

JOB SATISFACTION OF COLLEGE TEACHERS WITH RELATION TO THEIR GENDER AND NATURE OF APPOINTMENT

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Abstract: The aim of this investigation was to study the level of job satisfaction of college teachers, working in colleges of Sambalpur Districts of Odisha, India. A comparative study was made between male and female teachers and between regular (Govt. Recruited) and contractual (College management Recruited) college teachers on their level of job satisfaction. A sample of 100 college teachers consist of 50 regular college teachers (25 male and 25 female) and 50 contractual college teacher (25 male and 25 female) was selected randomly. Self developed rating scale was used to collect the data. By applying descriptive statistics such as Mean and Quartile deviation the study revealed that i) 27% of teachers were highly satisfied with their job ii) 44% teachers were averagely satisfied and iii) 29% of teachers were poorly satisfied with their jobs. The “t” test revealed that i) There was no significant difference found in the level of job satisfaction of Male and Female teachers and ii) Regular college teachers are more satisfied than contractual college teachers of Sambalpur districts.

Key Words: Job Satisfaction, College teacher.

1. INTRODUCTION:

Job satisfaction is the degree to which one feels happy, get pleasure about the work. It's in terms of one's emotions or state of minds as to the essence of their jobs. In other words job satisfaction means doing a work one likes, doing it well, being excited and satisfied with one's career. In step with Spector (1997) "Job satisfaction could be a multidimensional thought and it implies the perspective of someone towards numerous sides of his/her job. It combines a personality's feelings and feeling regarding their job and the way the work affects their personal life". Hoppock (1935) outlined job satisfaction as any combination of psychological, physiological, and environmental circumstances that cause someone in truth to mention that he/she has been happy with the work. Job satisfaction could be a pleasant positive feeling state, ensuing from the appraisal of one's job or job experiences. It results from the perception that one's job fulfils or permits the fulfillment of one's vital job values, providing and to the degree that these values are congruent with one's wants (Locke, 1976). Thus job Satisfaction can be described as a sense of pleasure and gratification held by the college teachers after doing a piece of work like after taking a class, after taking a tutorial class or after completing a curricular and co curricular activities for the students.

1.1. LITERATURE REVIEW:

Studies across the globe have addressed teachers' job satisfaction has positive impact on overall individual well-being (Diaz-Serrano & Cabral Vieira, 2005), job performance (Keaveney & Nelson, 1993), Quality in teaching and learning (Chen et. al., 2006), the efficiency and condition of an educational institution (Wood, 1976) and students' achievement (Crosnoe, Johnson, & Elder, 2004; Hamre & Pianta, 2001). Furthermore, research conducted to know the relationship between gender and job satisfaction, there are conflicting findings. Some researcher are in the view that female teachers are more satisfied than male teachers (Ahmed, Raheem & Jamal, 2003 ; Rani.et al. 2011; Choudhury2011 ; Katoch, 2012; Iqbar & Akhtar, 2012; Lal & Shergill, 2012) while other findings revealed that male teachers are more satisfied (Sabharwal, & Corley 2009 ; Kainth & Kaur, 2010; Hota, 2011; Mehboob, Sarwar & Bhutto, 2012; Achanta & Reddy 2014) .With regards to nature of appointment, Government appointment teacher have high level of job satisfaction than private appointment teacher (Ahmed, Raheem , & Jamal, 2003, Hota, 2011), private school teachers are highly satisfied when compared to government teachers (Sharma and Jyoti, 2006) and no significant difference in the level of satisfaction of private and government school teachers (Raj & Lalitha 2013).

1.2. Objectives of the Study:

- To study the level of job satisfaction of teachers working in colleges of Sambalpur Districts.
- To study the level of job satisfaction of male teachers working in colleges of Sambalpur District.
- To study the level of job satisfaction of female teachers working in colleges of Sambalpur Districts.
- To compare the level of job satisfaction of male and female teachers working in colleges of Sambalpur Districts.

- To study the level of job satisfaction of regular teachers working in colleges of Sambalpur Districts.
- To study the level of job satisfaction of contractual teachers working in colleges of Sambalpur Districts.
- To compare the level of job satisfaction of regular and contractual teachers working in colleges of Sambalpur District.

1.3. Hypotheses of the Study:

The following hypotheses have been formulated for the present study.

