

## A Study on Employees Job Satisfaction in Collegiate Education with Special Reference to Arts and Science Colleges at Trichy in Tamilnadu

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**Abstract:** In the dynamic global economy our students have a greater employment opportunity. With nearly 140 million people in the college-going age group, one in every four graduates in the world will be a product of the Indian education system. Higher education in India has recorded impressive growth since Independence. Hence India has to compete with global economy where we need qualified faculties. Here the faculties have played a major role in our educational system. Job satisfaction of the faculty members plays a vital role among students' education. When teachers are satisfied with their job then only they can perform their responsibilities with more concentration and devotion. Job satisfaction among college teachers is good not only for themselves but society as a whole. Job satisfaction differs from person to person. The factors determines job satisfaction vary according to gender, age, experience, and position. With this background data have been collected from the faculty members those who are working in the colleges in around Tiruchirapalli. This study attempts to evaluate job satisfaction of teachers in different colleges in Tiruchirapalli. It focuses on the factors deciding the job satisfaction of the teachers and the impact on their performance. Correlation analysis used to test the hypothesis.

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### I. Significance Of The Study

The development of nation depends upon the quality of its people, especially younger generation because in future 60 percent of them are younger generation. Teachers play a vital role in shaping the younger generation. Students are one of the important assets of our country. Well being of our country depends upon our intellectual students in general and teaching faculties in particular.

For the purpose of achieving this goal, the role of the teachers is undoubtedly extremely valuable. Teachers are the most inspirational models and guiding them in their academic achievement. The Education Commission (1964-66) has rightly remarked that, "The destiny of India is now being shaped in her classroom". Moreover, it is a truth that, "No people can rise above the level of its teachers", as mentioned in the National Policy on Education, 1986. The curriculum remains useless unless or until imparted into life by the right kind of teachers with their different methods of their teaching. This can be done successfully only by the satisfied faculty members. Therefore, all the factors which influence excellence in the field of education are the quality, competence and character of teachers apart from the infrastructure, cognitive and non cognitive qualities of students and parental support. So nothing is important than attracting intellectual person to the teaching profession and providing them with the best possible professional training and creating congenial environment of work, in which they can become fully effective and satisfied. For this purpose well satisfied teaching faculty is required. In our country there are different types of colleges such as Government Colleges, Aided colleges, Self financing colleges and constituent colleges. There are number of factors influencing the job satisfaction of teaching faculties. The main purpose of the study is to know the factors influencing for satisfaction of the teachers in Trichirapalli town. In Tiruchirapalli town there are 6 aided colleges 2 Government College and 4 self financing institutions with the radius of 10 km from the rockfort town.

### II. Review Of Literature

**Kayalvzhi. shokkanathan. K,(2011)** "A study on factors influencing the job satisfaction of Lecturers employed in self financing arts colleges, south India", The study is Descriptive in nature. The data have been from the faculty members those who were in self financing Arts & Science colleges situated in Salem, Tamil Nadu through a structured questionnaire. Data was collected from to September 2010 to November 2010 used Convenience sampling method. Out of 876 questionnaire of which only 570 was usable for the study. Five point Likert scaling was used to determine the job satisfaction level of the respondents. Chi-square was used for comparing the observed and expected frequencies. The study results clearly indicate that the lecturers employed in arts colleges situated in Salem are highly dissatisfied with their jobs. The factors which are intrinsic to the job

and motivated them were recognition, work itself, possibility of growth and the extrinsic factor that acted as a major dissatisfying factor was poor compensation and benefits offered by the institution. The study suggests ways to improve the level of job satisfaction of the lecturers employed in self financing colleges of Tamil Nadu.

**Leelavathy .K, (2012)** “Job Satisfaction Of Women Teachers” in her study she describes that starting of ‘self financing’ colleges has been implemented for the last three decades in Tamil Nadu state and other parts of India. The present study aims at studying job satisfaction among the women teachers of self financing engineering colleges in Chennai. The job dissatisfaction of women teachers may lead to less involvement in teaching. Data were collected from 120 women college teachers of different self-financing engineering colleges in and around Chennai by adopting random sampling technique with the prime objectives to assess the level of job satisfaction and to suggest appropriate measures to improve the level of job satisfaction. The study has found determinants of job satisfaction indicated that among different variables, satisfaction variables were positively related to teacher student relationship, job involvement and role change while, salary, discipline and work environment were negatively related with job satisfaction among women teachers.

