

FACTORS AFFECTING COLLEGE TEACHERS' JOB SATISFACTION IN WEST BENGAL –THEORETICAL REVIEW

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Abstract: The study has been taken to determine the factors affecting job satisfaction of undergraduate college teacher as it is necessary for the wellbeing of every educational organization. Main objective of this study is to high light different factors that affecting job satisfaction of college teachers in West Bengal. The study is mainly descriptive type in nature and it is totally depending upon secondary data collected from different journals, news bulletin, websites etc. The result shows that college teachers are facing different factors that are affecting job satisfaction of undergraduate college teachers, creating pressure on the mind of teachers and as a result they are not having happy in their job. The result also shows that factors which affect college teacher's job satisfaction are broadly categorized into four dimensions- organizational, work itself, personal and work environmental factors.

Index Terms – job satisfaction, different factors, teachers, undergraduate college, higher education.

I. INTRODUCTION:

The study of Job satisfaction is an old one but it never be old, it is a contentious process. As the human being is the core in this study so to understand and to read the mind of the employees, it is always need to study such topic. The study has been done to investigate predictors of Under Graduate College Teachers. Employee job satisfaction is considered as a critical success factor for organizations. Numbers of researches on this topic have been conducted all around the world. It is an important task to determine the factors that affect job satisfaction of college teachers. If this type of study is not done than it is very danger for every organization.

II. OBJECTIVES:

There are certain objectives in my study which are as follows:

- i. To study the concepts of job satisfaction.
- ii. To study the dimensions/ factors affecting to Job satisfaction of college teacher.
- iii. To make some conclusion.

III. RESEARCH METHODOLOGY:

The study is mainly descriptive type in nature based on purely literature review basis of secondary data and the data is collected from different books, seminar proceeding, journals and websites etc.

IV. ANALYSIS AND DISCUSSION:

1. Concepts of Job Satisfaction:

Hoppock (1935) indicates that job satisfaction means the mental, physical and environmental satisfaction of employee and the extent of job satisfaction can be known by inquiring employees about the job satisfaction extents. The academic definitions of job satisfaction can be divided into three types. Namely:

(1) **Integral definition:** This definition emphasizes workers' job attitude toward environment with focal attention on the mental change for individual job satisfaction of employee (Locke, 1976; Fogarty, 1994; Robbins, 1996).

(2) **Differential definition:** It emphasizes job satisfaction and the difference between the actually deserved reward and the expected reward from employees; the larger difference means the lower satisfaction (Smith et al., 1969; Hodson, 1991).

(3) **Reference structure theory:** It emphasizes the fact that the objective characteristics of organizations or jobs are the important factors to influence employees' working attitude and behaviors but the subjective sensibility and explanation of working employees about these objective characteristics; the said sensibility and explanation are also affected by self-reference structures of individual employee (Morse, 1953; Homans, 1961).

Within this research, for the dimension of job satisfaction, we adopt the frequently applied Minnesota Satisfaction Questionnaire and divide the job satisfaction of employee into the external satisfaction and internal satisfaction for the subsequent researching investigation.

Although no uniform definition of job satisfaction exists (Siegel & Lane, 1982); job satisfaction is generally considered to be the overall feeling that a worker has about a job.

Young (1984) defined job satisfaction as “the affective reaction that employees have about their jobs” (p. 115). According to Young, job satisfaction has implications for the individual related to physical and mental health, for the organization related to the acceptance of and good performance on the job, and for society related to quantity and quality of life.

Job satisfaction was defined by **Lofquist and Dawis (1969)** as “the pleasurable emotional state resulting from the appraisal of the extent to which he works environment fulfills an individual’s requirement” (p. 47).

Solly and Hohenshil (1986) stated “Job satisfaction is defined as an attitude individuals hold about their work consisting of a general or global factor of satisfaction as well as a collection of specific factors related to sources of work reinforcement” (p. 119).

According to **Hoppock (1977)**, job satisfaction can be defined as essentially any combination of psychological, physiological, and environmental circumstances that cause a person to say, “I am satisfied with my job”.

