of the Respondents**

Socio Demographic Profile	Categories	No. of Respondents	Percentage
Gender	Male	56	56
	Female	44	44
Age	25 years and below	10	10
	36 - 45 years	36	36
	46 - 55 years	6	6
	56 and above	4	4
Marital Status	Married	62	62
	Single	38	38
Qualification	Post Graduate	54	54
	M.Phil	22	22
	Doctorate	23	23
	PDF	1	1
Designation	Teaching Assistant	9	9
	Assistant Professor	56	56
	Professor	23	23
	Associate Professor	5	5
	Professor & Head	7	7
Work Experience	2 years and below	29	29
	2 - 5 years	38	38
	5 - 10 years	25	25
	More than 10 years	8	8
Income Level	Up to Rs.15,000	22	22
	Rs.15,001 – Rs.25,000	47	47
	Rs.25,001 – Rs.35,000	19	19
	Rs.35,001 – Rs.45,000	5	5
	Rs.45,001 – Rs.55,000	6	6
	Rs.55,000 and above	1	1

Source: Primary data

Inference: The survey was conducted from Hundred the respondents out of which 64% were Male and only 36% were female. Most of the respondents' age falls between 26 and 46 years. 62% of the respondents were married and 38% of them were single. Most of the respondents' educational qualification is Post Graduate degree (54%). 56% of the respondents' designation is Assistant Professor and 23% of them are professors. 29% of the respondents have the work experience of less than 2 years, 38% of them have two to five years of experience, 25% of them have five to ten years of experience and 8% of the respondents have more than 10 years of working experience. 47% of the respondents' income level ranges from Rs.15,000 to Rs. 25,000.

Table 2: Level of Agreement with the Statements that concerns with the Compensation

S. No.	Attributes	Weighted Average
1	Salary adequately meeting the needs	16.87
2	Consistency of salary date	15.46
3	The date of credit of salary is before	15.20
4	Sabbatical and scholarship for higher studies	13.47
5	Loan facility for higher studies	14.3
6	Financial support for presenting papers in seminars and	18.7
7	Appreciation and rewards if the desired work / targets	20.73
8	Sufficient holidays and spell leave	24

Source: Primary data

Inference: As seen from the Table 2 it is clear that among various attributes related to compensation, most of the respondents agree that their college provides sufficient holidays and spell leave (WA=24) and next is getting appreciation and rewards if the desired work/targets are accomplished (WA=20.73).

Table 3: Factors on which the promotion is given to the staff

S. No.	Attributes	Weighted Average	Rank
1	Performance	26.53	1
2	Potential	20.00	6
3	Station Experience	24.60	2
4	Seniority	24.53	4
5	Educational Qualification	21.47	5

Source: Primary data

Inference: From Table 3 it is inferred that the respondents believe that the promotion to the staff members is primarily based on the performance, followed by Station Experience, Seniority, Educational Qualification and Potential of the employees.

Table 4: Level of satisfaction towards the policies of the college

S. No.	Attributes	Weighted Average
1	Selection procedure	29.4
2	Compensation system	16.8
3	Appraisal system	17.06
4	Career prospects	16.73
5	Promotion policy	18.06
6	Reward system	17
7	Vacation and Fringe benefits	17.93
8	Exit process of employees	18.20

Source: Primary data

Inference: From the Table 4 it is inferred that among various policies of the college, the respondents are highly satisfied with the selection procedure, followed by the exit process, promotion policy, Vacation and Fringe benefits, Appraisal system, Reward system, and Compensation system. They are least satisfied with the career prospects policy of the organization.

