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## HARMONY IN CAMPUS - TAPPING JOB ATTITUDE AMONG ASSISTANT PROFESSORS IN SELF FINANCING ARTS AND SCIENCE COLLEGES UNDER UNIVERSITY OF CALICUT.

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### ABSTRACT

This study explores the job attitude among Assistant Professors in self-financing Arts and Science colleges under the University of Calicut. Recognizing the pivotal role of teachers in shaping the well-being of society, the research focuses on the unique challenges faced by Assistant Professors in the self-financing sector. The objective is to understand the job attitudes of these educators and their impact on the teaching-learning process, relationship with colleagues and learners, and interactions with the head of the institution. Findings indicate positive job attitudes towards teaching and learning processes, support from the head of the institution, and relationship with co-workers and learners. However, concerns are raised regarding fairness in leadership and satisfaction with salary and incentives. It is valuable insights for academic administrators, policymakers and educators aiming to create a harmonious and supportive campus environment.

**Key words:** Job attitude, Assistant professors, Attitude component in work place, Workculture, Performance and satisfaction.

## INTRODUCTION

Job attitude refers to an individual's overall evaluation of their job and their emotional feelings towards it. This includes their beliefs, opinions and their feelings about their job as well as their behavior and actions related to work. Positive job attitudes usually involve satisfaction, commitment and engagement towards the work while negative job attitudes involve dissatisfaction, cynicism and detachment. Job attitudes can have a significant impact on an employee's productivity, job performance and overall well-being.

A self-financing college is an educational institution that is entirely funded by tuition fees paid by students and donations from private individuals or organizations. Self-financing colleges do not receive any financial support from government or public bodies which means they do not fall under the jurisdiction of the government education regulating boards. In self-financing colleges, the fees paid by students are often higher than in Government-funded colleges, but this is because they have to cover all the costs involved in running the college.

Self-financing colleges are often considered a viable alternative to Government-funded institutions for students who can afford to pay higher tuition fees and seek high-quality education. Assistant professors usually hold a doctoral degree or other terminal degree related to their field of study. They are responsible for teaching under graduates and/or graduate courses, conducting research in their areas of expertise, publishing their research findings and providing service to their department, college, and professional communities. Assistant professor position is typically full-time position with tenure-track or non-tenure track appointment, depending on the institution. The length of the tenure-track period varies by institution and is generally between five and seven years. At the end of the tenure-track period, assistant professors are evaluated for tenure and if successful, they are promoted to the rank of associate professor.

In this research, researcher trying to have a keynote address on job attitude among assistant professors of self-finance colleges under the University of Calicut.

## REVIEW OF LITERATURE

**OM RAJ KATOCH (2012)** studied job satisfaction among college teachers in Jammu and Kashmir. The objective of the study is to know the satisfaction level of the college teachers with respect to designations, gender, income, earning member in the family. The study found that female teachers are more satisfied with their job than male teachers. Researcher cited the social status, job security, physical environment, job matching qualifications are the factors which influences job satisfaction.

**SUBAS ROY, Dr. SWAPAN KUMAR ROY (2013)** studied on job satisfaction of college teachers in West Bengal. It is a detailed study on various aspects of the job satisfaction level. They set out 8 hypothesis to conclude their study. The main factors they considered in the study are age of teachers, Nature of appointment, Designation of the teachers, Experience, Marital status, Educational qualification, Distance from residence, After entry academic progress. They used statistical tools of correlation, 't' test, chi-square test. The sample include only 62 teachers.

**D. PRASANNA KUMARI, Dr. G. SUNEETHA BAI (2016)**, studied on occupational stress of teachers working in DIET College with regard to age and region. Samples of 480 DIET College teachers were drawn from different colleges in Andhra Pradesh. Tool used is ANOVA. The study concluded with the point that their significant difference was found in occupational stress among teachers of different age group of DIET Colleges.

**BINU JAMWAL, Dr. MOHD ZAMBIAR KALES (2019)** attempt to find out level of job satisfaction of college teachers with respect to designation, gender, income, earning of members in the family and family size. Statistical tool employed are percentage analysis and chi-square analysis. The study found that female college teachers are more satisfied with their job than the male teachers. Teachers are satisfied with their income.