**Tabassum azmi . F, Mohan sharma.G, (2012)** “Job related dimensions and faculty members satisfaction at Indian business schools: an empirical study”, in their study they describes the relationship between job related dimensions and job satisfaction of teaching staff of B-schools in India using Structure Equation Modeling . The study is based on a single cross-sectional survey. In all 310 responses were completed by the teachers of management institutes located in India. A self administered questionnaire with items related to the study dimensions was employed for the study. The study is unique in the sense that it is among the very few studies conducted in the context of management institutes in India. Improving job satisfaction is one of the most important ways to deal with attrition in organizations. Since there is an acute shortage of teaching staff in management institutes in India, the present study is both relevant and purposeful. The results provide insights into the dynamics of job satisfaction. The findings also provide inputs to B schools on how to handle issues related to teachers’ attrition which is a serious problem in India. Due to vast geographical expanse of India, the study was concentrated on a limited geographical region and limited sample. The findings of the study indicated that there is a positive relationship among pay satisfaction, satisfaction with supervision, satisfaction with work-schedule flexibility and teachers’ job satisfaction. Promotion opportunities were not found to be an influential factor leading to teachers’ job satisfaction.

**Renuka S Nifadkar, & Dr. Anil P Dongre (2014)** One of the major concerns of many employers and human resource management practitioners (HRMPs) is to make their employees highly satisfied in order to retain them as well as to make them productive and committed to their organization. Unfortunately, many cases of turnover and poor attitudes to work have been frequently reported by many surveys and news media. One significant reason that the cost of turnover in the secondary school remains high are due to the poor pay, limited promotion opportunities, poor supervision, poor communication among others. The objective of the study was to investigate the influence of job satisfaction and demographic characteristics on organizational commitment among teachers of Girls\_ College, Pune, India. A cross-sectional survey was conducted on a sample of 52 teaching staff of Girls College, Pune, India. Correlation and regression analyses techniques were used to analyze the data collected. The study .revealed that (1) there significant positive relationship between job satisfaction and organizational commitment (2) there was a significant positive relationship between age and organizational commitment; and (3) there was significant negative relationship between education and organizational commitment Based on the findings, it is recommended that in order to ensure a high level of job satisfaction of teachers there is a need to enhance their salary. This is needed to satisfy the pay need of the teachers and also improve the public image and self esteem of teachers. Teachers working conditions should also be improved also in order to ensure that highly qualified and very experienced teachers are retained in the schools.

**Nirav Dave, Dharmesh Raval(2014)** in their study they found that there are several factors affecting job satisfaction of an employee. To study this they need to identify those factors and their influence on job satisfaction of an individual. Researchers have done a lot of work in this area to find out the real cause of job satisfaction or dissatisfaction. Many authors and researchers have given their theory and models after study on job satisfaction and factors influencing job satisfaction of an employee in the organization. This research work in this research paper is measuring the validity of various factors influencing job satisfaction. To conduct this research, researchers have selected MBA faculties working in various colleges and University departments across Gujarat. To carry out the study a sample of 82 faculty members from 25 MBA Colleges and University departments of Gujarat was interviewed. This is a focused study to check the validity and importance of job satisfaction factors for MBA faculties of Gujarat. The output of this study is known as a Job Satisfaction Factors (JSF) for management teachers of Gujarat. Hence to understand and retain valuable and knowledgeable

faculties, these factors are essential and employer can use these factors as preventive measures to retain talent and encourage them for performance.

### **Research gap**

Each and every study describes the factors influencing the job satisfaction of the faculty members. In future study may conduct and it can be compared with the students' outcome.

### **III. Objectives Of The Study**

This main purpose of the study is to evaluating the level of job satisfaction and investigating the factors affecting it in the teachers at Tiruchirapalli town. To analyze the independent as well as interactive effects of gender, marital status and types of colleges on job satisfaction enjoyed by the college teachers.

- To know about the socio economic back ground of the college teachers
- To know the impact of pay satisfaction on job satisfaction
- To know the impact of satisfaction with promotion opportunities on job satisfaction
- To know the impact of satisfaction with supervision on job satisfaction
- To know the impact of satisfaction with work-schedule flexibility on job satisfaction
- To know the impact of satisfaction with physical environment on job satisfaction
- To know the impact of satisfaction with interpersonal on job satisfaction

### **IV. Methodology Of The Study**

Primary and secondary data have been collected for the study. Primary data from the faculty members those who are working in the Tiruchirapalli colleges which are all situated in and around Rockfort town with in the radius of 10 k.m. Secondary data have been collected from the books, journals and websites. For the purpose of the study correlation technique and "t" test used to test the significance of hypotheses.

