



# JOB SATISFACTION: A STUDY OF GOVERNMENT COLLEGE TEACHERS IN MAHENDERGARH DISTRICT OF HARYANA

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## **Abstract:**

Satisfied workforces of an organization are more likely to work well in their job without stress, stay long period of time, maintain positive ambience at work place resulting higher revenue and creation of favorable brand name for its society. The security and welfare of society depends upon its students because these are the people who will take the responsibility of the success of the society in future. It may be possible through good teacher who help in achieving student's goal. So teacher's role is very important. The basic purpose of this study is to find the factors that affect job satisfaction of the college teachers and to know their level of job satisfaction. To achieve the objectives of the study, 150 respondents from govt. colleges in Mahendergarh district were selected during year 2023 on random basis. Data is collected through semi structure questionnaire. For the analysis of data Mean, Standard Deviation, Chi Square values are used in SPSS 21.0 software package. It is found that college teachers have moderate level of job satisfaction. Level of job satisfaction between male and female college teachers is same. The college teachers are high satisfied with the nature of their work and least satisfied with operating procedures and fringe benefits.

## **Introduction:**

Students are one of the crucial properties of any society. The security and welfare of society depends upon its students because these are the people who will take the responsibility of the success of the society in future. It may be possible through good teacher who help in achieving student's goal. So teacher's role is very important. Teachers are the source of supervision in all the essential steps in academic life of the students. People are paying attention to work in the institutions as well as in the services where they feel satisfied. Job dissatisfaction leads to reduced level of performance (Bretz & Thomas, 1992); it increases turnover and turnover intentions (Motowidlo, 1983) and also leads to absenteeism (Weiner, 1980). But in reality how far such job satisfaction is ensured in college teachers' jobs is a main issue in recent times. When teachers are satisfied with their job they can perform their responsibilities with more concentration and devotion. The positive emotional response of the employees towards the job circumstances what they expect from work is called job satisfaction. In other words, it can be described as a pleasing state of emotions consequential from the appraisal of a person's work or work know-how. Various research studies indicate that employee satisfaction is completely accountable for output because both have a direct relation. A most important part of our life is spent in doing the work with is must for our social identity. It is of important to think as what are the factors that make a person to work, what decide the level of work and how the contentment level of a person can be increased while he do his work. Job satisfaction is contentment of a person with his work. Job satisfaction plays an important role in ensuring healthy relations between the organization and workers. It is felt that to make an organization to function successfully, the management should look into the job satisfaction of employees. It is being remarked that job satisfaction comes from a balance and comprises of various willingness, unwillingness and other expertise in association with the occupation. This means that if a worker is more satisfied with his work, he feels more attached to his work which also impacts his work efficiency and creates positive attitude for work. The attitude of employee and his contentment to work and factors of his attitude are affected by personality of individual or work environment.

In the present, job satisfaction has been an important issue in the entire world. It is very essential to the longterm growth of any educational system around the world. Job satisfaction in this context is the ability of the teaching job to meet teachers' needs and improve their teaching performance. Knowledge, skills and competencies occur when one feels satisfied in one's behavior. Therefore, satisfaction is needed in the behavior of a college teacher if he/she has to perform productive activities in the college.

## **Significance of the study:**

Teachers often criticize that they are not effectively consulted regarding policy changes and that their rights are desecrated. This leads to irritation and dissatisfaction, and in turn effects the commitment and productivity of teachers. So job satisfaction is receiving more attention these days. In the present study an attempt is made to study the level of job satisfaction of college teachers.

## Objectives:

There are three major objectives of this study:-

1. To find the factors that affect job satisfaction of the college teachers.
2. To know the level of job satisfaction in college teachers with respect to gender, age, designation and qualification.

## Research Methodology:

Research methodology includes population and sample selection, data collection and tools applied to draw results. Descriptive research design has been adopted in this study. The population of the study includes all the teacher of Govt. College in Mahendergarh District of Haryana. They have three designation posts in college i.e. Assistant Professor, Associate Professor and Extension Lecturer. Out of total 10 government colleges in Mahendergarh district, we have selected six colleges (three Govt. Colleges and three Govt. Colleges for Women) by using convenience sampling method. Data are collected from 150 respondents during year 2023 on random basis and who have expressed willingness to participate. Data are collected through semi structured questionnaire. First part of the questionnaire is containing information of the respondents regarding designation, gender, age, qualification and level of job satisfaction. The other part of the questionnaire is containing questions regarding factors of job satisfaction of the college teachers. In this part, seven factors are included that may affect the level of job satisfaction of the college teachers. These are: salary, promotion, supervision, contingent reward, operating procedure, fringe benefits, co-workers, nature of work and communication. Suggestion and opinions given by employees in pilot testing are considered. For the analysis of data Mean, Standard Deviation, Chi Square values are used in SPSS 21.0 software package. Four hypothesis are taken these are as follow-

## Research Hypothesis:

Null Hypothesis 1: There is no significance relationship between gender of college teachers and level of job satisfaction.