Table 5: Opinion of the respondents towards the Management and the Principal

S. No.	Attributes	Weighted Average
1	Concern of the management towards the staff members	20.8
2	Support of administrative staff in providing the	22.86
3	Support of the principal to the staff members	23.93
4	Usefulness of the mentoring programme in developing	15.93
5	Regular conduction of the staff development programme	23.67
6	Induction programme to the new teachers	26.93
7	Climate of the in creating high level of staff morale	21.8
8	Working hours pave way to spend enough time the	24
9	Provision of required resources for effective teaching	23.5
10	Non-existence of violence and discipline problem in our	25.67
11	Layoff in near future	22.1
12	Potential of the staff members are recognized and	26.13

Source: Primary data

Inference: From the Table 5 it is inferred that in the opinion of the respondents towards the management and the principal of the college. In their opinion the conduction Induction programme to the new teachers gets greater weighted average (26.93) and Usefulness of the mentoring programme in developing the morale of the students gets the lowest weighted average (15.93)

Table 6: Level of agreement with the statements that concerns with the teaching profession

S. No.	Attributes	Weighted Average
1	Job as a teacher matches with the academic	26.13
2	Social status of the teaching profession is encouraging	25.53
3	Growth potential in teaching field	22.06
4	Commitment to the field of teaching	25.06
5	Interest and enthusiasm in teaching creates interest	28.6
6	Making a difference in the lives of the students	28.06

Source: Primary data

Inference: It is inferred from Table 6 that among the level of agreement with the statements that concerns with the teaching profession most of the respondents agree that the teaching profession make a difference in the lives of the students (WA = 28.06).

Table 7: Level of agreement with the statement that concerns with the interpersonal relationship with the Head of the Department and the Staff Members

S. No.	Attributes	Weighted Average
1	The department encourages in professional development	21.26
2	The HOD deals with difficult students effectively	21.66
3	The staff members work as a team to ensure students'	27.6
4	The feedback from the senior staff help to develop the	26.06
5	Colleagues support when in need of their help	28.2
6	Colleagues help to reduce job stress	27.3

Source: Primary data

Inference: From Table 7, it is inferred that among the level of agreement with the statement that concerns with the interpersonal relationship with the Head of the Department and the Staff Members, most of the respondents agree that the colleagues support when in need of their help (WA = 28.2)

Table 8: Level of agreement with the statements that concerns with the interpersonal relationship with the Students and their parents

S. No	Attributes	Weighted Average
1	Students understand the teaching	30.2
2	Students have respect for teachers	29.4
3	The students feel free to interact with the staff members	30.06
4	The college conducts Parents-Teachers meeting on	29.4
5	The students' parents know the performance and	26.2

Source: Primary data

Inference: From Table 8, it is inferred that among the level of agreement with the statements that concerns with the interpersonal relationship with the Students and their parents, most of the respondents agree with the opinion that the students feel free to interact with the staff members(WA = 30.06).

Table 9: Factors that reduce the proportion of time devoted to teaching

S. No.	Attributes	Weighted Average	Rank
1	File Maintenance	25.47	1
2	Curriculum Development Activities	21.60	3
3	Promotional Activities related to	21.67	2
4	Admission Duty	19.47	4
5	In charge of various Cells, Committees	16.40	5

Source: Primary data

Inference: From Table 9, it is inferred that among the factors that reduce the proportion of time devoted to teaching, File Maintenance is ranked first followed by Promotional Activities related to admission, Curriculum Development Activities, Admission Duty and In charge of various Cells, Committees and Clubs.

Table 10: Pearson Correlation between the Age and the mentality of the students to interact with their faculty members

Factor	Pearson Correlation Value	Remarks
Marital Status/ Salary adequately meeting the needs	- 0.0109	Inverse Relationship

Inference: Hence the calculated Pearson Correlation is Negative (-0.0109) there is no evidence that when the age of the respondents increase the mentality of the students to interact with them increases.

Table 11: Regression Analysis

Educational Qualification	12	48	20	19	1
Salary adequately meeting the needs	2	15	30	40	13

Inference: Hence the Regression Equation is positive($Y=0.33X+13.4$), when the Educational Qualification of the respondents is high their salary meets their needs to a greater extent.