Paul Spector’s refers to job satisfaction as “a cluster of evaluative feelings about the job” and identifies nine facets of job satisfaction that are measured by the Job satisfaction:

1. Pay - amount and fairness or equity of salary
2. Promotion - opportunities and fairness of promotions
3. Supervision - fairness and competence at managerial tasks by one’s supervisor
4. Benefits - insurance, vacation, and other fringe benefits
5. Contingent rewards - sense of respect, recognition, and appreciation
6. Operating procedures - policies, procedures, rules, perceived red tape
7. Coworkers - perceived competence and pleasantness of one’s colleagues
8. Nature of work - enjoyment of the actual tasks themselves
9. Communication - sharing of information within the organization.

2. FACTORS GENERALLY INFLUENCE JOB SATISFACTION:

Various variables impact job satisfaction. A couple of examination studies have been directed to build up a portion of the causes that outcome in job satisfaction. These examinations have uncovered a predictable relationship of specific factors with job satisfaction.

Although it might appear glaringly evident, remuneration is very the essential or hugest wellspring of fulfilment and inspiration. Consider enlisted nurture who instructs at a college rather than rehearsing in the field. Authorized experts, similar to attendants who instruct in instructive establishments, are by and large paid not as much as what they would make whenever utilized straightforwardly in their field. Nonetheless, the remunerating idea of instructing regularly bests the pay bundle.

Advancement

Rather than representative perspectives toward pay, the third aspect identifying with up portability is exceptionally persuasive in a worker's disposition toward their work. Studies led in various created countries show that a make way to climb in the association is evaluated a lot higher than remuneration.

A steady battle for an association is to give individuals up versatility when no special way is self-evident. To show this current, how about we analyze two occupations. On account of a draftsman or bookkeeper, a limited-time way is very self-evident. Representatives in these callings, by and large, join an association on the most reduced level yet with a make way to turning into a full accomplice.

Conversely, think about a welder at an auto shop. Regardless of how great the welder is at their particular employment, there isn't a ton of freedom to be advanced into an alternate job. Therefore, numerous associations utilize a professional stepping stool that permits representatives to climb in their present jobs without expecting them to move into the board positions.

Recognition

Like Advancement, Recognition is frequently appraised as a more critical inspiration than remuneration. Indeed, numerous workers observe fulfilment in acknowledgement regardless of whether it comes as a financial award. Numerous representatives are spurred by the basic truth that individuals around them are insightful of their great work.

Working Conditions

Working conditions are the inward connections among representatives and their partners in the working environment. This is a genuinely critical thought; research has affirmed that, while positive working conditions seldom fill in as an essential inspiration to remain with a solitary business, terrible relational connections are a strong component to disappointment and conceivable takeoff from the association.

Benefits

Benefits, the 6th aspect, were momentarily referenced in the second element of instalment. Fulfilment with benefits is a particularly significant thought for managers who pay not exactly a large number of their rivals. To outline this, think about government work. Representatives working in government workplaces don't regularly have the most noteworthy wages in the business. Notwithstanding, numerous administration occupations offer fantastic retirement benefits, medical coverage decisions, and different types of remuneration. In these cases, benefits are used as an instrument to keep workers steady and fulfilled in any event, when they may get higher wages with an alternate manager.

These factors can be explained with the help of the chart:

