



Job Satisfaction of Faculty Members Working in Self-Financing and Government Arts and Science Colleges in Namakkal District

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Abstract -

Job satisfaction is described as pleasurable or positive emotional state as a result of evaluation of the job or job experiences. Positive attitudes of employees towards the whole business environment as a result their experiences of work-environment are called job satisfaction. The study was carried out with an aim to study the job satisfaction of the faculty members working in self-financing and government arts and science colleges in Namakkal district. In this study, the researcher has adopted multi-stage random sampling technique to collect the relevant data and the sample size of the study is 347. The study was conducted for a period of 4 months starting from July 2014 to October 2014. The methods like presentation (using Over head projectors/ LCDs) and interaction are the most preferred method used by faculty members to make the students more attentive in the classroom. The study also found that working condition and job security are the top two factors contributing to the faculty members' job satisfaction where as the recognition and salary/increment are the least influencing factors of job satisfaction. It is suggested to the management of the self-financing colleges improve the working conditions.

Keywords: -

Education sector; Faculty members; Job satisfaction; Namakkal district; Working condition

I. INTRODUCTION

Job Satisfaction is a general expression of workers' positive attitudes built up towards their jobs. Workers maintain an attitude towards their jobs as a result of diverse features of their job, social status that they have gained about their jobs and experiences in their job environment. This attitude can be also negative towards work. If the economic benefits, the social status, the job's own specific characteristics and the job expectation employees hoped, are appropriate for employees' desires, there is job satisfaction. Positive attitudes of employees towards the whole business environment as a result their experiences of work-environment are called job satisfaction. Job satisfaction is described as pleasurable or positive emotional state as a result of evaluation of the job or job experiences. Churchill, Ford & Walker (1974) describe the term "job satisfaction for salesmen" as a state relating with being satisfied with the emotional devotion, conferment (rewarding), all characteristic features constituting the job environment and the job itself. Job

satisfaction is a concept which has a close relationship with motivation and activity. The main cause for that is the assumption that workers satisfied with their jobs are more productive, effective, and in a better approach about their jobs compared with those who aren't satisfied with their jobs (Man, Modrak, Dima, & Pachura, 2011).

II. OBJECTIVES OF THE STUDY

The study was carried out with an aim to study the job satisfaction of the faculty members working in self-financing and government arts and science colleges in Namakkal district. The study also aims at their profile, influence of demographic, socio, economic variables on their job satisfaction.

III. MATERIALS AND METHODS

This study aims at describing the nature of job satisfaction of faculty members. Therefore, this research can be called as descriptive research. The major purpose of descriptive research is description of the state of affairs as it exists at present. The population of the study is faculty members working in self-financing and government Arts and Science colleges in Namakkal. In this study, the researcher has adopted multi-stage random sampling technique to collect the relevant data. In the first stage, out of the 21 self-financing and government Arts and Science colleges, 5 colleges were taken randomly (lottery method) and in the second stage 370 faculty members were chosen randomly (lottery method). The researcher distributed 370 questionnaires and has got only 347 properly filled-in questionnaires which were considered for further analysis in the study and remaining 23 questionnaires were rejected/not considered by the researcher as they are incomplete. Therefore, the sample size of the study is 347. The study was

conducted for a period of 4 months starting from July 2014 to October 2014.

IV. REVIEW OF LITERATURE

Vikramjeet (2014) in his study "A study of HRM practices and its impact on employee job satisfaction in private sector banks: A case study of HDFC bank", found that the job satisfaction of employee were negatively correlated with employee participation and HRM practices like training, performance appraisal, team work and compensation were positively correlated with job satisfaction. The study has also found that there was no significant difference between job satisfaction and performance appraisal. The author suggested that HDFC bank has to build new employee friendly policies to improve employees' participation at middle level and senior level management. Rashid Saeed (2013) in his article "Factors influencing job satisfaction of employees in Telecom sector of Pakistan" identified the impact of working condition (or) environment, pay & promotion, relationship with co-workers & supervisor on job satisfaction. The author found that there is a positive relationship among working environment, job security with job satisfaction. Increased level of fairness has a significant impact on job satisfaction. The author suggested to the companies that pay & promotion, fairness & working conditions are the key factors to the employee job satisfaction. Srinibash Dash (2013) in his study "A correlation of HRD climate with job satisfaction of employees: An empirical investigation on MCL, Burla, Sambalpur, Odisha", found that there was a significant negative correlation exist between HRDC (Human Resource Development Climate) and job satisfaction. The author revealed that there is considerable scope for the development and implementation of appropriate HRD programs and interventions to influencing employee's satisfaction level in MCL as well as various other sectors in the country. The study expects that the suggestions if properly implemented would enhance employee competencies, dynamism,