### **V. Hypotheses Of The Study**

- There is no relationship with gender and job satisfaction
- There is no relationship between pay and job satisfaction
- There is no relationship between promotional opportunity and job satisfaction
- There is no relationship between supervision and job satisfaction
- There is no relationship between work schedule and job satisfaction
- There is no relationship between physical environment and job satisfaction
- There is no relationship between interpersonal relationship and job satisfaction

### **VI. Limitations Of The Study**

The limitations of the study are

- The present study based on the data collected from the colleges only in Rockfort town with in this radius of 10 k.m.
- In this study only those teachers were considered, who were presently working in the colleges.
- In this study data have been collected from only 100 responded.

### **VII. Data Analysis And Interpretation**

#### **VIII. Results And Discussion**

**Age Wise Classification of the Respondent:** Table 1 shows that the age of the respondent.

**Table-1: Age wise classification of the Respondent**

AGE	% of Respondent
20-30	14
30-40	42
40-50	37
50-60	7
<b>Total</b>	100

Source primary data

With the help of the above table, it is observed that 14 per cent of the college teachers from the age group of 20-30, 42 per cent of them from the age group of 30-40, 37 per cent of them from 40-50, 7 percent of them from the age group of 50-60. Majority of them are from middle age group of 30-40.

**Sex wise classification:** Table-2 shows that the Sex wise classification of the college teachers.

**Table-2: Sex wise classification of the college teachers**

Particulars	No. of college teachers	Percentage
Male	37	37
Female	63	63
<b>Total</b>	100	100

Source primary data

With this above table, it is observed that 37 percent of the college teachers are female. This may be because in the heart of the town there are 4 women’s colleges functioning and in aided colleges in the self financing stream female candidates are prefer to get the opportunity .

**Education qualification of the college teachers** Table-3 shows that the educational qualification of the college teachers.

**Table-3: Educational qualification of the college teachers**

Educational qualification	No. of college teachers	Percentage
M.Phil	23	23
M.Phil with SET or NET	39	39
Ph.D	38	38
<b>Total</b>	100	100

Source primary data

With the above table, it is observed that 23 per cent of the college teachers completed their M.Phil level, 39 percent of them completed their M.Phil with the eligibility test and 38 per cent of the college teachers completed their PhD. Today the eligibility for the college teachers is either SET or NET or Ph.D.

**Designation Of The Respondent**

The following table gives details of the designation of the respondent.

**Table – 4: Designation of the respondent**

Designation	No. of college teachers	Percentage of the Respondent
Assistant Professor	72	72
Associate Professor	23	23
Guest faculty	5	5
<b>Total</b>	100	100

Source: primary data

With the above table, it is clear that majorities (72%) of them are belonging to Assistant Professors, 23 of them are Associate Professors and 5 of them guest faculty. Only in government and the faculties those who are worked under consolidated payment are named as guest faculties.

**Family members of the college teachers**

Table five reveals the distribution of family size of the college teachers.

**Table-5: Number of the family members of the college teachers**

No. of family members	Respondent	% of the Respondent
4	22	22
5	56	56
More than 6	22	22
<b>Total</b>	100	100

Source: primary data

The above table reveals that 22 per cent of the college teachers have 4 members in their families, 56 per cent of them have 5, 22 per cent of them are having more than 6 in their family. It is also observed that there is in still existence of joint family system this area.

**Income of the college teachers**

Table 6 shows that the monthly income of the family members of the college teachers

**Table-6: Income of the college teachers**

Income	Respondent	%of the respondent
10000-20,000	23	23
20,000-30000	14	14
30,000-40,000	12	12
40,000- 50000	26	26
Above50000	25	25
<b>Total</b>	100	100

Source: primary data

With the above table, it is observed that majority of college teachers (nearly 26) earning about Rs. 40,000 – 50, 000, nearly 23 of the college teachers are getting up to Rs. 20,000, 14 of the college teachers are getting up to Rs. 20, 000 - 30,000 Per month, 12 of them getting between 30,000-40, 000, and 25 of them getting salary of above 50,000.

**Years of Experience:**

Table 7 Shows teaching experience of the college teachers

**Table-7: Years of Experience**

Particulars	No. of respondent	% of respondent
Less than 5 years	7	7
5-10 years	24	24
10-15 years	39	39
More than 15 years	30	30
Total	100	100

Source Primary data

The teaching experience of college teachers are presented in Table 7 and it shows that 70 percent of teachers had the teaching experience of less than 15 years and only 30 percent of them having the experience of more 15 years. It is predominant that most of the college teachers who have less experience in teaching are mid-aged. The following table shows explains the type of management.