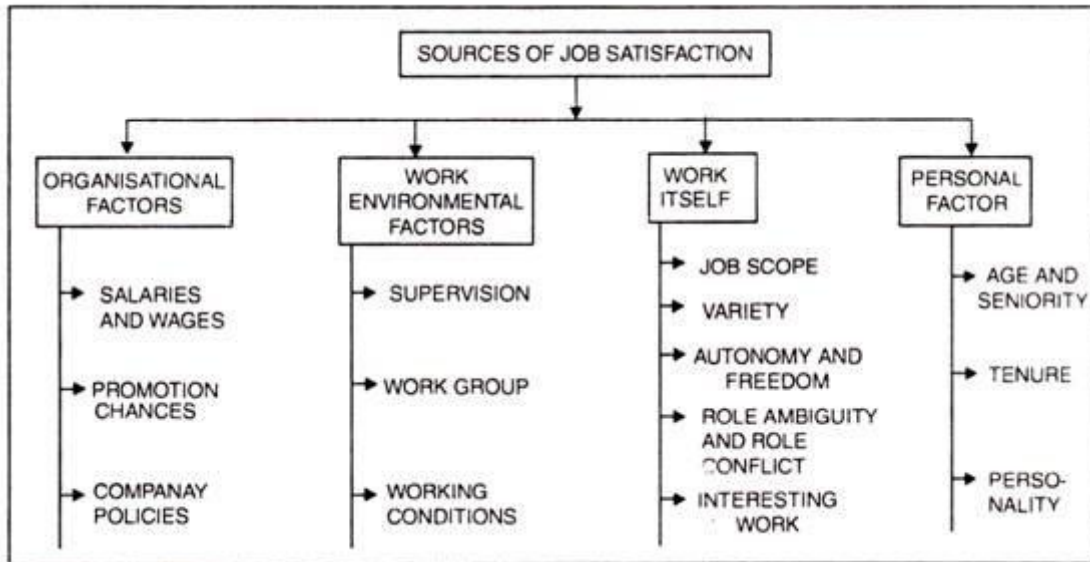


Fig. 2.1: Sources of Job satisfaction

These variables can be examined exhaustively as follows:

A. Organizational Factors:

A portion of the authoritative elements which influence Job Satisfaction is:

1. Pay rates and Wages:

Wages and pay rates assume a critical part in impacting position fulfilment. This is fundamentally a direct result of a couple of essential reasons. First and foremost, cash is a significant instrument in satisfying one's requirements. Cash likewise fulfils the principal level of requirements of Maslow's model of fulfilment. Furthermore, representatives regularly consider cash to be an impression of the administration's anxiety for them. Thirdly, it is viewed as an image of accomplishment since a more significant salary mirrors a more serious level of commitment towards hierarchical activities.

Non-money related advantages are likewise significant, however, they are not as powerful. One justification for that will be that the majority of the workers don't have the foggiest idea of the amount they are getting in benefits. Besides, a couple will more often than not esteem their advantages since they don't understand their financial worth. The workers, for the most part, need a compensation framework that is straightforward, reasonable and following their assumptions.

2. Advancement Chances:

Special possibilities extensively influence Job Satisfaction on account of the accompanying reasons:

Initially, Promotion shows on worker's worth to the association which is exceptionally spirit boosting. This is especially evident on account of significant level positions.

Furthermore, Employee accepts advancement as a definitive accomplishment in his vocation and when it is acknowledged, he feels incredibly fulfilled.

Thirdly, Promotion includes positive changes e.g., more significant pay, less management, more opportunity, really testing work tasks, expanded liabilities, status and like.

3. Organization Policies:

Hierarchical design and approaches likewise assume a significant part in influencing the Job Satisfaction of representatives. A totalitarian and profoundly definitive construction causes hatred among the workers when contrasted with a design that is more open and popularity based in nature.

Hierarchical strategies likewise oversee human conduct in associations. These strategies can produce good or negative sentiments towards the association. Liberal and reasonable arrangements ordinarily bring about more job satisfaction. Severe arrangements will make disappointment among the representatives since they feel that they are not being dealt with decently and may feel obliged.

In this manner, a majority rule authoritative construction with reasonable and liberal arrangements is related to high job satisfaction.

B. Work Environmental Factors:

The work natural elements incorporate the accompanying significant elements:

1. Supervision:

Supervision is a respectably significant cause of job satisfaction. There are two components of administrative styles which influence job satisfaction:

First is Employee Centeredness:

At whatever point the boss is well disposed and steady of the laborers there is job satisfaction. In this style, the boss takes an individual interest in the representative's government assistance.

The second is Participation:

The bosses who permit their subordinates to partake in choices that influence their positions, help in establishing a climate that is exceptionally helpful for job satisfaction. Accordingly, the managers who build up a strong individual relationship with subordinates and take an individual interest in them, add to the representatives' fulfilment.

