

Does job-Satisfaction affect the Happiness of Academicians amid Pandemic? An Empirical-Based Study

¹Dr. Monika Gwalani, ²Anupriya Naruka

¹Assistant Professor, Amity institute of behavior and allied sciences, Amity University Rajasthan,
Jaipur, Rajasthan, India

²Student, Amity institute of behavior and allied sciences, Amity University Rajasthan, Jaipur, Rajasthan, India
Email – monikagwalani08@gmail.com , anupriyanaruka2001@gmail.com

Abstract: *Teaching is one of the most inspiring, important, and noble professions among all, as this profession not only educates the people but also make them self-efficient and independent which tend to contribute to their overall well-being. With such noble professions, come the responsibilities on the shoulder of the person which when fulfilled effectively brings the joy of job satisfaction but when it is overlooked makes the person anxious. The academicians have gone through this because of the pandemic and it's well known that job satisfaction plays a major role in an employee's life as with this comes the dedication, authenticity and, interest towards the work because of these factors it became the topic of concern for the organizations as well. The paper aimed at finding the effect of job satisfaction on the level of happiness among academicians. The sample of 102 academicians (who were teaching through online mode in different schools, colleges, and universities amid COVID-19) was collected using Google form. Using linear regression technique, it was noted that amid COVID-19 job-satisfaction has a very little effect on happiness which may be due to radical shift from chalk and talk pedagogy to pandemic forced e-learning, which caused stress among them. Hence, there is a need to provide proper encouragement, training program to conduct online classes, psycho-education which will help in increasing their level of job-satisfaction, which in turn will prove to be beneficial for students and educational institutes as well.*

Key Words: *Job satisfaction, Happiness, Academicians, Stress, and Pandemic forced e-learning, psycho-education.*

1. INTRODUCTION:

Teaching is one of the respectable professions that shape the individual's personality and make them contempt to deal with the forthcoming scenarios of their lives. Teachers are the heart of the education system as without them no growth and advancement will take place in this world. Their contribution not only lies in the scholastic area but also resides in academic and community service areas. There are many expectations linked to this profession and the managerial skills to perform tasks efficiently (1). This has also seen in the scenario of the pandemic where they had faced technical issues, feeling of anxiousness to get the infection, to maintain a proper balance between the personal and professional lives and with this working on the academic and overall development of the students. With all these expectations and responsibilities comes the need for satisfaction from the job.

Job satisfaction tends to explain the extent to which the employee is satisfied, pleased, and comfortable with the work and working environment. It plays a major role in one's life as apart from personal life, professional life is the second most important part of the person that consumes half of the individual's energy and time (2). That's why job satisfaction is of great concern not for the individual only but for the organizations as well. A high level of job satisfaction makes the individual efficient, loyal, authentic, and dedicated to the work (3). The different factors like remuneration or pay, working environment, administrative style, and other such things contribute a lot to one's level of job satisfaction. With the increased level of job satisfaction, a person in general tends to be happier (4).

Happiness is being understood as the subjective feeling of wellbeing and the experience of positive emotion by the individual. In this context happiness at work is correlated with pleasure that one gets during the task they perform in the professional setting (4). If one is not able to extract happiness from their work then the unhappier individual may tend to lose their interest in the work and will not be efficient enough whereas the happier the employee the more efficient and innovative they will be. The level of happiness doesn't get affected by gender but it gets influenced by general health conditions (6).

The unhappier academicians tend to be depressive, anxious and may tend to possess negative thoughts, feelings, and views about the students and work whereas happier academicians are motivated, innovative, and productive. It has also been noted that the happiness of academicians is a very critical part not only from the faculty point of view but also for their wellbeing, effectiveness, efficiency and this also makes a huge impact on the lives and overall development of the student's personality (7).

2. LITERATURE REVIEW:

Gyeltshen & Beri (2019) researched intending to compare the level of workplace happiness, work motivation, commitment, and job satisfaction concerning the gender of secondary school teachers; it was found out that there was no statistically significant difference based on gender in their workplace happiness (8). Again in this context, Urrutia, Borja, Castillo & Magana (2019) analyzed the relationships of happiness and job satisfaction to job performance of public secondary school teachers in selected schools in the division of Cavite and found the extent of correlation between happiness and job performance and between the job satisfaction and job performance were both significant (9). After getting the insight into the above relationships, Benevene, Ittan & Cortini (2018) investigated the mediating role played by job satisfaction between teachers' happiness and self-esteem and their physical and mental health. Results showed that job satisfaction fully mediated between both happiness and self-esteem, and health in teachers (10). As they got to know that it played a mediating role, Buragohain & Hazarika (2015) studied the happiness level of secondary school teachers concerning their job satisfaction, and in this context, the study showed that happiness was closely associated with job satisfaction. As a happier teacher possessed high job satisfaction and a teacher having high job satisfaction is happier was the concluding line of the research (11).

