



## A Study of Job Satisfaction among Teachers of Professional Colleges in Punjab

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### ABSTRACT

*Teaching is regarded as the MOST NOBLE profession. It is therefore important that those individuals who join the teaching profession should be dedicated and competent in their work. All teachers can perform to the peak of their capacity and competencies provided they are fully satisfied with their job. Every profession has certain aspects responsible for job satisfaction and teaching is not an exception. Unless and until a teacher derives satisfaction on job performance and develops a positive attitude towards students he/she shall not be doing justice to his/her profession. The teacher is a creator of the good citizens of society and shall always cater to the needs of the society. The aim of this study is to analyze the job satisfaction level of teachers of professional colleges towards their profession in general with special reference to teachers teaching in the urban and rural areas of Punjab and also to suggest some viable measures to enhance their level of satisfaction so that they can produce good citizens for the nation.*

**Keywords : Job Satisfaction, Capabilities, Professional colleges, Competencies, Rural and Urban Areas.**

### INTRODUCTION

"Job Satisfaction means liking of one's job and finding fulfillment in what you do. It combines an individual's feelings and emotions about the job and how the job affects their personal lives", According to Paul Specters (1985).

"If a person's work is interesting, pay is fair, promotional opportunities are good, supervisor is supportive and co-workers are friendly, then a situational approach leads one to predict that she/he is satisfied with her/his job". In simple words if the pleasures associated with one's job outweigh the pains, there is some level of satisfaction, wrote Brief (1998).

Job satisfaction is a pleasurable emotional state of the appraisal of one's job; an effective reaction and an attitude towards one's job. No doubt job satisfaction is an attitude but one should clearly distinguish the objects of cognitive evaluation which are affect (emotion), beliefs and behaviours (Weiss, H.M. 2002).

In formal education teacher has a very important place in improvement of education. Teachers' role in society, in general and in higher education in particular has been changing with time but the importance of this position remains the same. The teacher is the pre-requisite of the success of all educational programmes. He/ She must have the ability to get satisfaction from his/her job. All educational programmes should inculcate good qualities in teacher so that he/she is in the best position to impart quality education to students.

### Job Satisfaction as a Concept:

Development of the country requires a high rate of production and fullest possible utilization of both human as well as material resources. Nowadays, there is, however, a general feeling that the teachers do not have satisfaction in their job. There seems to be growing discontentment towards their job as a result of which standard of education is falling. Teachers are dissatisfied in spite of different plans and programs, which have been implemented to improve their job. Higher academic and professional qualification of the teachers, no doubt, can raise the standard of education as well as that of nation, but dissatisfied teachers, in spite of having a good and sound academic career and professional training, will do much harm than good because they will neither work whole heartedly nor will they try to contribute anything towards higher education.

The Teacher is one of the most important factors contributing to the national development. He is the pivot around which all the educational programs, such as curriculum, syllabus, textbooks, evaluation, etc., rotate. The best system of education may fail to achieve the desired ends in the absence of sincere, competent and professionally aware teachers as described by Indian Education Commission (1966). It is rightly stated that "No people can rise above the level of its teachers" National Policy on Education (1986).

The quality of education depends upon the quality of the teachers. Thus, the role of the teachers is very important in making the nation. If the teachers are versatile, intellectually enlightened, morally strong, emotionally balanced, socially and culturally advanced then the nation will have enlightened and excellent citizens. Job satisfaction plays a very important role in our everyday life, both for employees and organizations. Organizations have significant effects on all employees and how they feel at work is reflected in their jobs as well. Based on many studies, when employees are satisfied with their jobs they will be more committed to their employer and will be more productive. Job satisfaction impacts employee productivity, well-being and consequently impacts job quality.

Job satisfaction is a result of employees' perception of how well their job provides those things that are considered important from their side. There are three dimensions of job satisfaction such as emotional respond to the work situation, the fitness between yield and their expectation and the individual attitude that reflects a relationship among employees. Source: European Journal of Social Sciences – Volume 18, Number 1 (2010).

### NATURE AND SCOPE OF THE STUDY:

The "Descriptive Research Study" has been used. The basic aim is to gain useable information and to achieve new insights to describe the real time existing facts. The scope of the study restricted to the teachers of the professional colleges of Punjab Technical University, Jalandhar. For the collection of the primary data, the study will be confined to selected towns and cities of Punjab.

### THE REVIEW OF LITERATURE:

According to Weiss and Cropanzano (1996) job satisfaction represents a person's evaluation of the job and the work con-

text. It captures the most popular view that the job satisfaction is an evaluation and represents both belief and feelings. Job satisfaction has been defined as the extent to which an employee has favourable or positive feelings about work and work environment (De Nobile,2003).

Referred to as "one of the best researched concepts in work", job satisfaction mediates the relationships between one individual worker with work conditions and organizational and individual outcomes (Heller and Judge, 2002)

Research on teachers' job satisfaction suggests that educators are most satisfied from the teaching itself and their supervision and dissatisfied from their salary and promotional opportunities (Dinham and Scott, 2000).

The present study examines the job satisfaction ie the degree to which job features that are highly valued by the individuals are present in their work environment. The present study has been conducted to find answer to the following questions:-

-Does the gender (male vs female) affect the job satisfaction among teachers of professional colleges?