2. Work Group:

The idea of the workgroup or group will influence Job Satisfaction in the accompanying ways:

(I) A well-disposed, and helpful gathering gives freedoms to the gathering individuals to interface with one another. It fills in as a wellspring of help, solace, exhortation and helps to the singular gathering of individuals. If then again, individuals are hard to coexist with, the workgroup will hurt job satisfaction.

(ii) The workgroup will be a considerably more grounded wellspring of fulfilment when individuals have comparative mentalities and qualities. In such a gathering, there will be less grinding on an everyday premise.

(iii) Smaller gatherings give more prominent freedoms to building shared trust and understanding when contrasted with bigger gatherings.

Consequently, the gathering size and nature of relational relations inside the gathering assume a critical part in specialists' fulfilment.

3. Working Conditions:

Great working conditions are alluring by the representatives, as they lead to more actual solace. Individuals want that there ought to be a spotless and solid workplace. Temperature, mugginess, ventilation, lighting and clamor, long stretches of work, neatness of the working environment and sufficient devices and hardware are the highlights that influence job satisfaction. While the positive working conditions are underestimated and may not contribute intensely towards job satisfaction. Helpless working conditions truly do turn into a cause of occupation disappointment.

Just because they lead to actual distress and actual risk. Besides, every one of the representatives is not fulfilled or disappointed by ideal or horrible workplaces as displayed in the figure given beneath.

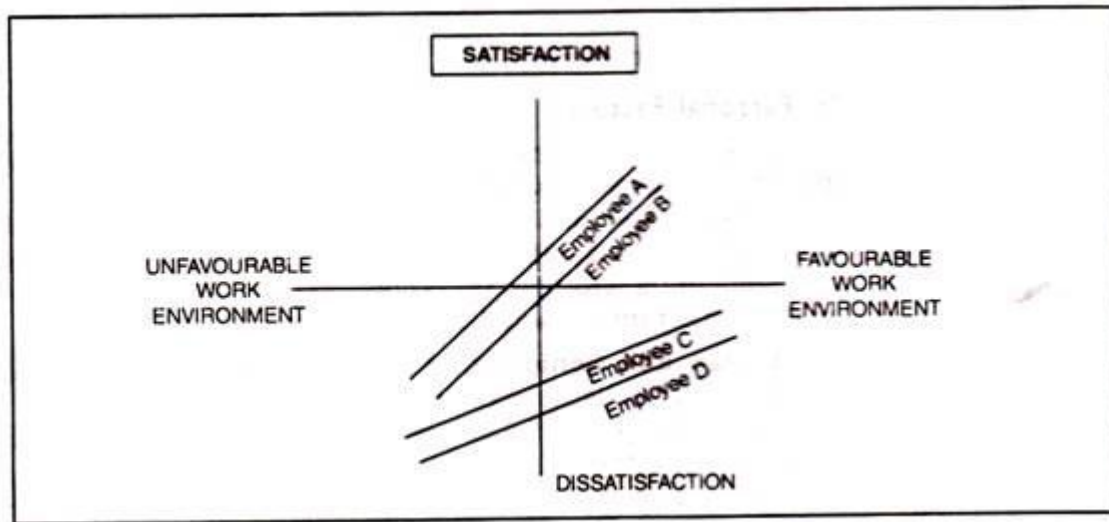


Fig. 1.2: Worker's fulfilment

As displayed in the figure-2.2, every one of the four representatives is disappointed when the functioning conditions are horrible. Nonetheless, as the functioning conditions begin becoming great, the Job Satisfication of representatives A and B increments forcefully while workers C and D have just a minor expansion in fulfilment.

C. Work Itself:

The substance of the actual work assumes a significant part in deciding the degree of job satisfication.

A portion of the parts of the work which influence Job Satisfication is:

(I) Job Scope:

It gives how much obligation, work speed and criticism. The higher the level of these variables, the higher the work scope and the higher the degree of fulfilment.

(ii) Variety:

A moderate measure of assortment is exceptionally powerful. The unnecessary assortment produces disarray and stress and too little assortment causes repetitiveness and weariness which are dis-satisfiers.

(iii) Lack of Autonomy and Freedom:

The absence of independence and opportunity over work strategies and work speed can make weakness and disappointment. Workers would rather avoid it when their every progression and each activity is controlled by their boss.

