

A STUDY ON JOB SATISFACTION OF COLLEGE TEACHERS OF UDALGURI DISTRICT

Birina Boro

Research Scholar, Department of Education, Gauhati University.

Email - birinaboro15@gmail.com

***Abstract:** Teachers are usually compared to a candle which burns itself giving light of knowledge to students. Without teachers it is impossible to imagine the scenery of educational development. Teachers play a pivotal role in shaping the habits, tastes, attitudes, aptitudes, character and behaviour of the pupils. The progress of a nation ultimately depends upon the qualities of its teachers. But, the fact is that many people find teaching to be the most unattractive profession and teachers no longer occupy honourable position in the society. Teachers serve in different types of institutions, universities and colleges, secondary and elementary schools, vocational and technical schools. The teachers in India today suffer from poverty, neglect, indifference and insecurity. The present study attempts to find out the level of job satisfaction of College Teachers of Udalguri District with respect to seven dimensions viz: Recognition or Appreciation, Inter-personal Relationship, Pay, Job Security, Administration, Working Conditions, Individual Development. For the study a sample of 160 college teachers out of 300 teachers have been taken randomly from the concerned district. The study focuses on the need of job satisfaction of college teachers to bring upliftment in the educational field of Udalguri District.*

***Key Words:** College Teachers, Job Satisfaction, Upliftment in Educational Field.*

1. INTRODUCTION:

Teachers are usually compared to a candle which burns itself giving light of knowledge to students. Without teachers it is impossible to imagine the scenery of educational development. In fact teachers are the builders of a nation. Teachers play a pivotal role in shaping the habits, tastes, attitudes, aptitudes, character and behaviour of the pupils. The progress of a nation ultimately depends upon the qualities of its teachers. No one can deny the fact that teaching profession is the noblest of all professions. But, the fact is that many people find teaching to be the most unattractive profession and teachers no longer occupy honourable position in the society. Teachers serve in different types of institutions, universities and colleges, secondary and elementary schools, vocational and technical schools. The teachers in India today suffer from poverty, neglect, indifference and insecurity. Financially they are poor, socially their status is low, professionally their task is drudgery and administratively they are worst affected. Many learned educationists opine that teaching is so unattractive profession that many persons take it up as a last resort. Firstly, it is so because the financial prospects offered by the job is not attractive enough for the ambitious and intelligent teachers. Secondly, the society also does not give due weightage to this profession. However the teachers' performance is the most crucial in the classroom situation. Teachers' efficiency and performance are dependent to a great extent on the job satisfaction of the teachers. Therefore it is the need of the hour that the satisfaction of teachers towards their teaching profession should be taken great care, avoiding or reducing the causes and factors of dissatisfaction.

2. NEED OF THE STUDY:

In the present competitive world it is Quality which is to be developed among the students to face the challenges of their life and achieve their goals. Quality of students depends on the quality of teachers. If the teachers lack interest in teaching then it is obvious that students would not be able to follow proper paths of success in their lives. If this happens then the all round development of students' personality of a nation will remain only as a dream. Such serious cases may happen when the teachers are not given due respect by Society, Students and the Government. Teachers may be dissatisfied when they do not get their legal demands. This often leads to deterioration of academic achievement of students not only of a district but also of a nation. Therefore it is very important to take care of teachers' job satisfaction so that they take their teaching profession respectfully and serve the society and students in their best possible ways. The present study will throw light on the necessity of job satisfaction of college teachers in Udalguri District. It may further help the teachers, society and students to develop a positive attitude towards the teaching profession and job satisfaction.

3. REVIEW OF RELATED LITERATURE:

John (2010), Mehta (2012) and Zilli et al. (2012) studied on Job Satisfaction among teachers to know whether the perception of Job Satisfaction among teachers was affected by the types of organization (Private v/s Government) and the gender (Male v/s Female) and found that there would be significant difference in the level of Job Satisfaction of Government and Private school teachers.

Chen (2010) found that there exists no significant difference in the mean scores of Government school teachers with respect to gender and there exists significant differences in Private school teachers with respect to gender.

