

A Study on Job Satisfaction Level of Women Teachers Working in Arts and Science Colleges

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ABSTRACT

This study examines the job satisfaction level of women teachers. It aims to assess the job satisfaction level. The data collected from 400 respondents covering arts and science colleges affiliated to Manonmaniam Sundaranar University, Tirunelveli. Chi-squar test is used for arriving conclusion. The findings of the study is majority of the respondents are satisfied in their job.

Keywords: higher education, job satisfaction and women teachers.

INTRODUCTION

Job satisfaction is set of feeling, thought, emotion and intentions with which the workers view their work. In this global world, job satisfaction has been an important issue. It is very crucial to the long-term growth of any educational system around the world. In the teaching profession, the personal as well as the job satisfaction of a teachers is equally important. The teacher is one of the most important factors contributing to the national development. He/she is the pivot around all the educational programmes, such as curriculum, syllabus, textbook, evaluation and so on. The best system of education may fail to achieve the desired ends in the absence of sincere, competent and

professionally trained teachers as described by Indian Education Commission (1996). It has stated that no people can raise above the level of its teachers.

REVIEW OF LITERATURE

Malarvizhi M. (2010) conducted a study “Women’s Labour Turnover in Self -Financing Colleges”. The study suggested that government can regularize the pay structure of self financing women’s arts & science college teachers and UGC may provide leave for doing Ph.D under the Faculty Improvement Programme (FIP).

Pankaj Deshwal (2011) made a study on “Job Satisfaction: A Study of Those Who Mould the Future of India.” A questionnaire-based study was conducted on engineering faculty members working in the engineering college of technical universities in Uttar Pradesh. The job satisfactions levels of the engineering faculty members were found to be moderately high.

Dheva Krishnan R. (2012) in their article entitled “A study on job satisfaction among secondary school teachers in Namakkal District” found that there was a significant gender difference in job satisfaction with female teachers exhibiting better job satisfaction as compared to their male. There was significant difference in the job satisfaction with respects to their type of locality and school. Results also indicated marital status has significant bearing on the job satisfaction of the teachers with married teachers experiencing higher level of satisfaction.

Lalita Kumari (2013) in her article “Factors Influencing Job Satisfaction at College Teachers in Doaba Region of Punjab, India” suggested that job satisfaction can be enhanced by these factors were as “Adequate and fair compensation, work life balance, career development, job security, organizational attitude, relations with supervisor, motivation at job and application of skills and experience”. Positive correlation found between job satisfaction and job performance.

STATEMENT OF THE PROBLEM

A sound higher education sector plays an important role in economic growth and development of a nation. Higher education in terms of its relevance and importance enjoys a significant position in the education system as it equips people with appropriate knowledge and skills to be gainfully employed. India has been one of the largest systems of higher education in the world offering facility of education and training in almost all aspects of human creativity and intellectual endeavor. In the context of current demographic structure of India where the majority of population is below the age of 25 years, the role of higher education is crucial.

OBJECTIVES OF THE STUDY

1. To know the job satisfaction level of women teachers working in arts and science colleges in the study area.
2. To offer suggestions for improved job satisfaction level of women teachers working in arts and science colleges in the study area.

HYPOTHESES OF THE STUDY

Ho1: There is no significant relationship between the demographic profile of the respondents and overall job satisfaction.

SCOPE OF THE STUDY

This study covers the analysis of job satisfaction of women teachers working in arts and science colleges affiliated to Manonmaniam Sundaranar University, Tirunelveli.

SAMPLING PROCEDURE

Out of 62 arts and science colleges affiliated to Manonmaniam Sundaranar University, 18 arts and science colleges are in Thoothukudi district, 25 arts and science colleges are in Tirunelveli district

and 19 arts and science colleges are in Kanyakumari district. This study has designed to collect primary data from a sample size of 400 respondents, which is 25 percent of the sample population, who has been selected under proportionate stratified random sampling techniques.

COLLECTION OF DATA

Both primary and secondary data have been collected. Primary data have been collected through self-assigned questionnaire and secondary data has collected through published articles, journals, magazines, books, newspapers and websites

Table - 1

Analysis of Demographic Profile and Job Satisfaction Level

	Particulars	Satisfaction			Total	P Value	Result
		High	Medium	Low			
Age	Up to 30 years	9	116	31	156	0.000	S
	31 years – 40 years	15	91	23	129		
	41 years – 50 years	17	49	5	71		
	Above 50 years	19	23	2	44		
Marital Status	Married	54	207	49	310	0.025	S
	Unmarried	6	72	12	90		
Residential Place	Urban	27	126	21	174	0.299	NS
	Rural	33	153	40	226		
Types of Family	Joint Family	17	116	34	167	0.009	S
	Independent Family	43	163	27	233		
Educational Qualification	PG only	4	26	5	35	0.029	S
	PG with M.Phil	24	156	39	219		
	PG with M.Phil and B.Ed/ M.Ed	13	50	12	75		

	PG with M.Phil/Ph.d	19	47	5	71		
Designation	Assistant Professor	32	242	58	332	0.000	S
	Associate Professor	28	37	3	68		
Department	Arts	31	129	24	184	0.370	NS
	Science	15	94	19	128		
	Commerce	14	56	18	88		
Teaching Experience	Up to 5 years	17	145	39	201	0.000	S
	6-10 years	5	70	16	91		
	11-15 years	8	29	3	40		
	Above 15 years	30	35	3	68		
Nature of Employment	Permanent	34	87	8	129	0.000	S
	Temporary	26	192	53	271		

Note: S – Significant, NS – Not Significant

FINDINGS, SUGGESTIONS AND CONCLUSION

This chapter discussed various factors influencing job satisfaction and involvement of the respondents. The relationship between the personal factors of the respondent and job satisfaction levels has also been analyzed. It has been determined that most of the respondent are moderately satisfied with the factors influencing their job satisfaction and also that their personal factors rarely influence their job satisfaction level. There is a significant difference between the age, marital status, nature of family, educational qualification, designation, total teaching experience, nature of employment of the respondents and level of job satisfaction. A teacher is a more important professional than any other professional in the world. Hence, it is indispensable to keep them satisfied. It is recommended that the government form a committee for the welfare of the college faculty.

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