motivation and effectiveness in a systematic and planned way.

Sagayarani (2013) in her research “A study on employee satisfaction in training and development institute”, found that there was no significant relationship between age and the leadership factors like communication, superior relation, team communication, team work, performance evaluation and suggestions & feedback. The study has also found that years of experience has no significant difference with the factors influencing employee satisfaction. The author suggested that the company has to improve the working environment for the employees so that they can work productively. Rifayat Islam (2012) in his study “Analysis of the factors that affect job satisfaction: A case study on private companies employees of Bangladesh”, found that the factors like Coordination and Leave Facility, Reward & Future Opportunities, Vision of the Company, Work Process, Empowerment, Peer Relationship, Health & Insurance Policy, Strategy of the Company and Fair Retirement Policy were significantly affects the job satisfaction of private company’s employees in Bangladesh. Reward and future opportunities had a positive and significant affect on job satisfaction. The author suggested that training may be arranged for the supervisors to increase their cooperation with the employee and to maintain a good relation with the employee so that the employee will be satisfied with their supervisor and the management must know the value of communicating effectively with employees as this directly influence the job satisfaction of the employee.

V. RESULTS AND DISCUSSION

Table 1: The profile of the respondents on the basis of socio-economic factors

Demographic Variables	No. of respondents	Percentage
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Gender	Male	157	44.9
	Female	190	54.8
Age	Below 25 years	43	12.4
	26 to 35 years	177	51
	36 to 45 years	75	21.6
	45 and above	52	15
Educational Qualification	Undergraduate	5	1.4
	Postgraduate	137	39.5
	Postgraduate with M.Phil	150	43.2
	Ph.D	55	15.9
Marital Status	Unmarried	212	61.1
	Married	124	35.7
	Separate	11	3.2
Designation	Assistant professor	279	80.4
	Associate professor	52	15
	Professor	16	4.6
Experience	Below 2 years	74	21.3
	2-10 years	131	37.8
	10-20 years	85	24.5
	20 and above	57	16.4
Salary (Per month)	Less than Rs.10000	97	28
	Rs.10000-25000	112	32.3
	Rs.25000-40000	58	16.7
	More than Rs.40000	80	23.1
Type of college	Government college	97	28
	Self-Financing college	250	72

Source: Primary data

It is evident from the table 1 that the majority (54.8%) of faculty members are female,

majority (51%) of faculty members are in the age group of 26-35 years, majority (61.1%) of faculty members are married, majority (43.2%) of faculty members hold M.Phil degree, majority (80.4%) of the faculty members hold the designation of assistant professor. It is also evident that majority of the faculty members possess 2-10 years of experience in teaching and earn a salary of Rs.10000 -25000 per month and majority of the faculty members are working in the self-financing colleges.

Table 2: The distribution of respondents on the basis of preferred teaching method

Techniques used to get students' attention	No. of respondents	Percentage
Presentation– using (projectors) hi-tech devices	82	23.6
Citing examples – Illustrations	50	14.4
Teaching Current affairs - live examples	61	17.6
Lecturing (Chalk and talk) method	36	10.4
Demonstration	38	11
Interaction & discussion	80	23.1

Source: Primary data

The table 2 shows that the faculty members use varied methods to get the attention of students in the classroom and make the students attentive in the class. The methods like presentation (using Over head projectors/ LCDs) and interaction are the most preferred method used by faculty members to make the students more attentive in the classroom. It should be also noted that the traditional method (lecturing-chalk and talk method) finds only less takers.

