



## A STUDY ON JOB SATISFACTION LEVEL OF FEMALE FACULTY IN ARTS AND SCIENCE COLLEGES IN DINDIGUL DISTRICT

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### ABSTRACT:

Job Satisfaction is an attitude of employees about their work and is based on many factors, both intrinsic and extrinsic to an individual. Job satisfaction is important from the perspective of maintaining and retaining the appropriate employees within the organization; it is about fitting the right person to the right job in the right place and keeping them satisfied. This study is aimed to know about the job satisfaction among women faculties of self- financing Arts & science colleges in Dindigul District. The Research Problem in the present Study involves the various factors influencing Job satisfaction. Data was collected from 50 women faculties who are working in various self – financing Arts & Science College in Dindigul District based on Convenient Sampling method. The data was analyzed with the help of statistical tools like simple percentage analysis and chi square analysis. The present study also gives suitable suggestions to the institution for improving the satisfaction level of women Faculties in Arts and Science Colleges in Madurai City.

### KEYWORDS:

**WOMEN FACULTIES, JOB SATISFACTION, WORKING CONDITION, PROMOTIONAL FACTORS.**

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### INTRODUCTION:

Job satisfaction refers to employees' overall emotional state about their jobs. It is the state of well-being and happiness of a person concerning performance in the workspace and its environment. It can be an excellent determinant of productivity within a institution. Employee job satisfaction is essential for each and every organizations. Teaching is considered a dignified career, enjoying high respect job in society. Teaching profession offers a high level of satisfaction, as faculty transform their knowledge, skills and show a right path to the young citizens of a country. Teaching is not a job but a commitment because a faculty deals with young minds. She has to shape his students into better citizens. Each faculty members actions and personality directly influence the lives of the students. Nowadays, many students prefer to enter the lucrative software field and to settle down comfortably. Hence, many people hesitate to choose this profession. But still, there are people who become teachers and have succeeded in their career. Teaching profession needs a great deal of patience and talent to deal with students.

There are many factors which play an important part in the success of educational institutions like faculty, infrastructure, other resources etc. But, from them "faculty" are the most important factors for the success rate of educational institutions. So, it is essential for every management to effectively utilize their teachers. In an educational institution every teacher is assigned a certain

set of tasks to perform and the skills he displays performing it defines him. Every management believes that "Satisfied faculty member can bring their institution success." So, it is very important for every management to identify whether their employees are really satisfied or not. And Job satisfaction survey is a tool to check whether a person is happy with his job or not. It is important for every institution to know the job satisfaction level of their employees because the success of the institutions is dependent to a great extent upon the satisfied employees of the institution. Satisfaction refers to individual elements of one's job, like salary, growth prospects, physical environment, working hours and so on.

Human Resource undisputedly is one of the most valuable assets of any organization and more so for the educational institutions because they operate on the human intellectual capital. Therefore, it is an essential to retain the educated, committed and experienced staff in order to be able to maintain the knowledge inventory and reduce the cost of re-recruitment, selection, orientation, training and development on new faculty members. Being able to retain the staff will also ensure knowledge continuity, committed decision making and smooth and coordinated work flow. When faculty leave their jobs, it is often a sign that something is going wrong. In addition to the cost considerations in times of high attrition the Institutes have to face others' problems too. Most academic activity of a department goes twisted. All these issues together have a

huge impact on the quality of education being delivered and ultimately spoiling the image of the institute. So, in this study an attempt has been made to identify the factors that enhance job satisfaction of women staff members at Arts and Science Colleges in Dindigul District.

### REVIEW OF LITERATURE

**Sotodeh Asl, N, Ghorbani, R., Haji Aghajani, S and Rashidy- Pour, A. (2020)** in their study identifies that the women faculties have highest level of job satisfaction with regard to nature of work assigned. They also point out that lack of support and non availability of proper feedback system affects their job satisfaction.

in their study state that demographic variables namely age, educational qualification and **Malarvizhi, K and M. Jaya (2021)** experience play a significant role in job satisfaction.

**Murugeswari, K. Kamalakannan and. V. Sangeetha (2021)** in their study find that personal factors like age, marital status, nature of family, educational qualification, designation, total teaching experience and nature of employment seldom influence the level of job satisfaction.

