

Job Satisfaction of Faculty Members Working in Engineering Colleges in Namakkal District

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ABSTRACT

The purpose of this study is to examine the level of job satisfaction of faculty members working in engineering colleges in Namakkal district. The important factors that have a blow on job satisfaction level are pay, promotion opportunities, working conditions, job security, relationship with coworkers and fringe benefits. A sample of 200 faculty members was selected by random sampling from the three engineering colleges in Namakkal district. Data was analyzed by using SPSS in terms of frequency, chi-square, and t-test. Results indicated that there is significant difference between the gender and factors affecting work & family commitments. The author suggested that the educational institutions should make attempts to offer good salary or other benefits.

KEY WORDS: Educational institution, Factors affecting work & family, Job satisfaction.

INTRODUCTION

The term job satisfaction refers to the positive and happy feeling exhibited by employees about their job. Job satisfaction is

a lot of determined by how well outcomes meet or exceed expectations. Satisfaction in one's job means increased commitment in the fulfilment of formal requirements. There is greater willingness to spend personal energy and time in job performance. The terms job satisfaction and job attitudes are typically used interchangeably. Both refer to effective orientations on the part of individuals towards their work roles which they are presently occupying. Positive attitudes towards the job are theoretically equivalent to job satisfaction and negative attitudes towards the job indicate job dissatisfaction.

Though the terms job satisfaction and attitudes are used interchangeably, there are differences between the two. An attitude, as was mentioned earlier, refers to predisposition to respond. Job satisfaction, on the other hand, relates to performance factors. Attitudes reflect one's attitude to a job. Job satisfaction is, therefore, a specific subset of attitudes.

Attitudes endure generally. But job satisfaction is active; it can refuse even more quickly than it developed. Managers, therefore, cannot establish the conditions leading to high satisfaction now and then

neglect it, for employee needs may change unexpectedly. Managers need to pay attention to job satisfaction constantly. Job satisfaction is therefore, a set of favorable or unfavorable feelings with which employees view their work. (Aswathappa, 1996).

LITERATURE REVIEW

Irum Saba (2011) in his study “Measuring the Job Satisfaction Level of the Academic Staff in Bahawalpur Colleges”, found that the employees were more satisfied with the work itself, pay, working conditions, job security and co-workers and less satisfied with the promotion opportunities. The author suggested that a comparison can be conducted among the job fulfillment level of the academic staff of public and private sector in the colleges as well as university.

Anitha.R (2011) in her study “A study on job satisfaction of paper mill employees with special reference to Udumalpet and Palani taluk”, found that the employees are satisfied with the working conditions, welfare facilities, accident compensation, rewards, and grievance handling procedure. The author suggested that the organization may give importance to certain factors such as canteen, rest room facilities, rewards, recognition, and promotion policy so that satisfaction of the employees may be improved future.

Madhankumar.S, in his study “A study on employee job satisfaction through motivation of Kitex limited, Kizhakkambalam”, identified the employee level of job satisfaction towards motivation and identifying the area of dissatisfaction of the employee. The study found that there was a relationship between satisfaction with welfare measures and satisfaction of motivation policy. The author suggested giving more promotion and rewards for employees, increasing slightly their existing

allowances to reduce employee turnover and absenteeism.

Jackle Mamista Banyana Ramasodi (2010) in his study “Factors influencing job satisfaction among healthcare professionals at south rand hospital” identified relationships that have been potted between job satisfaction, productivity, absenteeism and turnover. The study showed a low level of job satisfaction. The author suggested that the priority should be given to improving relationships between management and staff and increasing decision-making attitude among staff members.

Bhavna R Shetty, (2012) in her study “A study of faculty job satisfaction and its impact on student satisfaction in management institutes of Nasik district affiliated to university of Pune”, found that there was no significant and positive association between faculty job satisfaction and faculty salary and also positive association between faculty job satisfaction and student overall satisfaction level. The author suggested that the study on how to retain and attract talented faculty especially the growing percentage of women faculty in other cities and states of India will be significant.

