



A Comparative Study of Job Satisfaction of Permanent and Contractual Lecturers of Govt. Degree Colleges of Jammu City

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ABSTRACT

In the present era, job satisfaction fulfils the motivational aspects of an individual as it is an internal state of mind. Job satisfaction turns and brings happiness and pleasant feelings. Job satisfaction motivates an individual towards better performance, success of organisation and increased efficiency. This study conducted on 120 permanent and contractual lecturers of Jammu city to measure the job satisfaction of Govt. degree colleges by having comparison among permanent and contractual lecturers. This study has conducted by using job satisfaction scale for teachers by Dr. S.K. Saxena consisting of 29 questions.

Findings – This study endeavour that the Permanent lecturers have more job satisfaction than the contractual lecturers at Govt. degree college and secondly there is significant difference between the contractual and permanent lecturers regarding job satisfaction.

Future suggestions – This study will also done by taking large sample size and private colleges were also included for measuring job satisfaction level.

KEYWORDS : Job satisfaction, physical surroundings, job security, motivational aspects

Introduction

Teaching is not an easy but it is a complex process that involves teacher's ability to deal with students, their efficiency in school related work, gathering interest in knowledge and ability to develop cordial relationship with their colleagues. The entire process of teaching, learning and transaction depend on the ability of a teacher, who turns manifest potentialities of a child into actually, be accepted with no hesitation. Teaching and learning process cannot be undertaken in vacuum but it is a positively directed action, for which teachers are to be endowed with teaching competency. The teacher is the key person and the success of the educational system wholly depends upon the quality and capability of the teachers who are indispensable in the society.

Many agencies formal and informal are always at work to meet the challenge of time and also to bring about the desired changes in humans. Education is only one such agency but by all means, one of the most important instrument of social change. Whatever policies may be laid down, in the ultimate analysis, these have to be interpreted and implemented by teachers. By all means teacher's performance remains the most crucial input in the field of education.

Job satisfaction

In the social life cycle, every individual after attaining maturity is force to accept the responsibilities and obligations of his family. In view of the mounting problem of unemployment and population explosion an individual is forced to adjust his aspirations to the available opportunities but lack of proper occupational adjustments leads to disastrous consequences in terms of loss human energy and efficiency. Job satisfaction has been referred to as a discrepancy of reward between one's expectations and actually received by him (Locke 1969; Katzell 1964 and Steers, 1973). Some other investigation has emphasized that it is not always the reward which leads to satisfaction but the aspiration of the individual is a great determination of job satisfaction (Morse 1953). The job which provides opportunity to fulfil one's interest and values, gives satisfaction to him Maslow (1954) emphasized the role of motivational aspect of the workers in determining the performance. Satisfaction is an integral state of mind. It results from fulfilment of an organism's needs. It in turns brings happiness and pleasant feelings. Job satisfaction motivates a worker towards better performance and increased turn over.

Measurement of job satisfaction

Job satisfaction is a complex topic of industrial psychology. To measure job satisfaction the techniques of attitude measurement can be applied. It is a generalized attitude in three areas such as

specific job factors, individual adjustment and group relationship. Kahn (1960) emphasised that productivity and job satisfaction do not necessarily go together perhaps there are certain kinds of circumstances where job satisfaction is related to work performance but in other circumstances this is not the case.

Another job satisfaction measuring instrument known as the job description index (Smith, Kundall and Hullin – 1969) in which the worker is asked to circle one of the alternative, yes or no, to indicate whether the word describes his job. In a sense, this is actually a combination of checklist format and the likert format. These methods are known collectively as rating scales. Job satisfaction scales usually measure one of the first two components of an attitude feeling or belief. It is not always clear which of the two components is being considered. This presents a problem for interpretation, since the feeling about a job or job aspect is quite different from the beliefs about the aspect. There has been the tendency to develop a new satisfaction questionnaire for each study. Frequently, job satisfaction questionnaire consisting of a variety of items about work, pay supervision, co-workers and the like are scored as though a single dimensional attitude to be measured. L.A. Miller and John E. Muthard (1965) used a job satisfaction inventory covering the following areas such as physical and mental exertion, relations with associated, relations with employer, security and finances, interest in liking for and emotional involvement in job, job information, training and status, physical surrounding & working condition and future goals.

