

EDUCATIONAL STAFF AND JOB-SATISFACTION LEVEL

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ABSTRACT

This study was conducted for the aim to find the job satisfaction of academic staff in Ghaziabad. Important factors that have an impact on job satisfaction level are pay, job security, relationship with coworkers and relationship with supervisor. A sample of 84 teachers is selected by simple random sampling technique. Data is collected from four colleges both public and private in Ghaziabad region. Simple percentages indicated that academic staff of these four colleges is more satisfied with relationship with coworkers and supervisor than pay and job security.

Keywords: Job satisfaction; Academic staff; Ghaziabad; Factors affecting job satisfaction

INTRODUCTION

The establishment of any society depends upon its students. They are the precious and vital element of a society. Students play tremendously important role in the progress and well-being of any society as they will take the accountability of the achievement of the society in upcoming days. In achieving this aspiration, Teachers play a key role. Teachers are cause of leadership and inspiration at many significant steps in educational life as well as proficient life. Teachers will perform their duties with more dedication, attention and competency when they are satisfied with job. When teachers are displeased with their job, it will directly influence students. Education is extremely important factor in the life of all human beings. It is the education which makes distinguish between fine and awful humans. According to the Noordin and Jusoff societal expectations depends upon the successful running of the educational system. Academic staff plays a vital role in the success of an educational system. Job satisfaction, retention and commitment to the organization are very necessary for the success and development of any educational institution. Evidently the higher academic faculty satisfied with their job the better and optimistic climate will be of an institute. Optimistic climate of an academic institute results in higher job satisfaction which in turn increases on the whole performance and efficiency of the institution. Optimistic and vigorous climate of an institution also puts a positive effect on the presentation and attention of students of that particular institute. So in the light of above point of view managers, human resource specialists, supervisor and workforce itself are involved in influential the methods that cause amplify in job satisfaction. According to Santhapparaj and Alam Baloch job satisfaction has a significant relationship with the performance of the work strength, overall efficiency and productivity of the association.

RESEARCH OBJECTIVES

The main objectives of the research are:

1. To explore the levels of job satisfaction of the educational staff of Ghaziabad.
2. To find out the factors having get in touch with on the levels of job satisfaction of the teachers.

Research significance

This study may be significant in providing college management a clearer understanding of the attitudes and it can be a supportive in efforts concerning job satisfaction, selection policy and withholding towards association.

Research breathing space

This inquiry should be conducted in other colleges as well as in universities of different areas to find out whether the data collected from the private education sector makes the picture different. Second research breathing space is that the participation of female teachers in the present study is very low. Therefore, this study is unable to define clearly the job satisfaction level of female teachers. Future research should be conducted on this issue.

METHODOLOGY

The nature of the current inquiry is practical and truthful. The aimed population of this study consists of 122 staff teachers of four colleges both Private and Government in Ghaziabad. Sample consists of 84 staff teachers. Data has been collected by Simple random sampling technique. The research survey has been conducted through Questionnaire. There are two parts of the questionnaire: Demographic characteristics and job descriptive index designed by Smith et al. The first part of the questionnaire is about the demographic characteristics. Data is collected about the gender, academic qualification, age, and marital status. The second portion of questionnaire is developed to measure their job satisfaction level by using the concept of job satisfaction index. A likert scale having five point used to collect the data that ranges from very satisfied to very dis-satisfy.

Variables

Following variables are included in this study:

Demographic Variables: 1. Gender 2. Education 3. Age 4. Marital status

Following factors have influence on job satisfaction level of Academic staff:

Salary

Incentives play an important role in job satisfaction. Many researchers have found that there is a significant association between salary and job satisfaction. Escalating one thing must elevate the other. Souza-Poza, illustrated that salary is a predictor of job satisfaction. According to Miller those employees with higher salary show greater job satisfaction.

Job security

Job satisfaction and security has a obvious relationship as indicated by Lacy and Sheehan. Employees are much pleased with their jobs with improved security. Many researchers have found that employees with permanent jobs are more pleased with their jobs as compare to the employees on agreement basis.

Promotion opportunities

Baloch indicated a constructive relationship between job satisfaction and promotion criterion. According to many researchers if promotion criterion is fair and promotion opportunities are available to the employees, they are more prompted and eager to perform in an organization.

