

# Life satisfaction among private and government universities educators: A Comparative analysis

<sup>1</sup>Nabah Hasan , <sup>2</sup>Prabhleen Kaur

<sup>1</sup>Research Scholar, The Bhopal School of Social Sciences, Bhopal ,India

<sup>2</sup>Assistant Professor, Humanities Department, the Bhopal School of Social Sciences, Bhopal, India

Email - <sup>1</sup> nabahhasan@gmail.com , <sup>2</sup> prabhleenkaur555@yahoo.com

**Abstract:** Life satisfaction basically refers to evaluation of one's overall life according to the factors individual believes provide satisfaction to him or her. Among all the factors, working in a suitable firm or institution is a greatest source of providing satisfaction throughout the life. Therefore the purpose of the research is to do the comparative study of the life satisfaction in private and public universities educators who educate the youth of the population. The method use will be questionnaire developed by Dr. Promila Singh and Jorge Joseph. The applied sample size will be 50 participants, 25 from private universities and 25 from government universities. Results obtained from this research may help to work on increasing the satisfaction in the life of educators thus increasing their teaching efficiency.

**Key Words:** life satisfaction, motivation, educators, teaching efficiency and Self-concept.

## 1. INTRODUCTION:

For layman life satisfaction may be defined as evaluation of one's whole life and not the level of current happiness .But there are many recognized psychologist who coined the term life satisfaction in their own way. "The assessment of feeling and attitudes of owns life at a specific time ranging from positive to negative." (Buetell, 2006).The another definition which says that "the extent to which person likes or dislikes the life he/she lives "(Veenhoven, 1996). Yet the another one says "it is a cognitive assessment of an underlying state thought to be relatively consistent and influenced by social factors" (Ellison and colleagues, 1989). Though the words used in these three definitions are different the idea described behind is same that is life satisfaction does not refers to the happiness related to a particular time period rather it is the evaluation of overall satisfaction throughout the life time.

Factors affecting life satisfaction.

"A person is called satisfied if his most probable desires are being satisfied."(Wilson, 1968). According to (Lio ,et al) there are nine variables of life satisfaction such as hobbies ,satisfying life ,satisfaction with the relations ,place of residence ,health conditions ,satisfaction with situations of life ,physical fitness and the economic condition. Apart from these there are many other personality factors that plays a important role in determining the satisfaction in ones life such as **positive self esteem -:** increase in self esteem helps to grow the individual with confidence with in their own self as well as the relationship with the others. **Optimism-:** being positive and ready about the situations in life helps to increase the satisfactions even in the adverse situations, **extraversion -:** communication and getting involve in the social communication with the others helps to decrease tensions, increase confidence and satisfaction in one's life, **a sense of meaning and purpose to life -:** encompassing the aim and the purpose of life, making plans and achieving it helps in increasing the satisfaction in ones life.

Theories of life satisfaction.

**Bottom-up theories** focus on the idea that the overall satisfaction in life depends upon the sum total of the satisfaction and happiness that a person have in different aspects of life whereas the **top down Theories** of life satisfaction says that the satisfaction does person gets in his different domains of lie is the consequence of the overall satisfaction he has which depends upon his personality traits and other genetic effects.

Difference between happiness, wellbeing and life satisfaction.

Happiness is the immediate moment of joy which diminishes as the moment pass away. A enjoyable and healthy life may have unlimited moments of happiness but a life full of happy moments only does not qualify for a satisfying and fulfilling life. According to the professor in Harvard university happiness is "anything that we pleased" (Gilbert, 2009). There are number of events and thoughts that trigger happiness on the contrary life satisfaction does not depends on a particular event for a period of time but depends upon the individual concept of how satisfied the person is with the way his life is going on. Happiness can be defined by a criteria developed by a researchers but researchers can not set a criteria to measures person satisfaction accurately as it depends on own cognitive judgement of the factors that person considers valuable. The difference between well being and life satisfaction is that well being can be design by the variable that can be specifically define whereas variables defining life satisfaction are subjective in nature and based

on the idea that individual find important and meaningful in their lives. The similarity between the three aspects are well being is the broader concept whereas happiness and life satisfaction can e counted among the variables determining the overall well being of a person.

