

Job Satisfaction of College Teachers: A Case Study of Sangrur District

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ABSTRACT

Teachers are the true builders of any nation. If they are satisfied with their jobs, the outcome will be in terms of educated youth in true sense. The present study aims at examining the difference in the job satisfaction of college teachers in Sangrur district on the basis of their qualification, salary and type of family. The sample consisted of 144 college teachers of Sangrur district. Primary data has been collected through personal meetings and also by Google form. SPSS was used for analysis. Results indicated that salary of respondents affects their level of job satisfaction. However, there is no significant difference in the job satisfaction of college teachers of Sangrur district in context of qualification and type of family.

1. Introduction

In Indian parlance, teacher is called as a "Guru". He/she ignites the minds of students in positive direction. He/she has lasting impact on the minds of his/her students. He/she can awake the students not to take diversion from destination. A word of encouragement from teacher can bring drastic changes in students. Students don't only learn bookish knowledge. But they follow their behavior too. The production of teachers is doctors, engineers, scientists, astronauts, teachers, army personnel, entrepreneurs and many more. So it is imperative that teachers' minds should be devoted to the students. It is possible only if they are satisfied with their jobs.

Job satisfaction is the mental state of contentment regarding various aspects of a job. If a teacher is disturbed with his/her own problems regarding his/her job, everything will go wrong. Salary of a teacher must be reasonable to help him/her lead a decent life. He/she should get other amenities too. There may or may not be variations in the job satisfaction on the basis of educational qualification of teachers. Moreover, in this competitive world, a large number of college teachers are doing jobs on adhoc or contract basis. A regular college teacher may or may also be dissatisfied from his/her job. Present study seeks to find out difference in job satisfaction of college teachers in Sangrur district on the basis of their monthly salary, qualification and type of job.

2. Literature Review

Hoppock (1935) analyzed the relationship between educational qualification and degree of job satisfaction of teachers in United States of America. Sample consisted of five hundred teachers out of fifty one communities belonging to rural and urban areas in the north east of United States of America. Psychological factors, physiological factors along with environmental factors influenced the level of job satisfaction of employees. However, the study highlighted the absence of relationship between educational qualification and degree of job satisfaction. Education was not a factor affecting job satisfaction.

Singh (1985) investigated various factors affecting job satisfaction of advocates, doctors, engineers and teachers.

The study pointed out various considerations. Firstly, qualification of respondent had deep impact on job satisfaction. As the level of qualification in all the four professions improved, the degree of job satisfaction reduced. The reason might be increase in demands due to more qualification.

Shrivastava, Kavita (1991) tried to explore the association between educational qualification and level of job satisfaction and the association between salary and level of job satisfaction. Study was undertaken on the females in teaching profession, banking field, insurance profession and medical profession at Varanasi. The conclusions were:

- There was insignificant relationship between educational qualification and job satisfaction of female teachers and of females in medical field if their age, remuneration, experience were partial out. As far as females in banking/ insurance field are concerned, the relationship between educational qualification and job satisfaction was negative.
- There was insignificant relationship between remuneration and job satisfaction of female teachers and of females in medical field if their age, education, experience were partial out.

McDonald, B.W. and Gunderson, E.K.E. (1994) investigated the association between level of educational qualification and degree of job satisfaction. Study concluded that there was indirect relationship between educational qualification and level of job satisfaction. As the qualification of employees improved, their expectation from the job also raised. As a result, degree of job satisfaction fell down. Employees with lower qualification were having fewer expectations from their jobs. As a result, employees with lower qualification were satisfied with their jobs.

Sahota, Madanjit (1995) made an analysis to know the impact of remuneration, and job security, behavior of senior officer, rules & regulations of the organization on the level of job satisfaction. The study highlighted that job security also deeply affected job satisfaction. In addition to it, high

remuneration and availability of other perquisites generated higher level of satisfaction. Moreover, behavior of senior officer and rules and regulations of the organization also affected the level of job satisfaction to a considerable extent.

Nazrul Islam, (2003) investigated the various factors determining job satisfaction of female employees of textile industry in Bangladesh. Sample consisted of four hundred and fifty female employees. In order to investigate the job satisfaction factors of female employees in textile industry, 36 items were considered on 7- point scale. It was found that remuneration, work importance, relationship with colleagues were the factors affecting job satisfaction in a direct way. On the other hand, unjustified remuneration, communication gaps, assignment of work without interest, bureaucratic disputes were influencing job satisfaction inversely.