(iv) Role Ambiguity and Role Conflict:

Job vagueness and job struggle likewise lead to disarray and occupation disappointment since workers don't know precisely what their assignment is and what is generally anticipated of them.

(v) Interesting Work:

A work which is exceptionally fascinating and testing and gives status will give fulfilment to the representatives when contrasted with work which is exhausting and dull.

D. Personal Factors:

Individual credits of the people additionally assume a vital part regarding whether or not they are fulfilled at the particular employment. Worry warts and people with negative perspectives will grumble about everything including the work. They will forever observe something wrong in each task to gripe about.

A portion of the significant individual elements are:

1. Age and Seniority:

With age, individuals become more developed and practical and less optimistic so they will acknowledge accessible assets and compensate and be happy with the circumstance. With the progression of time, individuals move into seriously testing and mindful positions. Individuals who don't climb by any means with time are bound to be disappointed with their positions.

2. Tenure:

Workers with longer residency are relied upon to be profoundly happy with their positions. Residency guarantees professional stability, which is exceptionally acceptable to representatives. They can undoubtedly anticipate their future with next to no feeling of dread toward losing their positions.

3. Character:

A portion of the character attributes which are straightforwardly identified with Job Satisfaction are confidence, self-esteem, and development, and conclusiveness, feeling of independence, challenge and obligation. Higher the individual is on Maslow's needs hierarchy, the higher is the job satisfaction. This sort of fulfilment comes from inside the individual and is an element of his character. Appropriately, as well as giving a sound workplace, the board should guarantee that the representative is content with himself and has an uplifting perspective on life.

There is some uncertainty whether Job Satisfaction comprises of a solitary aspect or various separate ones. A few specialists might be happy with certain parts of their work and disappointed with others. There does, in any case, have all the earmarks of being a positive relationship between's fulfilment levels in various spaces of work. This proposes a solitary generally element of job satisfaction. Notwithstanding, it appears there is nobody, general, an exhaustive hypothesis that clarifies job satisfaction.

Today is as yet considered by various pundits to be, an intricate idea and hard to gauge impartially. A wide scope of factors identifying with individual, social, social hierarchical and ecological variables influence the degree of job satisfaction. In particular:

- **Individual Factors** incorporate character, instruction, insight and capacities, age, conjugal status, direction to work.
- **Social Factors** incorporate associations with collaborators, bunch working and standards, openings for communication, casual association.
- **Cultural Factors** incorporate fundamental mentalities, convictions and qualities.
- **Organizational Factors** incorporate nature and size, formal construction, staff arrangements and strategies, representative relations, nature of the work, innovation and work association, oversight and styles of initiative, the board frameworks, working conditions.
- **Environmental Factors** incorporate financial, social, specialized and legislative impacts.

These various variables, all influence the Job Satisfaction of specific people in a given situation, yet not really in others. The different investigations of Job Satisfaction have some legitimacy and have served the organizations during hardship and execution evaluation.

An essential method of accomplishing position fulfilment is to build up a corporate culture that empowers correspondence and is coordinated towards quality work. Representatives need to see greatness compensated, to not fear committing errors, to work in an air of supportiveness, and to see a connection between difficult work and rewards. As the instrument for such essential changes, hierarchical culture can be adjusted by reshaping capacities, like the correspondences frameworks and by building groups and making pioneers. Overseeing change is difficult for the present organizations and its prosperity or disappointment will pass judgment on the feasibility of any firm in the years to come.

Wages: Wage is how much prize a specialist anticipates from the gig. It is an instrument of satisfying the requirements. Everybody hopes to get a comparable prize. The compensation ought to be reasonable, sensible and evenhanded. A sensation of reasonable and evenhanded prize produces job satisfaction.

Nature of Work: The idea of work fundamentally affects job satisfaction. Occupations including knowledge, abilities, capacities, difficulties and extension for a more prominent opportunity make the representative fulfilled at work. A sensation of fatigue, helpless assortment of assignments, disappointment and disappointment prompts work disappointment.

Working Conditions: Good functions conditions are expected to inspire the representatives. They give a sense of security, solace and inspiration. Helpless working conditions give an inclination that wellbeing is at serious risk.

