

Job Satisfaction among University Teachers: A Case of Haridwar (Uttarakhand)

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ABSTRACT: Job satisfaction among university teachers is a burning issue in today's scenario. This study was undertaken to identify the factors which impact the level of satisfaction of teachers in Haridwar (Uttarakhand) India. The data used in this paper are primary in nature and collected through personal interviews in the form of questionnaire from a sample of 100 University teachers selected from the two different types of universities e.g. Gurukul Kangri Viswavidyalaya (Deemed University) and Dev Sanskriti University (Private University). Research shows that female university teachers are more satisfied with their job rather than male teachers and income per annum is an important factor impacting the level of job satisfaction.

KEYWORDS: job satisfaction, university teachers, performance, job security, quality education.

I. INTRODUCTION

To begin a discussion on job satisfaction, one might logically begin with a definition. According to Webster's Dictionary (1986), job satisfaction refers to how well a job provides fulfillment of a need or want, or how well it serves as a source or means of enjoyment. Job satisfaction is the state of feelings towards the job undertaken by an employee either positively or negatively. Job satisfaction is a pleasurable emotional state resulting from the appraisal of one's job. [2] National Policy on Education (1986) rightly states "No people can raise above the level of its teachers". Effective teachers are required in the classroom because even the best curriculum and most perfect syllabus remain ineffective in the absence of a good teacher.

Hence retention of high quality teachers becomes important. It is also important to understand the factors behind the retention of the best teachers. One such factor behind the retention of the good teacher is job satisfaction.

Nowadays, there is, however, a general feeling that the teachers do not have the satisfaction in their job. There seems to be growing discontent towards their job as a result of which the standard of education is falling. Teachers are dissatisfied in spite of different plans and programs, which have been implemented to improve their job. Job satisfaction consists of the total body of feeling towards the nature of job, promotion and of supervision etc. that an individual has in his job. If the sum total of influence of these factors gives a rise to feelings of satisfaction, the individual has job satisfaction.

"It has been postulated that high level of satisfaction would lead to high level of performance. High levels of performance may provide rewards in terms of bonus, promotion, pay increase, new task, responsibilities, praise and recognition, which in turn lead to satisfaction. When performance leads to equitable rewards, it is predicted that high satisfaction will result. Therefore, satisfaction rather than causing performance is caused by it. Both performance and satisfaction can serve as dependent variables [5]. Worker satisfaction and productivity appear to be affected by both job content and context factors.

The relationship between worker satisfaction and productivity could be viewed as given below:

(1) satisfaction leads to productivity, (2) productivity leads to satisfaction, and (3) satisfaction-productive relationship is affected by a number of variables. Attempts have been made by researchers for more than two decades to establish a meaningful or significant relationship between worker satisfaction and productivity. Such attempts, however, have been largely unsuccessful. Standards or goal-setting and performance feedback are considered to have motivating effects on worker performance and they affect worker satisfaction.

II. REVIEW OF LITERATURE

Job satisfaction refers to any number of psychological, physiological, and environmental circumstances which lead a person to express satisfaction with their job [4].

“Job satisfaction is influenced by many factors, including personal traits and characteristics of the job. To better understand these employee and job characteristics and their relationship to job satisfaction, various theories have emerged and provided the vital framework for future job satisfaction studies.”[9]

“Extrinsic factors are external job related variables that would include salary, supervision, and working conditions. These extrinsic factors have also been found to have a significant influence on job satisfaction levels.”[6]

“Later theories focused more on the presence or absence of certain intrinsic and extrinsic job factors that could determine one’s satisfaction level. Intrinsic factors are based on personal perceptions and internal feelings, and include factors such as recognition, advancement, and responsibility. These factors have been strongly linked to job satisfaction.” [7]

“Early traditional theories suggested that a single bipolar continuum, with satisfaction on one end and dissatisfaction on the other, could be used to conceptualize job satisfaction. Later revisions of the theory included a two-continuum model that placed job satisfaction on the first scale, and job dissatisfaction on the second.” [3]

“The Job satisfaction studies continue to emerge, and the results are often valued for both humanistic and financial benefits. When employees are satisfied, they tend to care more about the quality of their work, they are more committed to the organization, they have higher retention rates, and they are generally more productive.”[1]

“Female faculty members in higher academic ranks expressed more satisfied with their jobs than their male peers.”[8]

III. DEFINITION OF JOB SATISFACTION

Job satisfaction is the extent to which one feels good about the job. It is in regard to one’s feelings or state of mind regarding the nature of their work. In other words, job satisfaction implies doing a job one

enjoys, doing it well, enthusiasm and happiness with one’s work. Everyone defines job satisfaction as fulfillment of one’s expectation. It differs from person to person and institution to institution and even in the context of male and female. In simple term when someone is satisfied with his job that is job satisfaction. Job satisfaction as a pleasurable positive emotion state, resulting from the appraisal of one’s job or job experiences. It results from the perception that one’s job fulfills or allows the fulfillment of one’s important job values, providing and to the degree that these values are congruent with one’s needs [5]. Therefore, job satisfaction is a such phenomenon which comes not only from the job, but also from one’s personal, social, academic, administrative and economical condition.

