



FACTORS AFFECTING TEACHERS JOB SATISFACTION WITH SPECIAL REFERENCE TO RAMTEK REGION

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ABSTRACT

Job satisfaction among academicians is essential in continues growth of educational systems around the world. Job satisfactions have always been a big question and in argue by researchers since decades. The purpose of this study is to analyze job satisfaction of college teachers working in Ramtek region of district Nagpur, Maharashtra. In this research, 58 male & 67 female i.e., total 125 teachers were examined. With sructured questionnaire, data was collected and analyzed. The survey revealed that teachers were satisfied by factors like relation with others and workload, they were neutral with factors like Working Conditions, Personal Characteristics and Research & Supervision. However factors like Job Security, Pay & Promotion and Fringe benefits acts as dissatisfaction factors for them. There is no Job Security, no proper Payments and no Extra Benefits.

This paper presents a comprehensive diagnosis of job satisfaction indices of education sector, factors causing the dissatisfaction & suggestions to improve them.

KEYWORDS : Job Satisfaction, Education Sector, Teachers

Introduction.

Education plays a significant role for progress & development of any society. For successful teaching and overall progression of education system the teacher's attitude towards teaching should be always high and positive. A teacher should feel proud to be a teacher and must be satisfied with the job. If the teachers enjoy their job with positive attitude, their work will be easier, expert like and will have long lasting impact on the society.

College teachers are an important group of professionals for our nation's future. Job satisfaction among college teachers is good not only for themselves but for the society as well. Well- being of any society depends solely upon the role played by the teacher. It's responsibility of teacher to impart quality education among their students. It increases productivity and classroom performance in the college. When teachers are satisfied they can perform their responsibilities with more concentration and devotion. However it is astonishing to know that even today many of the teachers are dissatisfied with their jobs.

1.1 Education System in Ramtek Region.

Ramtek is a small town of around 30,000 population with literacy rate of 75%. Prior to the arrival of modern western education system in the country like other small region ramtek's education system was also very pathetic. But with the dawn of era of the modern western education system in India in the 1950's, there was shift of paradigm in the field of education. The education system accelerated at a very consistent speed to answer the basic educational needs of the people and produce enough human resource for the socio economic development of the nation.

1.2 Need of the Study.

Recently, there is growing realization of the importance of understanding teacher's job satisfaction and how it influences the level of performance and life of teachers. The teacher can properly justify their work; if they are fully satisfied with the job. A satisfied teacher plays a significant role in moulding student's life in proper direction because if teachers are satisfied only then they can serve this cause to society. There is need to explore this area. Hence, a detailed study needs to be conducted. Hence this research was carried out to investigate on significance of factors such as working conditions, pay and promotion, job security, other benefits, relationship with colleagues, etc in affecting the job satisfaction.

1.3 Objectives of Study.

- To evaluate the satisfaction level of teachers in Ramtek region.
- To identify the influencing factors of job satisfaction of teachers in Ramtek region.
- To identify the major factors that improves the satisfaction level of teachers.

Review of Related Litrature.

Centers and Cantril (1956) who made an investigation to uncover the relationship between education and job-satisfaction concluded that the best paid workers, who were not doing tedious work and had lower educational-achievements, were the employees with highest levels of job-satisfaction¹.

Bavendam (2000) studied that job satisfaction of teachers is important because their attitude towards job affect the learning process of the students. According to him only satisfied teachers can perform well in the classrooms and their quality of teaching improves. He further says that they become more industrious and show greater commitment to the teaching learning process. Their retention rate also becomes higher².

According to the study conducted by **Friedlander and Margulies (1969)**, it was discovered that management & friendly staff relationships contribute to the level of job satisfaction³. However, this result contradicts with view of **Herzberg (1966)** who supported the view that supervision is irrelevant to the level of job satisfaction⁴.

Research Methodology.

3.1 Research design: A research design is the arrangement of conditions for collection and analysis of data that aims to combine relevance to the research purpose with economy in procedure. Descriptive research design with survey method is applied in this study. It includes both primary and secondary data.