Thamaraikannan (2008) analyzed the variables determining the level of job satisfaction of employees of a company named Sakhti Sugars Ltd. Sample consisted of 200 employees. Items of sample were selected randomly. In the present study, a number of perquisites and amenities were provided by company to the employees. The analysis indicated that variables of qualification, and remuneration had a deep impact on the degree of job satisfaction. Further, degree of job satisfaction also depended on type of job of employees. Perquisites and amenities provided by employer to the employees also had an important role in determining the degree of job satisfaction of employees considerably.

Ali and Akhtar (2009) proposed to highlight the relation of status of job, educational qualification with the level of job satisfaction of teachers of senior secondary schools. Study revealed that part-time teachers were less satisfied as compared to others. In addition to it, teachers who were doctorates (having Ph.D. degree) were less satisfied as compared to teachers who were post-graduates only.

Popoola, Sunday O. (2009) designed to assess the impact of age, education, experience, remuneration on the degree of job satisfaction. Universe consisted of three hundred and ten employees of twenty four non-government universities in Nigeria. Out of those, a sample of two hundred and forty employees was taken. Only two hundred and twenty questionnaires were completely filled. The analysis explored that a high degree of correlation existed between factors like age, education, experience, remuneration and level of job satisfaction. The degree of job satisfaction, in turn, had a deep impact on commitment of respondents towards their jobs and organizations. Therefore, management must try to make the employees satisfied with their jobs. Only then the management could expect commitment of employees towards the organization.

Sharma R.D. and Jyoti Jeevan (2009) sought to find out the level of job satisfaction of university teachers. Both primary and secondary data was used to collect the required data. Questionnaire was prepared on the basis of Job Descriptive Index (JDI) of Smith, Kendall & Hulin (1969). Sample consisted of one hundred and fifty teachers of University of Jammu. Cronbach's Alpha was used for reliability purposes.

Correlation, regression and ANOVA were used for results. The study revealed that significant relation was found between pay and level of job satisfaction. In addition to it, study indicated that the more the level of education, the more the level of job satisfaction.

Nigam Swapna (2017) undertook a study to find out difference in the job satisfaction of academicians in the private universities of Central India on the basis of income and designation. Sample consisted of five hundred academicians of some selected private universities in the states of Madhya Pradesh and Chhattisgarh (Central India). Data was collected with a help of structured questionnaire. Tools used in the study were independent sample t-test, one-way ANOVA and factor analysis. Study indicated no significant difference was found in the job satisfaction of respondents in context of income. In addition to it no significant difference was found among the job satisfaction of surveyed Professors, Associate Professors, Assistant Professors, Senior Lecturers and Assistant Lecturers.

3. Methodology

3.1 Objectives

Objectives of the present study are:

- To find out difference in the job satisfaction of college teachers in Sangrur district on the basis of educational qualification
- To find out difference in the job satisfaction on the basis of salary of college teachers of Sangrur district
- To find out difference in the job satisfaction on the basis of type of family of college teachers of Sangrur district

3.2 Hypothesis

1. There is no significant difference in the job satisfaction of college teachers of Sangrur district on the basis of educational qualification.
2. There is no significant difference in the job satisfaction of college teachers of Sangrur district on the basis of salary.
3. There is no significant difference in the job satisfaction of college teachers of Sangrur district on the basis of kind of service.

3.3 Population

In Sangrur district, there are Govt. colleges, Semi-Govt. /Govt. aided colleges, Self-financed colleges, and Constituent colleges/neighbourhood campuses. In total, there are 64 colleges in Sangrur district. In these colleges, there are 1657 teachers.

3.4 Sampling

The size of sample is 144. Proportionate stratified sampling method has been applied for the present study.

3.5 Research Instrument

Data has been collected with the help of a questionnaire containing basic information of respondents including their qualification, designation, type of family; and statements of Job satisfaction Scale of Paul Spector (1994).

Tools for Data Analysis

Reliability has been checked by means of Cronbach's Alpha i.e.0.857. One way ANOVA and independent Samples t-test has been used to test the hypotheses.

