

Job Satisfaction among Teachers Working in the Management Institute at Bhubaneswar, India.

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Abstract:

Employees are the important resources of any organization. Organization should give proper attention this resource as the growth, diversification and expansion depends on the effectiveness of these resources. A satisfied employees has the ability to produce more. The present paper is based on the understanding of job satisfaction level among the teachers working in the management institutes within Bhubaneswar circle. To understand their level of satisfaction based on the independent variables different statistical tools have applied, such as mean test, ANOVA and t test.

Keywords: Job Satisfaction, Motivation, Productivity

I. INTRODUCTION

In the present scenario job satisfaction and job dissatisfaction are the two broad parameters, which are reflected in one's performance in any workplace. The job satisfaction and job dissatisfaction factors also indicate or contributes towards the individual motivation and de-motivation in the workplace. Job satisfaction also builds the individual competency, enhance the commitment level and develop a good culture in an organization (Acharya and Tripathy 2007¹). The growth and development of the organization depends on the engaged human resources. A satisfied employee can only produce quality and timely output with less supervision and monitoring. Now a day's retention of employees, minimizing employee turnover, provide healthy working environment, flexibility of rules and regulations, freedom for expansion and innovation among the employees' leads towards the creation of a motivated taskforce within the organization. In the present study the researchers have tried to understand the satisfaction level among the teaching community working in the management institutes.

The research gap and objectives of the said research paper is mostly based on the following literature summary.

II. REVIEW OF LITERATURE

Different researchers have defined job satisfaction in different manner in regard to their research work. The most commonly cited definitions on job satisfaction are analyzed in the present paper are as follows. Hoppock (1935)² has pointed that job satisfaction is the mixture of environmental, psychological, emotional, and physiological factors that cause a person's level of satisfaction or dissatisfaction in the work place. According to this, job satisfaction is influenced with many external and internal factors which affect the employees feeling, attitude and personality. The causes of satisfaction are due to good experiences, individual's growth, recognition, achievement, advancement and higher responsibility. In reverse job dissatisfaction happens because the awful job experiences, job instability, unhealthy working conditions, poor interpersonal relations, rigid company policy, and strict

administration (Herzberg, 1959³). Vroom (1964)⁴ has defined job satisfaction focuses on the role, responsibility and function of an employee in the workplace which leads towards the happiness and job pleasure. Job satisfaction as an emotional orientation of an individual's towards work roles.

Job satisfaction can also be narrated as the extent to which a worker is pleased with the reward systems, positions or power what he or she gets out of his or her job. Such factors particularly related with the intrinsic motivation (Statt, 2004)⁵.

Job satisfaction is a complex, difficult and versatile concept which can be understood differently by different people. Job satisfaction is usually connected with motivation, but up to what extent it contributes towards motivation is difficult to narrate. However motivation is not the same as satisfaction. Job satisfaction is more reflected on the attitude, value system and perception of an individual. It is somehow associated with a personal feeling for self expansion, achievement and productivity. This may relate in quantitative or qualitative aspect (Mullins, 2005)⁶.

The term job satisfactions refer to the thoughts and feelings of people about their organization. Constructive and encouraging attitudes towards the job indicate job satisfaction. Unenthusiastic and adverse attitudes towards the job indicate job dissatisfaction (Armstrong, 2006)⁷. Job satisfaction is the combination of feeling, ideas and beliefs that people carry about their present job. People's levels of degrees of job satisfaction can range from extreme satisfaction to extreme dissatisfaction. In addition to having attitudes about their jobs as a whole. People also can have attitudes about various aspects of their jobs such as the kind of work they do, their coworkers, supervisors or subordinates and their pay (George, 2008)⁸.

III. OBJECTIVE OF THE RESEARCH

The objectives of the research are as follows:

- To study the level of job satisfaction among the teachers.
- To identify the various factors influencing job satisfaction.
- To suggest suitable measures to improve the job satisfaction.

IV. SCOPE OF THE RESEARCH

The present study is conducted on job satisfaction of teachers working in the different management institutes affiliated under Biju Pattnaik Technical University (BPUT). Most of the teachers are working in the institutes located at Bhubaneswar city. It was decided to do the research on job satisfaction on basis of the perception of the teachers as the teaching community mostly working in the affiliated and private institutes are in a deprived condition. Where as in the academicians is the creator of all the profession.