Relationship with coworkers Employees are additionally satisfied with their jobs if their relationship with coworkers is normal as described by Crossman and Abou-Zaki. Relationship with coworkers is a strong predictor of job satisfaction as indicated by Lacy and Sheehan. The level of job satisfaction is far above the ground when the coworkers have a good relationship with each other.

Supervisor relationship

Employees having good relationships with supervisor are much delighted with their jobs.

DATA ANALYSIS

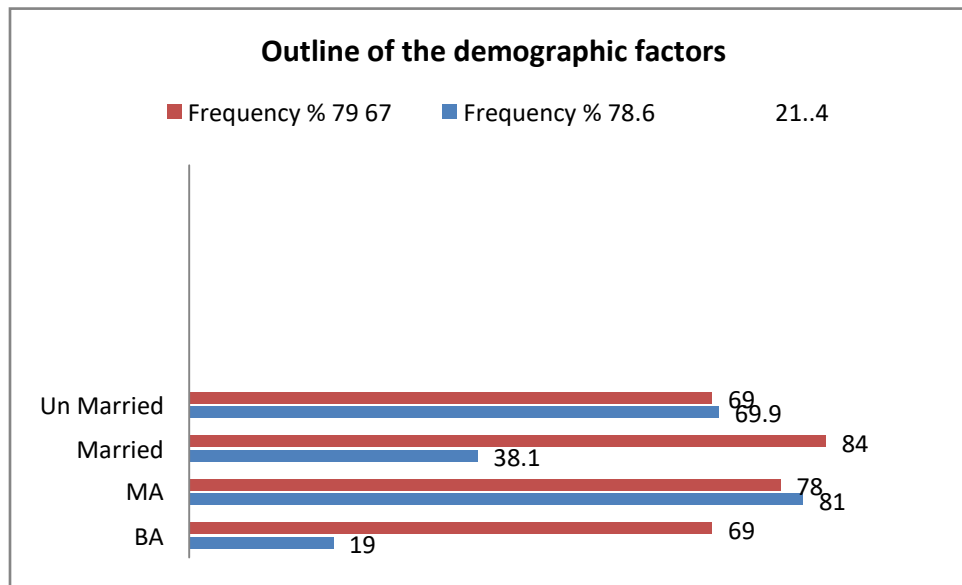
Respondents were contacted directly and Questionnaires were distributed by hand. Respondents were made sure that their information would remain covert and would not put negative impact on their service. 110 questionnaires have been distributed among educational staff of four colleges both public and private in Ghaziabad in which 84 filled questionnaires have returned. Response rate was 69%. The analysis of this study shows that male respondents participated more than the female respondents. Respondents with age ranges from 26-30 are in greater number (53.6%) then the other age groups (39). The number of unmarried respondents is greater than the married and it is 61.9% of the total sample size. 81% of total respondents have master degree while 19% respondents have bachelor degree.

Data collected in this study has been analyzed through SPSS. The summary of the demographic factors is listed in Table 1.

Table 1: Outline of the demographic factors

Factors		Frequency	Percentage
Gender	Male	66	78.6
	Female	18	21.4
Education	BA	16	19
	MA	68	81
Marital Status	Married	32	38.1
	Un Married	52	69.9

Age	Below 25	19	22.6
	26-30	45	53.6
	31-35	17	20.2
	36-40	1	1.2
	Above 40	2	2.4



The current study shows that the majority of teachers are satisfied with their nature of job. 63% of total respondents are pleased with the salary while 20% of the total respondents are not happy with the payment they are paid. Female respondents are found more satisfied with the salary which is 77.7% then the male respondents which are 55.5%. The teachers that are not satisfied with the salary can be ascribed by two factors; the first could be the demographic factors and the second could be current economic conditions. Form this study it is found that 60% of teachers having age ranges from 26-30 are much pleased with the salary. Majority of teachers in this group (26-30) have master degrees are more satisfied than the teachers having Bachelor degrees (40). In this study 38.1% married respondents and 61.9% unmarried respondents shared their information. It is clear from this study that married respondents are more satisfied then unmarried respondents. This study shows that teachers having master degrees are more satisfied with jobs then the teachers having bachelor degrees. The summary of these factors is listed in Table 2.