4. Profile of respondents

Table1: Respondents' Profile

	N	Percentage
Educational Qualification		
• PG only	79	54.86
• PG with NET	40	27.78
• PG with Ph.D./P.G with NET & Ph.D.	25	17.36
Monthly Salary		
• Upto Rs. 20,000/-	81	56.25
• Rs. 20,001 to 40,000/-	46	31.94
• Above Rs. 40,000/-	17	11.81
Kind of Service		
• Regular	54	37.5
• Adhoc Basis/ Contract Basis	90	62.5
Total	144	100.0

Source: Primary Survey

Table 1 reveals that out of 144 respondents, qualification of 79 respondents is PG only; 40 respondents are PG with NET while 25 are PG with Ph.D. or PG with NET and Ph.D. both. Considering their monthly salary, it is evident that 81 respondents have salary of upto Rs. 20,000/-, 46 respondents have salary of Rs. 20,001 to Rs. 40,000/- while 17 respondents are getting salary above Rs. 40,000/-. Out of 144 respondents, 54 are on regular basis while 90 are on Adhoc or contract basis.

5. Analysis and interpretation

1st Objective: First objective of the present study is to find out difference in the job satisfaction of college teachers in Sangrur district on the basis of educational qualification.

Ho: There is no significant difference in job satisfaction of college teachers of Sangrur district on the basis of educational qualification.

Table 2: Descriptive Statistics for Educational Qualification

Educational Qualification	N	Mean	Standard Deviation
PG only	79	137.30	23.321
PG with NET	40	135.75	22.698
PG with Ph.D./P.G with NET & Ph.D.	25	140.16	24.467
Total	144	137.37	23.232

Source: SPSS Application on Primary Data

Table 2 shows descriptive statistics regarding respondents on the basis of their educational qualification. There are 79 respondents having qualification of PG only with Mean= 137.30 and Standard Deviation= 23.321. Forty respondents are PG

with NET qualification (Mean= 135.75 and Standard Deviation=22.698) while respondents having qualification of PG with Ph.D. /P.G with NET & Ph.D. are 25 with Mean=140.16 and Standard Deviation=23.232

Table 3: Test of Homogeneity of Variances for Educational Qualification

Levene Statistic	df1	df2	Sig.
.006	2	141	.994

Source: SPSS Application on Primary Data

In table 3, Levene test has been applied for testing equality of variances in the responses of respondents of 3

categories. As P-value (0.994) is more than 0.05, it means that there is homogeneity of variances.

Table 4: One-Way ANOVA for Educational Qualification

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	299.924	2	149.962	.275	.760
Within Groups	76881.569	141	545.259		
Total	77181.493	143			

Source: SPSS Application on Primary Data

Table 4 indicates results of one –way ANOVA for EDUCATIONAL QUALIFICATION. P-value in ANOVA table is 0.760 which is more than .05. It means that Null Hypothesis is not rejected. It points out that there is no significant difference between job satisfaction of college teachers of Sangrur district on the basis of EDUCATIONAL QUALIFICATION.

2nd Objective: To find out difference in the job satisfaction on the basis of salary of college teachers of Sangrur district.

Ho: There is no significant difference in the job satisfaction of college teachers of Sangrur district on the basis of salary.

Table 5: Descriptive Statistics for Salary

Monthly Salary	N	Mean	Std. Deviation
Upto Rs. 20,000/-	81	134.56	23.682
Rs. 20,001 to Rs. 40,000/-	46	135.39	20.330
Above Rs. 40,000/-	17	156.12	20.793
Total	144	137.37	23.232

Source: SPSS Application on Primary Data

Table 5 shows that respondents getting monthly salary of upto Rs. 20,000/- are 81 (Mean= 134.56 and Standard Deviation= 23.682). There are 46 respondents getting salary in the range of Rs. 20,001 to Rs. 40,000/- with Mean= 135.39 and

Standard Deviation=20.330 while respondents getting salary of above Rs. 40,000/- are 17 with Mean=156.12 and Standard Deviation=20.793

Table 6: Test of Homogeneity of Variances for SALARY

Levene Statistic	df1	df2	Sig.
.816	2	141	.444

Source: SPSS Application on Primary Data

In table 6, Levene test has been applied for testing equality of variances in the responses of respondents of 3

categories. As P-value (0.444) is more than 0.05, it means that there is homogeneity of variances.