### **Ways that can help in increasing life satisfaction.**

Change a job-as job occupy most of the part of our life, we spend hours in a same institution where we socially interact with the people, identify our own capabilities therefore it is important that we should take up the job that satisfies the most because it than contributes to our overall view of life.

Find a hobby – It is important to find a hobby for yourself because when we get tired and bore following the same routine daily then it's important to have something side by side which provides us with some adventure in life.

Be positive – It seems to be unrealistic to be positive in any situation possible but it is important for us to have positive emotion and be positive to be satisfied in our life as being positive provides us with the energy to move on and to have a thought that everything happens for something good helps us to stand in the adverse situation.

Set a goal that can be achieve – when on a hand it is said that set a goal that can challenge your capabilities on the other hand psychology says that everyone is limited to certain capabilities therefore set a goal that are realistic and achievable. As achieving the set goal ultimately provides satisfaction to the individual of being done something useful in life. Setting goal by seeing others may leads to disaster results as everyone is unique and differ in their capabilities.

Make new friends – as it is said that human is a social animal therefore it's important to have friends in your life who can stand by you in adverse situation apart from it new friend immaculate among you the confidence of being liked and hence satisfies you.

Get married and have kids – This aspect of life is equally important as the other aspect to provide satisfaction in your life. Getting married having a suitable spouse and children provides you with satisfaction of achieving something good in life.

Get education – education comes under the basic factors in providing satisfaction and recognition in life. Highly educated the person will be, the highly will be his self-concept, self-esteem and self-confidence. Education is route to a suitable job and hence to a satisfied life at the end.

Stay healthy – it is said that when you have money then you have something but when you have health you have everything therefore it important to live a healthy life to be satisfied. A life free from diseases and a life with the free and healthy mind is the sign of satisfying life.

One of the research says that the “one who is involved in making social strategies tend to increase life satisfaction at faster rater then the one who is not socially active”(Association for psychological science.).

As there are many factors that define life satisfaction for the individual and of course one among is the job that a individual pursue .As spending hours on a same place for half of a life and doing same kind of work is pretty hard job to do therefore its important for an individual to have the career that provide satisfaction to the individual so that they can pursue it for a longer period of time.

## **2. REVEIW OF LITERATURE:**

A research was conducted by Andrea et.al with the aim to see the relationship between subjective well-being, burnout ,job satisfaction and psychological capital and also to explore that whether psychological capital helps in mediating relationships between burnout and well being or not. The result shows that psychological capital helps in mediating relationship between burnout and well being which in turns ultimately helps in enhancing job satisfaction.

Another research conducted by Harpreet Kaur (2018) explores teacher effectiveness in relation to life satisfaction and occupational stress. The study indicates the following results as the teachers who has low occupational stress and high life satisfaction has higher teacher effectiveness as compared to ones who has low life satisfaction and high occupational stress has lower teacher effectiveness.

Yet another research done by Chambel, Rissi et.al (2018) investigates the organizational factors that effects the motivation to work and their consequences on life satisfaction and perception of health in teachers of private higher education teachers. The result shows that the factors like organizational support and their relationship with the higher authority influence teacher's motivation and life satisfaction.

The research done by Bozgeyikli (2018) evaluates does the psychological needs of the special education teachers predicts their professional quality of life or not. The results shows that their is the positive link up between the burnout level and psychological need (success, autonomy, relationship) of special education teachers and the negative relationship between compassion fatigue and compassion satisfaction.

The research conducted by Arslan (2018) aims to study the association between educators positive functioning at work and cognitive working in teachers. The result reveals that teachers with high level of well being had greater level of positive functioning as compared to those who has low level of well being.