Kumar and Bhatia (2011) mentioned that the level of job satisfaction and attitude of the teachers towards teaching is least affected by gender, the marital status, minimum qualification and income group of Physical Education teachers to compare the job satisfaction among Physical Education teachers and their attitude towards teaching.

Nagar (2012) undertook a study on “Organizational commitment and job satisfaction among teachers during times of Burnout for developing and tests a model for Burnout and its effect on job satisfaction on organizational commitment”. Research showed that in term of job satisfaction & organizational commitment the mean score for female teachers was higher than male teachers.

4. OBJECTIVES:

- To find out the relationship of job satisfaction of College teachers of Udalguri District with respect to Recognition or Appreciation.
- To find out the relationship of job satisfaction of College teachers of Udalguri District with respect to Inter-personal Relationship.
- To find out the relationship of job satisfaction of College teachers of Udalguri District with respect to Pay.
- To find out the relationship of job satisfaction of College teachers of Udalguri District with respect to Job Security.
- To find out the relationship of job satisfaction of College teachers of Udalguri District with respect to Administration.
- To find out the relationship of job satisfaction of College teachers of Udalguri District with respect to Working Conditions.
- To find out the relationship of job satisfaction of College teachers of Udalguri District with respect to Individual Development.
- To find out the level of job satisfaction of the College Teachers of Udalguri District with respect to gender in the seven dimensions taken for the study.

5. HYPOTHESES:

- There exists no significant relationship between job satisfaction and Recognition or Appreciation of college teachers in Udalguri District.
- There exists no significant relationship between job satisfaction and Inter-personal Relationship of college teachers in Udalguri District.
- There exists no significant relationship between job satisfaction and Pay of college teachers in Udalguri District.
- There exists no significant relationship between job satisfaction and Job Security of college teachers in Udalguri District.
- There exists no significant relationship between job satisfaction and Administration of college teachers in Udalguri District.
- There exists no significant relationship between job satisfaction and Working Conditions of college teachers in Udalguri District.
- There exists no significant relationship between job satisfaction and Individual Development of college teachers in Udalguri District.
- There exists no significant differences in the job satisfaction of College teachers with respect to gender in Udalguri District in the seven dimensions taken for the study.

6. METHOD:

The study adopts the Descriptive Survey method.

6.1 SAMPLE:

A sample of 160 College teachers out of 300 teachers from Udalguri District has been taken randomly for the data collection which consists of 80 male and 80 female teachers.

6.2 DELIMITATION:

Only the college teachers of Udalguri District have been taken for the study.

6.3 TOOL :

The investigator has used a self structured QUESTIONNAIRE as a tool for obtaining reliable data for the study. The questionnaire include 28 closed questions where the teachers are to tick in the column marked “YES” if they agree with the statement and tick in the column marked “NO” if they disagree with it. This Questionnaire is based upon the assessment of an individual job satisfaction in 7 dimensions viz: Recognition or Appreciation (question 1-4), Inter-personal relationship (question 5-8), Pay (question 9-12), Job Security(question 1-16), Administration question (17-20), Working Conditions (question 21-24), Individual Development(question 25-28) each dimension consisting 4 questions.

Scoring procedure of the Questionnaire:

In the study the investigator has scored by hand. For any answer indicative of positive response a score of One (1) is awarded and Zero (0) is awarded for any negative response. But for questions 9, 16 and 20 a score of (one) 1 is awarded for negative response.

STATISTICAL TECHNIQUES USED:

In the present study, the statistical techniques used were as under:-

- (i) Mean.
- (ii) Standard Deviation.
- (iii) Significance of difference between means (t-test).

7. ANALYSIS AND INTERPRETATION OF DATA:

Table-1 shows the Mean, SD, and t value of 160 college teachers- 80 male and 80 female of Udalguri District regarding their job satisfaction with respect to seven dimensions and gender.

