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Job Satisfaction Of Women Lecturers In Self Financing Colleges With Reference To Coimbatore

Human Resource Management

KEYWORDS :

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ABSTRACT

The progress of any nation depends upon the standards of its educational system and educational institutions. The successful running of any educational system depends mainly upon the teacher, the pupil, the curriculum and the facilities therein. Of these, the teacher is the most important one and is the pivot on whom the entire educational structure rests. Teaching profession is a job that holds a mark of respect and dignity. With the privatization of the Educational system, more and more private educational institutions (both schools and colleges) have come into existence with competition creeping thereto. This has adversely affected the quality of education at times because in order to attract more students into these colleges, the management of these private institutions establishes more promising norms. But the ultimate stars behind the success of these institutions are the teachers who are responsible for the progressive trend of the institutions and for the disciplined and studious behaviour of the students. For this purpose they are at times threatened of punitive actions against them in case of deviations from the expected results. Hence it is important to know how much satisfied are these moulders of future citizens. If the teachers attain adequate job satisfaction, they will be in a position to fulfill the educational objectives and national goals. It would be interesting, therefore, to identify the level of job satisfaction possessed by these women teachers. To be more specific in this context, the researcher has focused the study on women lecturers working in Self-financing Colleges. Thus, the present study "Job satisfaction of Women Lecturers in Self-financing colleges" is designed to analyze the job satisfaction of the women lecturers in self-financing colleges.

INTRODUCTION

Job satisfaction is a primary requisite for any successful organization. It is a pleasurable or positive emotional state resulting from the appraisal of one's job or job experiences. Most of the studies conducted so far on job satisfaction are in industrial setting examining the effects of physical conditions, design of equipment, etc. on job satisfaction and productivity. Thus, the present study "Job Satisfaction of Women Lecturers in Self-financing Colleges" gains significance in the light of the various factors identified as determinants of job satisfaction and their relative influence on job satisfaction of these professionals in colleges.

Job satisfaction refers to one's feeling towards one's job. It is often determined by how well outcomes meet or exceed expectations. Satisfaction in one's job means increased commitment in the fulfillment of formal requirements. There is greater willingness to invest personal energy and time in job performance.

IMPORTANT DETERMINANTS OF JOB SATISFACTION

Several job elements contribute job satisfaction. The most important amongst them are the following:

PAY STRUCTURE

Remuneration plays a significant role in influencing Job satisfaction. This is basically true because of two main reasons. Firstly, money is an important instrument in fulfilling one's needs. Secondly, employees often see pay as a reflection of management's concern for them. Thus when employees perceive their remuneration as fair, based on job demands, individual skill level satisfaction is likely to result.

NATURE OF WORK

Most employees prefer intellectual challenges on jobs. They always tend to prefer being given opportunities to use their skills and abilities and being offered a variety of tasks, freedom, and feedback on how well they are doing. These characteristics make jobs mentally challenging. Jobs having too little challenges create boredom while those with too much of challenges create frustration and a feeling of failure. Thus under conditions of moderate challenge, employees experience pleasure and satisfaction.

PROMOTION

Promotional opportunities have a considerable impact on job satisfaction. Promotion involves change in job content, pay, responsibility, independence and status. Employees deem promotion as the ultimate achievement in their career. When it is realized they feel satisfied and when it is deprived they feel dissatisfied.

SUPERVISION

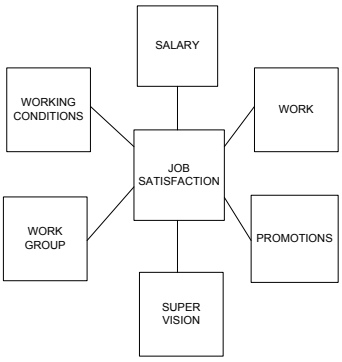
There is always a positive relationship between the quality of supervision and job satisfaction. In order to make an employee satisfied, the supervisor should try to maintain open lines of communication, create a good physical environment, display concern for employees, give ample recognition, practice good management and conduct morale building programmes. Thus supervisors who establish a supportive personal relationship with subordinates and take a personal interest in them contribute to their employee satisfaction.