Factors contributing to job satisfaction

Job satisfaction is really a key factor as it brings enjoyment while working which in turns brings happiness in life. Job satisfaction depends upon many factors like as salary, working environment, promotion, work culture, colleagues, and transfer policy, etc. before modernisation, people worked without knowing about job satisfaction. In this case a question arises, is job satisfaction a reality. For someone, it is a source income but for someone it's more than that. Working in a good environment is important for a healthy mind. A man with an attractive pay may not satisfied with job when he did not find a suitable working environment. This study may help to know the satisfaction level of permanent and contractual lecturers of govt. degree colleges of Jammu city and the result of the study would also help to understand the behaviour of lecturers of Jammu city. This study is very valuable for administrators and professionals who are concerned with prospective lecturers so that suitable training programmes may be developed in their training institutions.

Rationale of the study

The educational system depends upon the teacher i.e, social architect. Job satisfaction influences the total learning process. In Jammu, at college level two categories of teachers are working such as contract and permanent teachers. Contractual teachers are appointed on the basis of their merits marks and experience by the government of Jammu. These findings put contradiction to each other. So, it is a pertinent research question to investigate whether there is any variation in job satisfaction of contractual and permanent lecturers or not in relation to gender.

Objectives of the study

Obj 1 : To study the job satisfaction of the govt. degrees colleges lecturers.

Obj2 : To compare the job satisfaction of contract teachers and regular teachers.

Hypothesis of the study

Hyp 1 : There is no significant difference between the contractual and regular (Permanent) govt. degree college lecturers regarding job satisfaction.

Hyp 2 : There is no significant difference between contract male and contractual female lecturers regarding job satisfaction.

Sample selection

The study was conducted by taking sample of 120 lecturers of Govt. degree colleges of Jammu city (60 permanent lecturers and 60 contractual lecturers). Further, 30 male and 30 female lecturers were selected both from permanent and contractual lecturers for the sample.

Tools used

This study has conducted by using job satisfaction scale for teachers by Dr. S.K. Saxena consisting of 29 questions. Further, these questions were classified into four different aspects of job satisfaction in teaching Viz; satisfaction with work; satisfaction with salary, security and promotion policies, satisfaction with institutional plans and policies and satisfaction with authority including school management. Response should be given in Yes /No mode.

Statistical techniques

Raw scores obtained from the job satisfaction scale were tabulated and grouping was done. Mean , standard deviation and ' t ' test was applied to check the significance of obtained scores at 0.05 level of significance.

Findings and interpretations of data

The collected data should be carefully edited, scientifically analysed, systematically classified, tabulated and intelligently interpreted. The data has administered job satisfaction scale and collected data from 60 permanent and 60 contractual lecturers. Thus, the scores obtained were subjected to statistical analysis i.e, mean , standard deviation and ' t ' test. The outcome indicates that the mean value of permanent lecturers is higher than the contractual lecturers where as the standard deviation of contractual lecturers is greater than the permanent lecturers. The high amount of standard deviation of contractual lecturers refers that the contractual group is heterogeneous one. The standard deviation of permanent lecturers shows that the group is a homogenous than the contractual lecturers. It is observed that the calculated value of ' t ' test is significant for degree of freedom at 0.05 and 0.01 level of significance respectively. Therefore, the null hypothesis " there is no significant difference between the contractual and permanent govt. degree colleges lecturers regarding job satisfaction" is rejected. The alternative hypothesis that " there exists significant difference between the contractual and permanent govt. degree colleges lecturers regarding job satisfaction" is accepted.

Findings of the study

1. Permanent lecturers have more job satisfaction than the contractual lecturers at Govt. degree colleges.
2. There is significant difference between the contractual and permanent lecturers regarding job satisfaction.

Education implications

1. Well defined educational policy should be framed for contractual lecturers serving at different level of teaching.
2. Salaries should be hiked for contractual lecturers in view of the present rise of price index.
3. Government should ensure the job security of contractual lecturers.
4. Contractual lecturers should be provided free medical leaves and vacation holidays.
5. Training cum orientation programmes should be organised for both permanent as well as contractual lecturers.
6. Educational tools, seminars, refreshers courses, workshops, conferences, etc should be conducted for up gradation of the level of teachers.
7. Internet facility should be provided in the college premises for upgradation of knowledge.

Suggestions for further research

1. The Study may be conducted by taking large sample to obtain reliable results.
2. The study can be made comprehensive by expanding to other areas colleges for validity and reliability.
3. Private colleges should also be taken for future study.
4. Other districts colleges should also be taken for future research.

Conclusion

This study clearly indicates that permanent lecturers of Jammu city Govt. colleges are more satisfied with regard to their job as compared to contractual lecturers because of their job security and different type of facilities provided to them. But on the other hand, this study also reveals that there is a significant difference between permanent and contractual lecturers. So, study will also be done on large scale by taking large sample size. Other Govt. colleges of different district will also be included in future study by including private colleges also.

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