TABLE-1

DIMENSIONS OF JOB SATISFACTION	GENDER	MEAN	SD	t-Value	LEVEL OF SIGNIFICANCE
RECOGNITION OR APPRECIATION	MALE	50.5	21.70	8.76	Highly significant both at 0.05 and 0.01 levels
	FEMALE	57.25	26.89		
INTER-PERSONAL RELATIONSHIP	MALE	39.25	19.34	0	Highly insignificant both at 0.05 and 0.01levels
	FEMALE	39.25	23.41		
PAY	MALE	43.75	10.53	1.08	Insignificant both at 0.05 and 0.01levels
	FEMALE	44.25	7.97		
JOB SECURITY	MALE	46.75	15.43	12.09	Highly significant both at 0.05 and 0.01 levels
	FEMALE	54.25	16.07		
ADMINISTRATION	MALE	54.25	17.78	1.71	Insignificant both at 0.05 and 0.01levels
	FEMALE	53	25.87		
WORKING CONDITION	MALE	52.25	22.29	7.69	Highly significant both at 0.05 and 0.01 levels
	FEMALE	58.25	27.20		
INDIVIDUAL DEVELOPMENT	MALE	30	7.39	3.4	Significant both at 0.05 and 0.01levels
	FEMALE	28.5	9.39		

Table-1 indicates that regarding Recognition or Appreciation, the mean score of male teachers is 50.5 with S.D. 21.70. The mean score of female teachers is 57.25 with S.D.26.89. The t-value is 8.76 which is highly significant both at 0.05 and 0.01 levels. Thus there is significant difference in the job satisfaction of male and female college teachers regarding Recognition or Appreciation in Udalguri District.

Coming to Inter-personal Relationship, the mean score of male is 39.25 with S.D. 19.34 and that of female is 39.25 with S.D. 23.41. The t-value is 0 which is highly insignificant both at 0.05 and 0.01 levels. So it can be said that there is no significant difference in the job satisfaction of male and female college teachers regarding Inter-personal Relationship in Udalguri District.

Regarding Pay the table depicts that the mean score of male teachers is 43.75 with S.D. 10.53 and that of female teachers is 44.25 with S.D. 7.97. The t-value is 1.08 which is insignificant both at 0.05 and 0.01 levels. So it can be concluded that there exists no significant difference in the job satisfaction of male and female college teachers regarding Pay in Udalguri District.

Coming to Job Security that the mean score of male teachers is 46.75 with S.D. 15.43and that of female teachers is 54.25 with S.D. 16.07. The t-value is 12.09 which is highly significant both at 0.05 and 0.01 levels. So it can be concluded that there exists significant difference in the job satisfaction of male and female college teachers regarding Job Security in Udalguri District.

Regarding Administration, the table shows that the mean score of male teachers is 54.25 with S.D. 17.78 and that of female teachers is 53with S.D. 25.87. The t-value is 1.71 which is insignificant both at 0.05 and 0.01 levels. So

it can be concluded that there exists no significant difference in the job satisfaction of male and female college teachers regarding Administration in Udalguri District.

Regarding Working Condition, the table shows that the mean score of male teachers is 52.25 with S.D. 22.29 and that of female teachers is 58.25 with S.D. 27.20. The t-value is 7.69 which is significant both at 0.05 and 0.01 levels. So it can be concluded that there exists significant difference in the job satisfaction of male and female college teachers regarding Working Condition in Udalguri District.

Regarding Individual Development, the table shows that the mean score of male teachers is 30 with S.D. 7.39 and that of female teachers is 28.5 with S.D. 9.39. The t-value is 3.4 which is significant both at 0.05 and 0.01 levels. So it can be concluded that there exists significant difference in the job satisfaction of male and female college teachers regarding Individual Development in Udalguri District.

From the Table it is clear that the job satisfaction of college teachers in Udalguri District has been influenced by the seven dimensions taken for the study. It also differs with respect to gender.

8. FINDINGS OF THE STUDY:

The findings of the study are mentioned below:

- From the study it was found that there exists high significant relationship between job satisfaction and Recognition or Appreciation of college teachers in Udalguri District.
- The study revealed that there exists high insignificant relationship between job satisfaction and Inter-personal Relationship of college teachers in Udalguri District.
- It was found from the study that there exists insignificant relationship between job satisfaction and Pay of college teachers in Udalguri District.
- The study showed that there exists high significant relationship between job satisfaction and Job Security of college teachers in Udalguri District.
- The study further revealed that there exists insignificant relationship between job satisfaction and Administration of college teachers in Udalguri District.
- The study showed that there exists high significant relationship between job satisfaction and Working Conditions of college teachers in Udalguri District.
- The study revealed that there exists significant relationship between job satisfaction and Individual Development of college teachers in Udalguri District.
- From the study it was found that there exist significant differences in the job satisfaction of College teachers with respect to gender in Udalguri District in the seven dimensions taken for the study.