WORK GROUP

Work group refers to the group of persons with whom an employee works together. It provides group members with opportunities for interaction with each other thus satisfying their need for social interaction. The work group does serve as a source of satisfaction to individual employees, especially when it consists of members with similar attitudes and values.

WORKING CONDITIONS

Working conditions mean the work environment and work climate in which an employee performs his job. Temperature, humidity, ventilation, lighting and noise, hours of work, cleanliness of the work place, and adequate tools and equipment are the features which affect job satisfaction. Working conditions that are compatible with an employee's physical comfort and that facilitate doing a good job contribute to job satisfaction. Thus these are most important amongst the sources of job satisfaction which can be diagrammatically represented as below:



Major sources of job satisfaction

REVIEW OF LITERATURE

Perumal (1969) expressed the view that the assignment of any extra work to a teacher should be determined in the light of the work load; extra work should be assigned preferably to those who have the least number of periods of work.

According to Gangappa (1969), the multiplicity of tasks and duties makes one lose interest in his job and subjects him to all kinds of worries and maladjustments.

National Educational Association (1957) pointed out that acquisition of teaching materials and suitable classroom situations were related to job satisfaction.

Englhardt (1973) observed that job satisfaction of Lecturers decreased as the size of the class increased. Satisfaction also had a direct relation to the principal's considerations to the teaching staff.

It has been recognized that the work environment satisfies many of the needs possessed by the employee as an individual. The extent to which the various segments of the job environment contribute towards satisfaction of these needs, determines the job satisfaction of the employee. (Ramakrishnaiah, 1998)

Stagner, Flabee and Wood (1952) found that job satisfaction was related to better employee-employer relationship. When the behaviour of administrators conformed with teacher's expectations of the former' role, satisfaction was high; non-conformity produced high dissatisfaction (Bidwell, 1959).

Butler (1961) observed that degree of satisfaction was related to feeling of freedom or lack of it that was allowed by the management in the classroom.

OBJECTIVES OF THE STUDY

The objectives proposed for the present study are as follows.

1. To study the demographic characteristics of the respondent lecturers.
2. To identify the most important and least important determinants of job satisfaction.
3. To analyze the relationship between job satisfaction and selected demographic variables.
4. To examine the relationship between job satisfaction and selected determinants of job satisfaction and
5. To suggest suitable measures for improving job satisfaction of women lecturers in self-financing colleges.

SCOPE OF THE STUDY

Job satisfaction is a complex phenomenon involving various personal, institutional and social aspects. Identifying the importance of job satisfaction in the life and career of a teacher, this micro-level study has been taken up to identify the job satisfaction of women lecturers in self-financing colleges in Coimbatore. Interesting research studies may be taken up further to extend the present study to cover the Lecturers working in Private Engineering Colleges and even the permanent lecturers in Government and Government-aided colleges. 150 women lecturers in colleges are taken as sample. Moreover, the present study may also be used as a basis for an elaborate comparative study between the two classes of lecturer's namely permanent Lecturers and temporary lecturers. The tools used in the present study are;

1. The mean scores have been used to identify the level of job satisfaction of women lecturers.
2. The values of standard deviation have been used to measure the spread or dispersion of the scores and to find out the most representative mean.
3. The chi-square test of independence has been applied for finding out whether two or more attributes are associated or not.
4. The t-Test has also been applied to test the significance of variation in mean scores and that of association between two or more attributes.
5. Percentages, Ranking techniques, and Ranking correlations have also been used in the course of data analysis.
6. Likert's five point scale has been used to find the overall job satisfaction of the total respondents. The analyzed data have been summarized and interpreted using tables.

