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RESEARCH ARTICLE

STUDY OF JOB SATISFACTION AMONG COLLEGE TEACHERS IN RELATION TO THEIR GENDER AND NATURE OF JOB

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ABSTRACT

The presents study was conducted to study of job satisfaction among college teachers in relation to their gender and nature of job. This study consists of data from different colleges of Ferozepur district. The data was collected through mailing, questionnaire and personal visits. The descriptive statistical technique was used for analysis of the data. Result of study revealed that there is no significant difference exists in job satisfaction of male and female college teachers and there is no significant difference exists in job satisfaction of male and female college teachers working on permanent and ad-hoc basis.

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INTRODUCTION

The progress of a nation in different spheres of life depends upon the quality of its people which in turn depends upon how well the younger generation is molded by parents, teachers and education system as a whole. A well know and successful educational system requires a shining, reputed and high quality teaching staff. The role of teachers is very important as they employ the most effective teaching and learning skills and strategies to enable the students to make progress especially in practical life. According to the commission of teacher education of U.S.A, "The quality of nation depends upon the quality of its citizens. The quality of its citizens depends on not exclusively but to a critical measure upon the quality of their education. The quality of their education depends more than upon any other factor, upon the quality of their teachers". The high quality teachers and education in May County of the world have been very essential part of the different civilization of the world in historical perspectives, so the level of satisfaction of teachers towards their job is very important of study. Hindustan times (2009) it is important to realize that an incompetent, depressed and dissatisfied teacher is much more dangerous to the nation because teachers shape the destiny of a nation in their classrooms. It is rightly remarked, a teacher effects eternity, he can never tell where his influence stops.

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A frustrated soul in a teacher is capable of producing many other frustrated souls in students. The students have to occupy places of significance tomorrow. Teacher has to be very conscious about the repercussions of his/her wrong acts and unwilling performance. So a teacher who is not satisfied in his job not only mars the present of the students but also the future. It is an accepted fact that teachers can work with efficiency, if they are provided with a working environment, which provides satisfaction in the performance of their abilities, if the teachers are satisfied with their teaching they can do a lot to uplift the standard of education in schools/colleges. The role of the college teachers is undoubtedly extremely valuable because college teachers are the source of inspiration in the crucial steps in academic life of the students college teachers play a vital role for the success of students and educational programme. The main quality of college teacher is the positive attitude towards education. He/She must have the ability to get satisfied from their respective jobs.

Job satisfaction

It is very difficult to define job satisfaction though it is very easy to feel satisfied at a job or otherwise. The concept of satisfaction is highly subjective. It varies from person to person job satisfaction in an attitudinal reaction to the job as it represents the feelings of the individual about how happy or unhappy he or she is with various aspects of job.

Job satisfaction is the corner stone of today's work oriented society as large part of individuals life is spent at job. Job satisfaction is more an attitude, an internal state of mind. It is the combination of psychological and environmental circumstances that because a person honestly says "I am satisfied with my job". However an acceptable definition of job satisfaction runs like this. Job satisfaction is the whole matrix of job factors that make a person like his work situation and be willing to head for it without distaste at the beginning of his work day. Brown and Todd (1999) "A better understanding of job satisfaction and factors associated with it is helpful to guide employee's activities in a desired direction".

Table 1. Showing the difference in the satisfaction of male of female college teachers

Sr. No	Variables	N	Mean	S.D	SED	t-value	Level of significant
1	Job satisfaction of male college teachers	100	77.6	15.16	2.09		Insignificant at 0.05 level
2	Job satisfaction of female college teachers	100	75.9	14.42		0.81	Insignificant at 0.01 level

Table 2. Showing the difference in the satisfaction of college teachers working on permanent and ad-hoc basis

Sr. No	Variables	N	Mean	S.D	SED	t-value	Level of significant
1	Job satisfaction of permanent college teachers	100	76.5	15.5	2.9	0.17	Insignificant at 0.05 level
2	Job satisfaction of ad-hoc basis college teachers	100	76	14.17			Insignificant at 0.01 level

Job satisfaction of teachers

Teachers are among the oldest society's occupational groups. The status of teaching as profession however has developed in comparatively recent times. The teacher constitutes the largest group of professional workers. Teacher are the backbone of education system and nation buliders. Teachers are also a role model who inspires and encourage us to strive for greatness, live to our fullest potential and see the best in ourselves. It can be only possible if the teachers of our country are satisfied with their job, job satisfaction of teachers is an important as organization climate of any educational institution. The focal importance of the teacher is not new to educational thinking. In order to get understanding of the job satisfaction, it is imperative to look into the views of experts.

