

A Study On Job Satisfaction Among The College Faculty In Erode

¹Mr.S.Sabar Nathan. 2. N.Nandha Kumar.

1, 2, 3Department of management studies, Erode Sengundhar Engineering College, Thudupathi, Erode-638057, Tamilnadu.

ABSTRACT: *This study was conducted to the overall job satisfaction of college faculty. A well-structured questionnaire based on job study about satisfaction index was applied to obtain required data from job satisfaction of college faculty. To study relationship of faculty with other. 100 faculty members from participated in the survey the majority of the respondents was female, M.Phil, 20-30 years of age, single and had job experience of 3-5 years. The simple percentage analysis and chi-square was applied to find out the underlying variance among the variables. The analysis has found five new components of the job satisfaction. The results showed that overall job satisfaction among the college faculty members was neutral. The satisfied with the superior and colleagues and management and improve the satisfaction level. The researchers and scholars may conduct further studies on the factors identified through factor analysis.*

I. INTRODUCTION

Industry profile

Job satisfaction is a central variable in the study of organizational structure and theory, and can be considered a reflection of organizational functioning. Job satisfaction is the extent to which people like or dislike their jobs, and can be defined as feeling or affective reason an individual experience in a certain job role. The assessment of job satisfaction in many organizations has become an important practice to determine employee well-being.

Teacher job satisfaction, while difficult to define, may be even more difficult to measure, Determinants of job satisfaction are known to vary according to gender, age, experience, and position, and defining job satisfaction for teacher involves many wide-ranging differences as to what contributes to job satisfaction (Shann, 1998). While teachers' feelings about certain aspects of their jobs strongly affect their decisions to stay in teaching or leave the profession, it becomes clear that an understanding of teacher job satisfaction is important (Darling-Hammond, 2003).

Objectives of the study

- The main objective is to analyze whether the faculty are satisfied with their job in private college erode.
- To study relationship of faculty with others.

Limitations

- Sample size which is limited to 100 may not reflect the entire view of the institution
- There may be the chances of biased information provided by the faculty..
-

II. Research methodology

Researcher adopted the descriptive research for the study. Research design is the basis of defining the research problem. The preparation of the design of the project is popularly known as research design. It was used in primary data was collected directly from the faculty through the questionnaire method. The probability Sample techniques are used to Simple random sampling and the sample size is 100. In this study Respondents were asked to reveal their agreeableness and disagreeableness for the statement whereas 5. Highly Satisfaction 4. Satisfaction 3. Neutral 2. Dissatisfaction 1. Highly dissatisfaction.

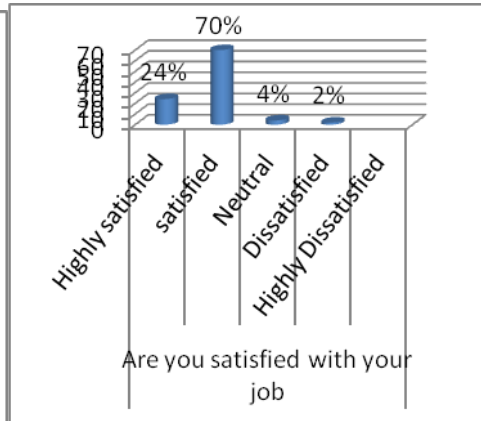
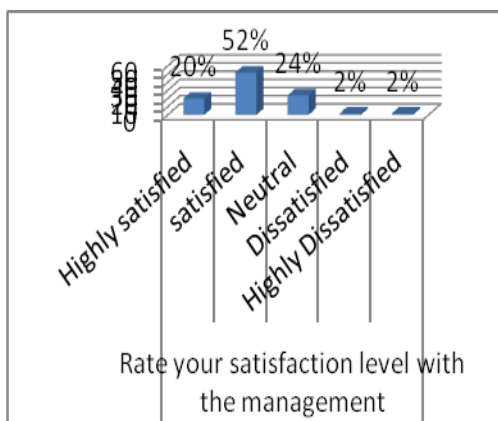
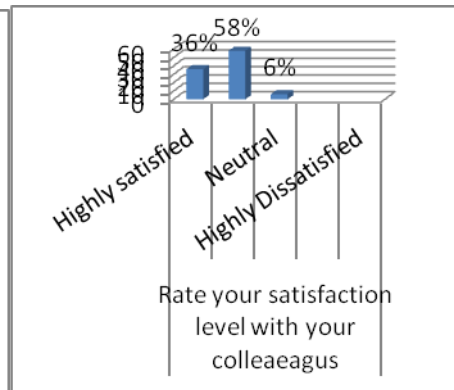
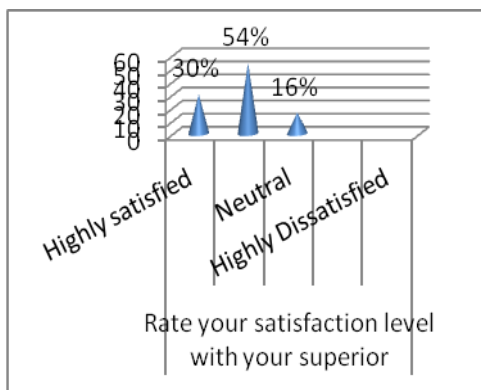
III. Review of literature