ANALYSIS AND INTERPRETATION OF DATA

The data collected through the well structured questionnaire is analyzed and interpretation is made on the basis of such analysis are represented as below:

TABLE 1
PERSONAL BACKGROUND OF THE RESPONDENTS

Personal Profile	Branch of Study		Total	
	Arts	Science	No.	%
Age Group				
Upto 25 years	12	21	33	22.00
26 – 35 years	48	44	92	61.33
Above 35 years	16	9	25	16.67
Total	76	74	150	100.00
Educational Qualification				
Post Graduation	25	29	54	36.00
M.Phil.,	46	42	88	58.67
Ph.D.,	5	3	8	5.33
Total	76	74	150	100.00
Type of College				
Women's	58	56	114	76.00
Co-educational	18	18	36	24.00
Total	76	74	150	100.00
Experience in years				
Upto 2 years	28	32	60	40.00
3 – 8 years	32	25	57	38.00
Above 8 years	16	17	33	22.00
Total	76	74	150	100.00
Pattern of Remuneration				
Consolidated	54	54	108	72.00
Hourly Basis	1	6	7	4.67
Fixed Scale of Pay	21	14	35	23.33
Total	76	74	150	100.00
Amount of Remuneration				
Upto Rs.2,500	5	9	14	9.33
Rs.2,501 – Rs.5,000	48	42	90	60.00
Above Rs.5,000	23	23	46	30.67
Total	76	74	150	100.00
Marital Status				
Married	47	38	85	56.67
Unmarried	28	36	64	42.67
Widow	1	0	1	0.67
Total	76	74	150	100.00
Type of Family				
Nuclear	45	58	103	68.67
Joint	31	16	47	31.33
Total	76	74	150	100.00
Size of Family				
Upto 3	8	6	14	9.33
3 – 5	61	60	121	80.67
Above 5	7	8	15	10.00
Total	76	74	150	100.00

Source: Primary Data

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It is inferred that, out of 150 selected sample 61.33 percentage belongs to the age group of 26 – 35 years of which majority are choosing arts and humanities as their branch of study and 22 percentage pertains to the age of 25 years below, of which majority are selecting their branch as science and engineering.

It is inferred that the qualification of the sample falls majority in M.Phil., course and 36 percentage are Post graduates.

Out of 150 sample size, 76 percentage of population are serving in women's college and only 24 percentage of population in co-educational colleges.

It is interesting to note that 40 percentages have put up to 2 years of teaching experience, 38 percentage of population falls by 3 - 8 years and 22 percentages are having above 8 years.

Regarding the pattern of remuneration, the maximum number of population taking consolidated payment. Nearly, 4.67 percentages are taking remuneration on hourly basis and 23.33 percentage of population taking their remuneration on fixed scale.

It is note that 60 percentage of sample size are taking their remuneration between Rs.2,501 – Rs.5,000 and only 9.33 percentage of population taking upto Rs.2,500.

It is inferred that 56.67 percentage of population are married and 42.67 percentages are unmarried. And 68.67 percentage of family are nuclear type and 31.33 percentages are having joint type of family.

The size of family is large between 3 – 5 members consisting of 80.67 percentages and above five members are only 10 percentage of the sample size.

TABLE 2
RESPONDENTS' SATISFACTION TOWARDS THE TEACHING PROFESSION

Level of Satisfaction	Number of Respondents		
	Arts	Science	Total
Low	9 (11.84)	9 (12.16)	18 (12)
Moderate	40 (52.63)	41 (54.41)	81 (54)
High	27 (35.53)	24 (32.43)	51 (34)
Total	76 (100)	74 (100)	150 (100)

Note: Figures in Parentheses indicate Percentages

The table above explains the level of satisfaction of the respondent Lecturers towards the teaching profession. About 36 per cent of the Arts Lecturers and around 33 per cent of the Science Lecturers are highly satisfied with their Teaching Profession. But around 53 per cent of the former and nearly 54 per cent of the latter have only a moderate level satisfaction towards their job (viz., the Teaching Profession).

Thus more than half of the total respondent Lecturers express that they are only moderately satisfied with the nature and characteristics of their job.

Particulars	Arts	Science	Total
$\overline{X}$	3.315	3.270	3.293
s	0.860	0.846	0.854

The above table explains the mean and standard deviation of the factor in relation to the respondents in the Arts and Science disciplines and also in totality. The table indicates that the Arts discipline lecturers (with a higher mean value) have a relatively higher satisfaction level with regard to their Teaching Profession than the Science discipline Lecturers. But on comparing the standard deviation of the two categories, it is inferred that the latter has the most representative mean.

t - Test
The difference between the means of the two categories of respondents with regard to their work place is not significant.

