



A STUDY ON THE JOB SATISFACTION OF COLLEGE TEACHERS OF SELF FINANCING COLLEGES IN CBE DISTRICT

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ABSTRACT Job satisfaction is a positive or pleasant emotional state resulting from a person's appreciation of his/her own job or experience. Recent national and international studies carried out in a number of countries have drawn attention to the degree of job satisfaction among teachers. This article investigates the job satisfaction among college teachers with special to self financing college teachers in Coimbatore. The study recommends certain measures for the entire satisfaction of college teachers. Teachers should be encouraged by their heads for better performance. The successful teachers showing good performance should be rewarded for their job satisfaction.

KEYWORDS : Teachers, job satisfaction, college, students, management

INTRODUCTION

Teaching profession is a noble profession. Teachers are placed on a par with parents in the task of shaping and developing human beings. The profession of teaching had the origin of bilateral relationship as Guru and Seeda. In the days gone by even kings had their Guru in their Kingdom to seek advice and blessings from the Guru. In modern days, there are educational institutions in the vertical as well as horizontal structure to provide education to the cradle baby to the senior citizens. Everyone considered education as the only way to shape and develop an individual. The teachers are given the task of building a strong nation through the process of providing a qualitative education.

Among collegiate education, the educations given in arts colleges are primarily towards educating the three arts of read, write and speak. The arts college education is an endeavor of bringing up the potential ability of students in terms of read, write and speak. In arts colleges there are numerous branches of study. The studies of arts colleges are offered under regular college system, evening college, self-financing college, part time education, correspondence education, Open University system etc., in all these systems the purpose is to provide education. The purpose could be successful only if the teachers take up the task of providing qualitative education. These are days there are disparities in income of college teachers. In spite of the disparities in income, educational qualification, job security, service benefits etc., and the teachers are expected to do the same function of teaching the students. Only the students are evaluated and there are no visible yardsticks to evaluate the teachers. Therefore one's own satisfaction in the teaching profession is considered as a must in the task of providing qualitative education.

STATEMENT OF THE PROBLEM

The problems of Satisfaction and employee motivation have been the focus of intensive research effort in recent times. How well an organisation motivates its workers in order to achieve their mission and vision is of paramount concern. Employees in self financing institutions are becoming increasingly aware that motivations increases productivity. From the foregoing, and looking at today's economic trend, it is evident that the peace of change in our business environment presents fresh challenges daily. Despite these, no research work has targeted to investigate the impact of employee motivation and organisational performance. To this effect, this study attempts to analyse how motivational tools can be used by manufacturing firms for growth and development.

REVIEW OF LITERATURE

- According to Hoppock.R "Job satisfaction is a pleasurable and emotional state resulting from the appraisal of one is job as achieving or facilitating the achievement of one's job value"
- According to E.A.Locke in his article "Job satisfaction refers to a persons feeling of satisfaction on the job, which acts as a motivation to work. it is not self-satisfaction, happiness or self-contentment but the satisfaction on the job"

- According to Michael M. Gruneberg in his article "Job satisfaction is a part of life satisfaction"
- According to Janet. P Near in his journal "Work and extra work correlates of life and Job satisfaction"

OBJECTIVES OF THE STUDY

There are wide disparities among college teachers in terms of salary income, educational qualification, service benefits and so on. In the midst of disparities, the teachers have been asked to discharge, duties towards achieving a common goal of students' resource development. These students are evaluated uniformly. Therefore, the objectives of the study are to examine the involvement of teachers in teaching profession in terms of job satisfaction in the midst's of disparities not only among teachers but also among the educational institutions. The specific objectives of this study are as follows.

- To examine the job satisfaction among teachers in the midst's disparities in income
- To examine the job satisfaction among teachers in the midst's of different kinds of educational institutions
- To examine the job satisfaction among teachers in the midst's of difference in service benefits.
- To examine influence of incentives on job satisfaction among college teachers.
- To suggest ways and means to enhance job satisfaction among college teachers.

METHODOLOGY

For the purpose of the present study the data has been collected through. The Primary data is collected through self financing institutions; secondary data has been collected from various publishing books, literatures, paper clippings, acts, laws, official and unofficial documents, reports, surveys and periodicals. For the purpose of the secondary source the researcher has visited various libraries and research institutes.