3. OBJECTIVE:

In the present research, our aim was to study the effect of job satisfaction on the level of happiness among academicians during COVID-19.

3.1 HYPOTHESIS:

Based on review literature, it was hypothesized that job satisfaction will positively affect the level of happiness among academicians.

4. METHOD:

Primary data was collected for the research through questionnaires and were shared with the help of social media platforms among academicians (who were teaching through online mode in different schools, colleges, and universities amid COVID-19) using Google forms. A sample of 111 was collected from the population of various cities of Rajasthan out of which only the sample of 102 was valid. The sample of 102 academicians was collected out of which 33 were males and 69 females within the age range 21-55 yrs. According to Sekaranand & Bougie (2016), a sample size range from 30 to 500 would be sufficient and acceptable for social science studies. It attempts to find out the effect of job satisfaction on the level of happiness among academicians at the time of COVID-19.

Research design- It was an empirical study.

Variables- In the present study, the independent variable was job satisfaction and the dependent variable was happiness.

Research instruments- In the current research, the following instruments were used:

1. **Job Satisfaction Scale** was developed by Dr. Amar Singh and Dr. T.R. Sharma in 1986. The scale consists of 30 items and is a 5-point scale. The scale is being used to measure the level of job satisfaction of the employees in any field of work. The test-reliability of the test was found to be 0.97 and the validity of the scale was found to be 0.74.
2. **Oxford Happiness Questionnaire** was developed by psychologists Michael Argyle and Peter Hills in 2002. The questionnaire consists of 29 items and has a 6-point scale. The scale is used to measure the level of happiness among the individuals. The reliability of the questionnaire was found to be 0.91 and validity was found to be 0.81.

Sampling technique- Purposive sampling technique was used to collect the data from the academicians using Google forms. The sample of only those academicians was incorporated in the research who was teaching amid COVID- 19 through different virtual platforms.

Sample- The samples used in the research were academicians belonging to different schools and universities (private and government) within the age range of 21-55 years. The sample was collected using the Google form link that has been shared on social media platforms (WhatsApp, Instagram, and Telegram). The link was shared among the 400 academicians who were teaching on the virtual mode during the pandemic out of which 111 responses were received and from those only 102 were selected on the basis of the authenticity of the responses.

Ethical Statement-

After seeking consent from the test constructor to use the test for research purpose only, consent was also sought from the participants.

Statistical Technique- To investigate the effect of job satisfaction on the level of happiness among academicians linear regression technique was used, using SPSS version 25.

5. DISCUSSION:

The present paper attempts to ascertain the effect of job satisfaction on happiness among academicians amid COVID-19. A sample size of 102 participants, who were teaching through virtual platforms during pandemic, was collected through Google form. After collecting the sample, the inferences of the outcome were made using linear regression technique. The obtained R value was .47 which depicts moderately positive association between job satisfaction and happiness. The R² was .225, which indicates 22% of variance in job satisfaction can be explained by happiness. In simple words, it can be said that although job satisfaction predicts happiness but not very strongly, which is in sync with a previous research conducted by Urrutia, Borja, Castillo & Magana (2019) who found that job satisfaction and job performance had the significant effect on the happiness of teachers (9). This may be due to unexpected shift in mode of teaching i.e. from physical one to pandemic forced e-learning, poor internet accessibility, and lack of non-verbal feedback from student’s end. Poor job satisfaction among educationists may trigger job stress, affects their teaching skills, which in turn, may hamper the performance of students and educational institutes as well. Hence, there is a need to provide proper encouragement, training program to conduct online classes, & psycho-education to the academicians.

6. RESULT:

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics		
					R Square Change	F Change	df1
1	.475 ^a	.225	.218	14.71066	.225	29.094	1

A simple linear regression was carried out to ascertain the extent to which job satisfaction can predict happiness among academicians amid COVID-19. A moderate correlation was found between the variables($r=.47$) and the regression model predicted 22% of variance. The model was a good fit for the data ($F=29.094, p<.0005$)

7. CONCLUSION:

The existing research was done to investigate the effect of job satisfaction on the level of happiness among academicians. In this regard, the data was collected using the Google form link and after that scoring was done and analysis were done with the help of SPSS. To find out the effect of job satisfaction on happiness linear regression was employed. It was found that there was a little effect of job satisfaction on the level of happiness which is in the support with most of the researches but this study focuses upon teaching amid pandemic that has affected the result as during this period academicians had to go through a lot of issues like the online teaching, technical factor, grabbing their attention through online mode. By providing proper training to handle virtual classes, psycho-education the academicians may be able to fulfil their responsibility which will generate a sense of job satisfaction and will ultimately make them feel happy.

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