V. HYPOTHESES

- H^{A1}: There is a significant difference of opinion between the male and female teachers on job satisfaction.
- H^{A2}: There is a no significant difference of opinion between the male and female teachers on job satisfaction.
- H^{B1}: There is a significant difference of opinion between the married and unmarried teachers on job satisfaction.
- H^{B2}: There is no significant difference of opinion between the married and unmarried teachers on job satisfaction.
- H^{C1}: There is a significant difference of opinion between the teachers perused only master degree with the teachers having post doctoral research on job satisfaction.
- H^{C2}: There is no significant difference of opinion between the teachers perused only master degree with the teachers having post doctoral research on job satisfaction.

- H^{D1} : There is a significant difference of opinion among the teachers within different age groups on job satisfaction.
- H^{D2} : There is no significant difference of opinion among the teachers within different age groups on job satisfaction.
- H^{E1} : There is a significant difference of opinion on job satisfaction among the teachers considering their teaching experience.
- H^{E2} : There is a significant difference of opinion on job satisfaction among the teachers considering their teaching experience.
- H^{F1} : There is a significant difference of opinion on job satisfaction among the teachers considering their designation.
- H^{F2} : There is no significant difference of opinion on job satisfaction among the teachers considering their designation.

VI. RESEARCH METHODOLOGY

Research is the systematic process of collecting and analyzing information in order to increase our understanding of the phenomenon about which we are concerned or tested. The methodology used for the collecting data, selection of sample and analysis of data is as followed.

- *Data collection technique*: The necessary information have been collected from primary and secondary sources.

- *The primary sources*: of survey has been done through a well- framed and structured questionnaire was used for collection of data. The stratified random sampling was used for data collection.
- *The secondary sources* of data are collected through review of literature, journals, books, magazine, websites and newspapers etc.

VII. SAMPLE DESIGN

The study has been conducted at various management institute located at Bhubaneswar circle in Odisha state. The teachers were selected from different management colleges and were classified into three categories. The categories were Assistant professors, Associate professors and Professors. So many management colleges were located in Bhubaneswar circle, 10 colleges were randomly selected to conduct the study. A total no of 130 teaches from all categories were covered for the study.

VIII. STATISTICAL TOOLS FOR DATA ANALYSIS

The data has been collected through a structured questionnaire and analyzed by proper statistical tools like t-test, Mean, Standard Deviation, ANOVA and Ms-Excel.

Table-1: Demographic Profile of the Respondents.

Factors	Parameters	Frequency	Percentage	Cumulative Percent
Age	Less than 30 years	13	10.0	10.0
	31 to 40 years	83	63.8	73.8
	More than 40 Years	34	26.2	100.0
Gender	Male	76	58.5	58.5
	Female	54	41.5	100.0
Marital Status	Married	113	86.9	86.9
	Unmarried	17	13.1	100.0
Qualifications	Post Graduate	106	81.5	81.5
	Ph.D.	24	18.5	100.0

Teaching Experience	Less than 05 years	17	13.1	13.1
	06 to 10 years	78	60.0	73.1
	More than 10 Years	35	26.9	100.0
Designation	Asst. Professor	87	66.9	66.9
	Assoc. Professor	33	25.4	92.3
	Professor	10	7.7	100.0