Table 3: The distribution of respondents on the basis their job satisfaction

Level of satisfaction	No. of respondents	Percentage
Highly Satisfied	67	19.3
Satisfied	182	52.4
Neutral	78	22.5
Dissatisfied	15	4.3
Highly Dissatisfied	5	1.4

Source: Primary data

From the table 3, it is clear that majority of the faculty members are satisfied with their job and 19% of the faculty members are highly satisfied with their job. 22.5 % of the faculty members are neither satisfied nor dissatisfied with their job. Only 5% of the faculty members are either dissatisfied or highly dissatisfied with their job. Therefore, it is inferred that majority of the faculty members are satisfied with their job.

Table 4: Factors contributing to job satisfaction of employees – Henry Garrett Ranking technique

Sl. No.	Factors	Score		Rank
		Total	Mean	
1	Salary/ Increment	14171	40.4	7
2	Working conditions	20591	58.8	1
3	Job security/ Safety	20434	58.3	2
4	College policy and Administration	15785	45.1	5
5	Career Development	18948	54.1	3

6	Interpersonal relationship	17006	48.5	4
7	Recognition	15565	44.4	6

Source: Primary data

The table 4 shows that among the total respondents, the mean preference score for factors ranges from 44.4 to 58.8 and the factor 'Working conditions' has secured higher mean score and stood at top, followed by 'Job security/ Safety' has secured next higher mean score and stood at second, 'Career Development' stood at third, 'Interpersonal relationship' has secured next mean score and stood at fourth, 'College policy and Administration' stood at fifth, 'Recognition' stood at sixth, and finally 'Salary/ Increment' secured least mean score and stood at last. Therefore, it is inferred that working condition and job security are the top two factors contributing to the faculty members' job satisfaction where as the recognition and salary/increment are the least influencing factors of job satisfaction.

VI. FINDINGS

The study found the majority of faculty members are female, in the age group of 26-35 years, married, hold M.Phil qualification, hold the designation of Assistant professor. The study has also found that majority of the faculty members have 2-10 years of experience, and earn a salary of Rs.10000-25000 per month and majority of the faculty members are working in the self-financing colleges. It is pointed out that the majority of faculty members in the sample are working in self financing colleges and satisfied with their job. The methods like presentation (using Over head projectors/ LCDs) and interaction are the most preferred method used by faculty members to make the students more attentive in the classroom.

The study also found that working condition and job security are the top two factors contributing to the faculty members' job satisfaction where as the recognition and salary/increment are the least influencing factors of job satisfaction.

VII. SUGGESTIONS

The importance of working conditions, which help in attaining higher satisfaction, should be given at most importance by the management and policy makers in the government. The work environment can be enhanced through reasonable workloads, and a transparent performance appraisal system. The faculty members feel job security is an important factor. It indirectly conveys that faculty members in the study area feel less secure about job and therefore steps should be taken to reduce the fear of faculty members on losing the job. This will have a strong impact on the job satisfaction. Many faculty members felt that there was poor interpersonal relationships prevailing in the work-setting and the common factor indicated by them was verbal abuse by the management. It is suggested to the management of the self-financing colleges based on the outcome the research that they have to 1. Improve the working conditions. 2. Avoid verbal abuse and 3. Foster a sense of belongingness among the faculty members by arranging academic and non academic (cultural) forums.

VIII. CONCLUSION

The study was conducted to find out the job satisfaction of faculty members working in the self-financing and government arts and science colleges in Namakkal district of Tamilnadu. It is pointed out that the majority of faculty members in the sample are working in self financing

colleges and satisfied with their job. The methods like presentation (using Over head projectors/ LCDs) and interaction are the most preferred method used by faculty members to make the students more attentive in the classroom. The study also found that working condition and job security are the top two factors contributing to the faculty members' job satisfaction where as the recognition and salary/increment are the least influencing factors of job satisfaction. It is suggested to the management of the self-financing colleges improve the working conditions. The authors suggest to carryout studies in various districts of Tamilnadu to understand the job environment in the higher education sector.

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