

FACTORS INFLUENCING JOB SATISFACTION OF COLLEGE TEACHERS

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Abstract: *Job satisfaction is the level of contentment a person feels regarding his or her job. This feeling is mainly based on an individual's perception of satisfaction. 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 not the money, the benefits or the vacations. It is the good feeling you receive from doing the work itself. Virtually every job can provide a level of satisfaction. A teacher who recognizes student's achievements obviously derives satisfaction from their progress. The concept of job satisfaction has been developed in many ways by many different researchers and practitioners. One of the most widely used definitions in organizational research is that of Locke (1976), who defines job satisfaction as "a pleasurable or positive emotional state resulting from the appraisal of one's job or job experiences.*

Job satisfaction comes when one accepts a job for what it is and exploits the sources of satisfaction that comes with it. Many different sources of satisfaction are tied to the same job. Job Satisfaction is often seen interrelated with Teachers with salary, promotion in job, college environment and co-ordination and co-operation among teachers and students. The present study makes an attempt to assess job satisfaction of teachers working in arts and science colleges of North Madurai. The population of the present study comprised of the 50 Teachers working in Arts and Science Colleges located north Madurai district.

KEY WORDS: *Salary, job satisfaction, Education, promotion, teaching, teachers.*

INTRODUCTION:

Education is conceived as a powerful agency, which is instrumental in bringing about the desired changes in the socio cultural life of nation. A nation's development depends greatly on the quality of the educational programmers. Education is a man making process; its specific role is to accelerate the holistic development of body, mind, intellect, and emotion. Education is an ongoing process which drags a person out of darkness, misery and leads him to enlighten, prosperity, and happiness. Education is essential for the growth and development of an individual as well as of society. Teacher occupies a strategic position in the educational pattern of the country. Prof. Humayun Kabir stated "without good Teachers even the best of the system is bound to fail. With good Teachers even the defects of a system can be largely overcome. Teacher forms the crux of the educational system, preparing the young people to build their nation with purpose and responsibility to confront the challenges of tomorrow. The job satisfaction of these teachers becomes very important considering the fact that they are the architecture in building the nation. If a teacher is not satisfied with his work then both quantity and quality of this performance will suffer. Teachers' job satisfaction promotes the efficiency of their teaching. Numerous studies have recognized the importance of job satisfaction of teachers, who are the agents of nation builder.

OBJECTIVES OF THE STUDY:

- 1) To measure the total level of job satisfaction of university teachers.
- 2) To measure the level of job satisfaction with various facets of job.
- 3) To find out the differences in the level of job satisfaction based on age, gender and educational level.

METHODOLOGY:

Primary data for the research was collected in the form the structured questionnaire from general public in Madurai city.

Sample Size:

Sample size of 50 was selected for the research.

Tools for Analysis:

Data are analyzed by using statistical techniques such as visualization percentage analysis.

RESULTS FROM ANALYSIS:**Table 1:** Gender wise classification of the respondents

S. No.	Gender	No. of Respondents	Percentage
1	Male	15	30%
2	Female	35	70%
	Total	50	100%

Source: Primary data

Interpretation:

The percentage of high level of job satisfaction on arts and science college faculty members is the highest 70% among the Female respondents.

Table 2: Age wise classification of the respondents

S. No.	Age	No. of Respondents	Percentage
1.	25-30	16	32%
2.	30-40	22	44%
3.	40-50	8	16
4.	Above-50	4	8%
	Total	50	100%

Source: Primary data

Interpretation:

Age is an important factor in level of job satisfaction. Hence, the respondents have been grouped under three categories 25-30 years and above 30 years. The sample consisted of 50 respondents; the percentage of high level of job satisfaction is the highest (44%) among the 30-40 years age group. Thus, it may be concluded from the analysis that respondents of the age above 30 years are having maximum level of job satisfaction.

Table 3: Educational qualification of the respondents

S. No.	Educational Qualification	No. of Respondents	Percentage
1	Ph.D	15	30
2	M.Phil	30	60
3	P.G	5	10
	Total	50	100

Source: Primary data

Interpretation:

The highest level of job satisfaction on arts and science college faculty members based on educational qualification in utilizing teaching services are M.Phil, degree holders

Table4: Monthly income of the respondents

S. No.	Monthly income	No. of Respondents	Percentage
1	Below 20000	11	22
2	20000 – 30000	12	24
3	30000 – 40000	14	28
4	Above 40000	13	26
	Total	50	100

Source: Primary data

Interpretation:

Faculty members make the choice of the college or teaching career based on their income for teaching work. Hence, the researcher has given utmost importance to the monthly earning of respondents. For the purpose of the study income has been studied under three heads viz. namely below Rs.20,000, and Rs.10,000 to Above 40,000.

Thus it may be concluded that the level of job satisfaction on arts and science college faculty members is maximum among Rs.30,000 to Rs.40,000 income group of respondents

SUGGESTION AND CONCLUSION

Education is the backbone of a nation. The college teacher is unhappy and dissatisfied with their jobs what would be the future of the nation. So, we need to be concerned about the teacher's condition. Best steps must be taken to make the teachers satisfied with the job. It will energize the teachers and their effort will be in full swing to build up the nation. The college teachers must be motivated to get the promotion to higher rank. The management of the colleges can increase the satisfaction of their college teachers by increasing the pay increment and teacher empowerment. The management should be more favorable and sympathetic towards the problems faced by the college teachers at the Arts and science colleges of Madurai North

A satisfied college teacher is more likely to stay, and a dissatisfied will be more likely to leave the institution. The most important factor influencing job satisfaction of college teachers working colleges are examined. Reward and recognition is an important factor in teaching profession. The salary is pre-dominant factor for job satisfaction in the data analysis followed by job performance and reward and recognition.

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