McClelland (1976) has been studying the job satisfaction behavior since it Indiana University Fort Wayne the article Indiana. If satisfied to define of make. A number of studies have indicated that satisfaction perceptions vary on the basis of age, sex in the organization. Education, job type, job level and like. If job satisfaction represent what is "out there" and satisfaction denotes some internal state, the reliability (consensus) of what is "out there" becomes a crucial issue. One would anticipate that job satisfaction. Dimensions would be perceived compactly by most members of organization.

Schneider and Bartlett (1970) tested the extent to which individuals at different levels agreed upon evaluations of organizational dimensions (inter-level) reliability and the extent to which individual satisfaction a given level agreed. The HRM a study conducted by the same university of Indiana university study aimed to examine the to examine the relationship between job satisfaction employee personality and their intention to leave an organization in the Malaysian context, four job satisfaction dimensions were chosen for this study i.e., structure, responsibility, rewards and support this the death of perspective of the human resources dominance and sociability were the personality dimensions chosen and its moderating effect were on the relationship between the organizational and intention to leave job satisfaction with employee.

DATA ANALYSIS AND INTERPRETATION

Factors	Highly satisfied	satisfied	Neutral	Dissatisfied	Highly dissatisfied
Satisfaction level with superior	30	54	16	00	00
Satisfaction level with colleagues	36	58	06	00	00
Satisfaction level with management	20	52	24	02	02
Satisfied with your job	24	70	04	02	00



Satisfied with your job * satisfaction level with your colleagues Crosstabulation

Count		satisfaction level with your colleagues			Total
		Neutral	Satisfied	Highly satisfied	
Satisfied with your job	Dissatisfied	0	0	2	2
	Neutral	0	0	4	4
	Satisfied	5	47	18	70
	Highly satisfied	2	10	12	24
Total		7	57	36	100

Hypothesis:

Ho= there is no relationship between colleagues and management

H1=there is relationship between colleagues and management

Inference:

The above analysis resulted that the calculated value is greater than the table value (16.347 > .012).

Accept the H1 Hence, there is relationship between the colleagues and management

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	16.347 ^a	6	.012
Likelihood Ratio	18.058	6	.006
Linear-by-Linear Association	.597	1	.440
N of Valid Cases	100		

a. 8 cells (66.7%) have expected count less than 5. The minimum expected count is .14.

Degree of freedom = (Column-1) X (Row-1) = (4-1) X (3-1) = 3 X 2=6

Critical value for chi-square distribution 3'' = 16.347, calculated value .012

So calculated value is greater than table value (16.347 > .012). Hence, Accept the H1

Findings

- 54% of the respondents satisfied with the superior
- 58% of the respondents satisfied with the colleague
- 52% of the respondents satisfied with the management
- 70% of the respondents satisfied with the job

Suggestion

- ❖ The satisfied with the superior and improve the satisfaction level
- ❖ The satisfied with the colleagues and improve the satisfaction level
- ❖ The satisfied with the management and improve the satisfaction level
- ❖ The satisfied with the job and improve the satisfaction level

IV. Conclusion

The study was conducted in the private college. The results of the investigation depicts terrible picture of overall job satisfaction among college faculty. The faculty has shown satisfaction with the job motivator and hygiene factors of satisfaction. The response of the male and female faculty was more or less similar for the professional progress, relationship. A considerable number of female faculty members has remained undecided regarding various factors of job satisfaction and understandably so that in our society the female faculty does not always show their true opinion about the level of job satisfaction. The male faculty was more concerned about the professional development,

BIBLIOGRAPHY

1. Herzberg, F., Mausner, B., & Snyderman, B. B. (1959) *The motivation to work*. New York: John Wiley & Sons.
2. Herzberg, F. (1966) *Work and the nature of man*. New York: The World Publishing Company.