Work Content: Job content alludes to the elements, for example, acknowledgement, obligation, headway, accomplishment and so on Occupations include an assortment of errands and less dreary outcomes in more noteworthy job satisfaction. A task, having helpless substance produces work disappointment.

Authoritative Level: Higher level positions are considered lofty, regarded and opportunity for discretion. Representatives working at more elevated level positions express more noteworthy Job Satisfaction than the lower-level positions.

Openings for Promotion: Promotion is an accomplishment throughout everyday life. The advancement gives more compensation, obligation, authority, autonomy and status. Accordingly, openings for advancement decide the level of fulfilment of the representatives.

Work Group: The presence of gatherings in associations is a typical peculiarity. It is a characteristic craving of people to collaborate with others. This trademark brings about the development of workgroups in the work environment. Segregated specialists loathe their positions. The workgroup applies an enormous impact on the fulfilment of representatives. The fulfilment of an individual relies generally upon the relationship with the gathering individuals, overall vibes, bunch cohesiveness and his requirement for the association.

Authority Styles: Leadership style additionally decides the fulfilment level at work. The majority rule authority style improves job satisfaction. Majority rule pioneers advance kinship, regard and warm connections among the workers. Then again, representatives working under dictator pioneers' express a low degree of job satisfaction.

Individual Determinants:

Job Satisfaction identifies with mental elements. In this manner, various individual variables decide the Job Satisfaction of the representatives. They are referenced underneath:

Character: Individual mental conditions decide the character. Factors like discernment, mentalities and learning decide the mental conditions. In this way, these variables decide the fulfilment of people.

Age: Age is a huge determinant of job satisfaction. More youthful age representatives having higher energy levels are probably going to feel more fulfilled. As representatives develop more seasoned, desire levels increment. Assuming they can't observe their yearning satisfied, they feel disappointed.

Instruction: Education gives a chance to foster one's character. It improves individual insight and assessment interaction. Profoundly instructed workers have constancy, sanity and thinking power. Consequently, they can comprehend the circumstance and assess it decidedly.

Gender Differences: The sex and race of the representatives decide Job satisfaction. Ladies are bound to be fulfilled than their partners regardless of whether they are utilized in little positions.

Certain different variables that decide Job Satisfaction are learning, expertise independence, work attributes, a fair mentality of the executives, economic well-being and so forth Chiefs ought to consider this multitude of variables in surveying the fulfilment of the representatives and expanding their degree of job satisfaction.

Table-1: Factors/dimensions of job satisfaction of college teachers

Work Itself • Feeling of independence/feeling of achievement/feeling of victory/self-esteem/feeling of control and other similar feelings obtained from work
Administration and Management • Policy and administration/peers/authority/policies and facilities/relations with management/management support/management system
Facilities • Support of research/training opportunities/required resources/adequate equipment/availability of university resources
Individual's Personal Characteristics • Age/tenure/educational level/gender/hours of work/working experience/teaching experience/marital status/number of children
Supervision • Support form supervision/leadership style/autonomy
Others • Job security/commitments/workload/organization vision/result feedback and motivation/work burden
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IV. CONCLUSION

The above mentioned dimensions are the common for job satisfaction of employee of any organization. In case of educational organization, these factors are not exceptional. So if the organization does not care about the common needs of employee, the objective of the organization can't be fulfilled. The attitude and the viewpoints of the employees towards their jobs determine job satisfaction. When the employee job satisfaction is determined, the main factors that are required to be taken into consideration are, job security, opportunities to make use of skills and abilities, people management, compensation/pay, supervisor support, working environmental conditions, job characteristics, relationship with the co-workers, job duties, flexibility to balance life and work issue and educational qualifications. The employees may possess positive or negative feelings towards their jobs, all the above stated factors are vital in determining the attitude of job satisfaction. Job satisfaction is regarded to be a function of the balance between work role inputs, which is education, time and effort and the work role outputs, which is compensation and benefits,

working conditions, wages, fringe benefits, task significance and intrinsic aspects of the jobs. so to have a sound qualitative higher education, it is always need to take care of teachers is the common responsibility of every education sector.

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