-does the location of the institution (urban or rural area) affect the job satisfaction level of the teachers of Punjab?

**MAIN OBJECTIVES OF THE STUDY:**

1. To analyze the job satisfaction level of male and female teachers of Professional Colleges of Punjab Technical University, Jalandhar.
2. To study and compare the difference in job satisfaction level of teachers teaching in the professional Colleges located in urban and rural areas of Punjab under PTU, Jalandhar.
- 3 To suggest some viable measures to enhance the job satisfaction levels of teachers which would help them to impart quality education and thereby producing better citizens for the country.

**RESEARCH METHODOLOGY:**

**Hypothesis:**

- (A) H0: There is no significant difference in job satisfaction of Male and Female teachers of professional Colleges.
- (B) H0: There is no significant difference in job satisfaction level of teachers teaching in professional Colleges located in urban and rural areas.

**Research Design:**

The study being undertaken is descriptive in nature. The major purpose of descriptive research is the description of the state of affairs as it exists today. While studying the research problem all appropriate scientific methods are being followed.

Sampling Unit: In this study the sampling unit was teachers of professional college.

Sampling Frame: Consists of the teachers of professional colleges under the jurisdiction of Punjab Technical University, Jalandhar.

Sampling Size: The sample size was so selected that it could be adequate enough to represent the whole population and at the same time gives the true picture of the target population. The total sample size was restricted to 300 teachers from the professional colleges of Punjab under the jurisdiction of Punjab Technical University,Jalandar.

Sampling Design: Keeping in mind the nature of data required for the study, convenient-purposive and random sampling techniques have been used. The respondents for the survey has been selected from the professional colleges of Punjab located in cities like Patiala, Ludhiana, Sangrur, Phagwara, Nawanshahr, Ropar, Kharar, Khanna, Taran Tarn, Jalandhar and Mandigobindgarh.

Data Collection: Questionnaire Method-The primary data was

collected by administering structured questionnaire to teachers of the selected professional colleges of PTU, Jalandhar.

**Statistical Tools and Techniques:**

Appropriate statistical tools and techniques have been used according the requirement of the study such as mean, standard deviation, percentile, t-test for two independent samples etc.

**Limitations of the study:**

1. The present study is based on the data collected from sample selected from the towns & cities of Punjab only and the result may vary from other regions of India or at the national level.
2. In the present study only those teachers were considered, who were presently working in the professional colleges.
3. Keeping in view the less existence of professional colleges in rural and urban areas, the more number of respondents were selected from the professional colleges located in urban areas.

**DATA ANALYSIS AND INTERPRETATION: Table 1**

**1. Job satisfaction level among the male and female teachers of Professional Colleges:**

	N	Mean	S.D.	t-value
Male	150	67.35	14.50	
Female	150	77.55	15.97	3.290
Total	300	77.45	14.23	

In Table 1 above, the mean, standard deviation and t-value is presented. The mean score for Job satisfaction of male teachers teaching in professional colleges is 67.35 with S.D. of 14.50. Job satisfaction of female teachers has the mean is 77.55 and S.D. is 15.97.

**Testing of Hypothesis:**

(A) H0: There is no significant difference in job satisfaction of Male and Female teachers of professional Colleges.

To test the difference between the means of two groups of male and female teachers, t-ratio calculated is 3.290 (which is greater than the table value of 1.960) at the given degree of freedom and at 5% degree of significance, hence the null hypothesis is rejected.

Therefore, it is inferred that there is significant difference between the job satisfaction of male and female teachers of professional colleges.

**2. Job satisfaction level of teachers working in the professional colleges located in urban and rural areas of Punjab: Table 2**

	N	Mean	S.D.	t-value
Urban Area	150	76.85	12.77	
Rural Area	150	84.25	13.55	4.868
Total	300	80.55	13.16	

Table 2 above, the mean, standard deviation and t-value is presented. The mean score for job satisfaction level of teachers teaching in professional colleges located in the urban area is 76.85 with S.D. of 12.77. Job satisfaction level of teachers of rural areas has the mean 84.25 and S.D. is 13.55 respectively.

**Testing of Hypothesis:**

(B) H0: There is no significant difference in the job satisfaction level of teachers of Professional Colleges located in the urban and rural areas.

To test the difference between the means of two groups of urban and rural area teachers, t-ratio calculated is 4.868 (which is greater than the table value of 1.960) at the given degree of freedom and at 5% degree of significance, hence the null hypothesis is rejected.

Therefore, it is inferred that there is significant difference between the job satisfaction of teachers of professional colleges located in rural and urban areas.

#### CONCLUSION:

The study revealed that there is a difference in the satisfaction level of male and female teacher of the professional colleges located under the jurisdiction of Punjab Technical University, Jalandhar. Female teachers are not very much satisfied with

their job. On the other hand male teachers seem to be more satisfied with the job under the present circumstances.

It is further revealed in the above study that teachers (both male and female) working in the professional colleges located in the rural areas are less satisfied with their jobs than those teachers who are working in the professional colleges located in the urban areas. The main reasons for the above differences in the above cases could be intrinsic and extrinsic factors such as salary, benefits, prestige, opportunities for professional advancement, level of personal/professional challenge, level of professional autonomy/decision making authority, general working conditions, interactions with colleagues and interaction with students.

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