Uzma Perveen (2013) in her study “A study of teachers work load and job satisfaction in public and private schools at secondary level in Lahore city Pakistan”, found that there was no significant of public and private school teachers. There was no significant mean difference between work load of public and private school teachers. The author suggested that work load should be reasonable for every teacher. Teacher’s grade and scale should be revised. Teacher’s efforts should be highly appreciated by the school.

Naushaba Atta, (2012) in his study “A comparative study of regular and contractual teachers job satisfaction”, found that there was significant difference between the

contractual and regular teacher's job satisfaction on the pay, fringe benefits and contingent and rewards aspects. The author suggested that there should be regular in the schools so that their satisfaction can produce good result.

Om Rajkatoch (2012) in his study "Job satisfaction among college teachers a study on government colleges in Jammu" found that female college teachers were more satisfied with their job than male teachers and income was an important factor impacting the level of job satisfaction. The author suggested that the teachers need a separate room to prepare for facing the class room effectively. The teachers working on contract basis were dissatisfied with their job, and they should get at least the full salary benefits.

Roshan Lal, (2012) in his study "A comparative study of job satisfaction and attitude towards education among male and female teachers of degree colleges", found that there was significant difference in job satisfaction of male and female teachers of degree colleges. Male and female both had no significant different attitude towards education.

Asif Iqbal, (2011) in his study "Job Satisfaction of Secondary School Teachers", found that female teachers were more satisfied with work and supervision aspects of job as compared with male teachers and no significant difference was found in the job satisfaction between science and arts and urban and rural school teachers. The suggestion given by the author for public sector to know how to recruit, pay, promote, and retain male and female teachers as well as to maintain gender equity in institutions.

Rajinder Singh, (2010) in his study "The Study of Factors Affecting the Satisfaction Level of Private School Teachers' in Haryana", found that most of the teachers were satisfied with the behavior of their principal and other colleagues. Majority of

teachers were depressed from basic facility like medical insurance, pension benefits after their retirement, dearness allowance. Majority of teachers are getting free education facility for their wards.

Khalid Latif, (2011) in his study "Job Satisfaction among Public and Private College Teachers of District Faisalabad, Pakistan: A Comparative Analysis", found that there was a significant differences in job satisfaction between public and private college teachers. The author suggested increasing the satisfaction level of teachers of private colleges a proper attention should be paid on salary, benefits and promotion opportunities and like that the employers of private sector colleges will be able to retain teachers, a valuable asset of their institution.

Usha Rani.M (2013) in her study "A Study on Job Satisfaction of Vivekananda Higher Secondary School Teachers at Thirupparaithurai", found that the majority of respondents were satisfied with Pay package, working hours, co-operation with their co-workers, Job security promotional opportunities, Recognized good job, extra benefits & awards, policy and practices, grievance handling system. The author suggested that to improve the working conditions and achievers, awards can be given to motivate them.

Seniwoliba A. J (2013) in his study "Teacher motivation and job satisfaction in senior high schools in the Tamale metropolis of Ghana", found that the teachers were equally dissatisfied with their pay compared to their input (skill, ability, and work load) as espoused by Adam's equity theory of motivation. The paper recommends that participatory management decision making processes should be adopted to help resolve the issues emanating from the research particularly relating to the "intrinsic" demotivating factors which could be addressed by the top management of most Senior High schools.

Abdul Qayyum Ch (2013) in his study “Job Satisfaction of University Teachers across the Demographics”, found that there was a significant difference among different age group towards satisfaction and also there was a significant difference between job satisfaction and the job cadre of faculty. The faculty members of universities should adopt smooth communication channels; share professional experiences with colleagues; build a strong network of social support; aware of job descriptions and job satisfaction levels; and identify their own distress factors.