A research conducted by Christopher Thomas (2018) explores the relations between teacher happiness and student growth outcomes. The result of the research reveals that there is no significant relationship between teacher's

happiness and student growth outcomes nor there is a significant relationship between teacher happiness and teacher level of effectiveness score.

Another research conducted by Billingsley and Cross (1992) tries to explore those variables that influence teachers’ commitment and job satisfaction among both general and special educators. The result reveal that work-related variables such as leadership ,stress ,support ,role ambiguity and role conflict predicts commitment and job satisfaction better than demographic variables

**3. HYPOTHESIS:**

- Life satisfaction of government university educators will be more than private university educators.

**4. METHODOLOGY:**

The sample size of the study is 50 participants who were selected on the basis of the nature of their firm that is either working in Public universities or private universities from two years, 25 participants from each of the categories are selected. The educators chosen for the research are The people’s university ,Bhopal and Ram Krishna Dharmarth Foundation (RKDF) ,Bhopal from the category of private university and from the category of government university ,the educators are selected from Barkatullah university ,Bhopal and Makkhanlal Chaturvedi national university of communication and journalism, Bhopal .The method use for the research is the inventory method namely LIFE SATISFACTION SCALE developed by Dr. (Mrs.) Promila Singh (Professor a School of Studies in Psychology ,PT. Ravi Shankar Shukla University ,Raipur and George Joseph , Durg (C.G). The purpose of scale intends to measure the life satisfaction of the employees which include the all round activities of the employees , the tool may be use to administer employees of every level operating in context of industries or other non production organizations. Tool consists of 35 positively worded items which were selected on the basis of reveal of ‘t’ values of 40 items out of which 35 items turned out to be statistically valid . There are five alternatives given for each item, they are strongly agree, Agree, Undecided, Disagree and strongly disagree. Participants have to tick mark on the alternative which according to them suits their personality the most after reading the item carefully. They don’t have any time limit to complete the test but it takes 20 mins at most to complete it. As the Life Satisfaction Scale is a lickert type scale therefore the scoring of the test is as follows strongly agree (5) , Agree (4) ,Undecided (3) , Disagree (2) and for strongly agree (1). Maximum marks a participant could obtain is 175 and minimum marks he/she could obtain is 35 as it is mandatory to give answer for each item. Then finally the score is matched with the norm table and the result is obtain. For the purpose of reliability, the scale was administered on a separate sample of 100 executives and nonexecutives. For retest of the scale, it was administered on 100 subjects again after a gap of eight weeks. The test –retest coefficient of correlation was found to be 0.91 which is significant at 0.01 level of significance and for the purpose of validity ,the life satisfaction scale was tested against a parallel form ,viz .,Alam and Srivastava’s life satisfaction scale (1971) on the sample of 100 (taken for deciding reliability ) . The coefficient of correlation was found to be 0.83 which is significant at 0.01 level of significance. The content validity was decided by item analysis. Dependent variable for the study is the life satisfaction of the educators whereas the independent variable of the research is the educators of private and government universities. Then after the mean of individual items were calculated for both the categories that is private and government universities educators and they were plotted on the statistical represented graph. The tool has been divided into four broad divisions then the mean of all the factors that comes under the particular divisions were added and then compared for both public and private university teachers.

**5. RESULT:**

The result is based on the life satisfaction scale divided into broad four categories they are self-concept, professional life, personal life and social life.

Table 1.1

CATEGORIES	Mean of private university educators	Mean of government university educators
Self concept	57.36	57.60
Professional life	19.40	18.68
Social life	10.60	11.24
Personal life	50.60	52.48

The above table (table 1.1) indicate that there is a minimal difference in different divisions of both the categories but still there are three divisions in which mean of Government University teachers are more then private universities teachers.