V = 4
Level of significance = 5%

Calculated Value (C.V.) = 0.065

Table value (T.V.) = 2.776

C.V. < T.V. = Ho is accepted

With the t-test being conducted to test the significance of variation in the means of the two categories of respondents, it is inferred that the difference in the mean values of the respondents in both Arts and Science disciplines is not significant.

TABLE 3
RESPONDENTS' SATISFACTION TOWARDS PAY & BENEFITS

Level of Satisfaction	Number of Respondents		
	Arts	Science	Total
Low	9 (11.84)	11 (14.86)	20 (13.33)
Moderate	24 (31.58)	24 (32.44)	48 (32)
High	43 (56.58)	39 (52.70)	82 (54.67)
Total	76 (100)	74 (100)	150 (100)

Note: Figures in Parentheses indicate Percentages

The figures in the above table represent the level of satisfaction of the respondent Lecturers with regard to the Pay and Benefits received by them in their work place. Around 57 percent of the respondents in the Arts discipline and about 53 of the respondents in the Science discipline are highly satisfied with the pay and benefits they receive. It is also noted that nearly 32 per cent of the respondents in both the categories have a moderate level of satisfaction towards their pay and benefits.

Thus the respondents give varied opinions regarding their satisfaction towards pay and benefits.

Particulars	Arts	Science	Total
$\overline{X}$	3.595	3.503	3.550
s	0.925	0.971	0.949

The above table explains the mean and standard deviation of the factor in relation to the respondents in the Arts and Science disciplines and also in totality. With a minor difference in the mean values, the respondents working in the Arts discipline have a relatively higher satisfaction with regard to their pay and benefit than do the respondents in the Science discipline. They also seem to have the most representative means as they have a lesser standard deviation.

t - Test
Ho: The difference between the means of the two categories of respondents with regard to their Supervision is not significant.

V = 4

Level of significance = 5%

Calculated Value (C.V.) = 0.119

Table value (T.V.) = 2.776

C.V. < T.V. = H_o is accepted

With the t-test being conducted to test the significance of variation in the means of the two categories of respondents, it is inferred that the difference in the mean values of the respondents in both Arts and Science disciplines is not significant.

TABLE 4
RESPONDENTS' SATISFACTION TOWARDS RECOGNITION

Level of Satisfaction	Number of Respondents		
	Arts	Science	Total
Low	12 (15.79)	7 (9.46)	19 (12.67)
Moderate	15 (19.74)	25 (33.78)	40 (26.67)
High	49 (64.47)	42 (56.76)	91 (60.66)
Total	76 (100)	74 (100)	150 (100)

Note: Figures in Parentheses indicate Percentages

The table cited above shows the level of satisfaction of the respondent Lecturers in respect of the Recognition they receive in their work place. A wide majority of the respondents in both Arts and Science disciplines (around 65 per cent and 57 per cent respectively) have exhibited high levels of satisfaction with regard to the recognition received by them at their work place. But about 34 per cent of the respondents in the Science discipline have shown a moderate level of satisfaction towards in this factor.

Thus out of the total, nearly 61 per cent of the total respondents favour high level of satisfaction in this regard while around 27 per cent of them support the view that they are moderately satisfied with respect to this factor.

Particulars	Arts	Science	Total
$\overline{X}$	3.648	3.629	3.638
s	1.001	0.880	0.943

The above table explains the mean and standard deviation of the factor in relation to the respondents in the Arts and Science disciplines and also in totality. From the table it is observed that with a little variation in their mean values, the respondents in the Arts discipline seem to have a greater satisfaction among the two categories of respondents. It is also seen that the respondents in the science discipline have the most representative mean as their standard deviation is the least.

t -Test
Ho: The difference between the means of the two categories of respondents with regard to their Supervision is not significant.

V	**=**	**4**
Level of significance	=	5%
Calculated Value (C.V.)	=	0.025
Table value (T.V.)	=	2.776
C.V. < T.V.	=	Ho is accepted

With the t-test being conducted to test the significance of variation in the means of the two categories of respondents, it is inferred that the difference in the mean values of the respondents in both Arts and Science disciplines is not significant.