3.2 Sampling design: Sampling design refers to the technique or procedure the researcher would adopt in selecting items from the sample. For this research, simple random sampling is undertaken.

3.3 Sampling size: 125 teachers were selected after considering time and cost.

3.4 Sample Unit: College teachers of Ramtek region were selected.

3.5 Sampling method: Convenience method of sampling is used to collect data.

3.6 Data collection: The researcher has used primary and secondary sources. Secondary data was collected from available books, publications, research studies, magazines and websites. Primary data was collected through closed-ended interview schedule.

3.7 Statistical Tools used: Data Collected has been analyzed by using Percentage analysis and Mean method.

Analysis and Interpretation.

As the purpose of the study is to identify the influencing factors of job satisfaction of teachers and to identify the major factors that improve

the satisfaction level of teachers, the data collected is processes and analysed in accordance with the outline drawn.

4.1 Job Satisfaction of Teachers.

Detail analysis of job satisfaction of teachers, their perception and various factors like pay & promotion, job security, relation with other teachers, fringe benefits, working condition, etc were studied. The findings are presented in percentages as below.

Table 1 Overall level of teacher's satisfaction

Factors influencing Job Satisfaction	Mean
Working conditions	66.88%
Pay and Promotion	51.36%
Job Security	48.32%
Relation with other teachers	69.92%
Fringe Benefits	53.12%
Work load	69.76%
Personal Characteristics	61.12%
Research and Supervision	65.12%
Average	60.70%

The overall satisfaction level of teachers was found to be 60.70%, which directly indicates that the satisfaction level is Neutral. Factors like the Relation with other teachers and Work Load - teachers are "Somewhat Happy" and factors like Working Conditions, Personal Characteristics and Research & Supervision, the study found that the level of teacher's job satisfaction is "Neither Happy nor Unhappy". Factors like Job Security, Pay & Promotion and Fringe Benefits; the level of teacher's job satisfaction is "Somewhat Unhappy"

Fig1.1 Factors influencing teachers job satisfaction

4.2 Descriptive Statistics.

4.2.1 Level of Working Conditions.

For accessing the level of working condition among academicians, it was found that from 125 respondents, 38 respondent's perceived working atmosphere to be "Neutral". About 32 respondents perceived the working conditions to be "Happy", while 21 respondents perceived working conditions as "Unhappy". A few, 09 respondents rated working conditions as "Very Unhappy" and 25 respondents rated the working conditions as "Very Happy". At last, the mean score is 3.344, so the working conditions are "Neither Happy nor Unhappy". Looking at mean score of 3.344, we can see that working conditions influence job satisfaction.

Level of Pay & Promotion.

Study for Pay & Promotion found that 31 respondents perceived pay & promotion to be "Neither Happy nor Unhappy", 17 respondents perceived the pay and promotion to be "Somewhat Happy" and 39 respondents perceived pay & promotion to be "Somewhat Unhappy". 27 and 11 respondents rated pay & promotion as "Very Unhappy" and "Very Happy". The mean score is 2.568, so the pay & promotion is "Somewhat Unhappy". According to mean score of 2.568, we can see that pay and promotion influences job satisfaction in teachers.

4.2.3 Level of Job Security.

Job Security study revealed that majority i.e., 47 respondents feels that they are "Somewhat Unhappy", while another set of 30 respondents feels that they are "Very Unhappy". 23 respondents are "Neither Happy nor Unhappy", 16 respondents are "Somewhat Happy" and only few i.e., 09 respondents feels the level of job security to be "Very Happy". At last, the mean score is 2.416, so the level of Job Security is "Somewhat Unhappy". According to mean score of 2.416, we can see that level of job security influences job satisfaction of teachers.

