

A Study on Job Satisfaction of Higher Education Faculties in Thrichur District

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Abstract: *The role of teaching faculty includes training of students' brainpowers for national building. Faculty with positive approach and utmost dedication will be an asset to an institution. Faculty who are satisfied with their job will dedicate their life to enlightening students in every possible way. At present managements find it difficult to attract and retain quality teachers. So, they may have to some initiate to retain dedicated and committed faculty by fulfilling their expectations. The result of study exposes that yearly increment, periodicity of salary revision and encouragements are the basis of teachers' job satisfaction.*

Keywords: Job Satisfaction, Faculty, Arts and Science Colleges, Job Security, Salary

I. INTRODUCTION

High quality teaching staff is the keystone of a successful educational system. Teachers are both the largest human capital resource of an educational system. An attracting and retaining high quality teachers are thus a primary necessity for educational institution. However, good teachers are difficult to recruit and almost impossible to retain if the rewards of teaching do not outweigh the possible frustrations on account of poor job conditions. Education is a step stone for students as well as economic growth. The economic progress of a country can be measured by its literacy rate. To make education available to a vast majority, the government privatized Higher Education Institutions in 1991. Thereafter, a greater number of institutions like Arts and Science Colleges and Engineering Colleges were established. As a result, a greater number of students got an opportunity to pursue higher education. The role of higher education institutions is not merely to award degrees and diplomas but to make them employable and socially responsible citizens. Here, faculty play a vital role in moulding them appropriately so that they fit into society once they leave the college successfully. Parents and students may prefer to join higher education institutions where various skills sets are imparted and those which show a high placement record. For fine tuning the students, faculty have to dedicate a lot of time towards students' development. Only the committed and dedicated faculty may put in a lot of effort for students' empowerment. Faculty commitment and dedication towards their institution and students' growth originate from their job satisfaction. Therefore, it is the duty of managements to see to it that the faculty remain content with the wages and recognition for their work. The comfortable faculty will have no reason to quit an institution.

II. REVIEW OF LITERATURE

Klassen et al. (2009) in their study identified that heavy workload and poor working environment would affect teachers' job satisfaction.

Russel, Williams & Gleason-Gomez, (2010) in their study ascertained that a happy teacher-student relationship would increase teachers' job satisfaction.

Helen M. Kituto (2011) in his study ascertained that school culture, reward, leadership and training would influence teachers' job satisfaction.

Michael A. Halpert (2011) in his study observed that salary was an important factor that determined teachers' job satisfaction.

Tickle et al. (2011) in their study observed that work pressure, administrative support, salary and relationship with students influenced job satisfaction.

Bola adekola(2012), explained that the private and public university system ascertains the veracity of this hypothesis. Data were collected from 150 employees consisting of academic and administrative and technical staff from both public



universities and private universities. The result revealed that employees in public universities have greater degree of organisational commitment in comparison to private universities.

Ishtiaq Ahmed et al. (2013) in their study identified that opportunity for career growth enhanced job satisfaction.

Josephine Pepra-Mensah et al. (2017) in their study observed that pay, benefits and incentives influenced teachers' job satisfaction.

Susanne Wanger (2017) in his study ascertained that duration of work significantly influenced job satisfaction.

Katharina Rathmann et al. (2018) in their study found that class room climate influenced teacher's job satisfaction.

Dhanushya et al. (2018) in their study ascertained that grievance redressal mechanism influenced job satisfaction.

III. STATEMENT OF THE PROBLEM

The prime dictum of higher education is students' empowerment. By being imparted various sorts of skill sets, a student can be empowered. Only an empowered student will have the confidence to face life. So, making a student empowered is the duty of faculty. Thus, appealing and recalling such faculty is the prime duty of managements. Besides, managements have to realize the prospects of faculty and keep them gratified. Displeased faculty may not continue in an institution for long. Loss of qualified and dedicated faculty is a loss not only to the educational institution but also to the student community. Thus, the present study has been carried out to determine factors that influence faculty satisfaction.

4.1 Scope of the Study

The main scope of this study is knowing the satisfaction level of the teachers in higher secondary level. It also studies benefit among all types of faculties. The study should also focus on satisfaction level of students towards the management concepts.