ANALYSIS AND DISCUSSION

Table 1: Profile of the Respondents

Variables		No. of respondents	Percentage
Gender	Male	116	58
	Female	84	42
	Total	200	100
Age	20-25	29	14.5
	26-30	61	30.5
	31-35	53	26.5
	36-40	30	15
	41 and above	27	13.5
	Total	200	100
Education	UG	23	11.5
	PG	97	48.5

Table 2: Association between Gender and Factors affecting work & family commitments (Cross-tabulation)

	Affect job satisfaction			Total
	Low	Medium	High	

	PG with M.Phil	65	32.5
	Ph.D	15	7.5
	Total	200	100
Marital Status	Unmarried	60	30
	Married	140	70
	Total	200	100
Experience (in years)	Below 2	40	20
	2-5	75	37.5
	5-10	48	24
	10-15	29	14.5
	Above 16	8	4
	Total	200	100
Salary(per month)	Below 10000	64	32
	11000-15000	80	40
	16000-20000	44	22
	Above 20000	12	6
	Total	200	100

Source: Primary data

The majority of faculty members are male, in the age group of 26-30 years. The majority of faculty members are married, hold postgraduate qualification. The majority of the faculty members have 2-5 years experience. The majority of faculty members earn a monthly salary of Rs.11000-15000.

CHI-SQUARE TEST

Gender	Male	0	91	25	116
	Female	8	44	32	84
Total		8	135	57	200

Table 3: Association between gender and Factors affecting work & family commitments (Chi-Square)

	Calculated Value	DF	Table value
Pearson Chi-Square	20.631	2	5.991

Source: Primary data

The table 3 shows that the calculated value is more than the table value. Hence, the null hypothesis is rejected. It is inferred that there is a significant relationship between gender and factors affecting work & family commitments of the faculty members.

Table 4: Association between Experience and Level of job satisfaction (Cross-tabulation)

		Level of job satisfaction			Total
		Low	Medium	High	
Experience (in years)	Below 2	10	21	9	40
	2-5	11	58	6	75
	5-10	7	27	14	48
	10-15	3	19	7	29
	Above 16	2	3	3	8
Total		33	128	39	200

Table 5: Association between Experience and Level of job satisfaction (Chi-Square)

	Calculated Value	DF	Sig
Pearson Chi-Square	16.496 ^a	8	15.507

Source: Primary data

The table 5 shows that the calculated value is more than the table value. Hence, is a no significance relationship between gender and level of job satisfaction.

FINDINGS

The study shows that the majority of faculty members are male. The majority of

the null hypothesis is rejected. It is inferred that there is a significant relationship between experience and level of job satisfaction of the faculty members.

t-TEST

Table 6: Relationship between Gender and level job satisfaction: Group Statistics

Gender	N	Mean	Std. Deviation	Std. Error Mean
Male	116	62.3190	9.32747	.86603
Female	84	67.8810	12.96836	1.41496

Table 7: Independent Samples Tests

	t-test for Equality of Means						
	T	DF	Sig .(2 tail ed)	Mean Diff erence	Std. Err or Diff erence	95% confidence Interval of the difference	
						Lo wer	Upp er
Equal Variance assumed	-3.529	198	.01	-5.56199	1.57614	-8.67015	-2.45382

Source: Primary data

The null hypothesis is rejected and the alternative hypothesis is accepted i.e. there

faculty members are in the age group of 26-30 years. The majority of faculty members are married. The majority of faculty members hold Postgraduate qualification and have 2-5 years experience. The majority of faculty members' monthly salary of is Rs.11000-15000. There is a significant

relationship between gender and factors affecting work & family commitments of the faculty members. There is a significant relationship between experience and level of job satisfaction of the faculty members. t-test indicates that there is a no significance difference between gender and level of job satisfaction.

SUGGESTIONS

Faculty members should be encouraged by their recovered performance. The successful faculty members showing good results in their subjects should be given incentives which may enhance their job satisfaction. The education institutions need to make attempts to offer good salary or other benefits.

CONCLUSION

Majority of faculty members have chosen the profession by their own will, they consider teaching as a respectful profession.

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The faculty members are satisfied with the working conditions, job security and also their relationship with coworkers. The study has addressed only the job satisfaction of the faculty members working in engineering colleges in Namakkal district. So the authors suggest that the future research can be conducted in other levels or categories of educational institutions like arts colleges, polytechnic colleges, schools, and tutorial classes etc. There is significance difference between gender and factors affecting work & family commitments. Overall, the faculty members are satisfied with their job. The study has addressed only the job satisfaction of the faculty members working in engineering colleges in Namakkal district. So the authors suggest that the future research can be conducted in other levels or categories of educational institutions like arts colleges, polytechnic colleges, schools, and tutorial classes etc.

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