H₁: There is no significant difference in the level job satisfactions of male & female college teachers.

H₂: There is no significant difference in the level of job satisfactions of regular & contractual college teachers.

2. METHODOLOGY:

2.1. Population and sample of the study: The population constitutes of all the college teachers of govt. and aided colleges of Sambalpur District, Odisha, India which are getting aid from the UGC. For the present study the investigator followed random sampling method. The investigator selected 50 regular college teachers (25 male and 25 female) and 50 contractual college teachers (25 male and 25 female) from seven colleges of Sambalpur District of Odisha.

2.2. Tool or Instrument: The researcher used self developed rating scale to collect data. This inventory has been designed in a Likert type scale with 5 options. The options are strongly Agree, Agree, Undecided, Disagree and Strongly Disagree, represented in a short by SA, A, U, D, SD. The content validity of the scale was ascertained by the help of experts’ judgment. The reliability was .87

2.3. Statistical techniques used: Both descriptive and inferential statistics were employed for analysis of the data. The descriptive statistics such as Mean and Q.D. were used and inferential statistics such as “t test” was calculated to know the significant differences in the level of job satisfaction of regular and contractual & male and female college teachers.

3. ANALYSIS AND INTERPRETATION OF DATA:

Table 1. Level of job satisfaction of teachers of Sambalpur district

Highly Satisfied	Averagely Satisfied	Poorly Satisfied	TOTAL
27	44	29	100
27%	44%	29%	100%

When the level of job satisfaction of teachers of Sambalpur districts was analysed, it was found from table-I, that 27% of teachers were highly satisfied with their jobs. 44 % of teachers were averagely satisfied with their job where as 29% teachers were poorly satisfied with their job.

Table 2. Level of job satisfaction of male teachers of Sambalpur districts

Highly Satisfied	Averagely Satisfied	Poorly Satisfied	TOTAL
16	28	6	50
32%	56%	12%	100%

When the level of job satisfaction of male (both regular and contractual) teachers of Sambalpur districts was analysed, it was revealed from table-II, that 32% of teachers were highly satisfied with their jobs. 56 % of teachers were averagely satisfied with their job while only 12% teachers were poorly satisfied with their job.

Table 3. Level of job satisfaction of female teachers of Sambalpur district

Highly Satisfied	Averagely Satisfied	Poorly Satisfied	TOTAL
11	22	17	50
22%	44%	34%	100%

When the level of job satisfaction of female (both regular and contractual) teachers of Sambalpur districts was analysed, it was found from table-III, that 22% of teachers were highly satisfied with their jobs. 44 % of teachers were averagely satisfied with their job while 34% teachers were poorly satisfied with their job. In comparison to the level of job satisfaction of male and female teachers of Sambalpur district, male teachers were highly satisfied with their job i.e. 32 %, than female teachers i.e. 22%. 56% of male teachers were averagely satisfied where as 44% of female

teachers were averagely satisfied with their job. Female teachers were poorly satisfied with their job i.e. 34% as compare to male teachers i.e. 12%.

Table 4. Level of job satisfaction of regular teachers (Govt. Servant) of Sambalpur districts

Highly Satisfied	Averagely Satisfied	Poorly Satisfied	TOTAL
13	25	12	50
26%	50%	24%	100%

When the level of job satisfaction of regular (both male & female) teachers of Sambalpur districts was analysed, it was found from table-IV, that 26% of teachers were highly satisfied with their jobs. 50 % of teachers were averagely satisfied with their job while 12% teachers were poorly satisfied with their job.

Table 5. Level of job satisfaction of contractual teachers of Sambalpur district

Highly Satisfied	Averagely Satisfied	Poorly Satisfied	Total
12	26	12	50
24%	32%	24%	100%

When the level of job satisfaction of contractual (both male & female) teachers of Sambalpur districts was analysed, it was found from table-V, that 24% of teachers were highly satisfied with their jobs. 32 % of teachers were averagely satisfied with their job while 24% teachers were poorly satisfied with their job. In comparison to the level of job satisfaction of contractual and regular teachers of Sambalpur district, 26% of regular teacher were highly satisfied, where 24% of contractual teacher were highly satisfied with their job. 50% regular teachers were averagely satisfied, where 32% contractual teachers were averagely satisfied in their job. 24% of both regular and contractual teachers were poorly satisfied in their job.