Chi – Square Test:

Testing the dependency of the Marital Status and The salary adequately meeting the needs of the respondents

H_0 : There is no significant relationship between the Marital Status and The salary adequately meeting the needs of the respondents

H_1 : There is significant relationship between the Marital Status and The salary adequately meeting the needs of the respondents

Table 12: Marital Status * The salary adequately meeting the needs of the respondents

Factor	Calculated Value	Degrees of Freedom	Table value at 5% significance level	Remarks
Marital Status/Salary adequately meeting the needs	16.93	4	0.711	H_0 is Rejected

Inference: The Chi-Square table reveals that the calculated value is greater than the table value and the Null Hypothesis is rejected. Hence, there is significant relationship between the Marital Status and the salary adequately meeting the needs of the respondents.

Findings:

1. 56% Of the respondents are male and 44% are female
2. Most of the respondents are in the age group of 26-45 years (80%)
3. The percentage of respondent who possess the doctoral degree is 29%
4. 62% of the respondents are married
5. Most of the respondents' designation is Assistant Professor
6. Most of the respondents income lies between Rs.15,000 and Rs.25,0000.
7. 38% of the respondents work experience is from 2 to 5 years.
8. Most of the respondents agree that their college provides sufficient holidays and spell leave (WA=24)
9. Most of the respondents believe that the promotion to the staff members is based on their performance followed by station experience, seniority , potential and their educational qualification
10. Most of the respondents are highly satisfied with the selection procedure of their college (WA=28.6).
11. Most of the respondents are highly dissatisfied with their career prospects in their existing college(WA=16.73)
12. Most of the respondents agree that their interest and enthusiasm in teaching creates interest in students' learning(WA=28.6)
13. Most of the respondents disagree to the statement that there is a lot of growth potential in teaching field(WA=22.06)
14. With respect to the statements that concerns with the interpersonal relationship with the Head of the Department and their colleagues, most of the respondents agree that their colleagues support them when they are in need of their help(WA=28.2)
15. With respect to the statements that concerns with the interpersonal relationship with the Students and their parents, most of the respondents agree that the students understand their teaching followed by the students feel free to interact with the faculty members
16. Most of the respondent feel that maintenance of various files reduce the proportion of time devoted to teaching(WA=25.47)
17. From the regression analysis it is inferred that when the educational qualification of the respondents increase their salary adequately meets their needs to a greater extent
18. From the regression analysis it is inferred that when the level of satisfaction towards the compensation increases the employee turnover decreases
19. From the correlation analysis it is found out that when the age of the respondents increase the mentality of the students to interact with the staff members increases
20. From the chi-square analysis it is found out that the marital status of the respondents is not dependent on their salary in meeting their needs

Suggestions:

Every organization should take initiative to know the level of job satisfaction of their employees. Especially, the Educational institutions should realize the importance of their employees' level of job satisfaction as the career of the students is the hands of the teachers. Only a satisfied teacher would put all her/his effort for the development of the students. The educational institution has to create opportunities for promotion and accomplishments of staff member should be recognized. The management and the Heads of department should focus on encouraging the activities of the staff member,

their views and their ideas are to be valued to make the employees happy with their colleagues and students.

The management should find out the level of job satisfaction of their faculty members and should take necessary action to make the faculty members satisfied in the areas where they are not satisfied.

Conclusion

Engineering colleges provides theoretical knowledge combined with the practical knowledge in order to meet the expectation of the corporate. Hence, teachers who are highly skilled in both in theory as well in practical are the basic requirement in any Engineering College. Apart from these skills it is very significant that they also to be more enthusiastic in teaching the Engineering students. A productive organization is one which satisfies employees and creates happy environment. The satisfied teachers work enthusiastically and teach with interest, which in turn the students also learn to become enthusiastic. Job satisfaction promotes healthy and balanced life style and reduces stress level to the employees. It is evident that the unsatisfied employees tend to show less interest and intend to resign their job. The analysis of data with respect to the engineering college teachers job satisfaction evolved in the form of “A study on the job satisfaction of Engineering College Teachers with special reference to Namakkal District” is concluded that various problems, which hinder the satisfaction level of employees, are identified and suggestive measures have been described to solve those problems. This study would definitely help the Engineering colleges to resolve the issues relating to job satisfaction of the engineering college teachers.

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