TABLE 5
RESPONDENTS' SATISFACTION TOWARDS ADVANCEMENT

Level of Satisfaction	Number of Respondents		
	Arts	Science	Total
Low	5 (6.58)	10 (13.51)	15 (10)
Moderate	36 (47.37)	36 (48.65)	72 (48)
High	35 (46.05)	28 (37.84)	63 (42)
Total	76 (100)	74 (100)	150 (100)

Note: Figures in Parentheses indicate Percentages

The figures in the table above represent the level of satisfaction of the respondents working in the Arts and Science disciplines in relation to the advancement received by them in their work place with regard to the additional responsibilities borne, higher studies undertaken, years of experience gained in terms of incentives, encouragement, etc.

While nearly 48 per cent of the respondents in the Arts discipline and 49 per cent of those in the Science discipline show a moderate level of satisfaction towards this factor, about 46 per cent of the former and 38 per cent of the latter are highly satisfied with it.

Particulars	Arts	Science	Total
$\overline{X}$	3.525	3.324	3.426
s	0.809	0.897	0.860

The above table explains the mean and standard deviation of the factor in relation to the respondents in the Arts and Science disciplines and also in totality. The mean value of the respondents in the Arts category being higher exhibits their superiority over those in the Science category with respect to the satisfaction level towards this factor. They also have a lesser standard deviation thus indicating that they have the most representative mean.

t - Test
Ho: The difference between the means of the two categories of respondents with regard to their Supervision is not significant.

V	**=**	**4**
Level of significance	=	5%
Calculated Value (C.V.)	=	0.288
Table value (T.V.)	=	2.776
C.V. < T.V.	=	Ho is accepted

With the t-test being conducted to test the significance of variation in the means of the two categories of respondents, it is inferred that the difference in the mean values of the respondents in both Arts and Science disciplines is not significant.

TABLE 6
RESPONDENTS' SATISFACTION TOWARDS AUTONOMY ENJOYED

Level of Satisfaction	Number of Respondents		
	Arts	Science	Total
Low	13 (17.11)	10 (13.51)	23 (15.33)
Moderate	42 (55.26)	38 (51.35)	80 (53.34)
High	21 (27.63)	26 (35.14)	47 (31.33)
Total	76 (100)	74 (100)	150 (100)

Note: Figures in Parentheses indicate Percentages

The table exhibits the level of satisfaction of the respondents in the Arts and Science disciplines in respect of the Autonomy enjoyed by them in their work place. 55 per cent of the respondents in the Arts discipline and 51 per cent of those in the Science discipline express a moderate level of satisfaction with respect to this factor. Also about 36 per cent of those in the Science discipline and 28 per cent of those in the Arts discipline have a high degree of satisfaction in this regard.

Thus while more than half of the total respondents are moderately satisfied with the autonomy enjoyed at their work place, there are about 32 per cent of them who are highly satisfied in this respect.

Particulars	Arts	Science	Total
$\overline{X}$	3.140	3.288	3.213
s	0.878	0.881	0.883

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The above table explains the mean and standard deviation of the factor in relation to the respondents in the Arts and Science disciplines and also in totality. With a higher mean value, the respondents in the Science discipline have a higher level of satisfaction in this matter than their counterparts in the Arts discipline. It is also seen that the Arts Lecturers with a lesser standard deviation have the most representative mean.

t - Test

Ho: The difference between the means of the two categories of respondents with regard to their supervision is not significant.

V	**=**	**4**
Level of significance	=	5%
Calculated Value (C.V.)	=	0.206
Table value (T.V.)	=	2.776
C.V. < T.V.	=	Ho is accepted

With the t-test being conducted to test the significance of variation in the means of the two categories of respondents, it is inferred that the difference in the mean values of the respondents in both Arts and Science disciplines is not significant.