**Unnamalai, T (2022)** in his study identifies that the salary, working environment, promotional opportunity and interpersonal relationship are the main factors influencing job satisfaction.

**Senthilkumar, V and Dr. R. Kannappa (2023)** in their study state that salary, working environment, promotional opportunity and interpersonal relationship are the main factors influencing job satisfaction.

### STATEMENT OF THE PROBLEM

Management of educational system is related to the administration of institutions, where human beings as well as materials are assembled collectively for attaining educational goals. Similar to other managements, educational managements also require an extremely devoted, peaceful and happier faculty. Faculty' approach, inspiration and job satisfaction are obviously very vital factors to any educational organizations. Faculty satisfaction, along with high quality of output is a milestone of well-managed educational organization. Apart from the core responsibility of teaching, evaluating, planning and guiding, a faculty is expected to do numerous other activities, like conducting co-curricular activities, ongoing professional development etc. The present study of job satisfaction of college women faculty member will give an indication to the management about the general levels of satisfaction and its related variables in an educational organization.

Further, management of higher education needs information on faculty and employees' job satisfaction in order to make sound decisions, both in preventing and solving employees' problems. Thus, the success of any educational system depends largely on the job satisfaction level of the women faculty.

The changing trend of higher education requires

experienced women faculty to manage themselves with the new change in the horizon of knowledge, methods and technique of teaching and proper use of technology in teaching and learning.

The success of a women faculty certainly depends upon his satisfaction in the job.

Simultaneously, it is also fact that the development of students on the one hand and socio-economic transformations on the other make society and human life complex making job satisfaction all the more difficult to achieve.

So, in this study an attempt has been made to identify the factors that influence Job satisfaction level of women faculty member.

### OBJECTIVES OF THE STUDY

1. To find the Socio-economic profile of women faculty in arts and science college.
2. To ascertain factors influencing Job Satisfaction among Women faculty.
3. To offer suitable finding and suggestion of the study.

### RESEARCH METHODOLOGY

The present study is purely based on primary data and secondary data.

### SAMPLING DESIGN AND DATA ANALYSIS:

The study aims at analyzing the women faculty member have a job satisfaction among arts and science colleges. Both primary and secondary data were collected. Convenient sampling method was adopted to select 120 respondents selected from arts and science colleges.

### DATA ANALYSIS AND INTERPRETATION

- Percentage Analysis
- Crosstabs With Percentage Analysis
- Chi - Square Analysis
- One Way ANNOVA

### ANALYSIS AND INTERPRETATION OF DATA

Job satisfaction is the crucial elements in the human resources function, which decides the goodwill of any institution. The variables are classified into two important strata like dependent and independent variables. The level of satisfaction of faculty members is taken as the dependent variables. The independent variables age, marital status, occupation and monthly income.

### AGE COMPOSITION OF THE RESPONDENTS

Age are the most relevant factors when considering the socio-economic characteristics of the population. Age is an important factors showing the capability of the respondents to take up the level of job satisfaction.

**TABLE NO: 1**  
**AGE OF THE RESPONDENTS**

AGE	NO.OF.RESPONDENT	PERCENTAGE
Upto 25 years	17	14
26 – 30	53	44
Above 31 Years	50	42
<b>Total</b>	<b>120</b>	<b>100</b>

From the above table, it is clear that majority of 44% of the respondents are come under the age group between 26-30 years, 42% of the respondent are age group above 31 years and 14% of the respondents are comes under the age group are upto 18 years.

**TABLE NO: 2**  
**MONTHLY INCOME ON FACULTY MEMBER**

MARITAL STATUS	NO.OF.RESPONDENTS	PERCENTAGE
Below Rs.10,000	36	<b>30</b>
Rs.10,001 – Rs. 20,000	34	<b>28</b>
Above Rs. 20,001	50	<b>42</b>
<b>Total</b>	<b>120</b>	<b>100</b>

From the above table, monthly income of the faculty members and their level of job satisfaction on faculty member is an important factors. For the purpose of this study, it is clear from the above table shows that out of 120 respondents, 42% of the respondents income level is above Rs. 20,001, 30% of the respondent income level is Rs.10,001 to Rs.20,000 and 28% of the respondents income level is above 20,001.