**Type of management:**

Table 8 shows the type of management.

**Table-8: The type of management**

Particulars	No. of respondent	% of respondent
Government College	17	17
Aided colleges	23	23
Aided colleges in Self financing stream	36	36
Self financing colleges	24	24
Total	100	100

Source Primary data

With the help of the above table, it is observed that 35(5 faculty members in Government College as guest faculty) of them are getting government scale of payment and 60 of them getting salary from the management. The following table shows the overall job satisfaction of College teachers.

**Testing Of Hypotheses**

- There is no relationship between pay and job satisfaction
- There is no relationship between promotional opportunity and job satisfaction
- There is no relationship between supervision and job satisfaction
- There is no relationship between work schedule and job satisfaction
- There is no relationship between physical environment and job satisfaction
- There is no relationship between interpersonal relationship and job satisfaction

**Table 9 Variables Scale of pay Promotional opportunity Supervision Work schedule Physical Environment Interpersonal relationship Job Satisfaction**

Scale of pay	1
promotional opportunity	0.06 1
Supervision	0.02 .03 1
work schedule	0.32 0.07 0.08 1
physical environment	0.27 0.23 0.16 0.28 1
interpersonalrelationship	0.05 0.04 0.09 0.07 0.05 1
Job Satisfaction	0.04 0.06 0.07 0.05 0.06 0.08 1

The null hypotheses are accepted, the relationship between the variables are weak, because the job satisfaction is not decided by a single variable. Each and every factor contributes for job satisfaction.

Ho: There is no significant relationship with gender and job satisfaction

**Table 10**

Factors Method	Calculated value	Result
Male Female		0.579
Table value =		4.303

Here the calculated value is 0.0579 and the table value is 4.303. The table value is higher than the calculated value, the null hypothesis is accepted. There is no significant difference in job satisfaction of Male and Female faculty members.

### **Summary of the Findings:**

1. Arts and Science college teachers are having only average level of job satisfaction.
2. Arts and Science college teachers are having only average level of job satisfaction with respect to Gender, Teaching Experience, Nature of Appointment, Type of Management, and Nature of College.
3. Significant difference is found between male and female arts and science college teachers in job satisfaction. In this, the male teachers have indicated better job satisfaction as compared to the female teachers.
4. No significant difference is found in job satisfaction among the arts and science college teacher who have different years of teaching experience.
5. Significant difference is found in job satisfaction between the permanent and temporary teachers of arts and science colleges. In this case, the permanent teachers have expressed better job satisfaction than the temporary teachers.
6. No significant difference is found in job satisfaction among the arts and science college teachers who work in different type of management of colleges.
7. Significant difference is found in job satisfaction among the arts and science college teachers with respect to the nature of colleges.

### **IX. Suggestions**

- With the help of the study it is observed that only 40 of them are getting government pay. The remaining 60 of them are working in self financing stream and the management offers the salary. The first and foremost factor influencing job satisfaction is payment. The management may offer higher salary to their faculty members. Then only they can be satisfied and serve better to our younger generation.
- In some self financing colleges they appointed supervisors, floor in charge, and shift in charge have been appointed for supervising the staff members. It may also be a factor for dissatisfaction among the faculty members. This may be avoided.
- Working condition and the interpersonal relationship also play a vital role in job dissatisfaction. The colleges take necessary steps to improve these situations.

### **X. Conclusion**

Higher education has been regarded as the most significant instrument for changing subjugated position in the society. It not only develops personality but also it develops the socioeconomic development of the individuals. Ultimately it develops overall growth of our country. Satisfied faculty members can perform well and they will become the role model of our younger generation and they can enroll students in higher educational system. Our educational system is third largest system in the world but only 25% of our students are getting higher education. In our country no institution is ranked among 100 in the world. With the help of the data it is found out that 60% faculty members are working in self financing stream and getting lower salary. The salary is the one of the factors influencing job satisfaction. The salary, working environment, promotional opportunity and interpersonal relationship are the main factors influencing job satisfaction. Out of all factors the salary and the environment play important roles and rank first and second position. Self financing institutions started since 1980. They are not able to pay higher salary. If the government supports financially the colleges and the faculty members then they will perform better and it will directly relate with the life of our students. Therefore, an objective of any management institute should be to maximize faculty's job satisfaction not only for the benefit of teachers themselves but for the sake of future India as well.

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