TABLE 7
FACTOR RANKING GIVEN BY THE RESPONDENTS

Factors	Number of respondents						
	Rank I	Rank II	Rank III	Rank IV	Rank V	Rank VI	Total
Better salary	10	12	17	22	39	50	150
Good work Environment	77	30	16	15	10	2	150
Good Peer Team	31	32	31	20	21	15	150
Adequate Freedom	9	23	32	29	22	35	150
Reasonable Work Load	16	37	34	40	15	8	150
No mental Strain	7	16	20	24	43	40	150
TOTAL	150	150	150	150	150	150	

Table 7 discloses the ranking given by the respondents on certain selected determinants of job satisfaction on the basis of their present level of satisfaction in relation to each of them. A vast majority of the respondents (77) have ranked 'Good Work Environment' as the first foremost factor that contributes more towards their job satisfaction. 'Reasonable Work Load' and 'Good Peer Team' have been ranked second by 37 and 32 of the total respondents respectively. 32 of the respondents have given third rank to the 'Adequate Freedom' enjoyed by them indicating that they are moderately satisfied with this factor. Majority of the respondents have given the last priority to Salary and Mental Strain thus indicating that these two factors do not actually serve as motivators for them with regard to their job satisfaction.

TABLE 8
RANKING OF THE MEAN SCORE IN DIFFERENT FACTORS OF BRANCH OF STUDY

Factors	Arts		Science		Total	
	Mean	Rank	Mean	Rank	Mean	Rank
Work Place	3.945	1	3.935	1	3.940	1
Teaching Profession	3.315	8	3.270	9	3.293	7
Working Conditions	3.298	9	3.449	5	3.372	6
Supervision	3.928	2	3.737	2	3.833	2
Pay & Benefits	3.595	4	3.503	4	3.550	4
Work Group	3.385	6	3.162	10	3.275	8
Recognition	3.648	3	3.629	3	3.638	3
Responsibility	3.350	7	3.144	11	3.248	10
Inter-role Conflict	3.123	12	3.126	12	3.124	12
Advancement	3.525	5	3.324	7	3.426	5
Autonomy	3.140	11	3.288	8	3.213	11
Personal Satisfaction	3.193	10	3.054	13	3.124	12
Social Status	3.193	10	3.341	6	3.266	9
Miscellaneous factors	3.070	13	2.802	14	2.938	13

Source: Primary Data

Table 8 exhibits that ranking of the mean score in different factors of branch study in the study area. Out of 14 factors, the sample mean value for work place is 3.945 for Arts and 3.935 for Science, it is the highest mean and ranked first. As far as concerned to supervision, recognition, pay and benefits stands equal in the rank namely 2, 3 and fourth places. The personal satisfaction and inter-role conflict is ranked 12th place. In arts, the responsibility of workers have ranked 7th place and for science it is, 11th place. But both of the branch of study requires autonomy and it is different in place of rank i.e. 11th place and 8th place for arts and science respectively.

TABLE 9
RESULTS OF t - TEST OF SIGNIFICANCE OF CORRELATION OF MEAN SCORES

Ho: The coefficients of correlation among the mean values of the Science Lecturers, Arts Lecturers and of their Total are not significant.

Correlation Coefficient		Value of 't' with Degrees of freedom = 13		Statistical Inference
Variable	Value	Calculated	Tabulated	
r12	0.964	13.07	2.160	Positive & Negative Significant #
r13	0.935	9.50	2.160	Positive & Negative Significant #
r23	0.838	5.534	2.160	Positive & Negative Significant #

* Significant at 5 per cent significance

r12 = rank correlation between the means of total respondents and those in the Science discipline.

r13 = rank correlation between the means of total respondents and those in the Arts discipline.

r23 = rank correlation between the means of the respondents in the Science discipline and those in the Arts discipline.

TABLE 10
LIKERT'S SCALE OF SATISFACTION

Level of Satisfaction	Number of Respondents	Likert's Scale	Score
Highly satisfied	31	5	155
Satisfied	105	4	420
Undecided	11	3	33
Dissatisfied	3	2	6
Highly Dissatisfied	0	1	0
Total	150	-	614

The table above depicts the score obtained by the respondents under the Likert's five point scale which is an ideal measure used to identify the level of job satisfaction of the respondents. It is evident from the above table that the level of satisfaction of the respondents is nearer to the satisfied level. Hence it can be concluded that the respondents experience a satisfaction level that is neither too high nor too low. Thus the respondents are

said to be moderately satisfied as per the Likert's five scale of measure.

