



## “MAJOR FACTORS DETERMINING JOB SATISFACTION OF COLLEGE TEACHERS”

MRS.D.REENA <sup>1</sup> | DR.V.PUSHPALATHA <sup>2</sup>

<sup>1</sup> ASSISTANT PROFESSOR, DEPARTMENT OF COMMERCE E.M.G. YADAVA WOMEN'S COLLEGE (AUTONOMOUS), MADURAI.

<sup>2</sup> ASSISTANT PROFESSOR, DEPARTMENT OF COMMERCE E.M.G. YADAVA WOMEN'S COLLEGE (AUTONOMOUS), MADURAI.

### ABSTRACT:

In India, Teacher has always a prominent position in the system of Education and his behavior has been watched with utmost care and caution from the earliest days. It is obvious that future of a Nation depends upon the quality of the teachers, the country has, and the concept of a good teacher of the past is no more valid in the present context of education. Teacher effectiveness, teaching aptitude and teacher's job satisfaction etc. Are the new targets towards which the educational heading with the help of scientific tools of measurements. Job satisfaction is the result of various attitudes possessed by an employee towards his job; these attitudes may be related to job factors such as salary. Job security, job environment, nature of work, opportunities for promotion and other fringe benefits. Job satisfaction may thus be defined as an attitude which results from a balancing and summation of many specific likes and dislikes experienced by an employee in the performance of his job. The present study analyses the job satisfaction of Arts and Science college teachers in north of Madurai. The respondents taken for this study is 50 from various colleges.

### KEYWORDS:

**SALARY, JOB SATISFACTION, EDUCATION, PROMOTION, TEACHING.**

### INTRODUCTION

A destiny of any country depends upon the production of perfect citizen which can be often decided in a class room. Therefore it is very important to study the satisfaction level of college teachers in various higher educational institutions. Job satisfaction is the feeling with which teachers view their job and it is very important because it represents the general human behavior. One of the surest sign of deteriorating conditions in any institution is low job satisfaction since job is an important part of life; job satisfaction influences one's general life satisfaction. Job satisfaction arises from complex set of circumstances which are related to on and off the job. It is the result of an effective behavioral management and it also a measure of the progress being made to build a better human climate in an institution. It cannot be urged in to existence or even bought. The successful establishment of job satisfaction is possible only when the faculty force is satisfied with their job. Job satisfaction is one of the most important factors which influence not only the efficiency of staff but also noted that the faculty force is the backbone of the institution. The institutional development is possible only when a satisfied faculty force is present. There is a need to understand the nature of the job satisfaction among college teachers in order to ensure the job enrichment.

### OBJECTIVES OF THE STUDY

- 1) To measure the level of job satisfaction with various facets of job.

- 2) To find out the differences in the level of job satisfaction based on age, gender and educational level.

### METHODOLOGY

Primary data for the research was collected in the form of structured questionnaire from various colleges in Madurai North.

### SAMPLE SIZE

Sample size of 50 respondents were selected for the research.

### TOOLS FOR ANALYSIS

Data are analyzed by using statistical techniques such as visualization percentage analysis,

### RESULTS FROM ANALYSIS

#### DESIGNATION

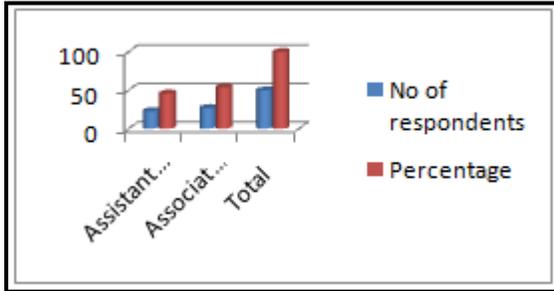
College teachers are proving to be successful in their career and have stated moving up the institutional ladder. The position of a college teachers in the institution that is, whether they are in the level of Associate professor, level of Assistant professor plays an important role in influencing the job. The commitment towards job will also increase as the position increases.

Designation	No of respondents	Percentage
Assistant professor	23	46

Associate professor	27	54
Total	50	100

**INTERPRETATION:**

From the above table it is found that 46% of college teachers are Assistant Professor and 54% of college teachers are Associate Professor.

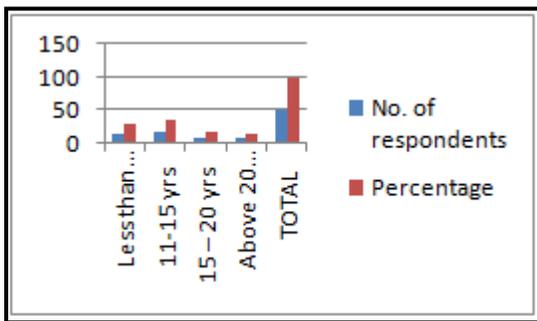


**EXPERIENCE**

The experience plays a very important role for college teachers. The experience makes the college teachers perfect and confident in their teaching. The study says about the number of years experience

Experience	No. of respondents	Percentage
Less than 10years	15	30
11-15 yrs	18	36
15 - 20 yrs	9	18
Above 20 yrs	8	16
TOTAL	50	100

From the above table it is found that 30% of respondents having 10 years of experience. 36% of respondents having 11-15 years of experience, 18% of respondents having 15-20 years of experience and 16% of respondents having above 20 years of experience.



**MARITAL STATUS**

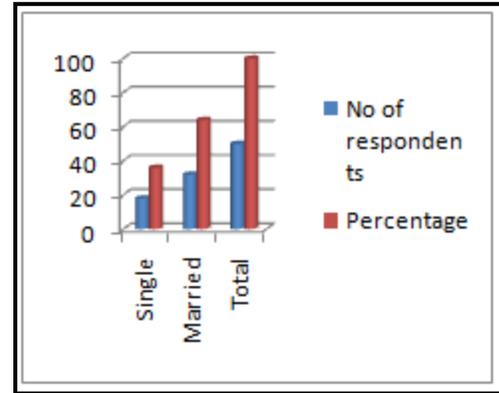
The marital status of women is taken in to consideration to find out whether they are living with their spouse or single. The attitude towards job and family may differ for each of these of arts and science college teachers.

Marital status	No of respondents	Percentage
Single	18	36

Married	32	64
Total	50	100

**INTERPRETATION**

From the above table it shows that 64% of respondents are married and 36% of respondents are single.



**SUGGESTIONS AND CONCLUSIONS**

From the above analysis it is clear that the Associate professors highest job satisfaction, and also married faculties are more satisfied than singles. 11-15 years of experienced faculties have more satisfaction.

The universities work to develop their faculty members. Training and development enable the faculty to perform their present jobs effectively and to prepare for future jobs. Universities may give more attention to motivate and maintain the human resources to make them more contented to make the most of their effort by ensuring overall excellence of the institution.

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