IV. PROBLEM STATEMENT

As compared to other levels of the educational system in the society, higher education has a much bigger role to play. Being at a higher level of the educational pyramid and thus able to influence other levels of education, and having wider access to all available knowledge, it can undoubtedly operate as a powerful instrument to help the process of social change in Indian society. It nurtures the competency of future leadership in the students who hold the potential to develop the society.

It prepares them to successfully carry out different responsibilities for social, economic and political development. Higher education is ‘higher’ also because it is at the frontier of knowledge trying to further expand these frontiers. University Teachers are arguably the most important group of professionals for our nation’s future. Therefore, it is disturbing to find that many of today’s teachers in higher education are dissatisfied with their jobs. Job satisfaction is good not only for employees but society as a whole. It increases productivity and classroom performance in the universities. These aspects are important in higher education in India.

The government of India is highly concerned to provide quality education at university level. But without job satisfaction among the behavior of the university teachers, the objective of providing quality education would not be materialized. Therefore, job satisfaction is needed among University teachers to promote quality education.

V. SIGNIFICANCE OF THE STUDY

The purpose of the study is to know the factors impacting job satisfaction among the university teachers in Haridwar, because, it may have a direct effect on student learning experiences in the university. The quality of instruction received by students may be impacted by the level of job satisfaction a teacher experiences. Considering the possible correlation between teacher job satisfaction and the quality of student instruction/teaching, it is important to understand the factors that may affect job satisfaction. Most of the research on job satisfaction is related to the management of industrial, banking and business organization. The study of university teachers' job satisfaction is not much. Hence, more research is needed in University teachers' job satisfaction, if we are interested to provide quality education to our students at the university level. This study is hoped to contribute to that extent.

VI. OBJECTIVE OF THE STUDY

- To know the level of job satisfaction of the university teachers.
- To identify the factors which impact the job satisfaction of the university teachers?

VII. METHODOLOGY

This study is an empirical research and based on the survey method.

A. SAMPLE DESIGN

Out of a total of 4 Universities in Haridwar, we have selected two universities by using random sampling method. The target population of this study consists of university teachers with a sample size of 100 respondents.

B. TOOLS OF DATA COLLECTION

A well designed questionnaire was used for collecting data from the different universities.

VIII. FINDINGS

- The sample consisted of 30% male and 70% female teachers. It further indicates that 61% of the sample represented assistant professors, 24% associate professors and remaining 14% were coming under the others category. Therefore, the majority of the respondents comes under assistant professor category.

- Majority of the respondents have 3 to 5 members in their family with two earning members in the majority of the families.
- On the income level, 64% of the respondents were getting between `400,000 (US\$8,000) to `800,000 (US\$16,000) per annum, 20% were getting up to `400,000 (US\$8,000) and 16% of the respondents were getting above `800,000 (US\$16,000) per annum.
- Female teachers were more satisfied with their job than male teachers.
- Income per Annum is an important factor on which the level of job satisfaction of the University Teachers depends.
- The satisfaction of the University teacher isn't associated with their designations, family size (Number of members in the family) and number of earning members in the family.
- More than 70% of the respondents opined that handsome salary; dignity and social Status and job security lead to job satisfaction.
- More than 70 % of the respondents opined that job profiling with Academic qualifications and working in a desired profession lead to job satisfaction.

IX. CONCLUSIONS AND SUGGESTIONS

- The study found that female university teachers are more satisfied with their job than the male Teachers. One thing common in male and female is that both are satisfied with their income per Annum and more than 75% of the respondents opined that handsome salary is job satisfaction. The majority of the respondents also sketches dignity and social status, job Security, job matching with qualifications, physical environment and to work in a desired Profession is job satisfaction.
- It is concluded that job satisfaction is the extent to which one feels good about the job.

It is a pleasurable state resulting from the appraisal of one's job experience. The level of job Satisfaction may not be homogeneous. It may differ from person to person, place to place, job to Job, and institution to institution. In general, salaries, physical environment, job security, desired Profession, job matching with Academic qualifications, vacations and fringe benefits etc. affect the job satisfaction among the university teachers.

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