Table 6. Significance of difference between the level of job satisfaction of Male and Female Teachers

Category	N	Mean	S.D.	Table 't' value	't' value	Level of significance
Male Teachers (Both Reg & Contr)	50	116.1	23.52	0.05	1.98	Not significant at 0.05 level
Female Teachers (Both Reg & Contr)	50	119.9	20.964	0.01	2.63	

Collapsing type of service, Table-IV revealed that mean scores of male teachers (M-116.1) and female teachers (M-119.9) were not significant ($t = 0.85$; $df=98$; $p>.05$) on the level of job satisfaction. It was found that, at 98df; 0.05 level of significance the calculated 't' value is 0.8530 which was less than the table value 1.98. Thus, the null hypothesis H_01 , "There exists no significant difference in the job satisfaction of male and female teachers" stands retained. It can also be concluded that male and female teachers do not differ significantly with respect to their job satisfaction. Both female and male teachers had similar level of job satisfaction.

Table 7. Significance of difference between the level of job satisfaction of Regular and Contractual Teachers.

Category	N	Mean	S.D.	Table 't' value	't' value	Level of significance
Regular Teachers (Both sex)	50	124.5	28.272	0.05	1.98	Significant at 0.05 level
Contractual Teachers (Both sex)	50	112.2	19.178	0.01	2.63	

Collapsing type of sex, Table-4.7 revealed that mean scores of regular teachers (M-124.5) and contractual teachers (M-112.2) were significant ($t = 2.545$; $df=98$; $p<0.05$) on the level of job satisfaction. So it was found from the analysis that the level of job satisfaction of regular teachers was better than contractual teachers. It was found that at 98df; 0.05 level of significance the calculated 't' value is 2.545 which was more than the table value 1.98.). Therefore, the null hypothesis H_02 , there exist no significant difference in the level of job satisfactions of regular & contractual college teachers rejected in favour of alternative hypothesis. It can be concluded that regular teachers were more satisfied in their job as compared to contractual teachers.

4. MAJOR FINDINGS:

- Majority of the teachers of Sambalpur district were averagely satisfied with their jobs which was 44%. The percentage of teachers found to be highly satisfied with their job is 27% where as the percentage of teachers found to be poorly satisfied with their job is 29%.
- Majority of the male teachers of Sambalpur district were averagely satisfied with their jobs which was 56%. The percentage of male teachers found to be highly satisfied with their job is 32% where as the percentage of teachers found to be poorly satisfied with their job is 12%.
- Majority of the female teachers of Sambalpur district were averagely satisfied with their jobs which was 44%. The percentage of female teachers found to be highly satisfied with their job is 22% where as the percentage of teachers found to be poorly satisfied with their job is 34%.
- There was no significant difference found in the level of job satisfaction of Male and Female teachers of Sambalpur districts.
- Majority of the regular (both male & female) teachers of Sambalpur district were averagely satisfied with their jobs which was 50%. The percentage of regular teachers found to be highly satisfied with their job is 26% whereas the percentage of teachers found to be poorly satisfied with their job is 24%.
- Majority of the contractual (both male & female) teachers of Sambalpur district were averagely satisfied with their jobs which was 32%. The percentage of contractual teachers found to be highly satisfied with their job is 24% whereas the percentage of teachers found to be poorly satisfied with their job is 24%.
- There was significant difference found in the level of job satisfaction of Regular and Contractual teachers of Sambalpur districts.

5. CONCLUSION:

The primary focus of the study was to examine the level of job satisfaction of college teachers, working in colleges of Sambalpur Districts of Odisha, India. Majority of the teachers of Sambalpur district were averagely satisfied with their jobs. Government appointed teachers are more satisfied than private/contractual college teachers. No significant difference found in the level of job satisfaction of male and female teachers. Due to lack of **job security, instability and minimum salary the contractual college teachers are not satisfied**. However as many colleges depends upon contractual college teacher for their functioning in Odisha, the government must focus to satisfy contractual college teachers by giving them good remuneration, better academic facilities, leaves, promotion levels etc so that there will be a overall quality improvement in these colleges. In the part of procurement agencies, administrators and policy officials, it is important not only to attract young men and women with strong skills, potentialities and optimistic attitudes towards teaching but also to promote others who have built loyalty and competitive spirit to their jobs such that they have a high degree of job satisfaction.

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