Null Hypothesis 2: There is no significance relationship between designation of college teachers and level of job satisfaction.

Null Hypothesis 3: There is no significance relationship between ages of college teachers and level of job satisfaction.

Null Hypothesis 4: There is no significance relationship between qualification of college teachers and level of job satisfaction.

## Data Analysis and Interpretation:

**Table 1 Sample Respondents According to their Designation**

Designation	Frequency	Percentage
Assistant Professor	75	50
Associate Professor	30	20
Extension Lecturer	45	30
Total	150	100

(Sources: Researchers Calculation through SPSS)

From the above table it is depicted that 50% of the respondents belong to assistant professor, 20% of the respondents belonging to associate professor and 30% belongs to extension lecturer. So it is concluded that most respondents are assistant professor in this study.

**Table 2 Sample Respondents According to their Gender**

Gender	Frequency	Percentage
Male	54	36
Female	96	64
Total	150	100

(Sources: Researchers Calculation through SPSS)

In the table no 2 it is observed that 36% teachers are male and 64% teachers are female. It shows that majority of the respondents are female.

**Table 3 Sample Respondents According to their Age**

Age	Frequency	Percentage
34 and below	82	54.7
35-44	52	34.3
45 and above	16	10.6
total	150	100

(Sources: Researchers Calculation through SPSS)

In the table no. 3 it is extracted that 54.7% teacher are below from 34 years, 34.3% teachers are 35 years to 44 years and 10.6% teachers are above 45 years. So it may conclude that there is younger teacher in this survey.

**Table 4 Sample Respondents According to their Qualification**

Qualification	Frequency	Percentage
Ph.d	83	55.3
Non-Ph.d	67	44.7
total	150	100

(Sources: Researchers Calculation through SPSS)

From the above table it is found that 55.3% teachers are PH.D and 44.7% teachers are non PH.D. It can be say that majority of teachers have degree of PH.D.

**Table 5 Sample Respondents According to their Gender and Level of Job Satisfaction**

Gender	Level of Satisfaction			Total
	Low satisfaction	Moderate satisfaction	High satisfaction	
Male	5 (9%)	35 (65%)	14 (26%)	54
Female	8 (8%)	47 (49%)	41 (43%)	96
Total	13	82	55	150

Factor	D.O.F	Chi Square Value	Sig. Value	Hypothesis
Gender	2	4.278	0.118	Not rejected

(Sources: Researchers Calculation through SPSS)

From the above table it is observed that 65% of male respondents have moderate level of job satisfaction and 26% of male respondents have high level of satisfaction. In female respondents, 49% female teachers have moderate level of job satisfaction and 43% have high level of job satisfaction. Only 9% in male respondents and 8% in female respondents have low level of job satisfaction. It is observed that there are few teachers that have low satisfaction. Majority of the respondents have moderate job satisfaction.

In the chi square table the degree of freedom is found 2, chi square value is 4.278 with sig. value 0.118. It means sig value is greater than 0.05 so null hypothesis (There is no significance relationship between gender and level of job satisfaction) is not to be rejected.

It is concluded that male and female college teachers have same level of job satisfaction. Almost they have moderate level of job satisfaction.

**Table 6 Sample Respondents According to their Designation and Level of Job Satisfaction**

Designation	Level of Satisfaction			Total
	Low satisfaction	Moderate satisfaction	High satisfaction	
Assistant professor	6(8%)	41(55%)	28(37%)	75
Associate professor	3(10%)	21(70%)	6(20%)	30
Extension lecturer	4(9%)	20(44%)	21(47%)	45
Total	13	82	55	150

Factor	D.O.F	Chi Square Value	Sig. Value	Hypothesis
Designation	4	5.762	0.218	Not rejected

(Sources: Researchers Calculation through SPSS)

From the above table it is observed that 55% Assistant Professor have moderate level of job satisfaction and 37% have high level of satisfaction. 70% Associate Professor have moderate level of job satisfaction and 20% have high level of job satisfaction. 44% Extension Lecturer have moderate level of job satisfaction and 47% have high level of satisfaction. Only 9% employees have low level of job satisfaction. It is observed that there are few teachers that have low satisfaction. Majority of the respondents have moderate job satisfaction.

In the chi square table the degree of freedom is found 4, chi square value is 5.762 with sig. value 0.218. It means sig value is greater than 0.05. So null hypothesis (There is no significance relationship between designation and level of job satisfaction) is not to be rejected.