Table 2: Comparison of individuals satisfied with their jobs

Pay	Factors	Frequency%		Neither %	
Gender	Male	78.6	57	17	26
	Female	21.4	78	5	17

Education	BA	19	31	31	38
	MA	81	71	10	19
Marital Status	Married	38.1	72	16	12
	Un Married	69.9	58	17	25

Job security is a factor that affects the level of job satisfaction of teachers. Data gathered in this study shows that 66.6% respondents showed satisfaction with job security. Male teachers are found much more pleased with job security which is 74.2% as compared to Female teachers 38.9%. Similarly married teachers are more satisfied with job security than unmarried teachers. Similarly teachers having Master degrees are found more satisfied with job security than the teachers having Bachelor degrees. Details of these factors are given in Table 3.

Table 3: Comparison of individuals having job security

Job Security	Factors	Frequency %	Percentage	Neither %	
Gender	Male	78.6	74	12	14
	Female	21.4	39	28	33
Education	BA	19	69	6	25
	MA	81	66	18	16
Marital Status	Married	38.1	72	12	16
	Un Married	69.9	60	17	23

Third factor that has been discussed in this study is the relationship with coworkers. Data collected in this research indicates that 79.8% respondent of total sample size are happy with the relationship with coworkers. The reason is they help each other and give support whenever they needed. Overall they create a friendly environment in which they work together and maintain good relationship. Very small numbers of teachers are dissatisfied with the relationship they have with their contemporaries which are just 7.1% of the total sample size. It has been found from the data gathered in this study that 80.3% male teachers are happy with the relationship with their contemporaries while 77.8% female teachers are satisfied with the relationship of their coworkers. This analysis indicates that there is not a big difference in the level of relationship satisfaction with their coworkers. It has also been found that married teachers are slightly more satisfied with the relationship of their colleagues. Similarly teachers having Masters Degrees are found slightly more satisfied with the relationship they have with their coworkers as compare to teachers having Bachelor degrees. Details of the relationship with coworkers and different factors are given in Table 4.

Table 4: Details of relationship with coworkers

Relationship with coworkers	Factors	Frequency %		Neither %	%

Gender	Male	78.6	80	12	8
	Female	21..4	78	17	5
Education	BA	19	75	19	7
	MA	81	81	2	7
Marital Status	Married	38.1	81	0	19
	Un Married	69.9	75	21	4

The fourth factor discussed in this study is the relationship with supervisor. Many researchers have found that employees are happier with their jobs when they have good relations with their supervisor. In this study it has been acknowledged that 76% teachers of total sample size have good relations with the supervisor in their institutions. The phase of relationship with supervisor and other factors are listed in Table 5.

Table 5: Details of relationship with supervisor and other factors

Relationship with supervisor	Factors	Frequency %		Neither %	
Gender	Male	78.6	79	11	10
	Female	21..4	67	27	6
Education	BA	19	69	19	12
	MA	81	78	13	9
Marital Status	Married	38.1	84	4	12
	Un Married	69.9	69	21	10

This study has been conducted in order to measure the job satisfaction of academic staff of four colleges including both private and public colleges in Ghaziabad. There are many factors that affect the level of job satisfaction but in this study four factor including pay, job security, relationship with coworkers and relationship with supervisor are discussed. Both male and female teachers participated in this research having qualification from Bachelor to Master level. Study shows that female teachers are more satisfied with the salary as compare to male teachers. Similarly teachers with higher education are found happier with the Bachelor level teachers. Female respondents are reported less satisfied with job security then male respondents. While teaches having master's degree are found to be more satisfied than teachers having Bachelor's degree.

LIMITATIONS

One limitation is that this study has been conducted in minimum number of colleges. If data is collected from larger figure of colleges the results could be more reliable. Second limitation of this study is that the proportion of female teachers in this study is very near to the ground. So researcher is not so much clear about the job satisfaction level of female teachers.

RECOMMENDATIONS

This study was conducted to find the job satisfaction level of college teachers in a particular region. The number of colleges included in this research is very low. Therefore, this study should be conducted in more colleges as well as in universities of both public and private sectors in various remote areas. Also this study should be conducted in other industries to find out the job satisfaction of workforce.

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