Figure 1.1

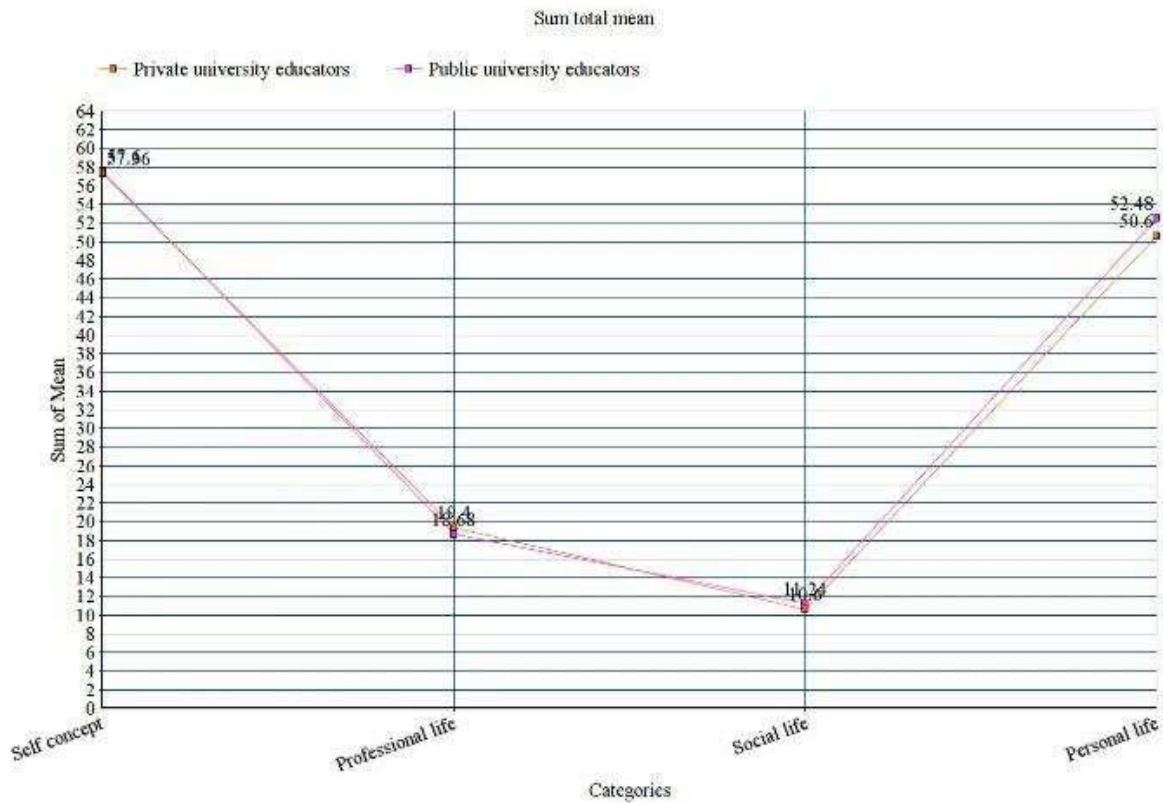


Figure 1.2



Following result(fig 1.2) were interpreted on the mean score of individual items for both the category where orange color represents the mean of individual items of private university educators and pink represents the mean of individual items of government university educators.

## 6. INTERPRETATION:

Basically life satisfaction refers to the overall evaluation of a person life in all the aspects. According to Buetell (2006) “The assessment of feeling and attitudes of owns life at a specific time ranging from positive to negative.” Is called life satisfaction. There can be unlimited aspects in life which can provide satisfaction to an individual throughout his or her life, among these unlimited factors that provides satisfaction in life is the job that an individual opt. For and vise versa that is the more satisfied the person will be in his life from other aspects ,the more excellently he will perform his jobs that will give them a successful career and when it comes to the educators who educate the huge population of India it has been proved through many researches that life satisfaction has positive relationship with the performance in job as research done by Arslan (2018) “ teachers with high level of well being had greater level of positive functioning as compared to those who has low level of well being.”