**SHISIRA BANIA (2020)** studied on job satisfaction of college teachers with relation to their gender and nature of appointment. Objective of the study was to study the level of job satisfaction of male and female teachers of colleges in Sambalpur District. Findings of the study was that majority of the teachers were averagely satisfied with their job. Government appointed teachers are satisfied than private contracted college teachers.

**LOKANATH MISHRA, Dr. LOUIS V.L. RINSANGI (2020)** studied on job satisfaction of degree college teachers of Mizoram. The study report presents that Mizoram college teachers are more pleased with the work. Job satisfaction is not affected by gender. Disparities between science and commerce teachers are found in study. 't' test is applied in the study.

**FATWA TENTAMA, NETTY MERDIATY, SUBARDJO (2021)** attempted to study on role of transformational leadership style and employability in predicting job satisfaction among University of Yogyakarta, studied on 49 university teachers. They used Linearity test, Multicollinearity test, Regression analysis test. Transformational leadership encourages subordinates to make changes or innovation in themselves and the organization.

## **SIGNIFICANCE OF THE STUDY**

The purpose of the study is to know the job attitude among assistant professors in self- finance sector. College professors are the most previewed community in the society. They have excellent academic career and qualification. But their salary structure and incentives are to be studied whether these are satisfactory to them or not. Higher education is the field where the attitude of students is to be sharpened. Here arises the need of a centralized organization system in every self-finance sector under Calicut University.

## **OBJECTIVES OF THE STUDY**

- 1) To study the teaching attitude of assistant professors working in self-finance colleges.
- 2) To assess inter-personal relationship of assistant professors.

## SCOPE OF THE STUDY

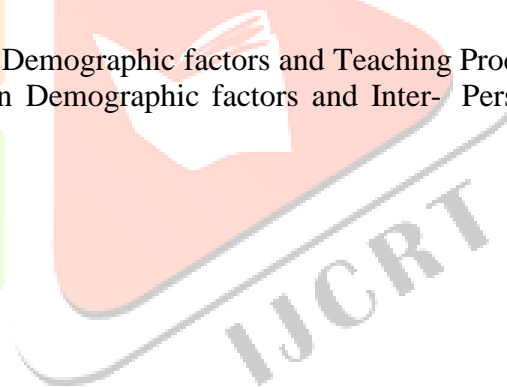
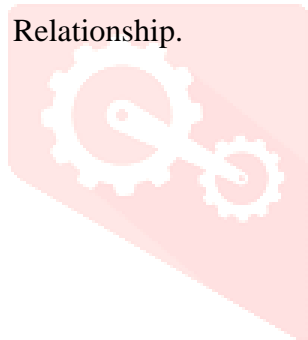
The study is to explicit whether the assistant professors attitude toward their jobs are influenced by the subjects they teach, focusing on the aspects like interest, satisfaction and motivation. Further to analyze how the leadership style, communication and support of the head of the institution affect their job satisfaction, commitment and overall attitude. The study examine how interactions and relationships with co-workers, including collaboration and support, impact lecturer's overall job attitudes and feeling of belonging within the collegeenvironment. Another aim of the study is to explore how lecturer's attitudes towards their jobsare affected by interactions with students, including teaching experience, student engagementand the sense of fulfillment derived from their role.

## METHODOLOGY

The study has been based on a Sample survey conducted among assistant professors in self- finance colleges under University of Calicut. The study follows descriptive research design and primary data collected through convenience sampling method by using a well-structured questionnaire. The secondary data were collected from various journals, magazines, newspapers and internet. Percentage analysis, point analysis, mean ranking, chi-square were used for analysis. The colleges were identified from the official website of University of Calicut. By using a simple random sampling method, the researcher picked 150 samples of assistant professors.

## HYPOTHESIS

- 1) H<sub>0</sub> : There is no significant relationship between Demographic factors and Teaching Process.
- 2) H<sub>0</sub>: There is no significant relationship between Demographic factors and Inter- Personal Relationship.