4.2 Objectives of the Study

- 1. To study the job satisfaction of higher education faculties.
2. To study the satisfaction level measures adopted by the management.

V. RESEARCH METHODOLOGY

5.1 Data

Primary data has been collected for the faculties in different colleges in Thrissur District using pre-determined questionnaire.. Secondary sources are also used and they collected from various journals, books, and government websites.

5.2 Sampling and Sample Size

Data have been gathered from 250 faculties working at Selected Arts and Science Colleges in Thrissur District by employing simple random technique.

5.3 Tools Used

Factor analysis is employed for analysis.

VI. FINDINGS

6.1 Factors Influencing Teacher's Satisfaction

Factor analysis is employed to find factors influencing teachers' satisfaction. The result of KMO test reveals that collected sample data are sufficient for carrying out factor analysis.

Table 1: KMO and Bartlett's Test

Table with 2 columns: Test Name, Value. Rows include Kaiser-Meyer-Olkin Measure of Sampling Adequacy (.746), Bartlett's Test of Sphericity Approx. Chi-Square (2038.95), Df (456), and Sig. (.00).



Table 2: Factors

Particulars	1	2	3	4	5	6	7	8	9
Increment	.832								
Periodicity of pay revision	.813								
Enticement for Extra Qualification	.612								
Pay Revision	.661								
Appropriate College Timing		.824							
Number of Free Hours		.812							
Opportunity for Career Growth		.749							
Number of Hours and Subject Allotted		.707							
Freedom in carrying out assigned work			.841						
Support of Co-workers			.801						
Allocation of preferred subject			.726						
Superior's Support			.640						
Substructure for Teaching				.756					
Gratefulness from Senior Teachers				.712					
Allocation of favourite Class				.705					
Learning Resource Centre					.814				
Time taken for resolving criticisms					.711				
Students Respect towards teachers						.874			
Students Support						.720			
Per Class Students Strength							.801		



Provision for Satisfactory Air Circulation							.701		
Provision of Cafeteria								.813	
Restroom Hygiene								.706	
Pay Amount									.802
Punctuality in Payment of Pay									.604
Eigen Values	5.972	3232	2.362	2.568	2.326	2.212	1.742	1.284	1.102
% of Variance	17.035	10.602	9.152	8.562	7.533	7.144	5.522	4.052	3.293
Cumulative % of Variance	17.082	27.532	36.699	45.382	53.004	60.156	65.733	69.758	73.129

The result of Factor analysis reveals that yearly increment offered by management, periodicity of pay revision, encouragements offered by management for acquitting extra qualification by the teachers, convenient work timing, opportunity offered by management for their career growth etc, influence teachers’ satisfaction.

VII. SUGGESTIONS

1. There should be no bias while yielding augmentation to faculty members. The management may carry out proper performance appraisal and award increments based on it.
2. Faculty satisfaction may be increased if their pay is swotted at regular intervals.
3. Incentives should be offered for faculty who obtain Doctorate degree, pass NET / SET examinations and NPTEL and Swayam courses.
4. College working time should be expediently fixed both for student and faculty
5. Workload may be reduced or special leave may be granted for faculty members who are on the threshold of completing their research work.
6. UGC norms should be followed in the allocation of class hours for Assistant and Associate professors
7. Enough freedom should be offered for faculty members to complete their assigned tasks. Superfluous interruption leads to delay in the completion of the work. Further, offering sufficient freedom may inspire faculty to undertake supplementary responsibilities.
8. Necessary support should be protracted by senior faculty to the new faculty, so that the latter may easily settle down in their working atmosphere.
9. Subjects should be allotted based on core capability of faculty so that the faculty may feel at ease in tendering the subjects.
10. Management should offer latest smart class rooms to make teaching more interesting and make students more interested.

VIII. CONCLUSION

The effect of the study reveals that yearly increment, periodicity of pay revision, incentives, convenient college work timing, and opportunity for career growth increase job satisfaction of faculty. Parents, students and managements have their own hopes, which keep on increasing. It is the duty of faculty to fulfil the expectation of the parents, students and management. The faculty have to dedicate their life for the growth of the institution as well as students. So, the management has to take care of the needs of faculty and keep them contented thereby creating a very enjoyable learning atmosphere in the campus.

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