According to Smith, "Job satisfaction is the employee's judgment of how well his job as whole is satisfying his various needs". According to Brooke, Russell and Prince (1998) states that "Job satisfaction indicates an individual general attitude towards job". Chamunderwari and Vasnath (2009) is a study of "Job satisfaction and occupational commitment among teachers concluded that if the teachers attain adequate job satisfaction, they will be in a position to fulfill the educational objectives and national goals".

Studies related to job satisfaction and gender

Singh and Singh (2007) found that female members face more stress than the male members. Both genders with high work family conflict and work role stress have lower level of job satisfaction than those facing lower family conflict and work role stress. Females facing high family roles stress experience higher job satisfaction than those facing low family role stress. Bala (2008) revealed that the variable of sex causes variation in the job satisfaction of teachers and female teachers are significantly more satisfied than male teachers. Katoch (2012) found that female college teachers are more satisfied with their job than male teachers and income per annum is an important factor impacting the level of job satisfaction.

Statement of the problem

STUDY OF JOB SATISFACTION AMONG COLLEGE TEACHERS IN RELATION TO THEIR GENDER AND NATURE OF JOB

Objectives of the study

To investigate the level of job satisfaction of college teachers.
To investigate the significance of difference between means of job satisfaction of male and female college teachers. To investigate the significance of difference between means job satisfaction of college teachers working on permanent and ad-hoc basis.

Hypotheses of the study

There exists no significant difference in job satisfaction of male and female college teachers.

There exists no significant difference in job satisfaction of college teacher working on permanent and ad-hoc basis.

Delimitation of the study

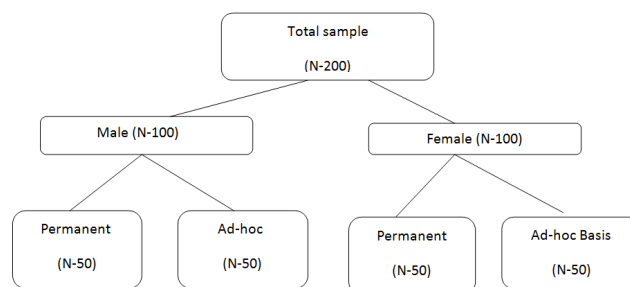
The study is delimited to 200 college teachers.

The study is delimited to ferozpur district only.

The study is delimited to only one variable i.e job satisfaction

Sample of the study

The data will consist of 200 college teachers 100 male (50 permanent and 50 ad-hoc basis) and 100 female (50 permanent and 50 ad-hoc basis) college teachers from different colleges from ferozpur district will be taken for the study



Procedure of the study

200 different college teachers were randomly selected to constitute the sample.

Tool of the study

Job satisfaction scale by Dr. Amar Singh and Dr. T.R Sharma. Table 1 shows that mean scores of job satisfaction of male college teachers is 77.6 with sd 15.16 and mean score of job

satisfaction of female college teachers is 75.9 with s.d 14.42 respectively. The calculated se_0 value i.e 2.09 and the t-value comes out to be 0.81 which is less than both the table value i.e of 1.96 & 2.58 at 0.05 level and 0.01 level. Therefore our hypothesis 1 that no significance difference exists in job satisfaction of male of female college teachers is accepted. Table 2 shows that mean scores of job satisfaction of permanent college teachers is 76.5 with sd 15.5 and mean score of job satisfaction of college teachers working on ad-hoc basis are 76 with s.d 14.17 respectively. The calculated se_0 value i.e 2.9 and the t-value comes out to be 0.1 which is less than both the table value i.e of 1.96 & 2.58 at 0.05 level and 0.01 level. Therefore our hypothesis-2 that no significance difference exists in job satisfaction of male and female college teachers working on permanent and ad-hoc basis is accepted.

Major findings

The calculated t- value between the mean scores of job satisfaction of college teacher's male and female is found to be 0.81. The table value at 0.05 level is 1.96 and 0.01 level is 2.58. Our calculated value is 0.81 which is less than both the values at 0.05 levels and 0.01 levels so it is not significant at both levels. It means that there is no significant difference exists in job satisfaction of male and female college teachers. The calculated t- value between the mean scores of job satisfaction of college teacher's male and female working on permanent and ad-hoc basis is found to be 0.17. The table value at 0.05 level is 1.96 and 0.01 level is 2.58.

Our calculated value is 0.17 which is less than both the values at 0.05 levels and 0.01 levels so it is not significant at both levels. It means that there is no significant difference exists in job satisfaction of male and female college teachers working on permanent and ad-hoc basis.

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