## DATA ANALYSIS

TABLE 1

## The Demographic factors of Respondents

SI NO	PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE	
1	Age	Below 25 Years	6	4
		25 – 30 years	69	46
		31 – 35 Years	33	22
		36 – 40 Years	24	16
		Above 40 Years	18	12
		<b>Total</b>	<b>150</b>	<b>100</b>
2	Gender	Male	51	34
		Female	99	66
		<b>Total</b>	<b>150</b>	<b>100</b>
3	Educational Qualification	PG	69	46
		PG + MPhil	9	6
		PG + NET/SET	48	32
		PG + PhD	3	2
		PG + MPhil + NET/SET	6	4
		PG + MPhil + PhD	3	2
		PG + MPhil + PhD Scholar	12	8
		<b>Total</b>	<b>150</b>	<b>100</b>

SI NO	PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE	
4	Teaching Experience	1 – 5	78	52
		6 – 10	48	32
		11 – 15	9	6
		16 – 20	12	8
		Above 20	3	2
		<b>Total</b>	<b>150</b>	<b>100</b>
5	Family Size	Below 3 Members	9	6
		3 – 5 Members	90	60
		Above 5 members	51	34
		<b>Total</b>	<b>150</b>	<b>100</b>
6	Income Per Year in Rupees	Below 1,80,000	60	40
		1,80,001 – 2,40,000	45	30
		2,40,001 – 3,00,000	15	10
		3,00,001 – 3,60,000	15	10
		3,60,001 – 4,20,000	15	10
		<b>Total</b>	<b>150</b>	<b>100</b>
7	Nature of Employment	Regular	27	18
		Temporary	93	62
		Guest Faculty	30	20
		<b>Total</b>	<b>150</b>	<b>100</b>

TABLE 2

## The Agreeability on Teaching Process of Assistant Professors in Self-Finance Colleges

Sl.No	Variables	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total Points	Mean Value
1.	Proficiently handles the subject matter	96	51	3	0	0	693	4.62
2.	Easy to detect content	81	63	3	1	0	668	4.45
3.	Motivated the students to explore	81	54	15	0	0	666	4.44
4.	Happy and excited in teaching subjects	120	30	0	0	0	720	4.8
5.	To adopt new teaching techniques	111	33	6	0	0	705	4.7
6.	Integrates audio visual aids	84	51	0	15	0	669	4.46

## INTERPRETATION

The above table exhibits the respondents job attitude on teaching process of assistant professors of self finance arts and science colleges. The calculated mean values 4.62, 4.25, 4.44, 4.80, 4.70, 4.46 are greater than nominal mean values. It indicates that there is highly co- related positive job attitude among assistant professors in relation to their highly responsible area of teaching.

TABLE 3

## The Inter Personal Relationship with Head of Institution by Professors in Self-Finance Colleges

Sl.No	Variables	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total Points	Mean Value
1.	Feel Appreciated	45	81	21	0	3	615	4.1
2.	Feel Supported	48	87	12	0	3	627	4.18
3.	Feel Fairness And Openness	36	75	30	6	3	585	3.9
4.	Comfort in Raising issues	30	66	45	9	0	567	3.78

## INTERPRETATION

The above table reveals inter personal relationship of assistant professors of self-finance arts and science colleges in relation with head of the institution. The calculated mean values 4.1 and 4.18 indicates that the Professors feel appreciated and supported.

TABLE 4

## The Inter Personal Relationship of Assistant with Co – Worker

Sl.No	Variables	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total Points	Mean Value
1.	Building friendship with fellow lectures	96	51	3	0	0	693	4.92
2.	Comfort in seeking help and assistance	90	45	15	0	0	675	4.50
3.	Feel professional support	90	45	15	0	0	675	4.50
4.	Perception of experience disparity	57	69	18	0	6	621	4.14

## INTERPRETATION:

The above table reveals the inter personal relationship of assistant professors of self finance arts and science colleges in relation with co – worker. It is noted from the above table that building friendship with co – workers was first ranked with greatest score 4.62, followed by comfort in seeking help and professional support.