4.2.4 Level of Relation with others.

Study relating Relation with others was done. It revealed that teachers had a very good repo with their colleagues. A majority of 41 respondents were "Somewhat Happy" with their relation with others and 29 teachers had "Very Happy" relationship. 27 respondents are "Neither Happy or Unhappy", 19 respondents are "Somewhat Unhappy" and only few i.e., 09 respondents do not share a good relationship with their colleagues i.e., to be "Very Unhappy". At last, the mean score is 3.496, so the levels of relationship with others are "Somewhat Happy". Looking at mean score of 3.496, we can see that level of relation with others influence job satisfaction.

4.2.5 Level of Fringe Benefits.

Job satisfaction with respect to fringe benefits was analyzed. Among the academicians it was found that the teachers are struggling for their rights. It was found that out of 125 teachers, 41 teachers are of opinion that they are "Somewhat Unhappy", 24 teachers are "Very Unhappy" with the fringe benefits that they get. 28 are of "Neutral" opinion. Where as 18 respondents are "Somewhat Happy" and 14 respondents are "Very Happy" with the fringe benefits they get. At last, the mean score is 2.656, so the fringe benefits is "Somewhat Unhappy". According to mean score of 2.656, we can see that fringe benefits influences job satisfaction in academicians in ramtek.

4.2.6 Level of Work Load.

Workload as a factor for job satisfaction was analyzed. From 125 teachers, 26 respondents are "Neutral" with their workload opinion. About 39 teachers are "Somewhat Happy" with their load. In this segment there are 31 teachers who are "Very Happy" with their loads and on another hand 18 teachers are "Somewhat Unhappy" and 11 teachers are "Very Unhappy" with their teaching and other work load. At last, the mean score is 3.488, so with respect to work load, teachers are "Somewhat Happy". Looking at mean score of 3.488, we can see that work Load influence job satisfaction.

4.2.7 Level of Personal Characters.

With respect to personal character the study revealed that 22 respondents feels that they are "Somewhat Unhappy", while another small set of 12 respondents feels that they are "Very Unhappy". 53 respondents are "Neither Happy nor Unhappy", 23 respondents are "Somewhat Happy" and only few i.e., 15 respondents feels the level of personal characteristics to be "Very Happy". At last, the mean score is 3.056, so the level of personal characters is "Neutral". According to a mean score of 3.056, we can see that level of personal characteristics influences job satisfaction.

4.2.8 Level of Research & Supervision.

45 Respondents are "Neutral i.e., Neither Happy or Unhappy" with the level of Research & Supervision. Whereas as good as 25 teachers are "Somewhat Happy" and 24 respondents rate research & supervision as "Very Happy". Looking at the other side, it was observed that 21 no. are "Somewhat Unhappy" and 10 no. are "Very Unhappy". At last, the mean score is 3.256, so the level of research & supervision are "Neither Happy nor Unhappy". Looking at mean score of 3.256, we can see that research & supervision influence job satisfaction.

Conclusions:

This study tested factors affecting job satisfaction of teachers. Thus from the above analysis following conclusions have been derived-

Out of the selected factors relation with others/colleagues and their workload are important factors of job satisfaction. Most of the respondents do not have any issue with their colleagues also they do not complain about their work load. Work assigned to them they do in a team work and are satisfied. Thus they are the major influencing factors for job satisfaction.

The results suggest that the factors like Working Conditions, Personal Characteristics and Research & supervision are neutral with respect to job satisfaction. They are neither happy nor unhappy. The policy makers and management should focus on these factors that affect employee job satisfaction. Based on the results for the standardized values, we are able to see that working conditions, personal characteristics and Research & supervision, are key factors affecting teachers job satisfaction.

Money is a good motivator, actually all employees' work for money, employees need the money, a good salary and good compensations are key factors in satisfying the employee. Through this study it was found that the teachers are not at all satisfied with the pay scale. They do not get any other benefits which the other sectors enjoy. This is very pathetic and above all there is a high level of job insecurity. Job security is a very important contributor to their job satisfaction. We can increase the employee salary and compensation to motivate the employee, the good package can be one of the major factors affecting job satisfaction. Employees will try to give their best if their job is secured.

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