Table 7: One-Way ANOVA for SALARY

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	6796.772	2	3398.386	6.808	.002
Within Groups	70384.721	141	499.182		
Total	77181.493	143			

Source: SPSS Application on Primary Data

Table 7 indicates results of one –way ANOVA for SALARY. P-value in ANOVA table is 0.002 which is less than .05. It means that Null Hypothesis is rejected. It points out that there is significant difference between job satisfaction of college teachers of Sangrur district on the basis of salary of respondents. For the detailed analysis, Paired Comparison has been conducted by Post-hoc Analysis. Choice of method for

Post-hoc analysis depends on assumption of equality or non-equality of variances. In the present study, there is homogeneity of variance as indicated by Table. There are number of methods for Post-hoc analysis when equal variances are assumed like LSD, S-N-K, Waller-Duncan and many more out of which Tukey’s Method is considered the best.

Table 8 : Post Hoc Multiple Comparisons by Tukey’s Method for Salary

Monthly Salary of Respondents (I)	Monthly Salary of Respondents (J)	Mean Difference (I-J)	Std. Error	Sig.
Upto Rs. 20,000/-	Rs. 20,001 to Rs. 40,000/-	-.836	4.125	.978
	Above Rs. 40,000/-	-21.562*	5.960	.001
Rs. 20,001 to Rs. 40,000/-	Upto Rs. 20,000/-	-.836	4.125	.978
	Above Rs. 40,000/-	-20.726*	6.342	.004
Above Rs. 40,000/-	Upto Rs. 20,000/-	-21.562*	5.960	.001
	Rs. 20,001 to Rs. 40,000/-	-20.726*	6.342	.004

* The mean difference is significant at the 0.05 level.

Source: SPSS Application on Primary Data

Table 8 depicts (at 5% significance level) that there is no significant difference between the categories of Monthly Salary

of “Upto Rs. 20,000/-” and “Rs. 20,001 to Rs. 40,000/-” as the Significance Value is 0.978 (more than 0.05). There is

significant difference between the categories of Monthly Salary of "Upto Rs. 20,000/-" and Monthly Salary "Above Rs. 40,000/-" as the Significance Value is 0.001 (less than 0.05). There is significant difference between the categories of Monthly Salary of "Rs. 20,001 to Rs. 40,000/-" and Monthly Salary of "Above Rs. 40,000/-" as the Significance Value is 0.004 (less than 0.05).

In nutshell, category of Monthly Salary of "Above Rs. 40,000/-" differs significantly from the rest of the categories (i.e. Monthly Salary of "Upto Rs. 20,000/-" and Monthly Salary of "Rs. 20,001 to Rs. 40,000/-") in their mean scores. In case of Monthly Salary of "Above Rs. 40,000/-", the mean scores are highest i.e., 156.12 as

indicated by Table 5. It indicates that college teachers having Monthly Salary of "Above Rs. 40,000/-" are more satisfied as compared to other categories.

3rd Objective: To find out difference in the job satisfaction on the basis of kind of service of college teachers of Sangrur district.

Ho: There is no significant difference in the job satisfaction of college teachers of Sangrur district on the basis of kind of service.

Independent-Samples t-test is applicable to test this hypothesis.

Table 9: Descriptive Statistics for Kind of Service

Kind of Service	N	Mean	Std. Deviation	t	df	Sig. (2-tailed)
Regular	54	140.87	23.681	1.406	142	.162
Adhoc Basis/ Contract Basis	90	135.27	22.833			
Total	144					

Source: SPSS Application on Primary Data

Table 9 shows that 54 respondents are on regular basis with Mean=140.87 and Standard Deviation=23.681 whereas 90 respondents are on Adhoc Basis/ Contract basis with Mean=135.27 and Standard Deviation=22.833. t-statistic of 1.406 (Significance value = 0.162 i.e. more than .05) indicates that Null Hypothesis is not rejected. It points out there is no significant difference in job satisfaction of college teachers of Sangrur district on the basis of kind of service.

6. Findings of the study

The present study highlights that there is significant difference between job satisfaction of college teachers of Sangrur district on the basis of salary of respondents. College teachers having Monthly Salary of "Above Rs. 40,000/-" are more satisfied as compared to other categories. The study also reveals that there is no significant difference between job satisfaction of college teachers of Sangrur district on the

basis of Educational Qualification. Further, it points out there is no significant difference in job satisfaction of college teachers of Sangrur district on the basis of kind of service.

7. Limitations of the study

The present study is limited to college teachers of Sangrur district only. The results may differ in context of other areas.

8. Suggestions and recommendations

Job satisfaction of an employee is must if the organization has to grow. It is especially important in case of teachers. Only satisfied college teachers can nurture the youth in the right sense. So management should make every effort to create an environment conducive to the satisfaction of teachers.

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