It is concluded that college teachers of various designation have moderate level of job satisfaction.

**Table 7 Sample Respondents According to Age and Level of Job Satisfaction**

Age	Level of Satisfaction			Total
	Low satisfaction	Moderate satisfaction	High satisfaction	
Below 34	8(10%)	33(40%)	41(50%)	82
35-44	4(8%)	34(65%)	14(27%)	52
45 and above	1(6%)	14(88%)	1(6%)	16
Total	13	82	55	150

Factor	D.O.F	Chi Square Value	Sig. Value	Hypothesis
Age	4	20.150	0.000	Rejected

(Sources: Researchers Calculation through SPSS)

From the above table it is indicated that 40% of the sample respondents those are belonging to below 34 years age group have moderate level of job satisfaction and 50% have high level of satisfaction. In age group between 35 years to 44 years of the respondents, 65% have moderate level of job satisfaction and 27% have high level of job satisfaction. 88% of the sample respondents those are belongs to 45 years and above age group have moderate level of job satisfaction and 6% have high level of satisfaction. Only 9% of the sample respondents have low level of job satisfaction.

It is observed that there are few teachers that have low satisfaction. Majority of the respondents have moderate job satisfaction.

In the chi square table the degree of freedom is found 4, chi square value is 20.15 with sig. value 0.000. It means sig value is less than 0.05. Hence, the difference is significant. So null hypothesis (there is no significance relationship between age and level of job satisfaction) is rejected. It is concluded the level of job satisfaction is associated with age.

**Table 8 Sample Respondents according to qualification and Level of Job Satisfaction**

Qualification	Level of Satisfaction			Total
	Low satisfaction	Moderate satisfaction	High satisfaction	
Ph.D	6(7%)	42(51%)	35(42%)	83
Non-Ph.D	7(10%)	40(60%)	20(30%)	67
total	13	82	55	150

Factor	D.O.F	Chi Square Value	Sig. Value	Hypothesis
Qualification	2	2.539	0.281	Not Rejected

(Sources: Researchers Calculation through SPSS)

From the above table it is observed that 51 % of sample respondents who are Ph.D holder have moderate level of job satisfaction and 42% have high level of satisfaction. In Non Ph.D sample respondents, 60% have moderate level of job satisfaction and 30% have high level of job satisfaction. Only 7 % of Ph.D respondents

and 8% of non Ph.D respondents have low level of job satisfaction. It is observed that there are few teachers that have low satisfaction. Majority of the respondents have moderate job satisfaction.

In the chi square table the degree of freedom is found 2, chi square value is 2.539 with sig. value 0.281. It means sig value is greater than 0.05. So null hypothesis (there is no significance relationship between qualification and level of job satisfaction) is not to be rejected. It is concluded that level of job satisfaction of the college teachers is independent from degree of Ph.d.

**Table 9 Descriptive Statistics for the Factors that Impacted Job Satisfaction**

Factors of job satisfaction	Mean	S.D
Salary	3.75	.606
Promotion	3.49	.867
Supervision	3.25	.516
Contingent Reward	2.88	.806
Operating procedure	2.63	.595
Fringe benefits	3.34	.754
Co- workwers	3.30	.597
Nature of work	4.42	.567
Communication	3.35	.581
<b>Total</b>	<b>3.38</b>	<b>0.65</b>

(Sources: Researchers Calculation through SPSS)

Above table indicates that the arithmetic mean for the total job satisfaction of the sample is 3.38 with a standard deviation of 0.65. The small value of standard deviation for the overall level of job satisfaction indicates that most respondents are close to the mean. With respect to the factors of job satisfaction assessed by the Job satisfaction Scale, the arithmetic means for the salary, promotion, supervision, contingent rewards, operating procedures, Fringe benefits, co-workers, nature of work and communication vary from 2.63 to 4.42. The above Table Shows that responded teachers are most satisfied with the nature of their work (4.42) followed by pay (3.75), promotion opportunities (3.49), communication (3.35), contingent rewards (3.34), and coworkers (3.30) and supervision (3.25). They are least satisfied with operating procedures (2.63) and fringe benefits (2.88). The standard deviations for all the dimensions of the JSS are relatively low, indicating similarity in responses obtained on the JSS from the sample.



## Conclusion:

On the basis of the data analysis it is concluded that majority of respondents are female assistant professor in the study. Level of job satisfaction between male and female college teachers is same. Almost they have moderate level of job satisfaction. The relationship between designation of the college teachers and level of job satisfaction is not associated significantly. But there is positive association between level of job satisfaction and age. It is concluded that level of job satisfaction of the college teachers is independent from degree of Ph.d. The college teachers are high satisfied with the nature of their work and least satisfied with operating procedures and fringe benefits.

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