**Chi - Square Analysis between Monthly Income and Level of Job Satisfaction among the respondents:**

**H0:** There is no significance difference between the monthly income and job satisfaction level among the respondent.

**TABLE NO: 3**  
**CHI-SQUARE TESTS**

	Value	Df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	.001 <sup>a</sup>	1	.980		
Continuity Correction <sup>b</sup>	.000	1	1.000		
Likelihood Ratio	.001	1	.980		
Fisher's Exact Test				1.000	.592
Linear-by-Linear Association	.001	1	.980		
N of Valid Cases	120				

a. 0 cells (0.0%) have expected count less than 5. The minimum expected count is 8.05.

b. Computed only for a 2x2 table

The result of chi square test between monthly income and level of job satisfaction among women faculty members in arts and science colleges above table. It shows that the value of Pearson Chi Square is 0.001 with the degree of freedom at 1. Further, it is represented that the p value is at 0.005. Since p value for chi square is less than 0.05 for monthly income and level of job satisfaction among women faculty members, it leads to accept the null hypothesis.

**One - Way ANNOVA Analysis Between Age of Study And Facilitating Factors in the self - financing arts and science colleges:**

The present study aimed to understand the extent of job satisfaction level with facilitating factors. Based on the review of literature, 8 statement were formulated to study the respondents' awareness with five point scale was used to measure the respondents job satisfaction level from Strongly Agree(5), Agree(4), Neutral(3), Disagree(2) and Strongly Disagree(1).

**H0:** There is no association between the age of respondent and job satisfaction level among the respondent.

**TABLE NO: 8**  
**ANOVA**

		Sum of Squares	Df	Mean Square	F	Sig.
Standard of Education	Between Groups	.290	1	.290	.663	.417
	Within Groups	51.577	118	.437		
	Total	51.867	119			
Attractive Salary	Between Groups	.026	1	.026	.105	.747
	Within Groups	29.840	118	.253		
	Total	29.867	119			
Self- Respect	Between Groups	.632	1	.632	.451	.503
	Within Groups	165.335	118	1.401		
	Total	165.967	119			
Good Management	Between Groups	.220	1	.220	.265	.608
	Within Groups	98.280	118	.833		
	Total	98.500	119			
Individual Freedom	Between Groups	.041	1	.041	.041	.840

	Within Groups	118.750	118	1.006		
	Total	118.792	119			
Possibility of Career Development	Between Groups	1.444	1	1.444	2.607	.109
	Within Groups	65.356	118	.554		
	Total	66.800	119			
Better Working Conditions	Between Groups	.357	1	.357	2.312	.131
	Within Groups	18.234	118	.155		
	Total	18.592	119			
Proud of the Institution	Between Groups	39.259	1	39.259	1.697	.196
	Within Groups	2452.407	106	23.136		
	Total	2491.667	107			

The above table shows the result of ANOVA based on facilitating factors are highly induced the level of job satisfaction with age of the respondents. Since the respective "p" value of the facilitating factors are highly indicate the level of job satisfaction with age of the respondents are more than 0.05. So the Null Hypothesis is rejected. Therefore it may be concluded that age of the respondents are not highly associated the facilitating factors is induced the level of job satisfaction among women faculty members in arts and science college in Madurai city.

### FINDING OF THE STUDY

- 44% of the respondent age group is 26-30.
- 55% of the respondents are married women.
- 42% of the respondents income level is Rs20,001 and above.
- There is a no significant relationship between monthly income and level of job satisfaction.
- Age of the respondents are not highly associated the facilitating factors is induced the level of job satisfaction among women faculty members.

### CONCLUSION AND SUGGESTION:

Most of the respondents felt that they are always given more concentration apart from curriculum. Almost all women faculty members are given consolidated pay instead of fixed salary on the basis of norms given by UGC and AICTE. The government may take efforts to provide job security, reasonable salary for the faculties based on their qualifications and experience, it will be a great support to the faculty members working in arts and science college in Dindigul District.

### REFERENCES

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