TABLE 11
CHI-SQUARE TEST OF SIGNIFICANCE OF RELATIONSHIP BETWEEN THE PERSONAL BACKGROUND OF THE RESPONDENTS IN THE ARTS DISCIPLINE AND THEIR LEVEL OF SATISFACTION

Ho: The level of satisfaction of the respondents is independent of their personal background.

Personal Background	Degrees of Freedom	X^2 Value		Nature of Significance
		Calculated	Tabulated	
Age	4	0.629	9.488	Insignificant
Qualification	4	9.430	9.488	Insignificant
Type of College	2	2.850	5.991	Insignificant
Experience	4	1.460	9.488	Insignificant
Nature of Remuneration	4	6.65	9.488	Insignificant
Amount of Remuneration	4	10.33	9.488	Significant
Marital Status	4	2.02	9.488	Insignificant
Type of Family	2	1.59	5.991	Insignificant
Size of the Family	4	4.97	9.488	Insignificant

* Significant at 5 per cent level of significance

From the above it is inferred that the job satisfaction of the arts Lecturers has a significant relationship with and dependent upon the amount of remuneration they receive than any other personal background factor.

TABLE 12
CHI-SQUARE TEST OF SIGNIFICANCE OF RELATIONSHIP BETWEEN THE PERSONAL BACKGROUND OF THE RESPONDENTS IN THE SCIENCE DISCIPLINE AND THEIR LEVEL OF SATISFACTION

Ho: The level of satisfaction of the respondents is independent of their personal background.

Personal Background	Degrees of Freedom	X^2 Value		Nature of Significance
		Calculated	Tabulated	
Age	4	5.320	9.488	Insignificant
Qualification	4	2.650	9.488	Insignificant
Type of College	2	1.010	5.991	Insignificant
Experience	4	8.260	9.488	Insignificant
Nature of Remuneration	4	6.570	9.488	Insignificant
Amount of Remuneration	4	12.550	9.488	Significant
Marital Status	4	2.970	9.488	Insignificant
Type of Family	2	1.220	5.991	Insignificant
Size of the Family	4	3.090	9.488	Insignificant

* Significant at 5 per cent level of significance

From the above it is evident that the job satisfaction of the Science Lecturers has a significant relationship with and dependent upon the amount of remuneration they receive than any other personal factor.

SUGGESTIONS

1. The conditions of work need to be improved with adequate library facilities with updated books, journals, magazines etc.
2. The skills of the Lecturers need to be utilized effectively by providing opportunities for them to expose their talents and by providing them with the updated teaching tools and equipments.
3. The personality and skills of the Lecturers can be enhanced by the frequent conduct of personality development sessions and training on certain profession – oriented topics and aspects.
4. To reduce the mental stress experienced by the Lecturers on their job, the Lecturers may be comforted with periodic counseling sessions, recreational facilities, etc.
5. The Lecturers need to get a feedback regarding their performance but to make it more effective the feedback should be given in person, in secrecy and in a positive way.
6. The Lecturers should be given adequate freedom and autonomy with regard to the conduct of their class.
7. It is a common thought that the self-financing colleges pay a lower remuneration to its staff. To make good this thought, the pay structure of these Lecturers need to be revised periodically and should be, as far as possible, related to their performance and experience.

CONCLUSION

The present study "JOB SATISFACTION OF WOMEN LECTURERS IN SELF-FINANCING COLLEGES" conducted in Coimbatore has tried to identify the various factors influencing job satisfaction of the respondent women Lecturers working in self-financing colleges and also in colleges offering self-financed courses. The relationship between the personal factors of the respondent Lecturers and their job satisfaction levels has also been analyzed. It has been determined that most of the respondent Lecturers are moderately satisfied with the factors influencing their job satisfaction and also that their personal factors rarely influence their job satisfaction level. A satisfied worker is an asset to the organization. With all this it can be concluded that measures need to be taken to increase the satisfaction level of the respondent Lecturers in order to induce them to perform better.

REFERENCE

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