



Evaluation of The Career Orientation Placement Among Faculties of Saveetha Dental College –A Survey Study

KEYWORDS

Job Satisfaction, Working Conditions, Pay and Promotion, Work Relationships, Work Activities.

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ABSTRACT *Aim and objective: The aim of the study is to evaluate the career orientation placement among the faculties of saveetha dental college.*

Background: Values play an important role in work satisfaction, career choice and career development. Some people focus on a good salary and benefits. Some people value the work to use their abilities to the fullest and not concerned with their salary. One can not expect everything to be fulfilled by their jobs. These work values influence the vocational choice, job satisfaction and career development.

Reason: My focus of this assessment includes the proper match between work values and career choice is essential for job satisfaction.

INTRODUCTION:

People seek meaning in their work. Pattern of job related preferences that remains fairly stable over a person's work life. Some people focus on a good salary and benefits. Some others primarily value the work activity or the opportunity to use their abilities to the fullest and are not concerned with how much the jobs pays(1). Various elements like autonomy, working hours, social status and many other factors everyday give and increase job satisfaction(2). Thus the focus of this assessment usually includes the ranking of different work values relatives to each other within one person. Even when background factors like intelligence, education and ability are held constant and it will be differ from individuals in their work values. A proper match between the work values and career choice is essential for perfect job satisfaction. Some people succeed in finding such a match. But some people found mismatch between personal values and the dominant values required by career, there is dissatisfaction with the work which affect the career development(3).

METHODS AND MATERIALS:

This questionnaire based study was conducted among faculties of saveetha dental college. This questionnaire was given to 32 faculties ranging from lecturer level to professor level which came out with positive response.

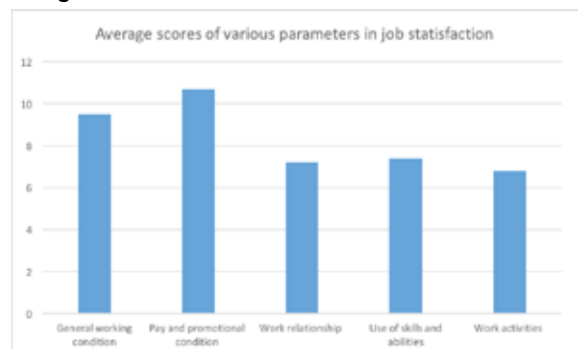
QUESTIONNAIRE:

The questionnaire was conducted based upon their job satisfaction in teaching profession. This questionnaire was divided into 2 parts. The first part consist of the faculties general information which includes their occupation ,experience of work, work responsibilities ,current position and job title etc,. It helped in finding out of their satisfaction level may based on their personal data. The second part consist of question based on their satisfactory level of the saveetha faculties .It includes the General Working Conditions , Pay and Promotion Potential, Work relationships , Use of skills and abilities and Work activities. Including these data can help us to conclude their satisfactory level in their job .The final part consist of other aspects of the job relating to their level of satisfaction .And it also in-

cludes the dissatisfaction or dislike about their current job. After completion by the questionnaires, the responses were scored and interpreted in accordance with the norms.

RESULTS:

Survey was taken for 32 faculties of saveetha dental college.



DISCUSSION:

Before discussing the results it seems better to discuss about the limitations of this study. This study was only taken across the faculties working in saveetha dental college. This study does not include the faculties who are not in teaching profession. The part 1 of this question explains complete detailed information about the work responsibilities of the faculties. The parameters which taken in part 2 of this questionnaire are General working conditions, Pay and Promotion potential, Work Relationships, Use of skills and abilities and Work activities.

GENERAL WORKING CONDITIONS:

General working conditions which includes hours worked each week, flexibility in scheduling, location of work, amount paid vacation time/sick leave offered. And the faculties were asked to rate their level of satisfaction. Using the scale which includes 1-Not satisfied, 2-Somewhat satisfied and 3- Extremely satisfied. Mostly faculties working in saveetha dental college are quite satisfied with their work-

ing condition. The average score of General working condition is 9.5 .

PAY AND PROMOTION POTENTIAL:

Pay and promotion potential which includes Salary, Opportunities for promotion, Benefits (Health insurance, life insurance, etc.), Job security, Recognition for work accomplished. Regarding the Pay and promotion potential the faculties least preferred in our study were salary and promotion. And they were satisfied with benefits and job security. The average score of Pay and promotion potential is 10.7 . It is quite highest compared to general working conditions.

WORK RELATIONSHIPS:

Work relationships which includes relationships with their co-workers, relationships with their supervisors and relationships with their subordinates. The satisfactory level of work relationships is quite higher among the faculties. The average score of Work relationships is 7.2 .

USE OF SKILLS AND ABILITIES:

Use of skills and abilities which includes Opportunities to utilize their skills and talents, Opportunities to learn new skills and support for additional training and education. The use of skills and abilities were more satisfied by all faculties . This may because of their opportunities to utilize their skills and talents. The average score of Use of skills and abilities is 7.4 .

WORK ACTIVITIES:

Work activities which includes variety of job responsibilities , degree of independence associated with their work roles, adequate opportunity for periodic changes in duties. The satisfactory level is less compared to work relationships and use of skills and abilities. The average score of work activities 6.8 .

The Final part of this questionnaire which consists of other aspects of the job relating to their level of satisfaction and dissatisfaction or dislike about their current job. But there is no negative results from the faculties of saveetha dental college.

CONCLUSION:

The carrier orientation level shows varying scores in all dimensions. In general, this research of the career orientation has produced many positive findings. Job satisfaction is the most important factor for successful practice(2). Therefore from this present experiment we can conclude that job satisfaction level is increased in faculties of saveetha dental college. This can also be helpful for other universities to improve their education standards. This study can help in the evaluation of job satisfaction level in other institutions and private sector and individuals can differ in their satisfaction level with their jobs

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