Figure-1: Demographic Profile of the Respondents

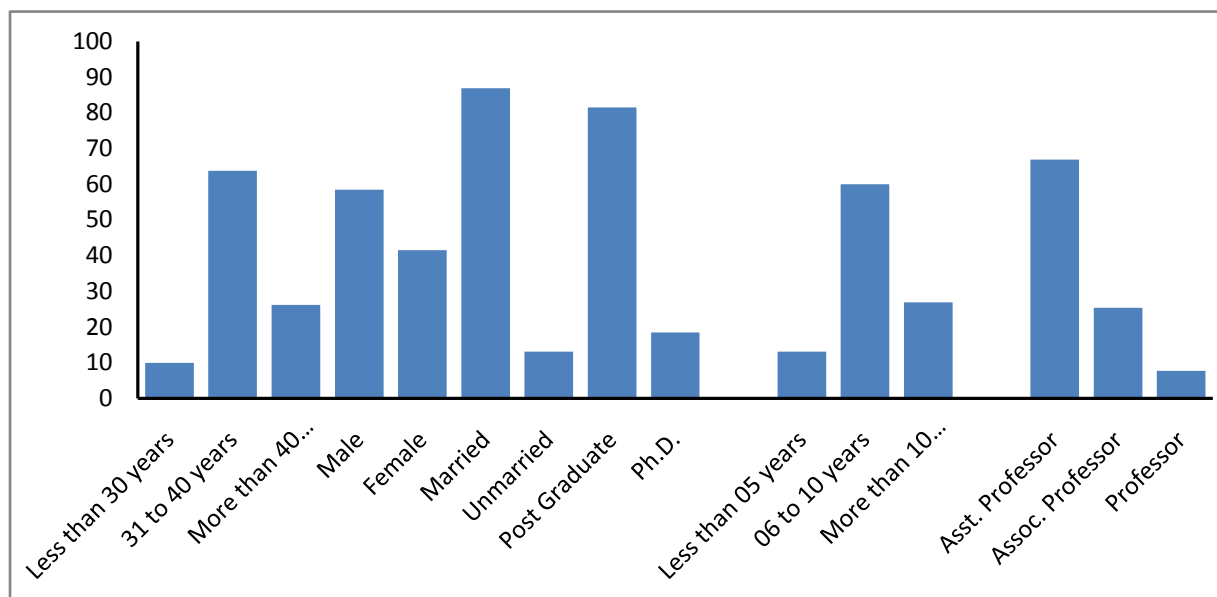


Table-1 and Figure-1 present the demographic distribution of the sample. On the basis of gender, marital status and educational qualifications, majority are male (58.5%), married (86.9%) and post-graduate (81.5%). Further distribution reveals majority are within 31-40 years (63.8%), 6-10 years (60.0%) and Asst. Professor (66.9%) basing on age,

teaching experience and designation respectively. From cumulative figures, it may be deduced that maximum are within the 40 years of age (73.8%) and upto 10 years of experience (73.1%). From this it is crystal clear that the sample comprises of male, married and post-graduate youngsters.

Table-2: Mean, SD and t-test on Level of Job Satisfaction Basing on Gender, Marital Status and Educational Qualifications of Teachers.

Factors	Parameters	Frequency	Mean	Std. Dev.	Std. Error Mean	Calculated t-value
Gender	Male	76	2.58	0.29	0.03	2.72*
	Female	54	2.39	0.48	0.06	
Marital Status	Married	113	2.55	0.40	0.04	1.82 ^{NS}
	Unmarried	17	2.34	0.27	0.07	

Qualifications	Post Graduate	106	2.51	0.41	0.04	0.49 ^{NS}
	Ph.D.	24	2.47	0.25	0.05	

N.B:- * - Significant at 5% level ($P < 0.05$), NS- Not Significant at 5% level ($P > 0.05$) for $DF = 128$

Figure-2: Comparison of Level of Job Satisfaction Basing on Gender, Marital Status and Educational Qualifications.