SCOPE OF THE STUDY

Indian educational system is broadly classified into university education (Arts and Humanities), technical education, legal education and medical education. Education is in the concurrent list. A course, irrespective of the nature of the college is being taught by teachers with wide disparities in income, job security, service benefits etc. Therefore, there is a scope to examine the job satisfaction among college teachers from a lot of teachers of all kinds of colleges.

IMPORTANCE OF THE STUDY

There is no yardstick to evaluate the performance of the teachers. Even if some ways are found out to evaluate the performance of the teachers, job evaluation of teachers are totally resisted by the teachers. Besides the teaching in arts and science colleges are go in a one-way traffic. Literally, the students are not expected to speak. When there is no system to evaluate the performance of the teachers, there is a reason to

believe that job satisfaction of a teacher may deliver the expected goods. Therefore it is important to study the job satisfaction among the college teachers.

LIMITATIONS OF THE STUDY

- As the topic is very vast and so does its constraints that make the report tough one to cover all area
- Collection of data from the respondents could be done only when they are in their workplace
- Many respondents do not like to give information relating to job satisfaction

JOB SATISFACTION OF COLLEGE TEACHERS

College teachers are not framed teachers. No methodology is emphasized on teachers to teach subjects. They are expected to discharge the teaching function to a group of adolescence and adults. They have to discharge the duties within the time frame work to cover given syllabus. There is one-way traffic of evaluation of students and no evaluation of the teachers. When there is no evaluation of teachers either by the authorities or by the students through an established way, the performance of the teachers could not be evaluated in quantitative terms. Therefore job satisfaction of the college teachers is rest to the consent the teachers assumptions whether he discharge his duties to the best satisfaction or not.

FACTORS CAUSING JOB SATISFACTION

• Time bound promotion and time bound pay scale

The teachers who are working in universities, Government colleges and in aided colleges are governed by UGC guidelines. According to UGC guidelines promotion is based on number of years of service.

• Evaluation of students

To be an evaluator the requirement is only a minimum number of years of collegiate service. Their satisfaction about their job is due to fact that they evaluating the students i.e. the teachers are deciding the performance of the students.

• University question setting work for the examinations

Question setting work is also given on the basis of the number of years of service. It is a remunerative work.

• Examiner question setter for public examinations

Public examinations, such as Union public examinations, state public service examinations, are also conducted with the support of the college teacher by giving question setting work and evaluation work. It gives job satisfaction that they are evaluating public examination paper.

• Private coaching

Though there is instructions that college teacher not to give private coaching in consideration of fees, the teachers used to give private coaching for money. The income from private coaching is not only an income but also an unaccounted income. This scope for making money gives job satisfaction

• Taking contact classes for the correspondence students

The universities offering courses under the correspondence system employs the college teachers for giving coaching to the students of correspondence courses. It is not only a remunerative work but also a scope to the teachers to meet many students in different branches. The scope of taking contact courses gives job satisfaction to the teachers.

• Working in an atmosphere co-education

Working in a co-education college gives a psychological satisfaction to both the sex.

• Time bound work with no fixed responsibility

Though they are expected to fulfill certain responsibility in terms of syllabus coverage, imparting the latest knowledge to the students, creating analytical mind, there are no fixed responsibility to teachers in quantitative terms.

• Vacation job

In accordance with UGC guidelines a college should work not less than one hundred and eighty days in a year. It implies the other one hundred and eighty five days are holidays.

SUGGESTIONS

Every organization should take initiative to know the level of job satisfaction of their employees. Especially, the Educational institutions should realize the importance of their employees' level of job satisfaction as the career of the students is the hands of the teachers. Only a satisfied teacher would put all her/his effort for the development of the students. The educational institution has to create opportunities for promotion and accomplishments of staff member should be recognized. The management and the Heads of department should focus on encouraging the activities of the staff member.

CONCLUSION

Though the college teachers are not evaluated by the students by the students or the Government or the management they are evaluated by themselves through the factors, which cause job satisfaction and job dissatisfaction. Time bound promotion, absence of students evaluations, question setting work for the university and public service examinations, opportunities to earn through private coaching and taking contact classes for the students studying under correspondence systems are factors which give job satisfaction to college teachers. Job satisfaction promotes healthy and balanced life style and reduces stress level to employees. It is evident that the unsatisfied employees tend to show less interest and intend to resign their job.

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