When the life satisfaction scale developed by Promila Singh and George Joseph was applied on government university teachers and private university teachers, it has been observed that there are some factors where private university teachers have low satisfactions whereas there are some other factors where government university teachers have low satisfaction and vice versa. In the factor self-concept there is the difference of 0.24 in the sum total mean of private university teachers (57.36)and government university teachers (57.60) this shows that teachers in both the categories have better self concept and is aware about their own personalities. In the other factor that is professional life the sum total mean of private university teachers (19.40) is more then government university teachers (18.68) by 0.72 which shows that average of private university. Educators can handle their professional life in a better way and feels that they get opportunities to grow professionally. According to the next factor social life the sum total mean of government universities teachers (11.24) is more then of private universities teachers (10.60) by the difference of 0.64 which may be due to the fact that government educators are fixed with their wok and hence they get time to interact socially whereas on the other hand private universities teachers are overburden with lots other curricular activities and overtime that restricts them to interact socially. The last factor that is in the personal life the sum total mean of public university educators(52.48) is more then private universities teachers (50.60) by 1.88 which shows that government educators have more satisfying personal life then private university teachers. When the interpretation was made on the individual items of the scale then it has been observed that less than average private university teachers feel satisfied in doing domestic work and devoting their time to community activities this may be due to the extra hours they need to work in universities where they are overburden with many other extra curricular activities which make them feel

Tired and they are unsatisfied in doing domestic works whereas government universities educators find their job as more demanding and less congenial this may be due to policies made by the government which they need to follow any how that can be exempted by the private universities educators and as compared to private university teachers ,government university teachers strongly disagree with the view that they are interested in sports activities which can be due to they are not been expose to various sports events in their universities. Whereas as compared to government university teachers, private university teachers strongly disagree with the view that their life is in their control which may be due to their tight schedule and time table which they need to follow as well as the holidays they get are fewer which may not allow them to pursue their other hobbies and work according to their wish in their personal life.

And if we talk about the factors in which both the category teachers are highly satisfied then they are as compared to private university teachers, public university teachers feels optimistic about their future as they have more secured job in the government sector then in private sector whereas private university teachers feel more happy when they achieve their goals as they have been assigned their task on daily basis as compared to government university teachers. On the other hand private university teachers strongly agree with the view that they want to use their skills to improve their quality of life, raise their standards of living and also understand their strengths and weaknesses because they feel that may their organization do not provide them with secured future but it provides them with the opportunities to polish their personality by organizing different kinds of workshop for them. Whereas as compared to private university teachers, government university teachers strongly agree with the view that they drive satisfaction in whatever they do, live healthy life, can face anticipated hardships and are more courageous people which is due to their interest in their domestic or personal life as well with the professional life they live

The result of the study can be use to improve those factors among the teachers of both public and private university teachers in which they lack.

## 7. CONCLUSION:

Through the result it has been concluded that the hypothesis of the study has been accepted though the difference between the sum total mean of different division is minimal yet it is noticeable therefore on the basis of analysis of the sum total mean of four broad categories, that are self-concept, professional, social life and personal life it can be said that life satisfaction of government universities teachers is more then private university teachers.

The result of the study can be use to improve those factors of life satisfaction among the teachers of both public and private university in which they lack because when these educators are given the responsibility to educate the young

India then they must be satisfied with their jobs as well as other personal and professional factors so that with the free mind they can share the knowledge in the better way to the students.

The result can also be use by the organizations to analyze the needs of their employees and fulfilling them up to their best for better learning.

Result of the research can also help teachers to analyze their own needs and find out those factors which provide them with ultimate life satisfaction and built up better self concept.

The research can be conducted in a better way as life satisfaction does merely depends upon the job that the person pursue, there can be unlimited other factors that can effect life satisfaction apart from this there can be individual differences as well in a single category .example teachers of the same organization can have different parameters of satisfaction. Secondly concept of married and unmarried have not been given the importance in this research which also plays the major role in providing life satisfaction.

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