9. SUGESSTIONS:

The following suggestions may be helpful for uplifting the job satisfaction of college teachers:

- The progress of a nation ultimately depends upon the qualities of its teachers. It is the urgent need of the hour to satisfy the teachers in their job of teaching. The Government should take necessary steps regarding improvement in the quality of teaching profession.
- The society members must respect the teaching profession and give it a status so that teachers feel pleased to carry their duty effectively.
- With respect to the seven dimensions taken for the study viz: Recognition or Appreciation, Inter-personal Relationship, Pay, Job Security, Administration, Working Condition and Individual Development the administrators of educational system must pay due attention in proper manner.
- It is also equally important for the students to co-operate the teachers in the teaching learning process which will help in shaping the habits, tastes, attitudes, aptitudes, character and behaviour of the pupils.
- The fact today is that many people find teaching to be the most unattractive profession and teachers no longer occupy honourable position in the society. To overcome such problems teaching profession must be made attractive as far as possible with a view to develop the personalities of both the teachers and students.
- Attractive and quality based teaching profession will surely generate and attract upcoming or aspiring teachers to join the teaching profession not only in the Udalguri District but also in the entire country.

10. CONCLUSION :

In a fast changing world where man has been reduced to mere machines, the very question of satisfaction with regard to one's job becomes a crucial point. In order to perform effectively and efficiently in one's own job, one needs to have satisfaction regarding the various aspects of the job. In the above study the investigator has found that the dimensions viz: Recognition or Appreciation, Job Security, Working Condition and Individual Development taken for the study have significant relationship with job satisfaction of College Teachers in Udalguri District. Whereas there is insignificant relationship between job satisfaction and Inter-personal Relationship and between job satisfaction and Pay of college teachers in Udalguri District. The study further revealed that there exists insignificant relationship

between job satisfaction and Administration of college teachers in Udalguri District. Thus this study throws light on the need of job satisfaction of college teachers in Udalguri District in particular and the Nation in general which may help the teachers, society and students to develop a positive attitude towards the teaching profession and job satisfaction.

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QUESTIONNAIRE FOR COLLEGE TEACHERS ON JOB SATISFACTION

1. Do you feel that you are fit for this job?
2. Do you feel pleasure in teaching?
3. Do you feel proud of your profession?
4. Are you often rewarded for your sincerity and hard work?
5. Is your College Principal co-operative with the teachers?
6. Is the non-teaching staff co-operative?
7. Do you maintain a cordial relationship with the students?
8. Are you free to discuss your problems with your Principal?
9. If you get opportunity, would you like to go in other job on the same salary?
10. Do you feel that you get proper salary according to your work?
11. Are you satisfied with the chances of increasing income in your work?
12. Are you able to satisfy your daily needs with the salary?
13. Do you feel that your vocation is totally secured?
14. Are you certain that you will get promotion at the adequate time?
15. Do you agree with this statement that in your institution promotion is based on qualification?
16. Do you sometimes feel like giving up this job and taking up some other job?
17. Are you satisfied with the present laws related to the service?
18. Are you free to express disagreement regarding the planning and ruling of the institution?
19. Do you get adequate opportunities to help in the developmental works of your College?
20. Has the administration imposed unbearable laws upon the teachers?
21. Do you feel that your institution is a best place for teaching?
22. Do you often have to take extra classes than allotted to you?
23. Do you have to teach a large number of students in a class?
24. Does your College provide ample scope to use certain other methods while teaching?
25. Are you satisfied with the opportunities provided by the institution for developing your educational/vocational qualification?
26. Do you feel that your institution takes interest in your welfare?
27. Do you feel that you are corrected by your institution?
28. Do you get the required books, journals, newspapers, references etc. in your institution?