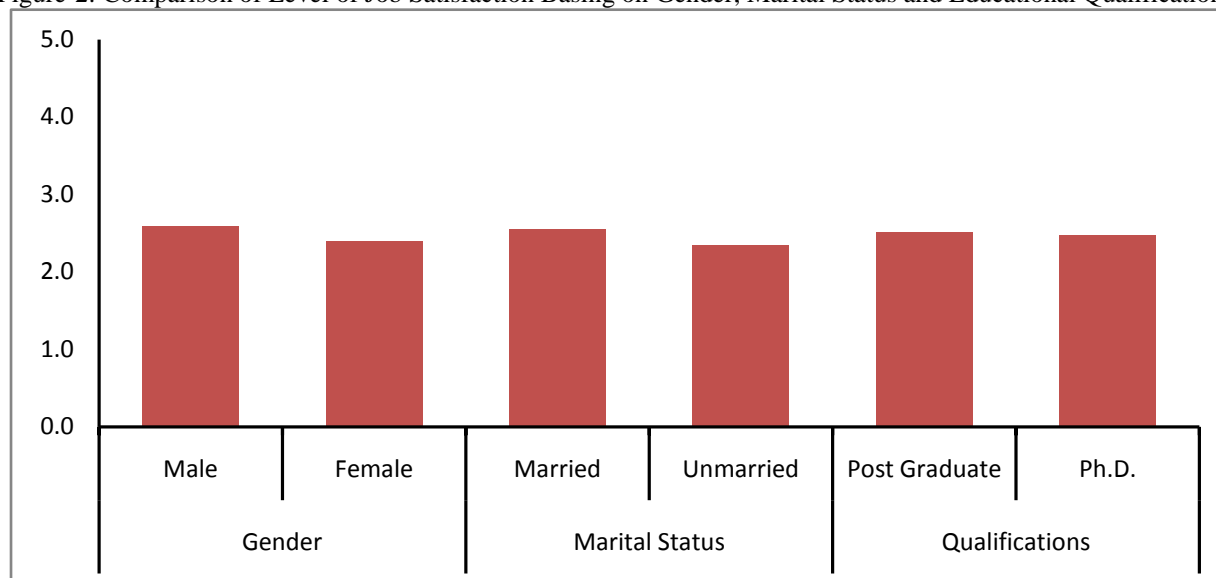


Table-2 and Figure-2 present results obtained on application of t-test on the scores of job satisfaction of faculty members of management institutes located in and around Bhubaneswar. The mean score of male (2.58) and female (2.39) are significantly different from each other as the calculated t-value 2.72 is significant at 5% level ($P < 0.05$) for $DF = 128$. Accordingly the male faculty members views are neutral towards their job where as the female faculties are satisfied in this issue. This shows that the female faculty's responses towards the different parameters of job satisfaction are more positive as compared to the male faculties. Considering the analysis the Hypothesis H^{A1} is accepted and the H^{A2} is rejected.

Similarly, in case of comparison of responses of the faculties considering the marital status and qualifications towards the parameters of job satisfaction, are not-significant. This reveals that there is a uniform opinion irrespective of marital status (1.82) and educational qualification (0.49) even though the mean score of job satisfaction of every section are different. On analyzing the means scores, it may be envisaged that considering the variables such as married (2.55), unmarried (2.34), post-graduate (2.51) and Ph.D. (2.47) the faculties are more or less accepting the adopted factors by their respective institutions for making them satisfied. Hence the Hypothesis H^{B2} and H^{C2} are accepted and the Hypothesis H^{B1} and H^{C1} are rejected.

Table-3: Analysis of Variance on Level of Job Satisfaction Basing on Age, Experience and Designation of Teachers.

Factors	Parameters	Sum of Squares	df	Mean Square	F
Age	Between Age Groups	0.479	2	0.239	1.61 ^{NS}
	Within Age Groups	18.853	127	0.148	
	Total	19.332	129		
Teaching Experience	Between Age Groups	2.735	2	1.367	10.463*
	Within Age Groups	16.597	127	0.131	
	Total	19.332	129		

Designation	Between Age Groups	1.204	2	0.602	4.217*
	Within Age Groups	18.129	127	0.143	
	Total	19.332	129		

N.B:- * - Significant at 5% level ($P < 0.05$), NS- Not Significant at 5% level ($P > 0.05$).

Table-3 presents the results obtained on application of Analysis of Variance to the scores towards job satisfaction basing on age, teaching experience and designation. The non-significant F-value shown against age (1.61) indicates uniform and similar response towards job satisfaction. That shows that the Hypothesis H^{D2} is accepted and the Hypothesis H^{D1} is rejected. Further, the significant F-values

shown against experience (10.463) and designation (4.217) reveal that the opinions from all these concerned sections may not be similar. That means considering these two variables the opinions of the faculties differs. This reveals that the Hypothesis H^{E1} and H^{F1} are accepted where as the Hypothesis H^{E2} and H^{F2} are rejected.

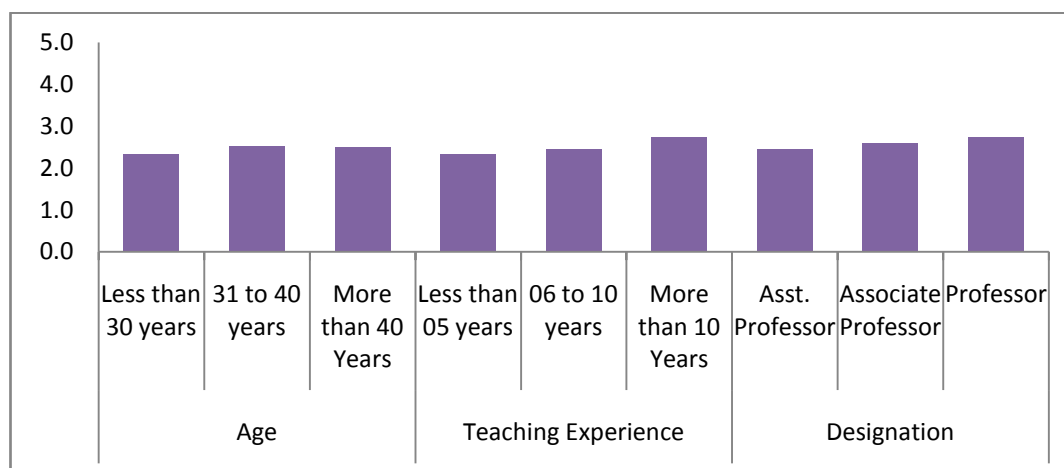
In regard to this a comparative presentation of mean values is discussed in the following table.