The perception of experience disparity is ranked as third mean value.

TABLE 5

## The Inter Personal Relationship of Assistant with Learners

Sl.No	Variables	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total Points	Mean Value
1.	Readiness to assistLearners	87	54	9	0	0	678	4.52
2.	Enforcing Classroom Behaviors	81	54	15	0	0	666	4.44
3.	Providing learners supportive activities	87	57	6	0	0	681	4.54
4.	Ability to manage Mal behaviours	87	60	3	0	0	684	4.56

## INTERPRETATION

The above table reveals inter personal relationship of assistant professors of selffinance arts and science colleges in relation with learners. It is noted from the above table that all mean values are near 5. Hence it is concluded that they are ready to assist the learners fully. They are able to enforce classroom behavior and very convenient in handling misbehaviors.



**HYPOTHESIS:**

**CHI SQUARE TEST**  
**Demographic factors and Teaching process**

H0 : There is no significant relationship between Demographic factors and teaching process of Assistant Professors.

<b>Chi-Square Tests</b>		
	Value	Asymp. Sig. (2-sided)
Pearson Chi-Square	25.369 <sup>a</sup>	<b>.001</b>
Likelihood Ratio	25.304	.001
Linear-by-Linear Association	3.284	.070
N of Valid Cases	150	

**INTERPRETATION**

The above table shows that p – value (0.001) is less than 0.05, the hypothesis is rejected. It can be concluded that there is a significant relationship between demographic factors and teaching process.

**Demographic Factors and Inter Personal Relationship**

H0 : There is no significant relationship between Demographic factors and Inter Personal relationship.

<b>Chi-Square Tests</b>		
	Value	Asymp. Sig. (2-sided)
Pearson Chi-Square	22.920 <sup>a</sup>	.028
Likelihood Ratio	27.023	.008
Linear-by-Linear Association	.739	.390
N of Valid Cases	150	

**INTERPRETATION**

The above table shows that p value ( 0.028) is less than 0.05, the hypothesis is rejected. It can be concluded that there is a significant relationship between demographic factors and inter personal relationship.

**FINDINGS:**

- 46% of respondents falls between 26 – 30 Years.
- Majority 60% of respondents are female teachers.
- Majority 46% of respondents are with PG Qualification only.
- Majority 55% of the respondents are with 1 – 5 Years of teaching experience.
- Majority 34 % of respondents family size of above 5 members.
- Majority 40% of respondents have annual income below 1,80,000.
- Majority 62% of respondents falls under temporary nature of employment.

- Mean value indicates highly positive job attitude on teaching – learning process.
- Professors feel appreciated and supported by the head of the institution.
- Mean value indicates strong positive agreement on job attitude in relation with Co –workers.
- Mean value indicates positive attitude on relationship with learners.
- There is a significant relationship between Demographic factors and teaching process of assistant professors.
- There is a significant relationship between Demographic factors and inter personal relationship of assistant professor.

### **SUGGESTIONS:**

- Facilitate forums or platforms where assistant professors can share effective teaching methodologies, resources and experience.
- Encourage the exploration and adoptions of innovative teaching techniques beyond audio-visual aids and PPT Models.
- Establish mentorship programs where experienced faculty members can guide newer ones.
- Implement a feedback mechanism for students to provide insights into the effectiveness of instructional methods.
- Encourages and facilitate social activities or event to strengthen the camaraderie among Professors.

### **CONCLUSION:**

The study is a bird eye view into job attitude among Assistant Professors in self finance colleges under University of Calicut. The survey points out that the Assistant Professors possess the necessary subject matter expertise, strong commitment to delivering high-quality education. Their positive attitudes, enthusiasm for learning methods collectively contribute to a positive and enriching learning environment for their students. Furthermore, the data suggests that there isn't significant disparity in experience among the respondents which indicates a sense of inclusivity and equality among Assistant Professors within the institution. Implementing a confidential feedback mechanism such as suggestion box or an online platform can provide individuals with an alternative channel to express their concerns without fear of reprisal. This would fill the gap of communication between the head of the institution and sub-ordinates.

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