Table-4: Mean and SD of Job Satisfaction on the Basis of Age, Experience and Designation of Teachers.

Factors	Parameters	Frequency	Mean	Std. Deviation
Age	Less than 30 years	13	2.32	0.21
	31 to 40 years	83	2.53	0.44
	More than 40 Years	34	2.50	0.26
Teaching Experience	Less than 05 years	17	2.33 ^A	0.19
	06 to 10 years	78	2.44 ^A	0.41
	More than 10 Years	35	2.74 ^B	0.29
Designation	Asst. Professor	87	2.44 ^C	0.39
	Associate Professor	33	2.59 ^C	0.37
	Professor	10	2.74 ^D	0.24

N.B:- Similar superscript across the groups over the Mean indicate their similarity at 5% level ($P < 0.05$)

Figure-3: Mean Job Satisfaction on the Basis of Age, Experience and Designation of Teachers.



The above table shows the mean responses of the respondents considering the variables such as age, experience and designation towards job satisfaction. It is observed that the Age-wise mean scores for the variables such as faculties of less than 30 years, 31 to 40 years and more than 40 years of age are 2.32, 2.53 and 2.50 respectively. This shows an uniform responses as per F-ratio.

Considering the teaching experience the mean scores for the variables such as faculties having below 5 years of teaching experience, 06 to 10 years of teaching experience and more than 10 years of experience are 2.33, 2.44 and 2.74 respectively. In the table the average score towards job satisfaction from below 10 years of experience (i.e. below 5 years of teaching experience and 06 to 10 years of teaching experience) is superscripted with "A" which is significantly different from the responses of the faculties having above 10 years of experience (2.74) which is superscripted with "B". This shows that the faculties having less teaching experience are more satisfied than the faculties having more teaching experience.

Similarly, in case of designation and position the mean scores for the variables such as faculties working as Assistant Professor, Associate Professor and Professor are 2.44, 2.59 and 2.74 respectively. In the table the average score of the Asst. Prof and Associate Prof. is superscripted with "C" which is significantly different from the responses of the faculties working as Professor which is superscripted with "D". This shows that the Assistant Professor, Associate Professors are more satisfied than the Professor.

IX. SUGGESTIONS

In the field of education now a days there is no discrimination between male and female faculties. But research say that in the teaching community maximum male teacher are working in the management institutes and the overall feed back in regard to gender the female give s positive response than the male faculties. It is suggested that the B-School should encourage more female to take teaching as a career. Further steps should also be

taken for the male teachers to develop a positive attitude towards the institutes such as involving the teachers only in academic research work instead of other non academic such as giving target in admission and placement of students.

Institutes should create a scope of expansion in research for the teachers. Regular B- school meet should be organized for the teachers to create a bond of relationship among the teachers. The sharing of knowledge in research will also help then to grow in their academic career. The teachers having higher qualifications should be recognized and must be paid with incentives. Incentives should fixed for publications and project work. The teacher should be promoted with higher positions. The experienced teachers should also be recognized and be involved in the decision making process. A flexi working hour is to be introduced, where the in and out timing should be flexible. However there must be a fixed working hour to work. Continues hour of taking classes also creates mental and physical hazards. As per the norms the institutes must fix the hours of lecture to be given by a teacher.

X. CONCLUSION

Creating a satisfied working environment is the most important factor for making a worker more productive. Earlier the concept was only considered in the manufacturing unit or corporate houses. But less importance was given to the educational institutes to make the employees satisfied. The employees who are working in educational institutes are producing people those who will work, in these manufacturing unit and in the corporate world. Creating knowledge world is the base of the educational institutes. Utmost care is to be taken in this profession. A satisfied people in the work place can produce better. Is the teaching community are satisfied then they have the potentiality to give motivated young mass to the market. The present paper studied the level of satisfaction on their job of the teachers working in the institutes offering management courses and around Bhubaneswar. This topic can also be expanded to other colleges in the

other discipline such as institutes offering technical and non technical institutes. The outcome of such research work can also be referred in the different area of research work such as motivation, stress etc.

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