

## **JOB SATISFACTION AMONG ARTS AND SCIENCE COLLEGE FACULTY MEMBERS IN TENKASI DISTRICT**

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### **ABSTRACT**

When employees have a positive perspective on their jobs and their personal lives, they are said to be enjoying job satisfaction. Job dissatisfaction generally reflects a negative attitude at work. The majority of views about specific employment aspects make up the collection of job satisfaction. The study's primary objectives are to describe the socio-economic status and measure the degree of workhappiness among the faculty members working in colleges of arts and sciences, 150 faculty members who work in the Tenkasi district provided the data for this study.

Keywords: Job satisfaction, Faculty members, socio economic status.

### **INTRODUCTION**

Work satisfaction is the extent to which individuals feel positive or negative feelings about their jobs, and it is a positive emotion about your employment that results from an assessment of its features. If workers believe their jobs allow for flexibility, have a beneficial effect on their lives, and also help them to manage stress and stay healthy, this will lead to increased job satisfaction and happier workers overall. Having a hectic life is a result of work discontent. In order to encourage productive employee behavior within the company and to create a workforce that is driven and devoted to high efficiency, job satisfaction is a prerequisite. If management makes an equal contribution to employees' job happiness and job dissatisfaction, both of these outcomes will occur, including job dissatisfaction leading to absenteeism and intent to leave the company. It is more crucial for women employees than for men to measure the cognitive, affective, and behavioural aspects of their work than it is for men to feel satisfied in their jobs. Good working conditions help to establish a happy work environment and work environment.

**OBJECTIVES**

- ❖ To study the demographic profile of the college faculty members.
- ❖ To analyse the factors distressing the job satisfaction level of college faculty members.
- ❖ To analyse the significant difference between Marital status and job satisfaction among college faculty members.
- ❖ To analyse the significant difference between monthly income and job satisfaction among college faculty members.
- ❖ To offer suitable recommendations based on the study.

**STATEMENT OF THE PROBLEM**

Now a day's private arts and Science college faculty members less of them only get job satisfaction and most of them are dissatisfied with their jobs due to low salaries when compared with government arts and Science college faculty members. At the same time private college faculties facing many challenges and work pressure from the management it leads to job dissatisfaction, for that every organization should conduct proper faculty development programs and faculty enrichment programs it retain employees in their sectors. In this study, we focus on how to improve the work happiness level of faculty members and their needs in the environment.

**SAMPLE TECHNIQUE AND SIZE**

In this study Judgment sampling method is used to collect data and the data were analysed by using tools like percentage, Garrett ranking, Chi square test. The sample size for this paper is 110 faculty members from the arts and Science college in Tenkasi district.

**REVIEW OF LITERATURE**

Inderpreetkaur (2018) Define job satisfaction in terms of its inherent and extrinsic components. Both the literal and abstract parts of the job are included. Work extrinsic factors include psychosocial factors, economic factors, and community progress; these factors are crucial to job satisfaction.

Nathiya (2018) overall employee attitudes in their current jobs were investigated. At private schools, job satisfaction exists when there is a positive attitude, but when there is a negative attitude, job discontent exists. The main goals of this learning were to observe socioeconomic status and to regulate the level of work happiness among teachers.

Husne Demirel (2014) According to studies on teachers' job satisfaction, those who work in private schools description developed career contentment levels than those who work in public schools. Female teachers also report higher career contentment levels than male teachers, as do those who believe their income is adequate and those who have worked as teachers for more than ten years.

Okpara (2005) According to a study on work satisfaction, "fresher faculty members who are women, underrepresented minorities, or foreign-born scholars are increasingly likely to replace elder faculty members as they give up work at the top universities in United States during the next ten years. University administrators will need to address concerns linked to faculty career contentment across a diversity of individual and specialized proportions as a result of the evolving makeup of academics at U.S. universities.

**ANALYSIS AND INTERPRETATION**

Category	Particulars	No of Respondents	Percentage
Gender	Male	65	59
	Female	45	41
Age	25 – 27 Years	18	16
	27 – 30 Years	29	26
	30 – 32 Years	27	25
	Above 32 Years	36	33

Marital Status	Married	72	65
	Unmarried	38	35
Educational Qualification	M.Phil.	33	30
	Ph.D.,	48	44
	Ph.D., with SET/NET	29	26
Monthly Income	Below 16,000	28	26
	16,000 – 20,000	36	33
	20,000 – 25,000	29	26
	Above 25,000	17	15

Source: Primary Data

The above table shows that out of 110 college faculty members, 59 % of the respondents were Male, 33% of the respondents belonged to the Age group of above 32 Years, 65% of respondents were married, 44% of the respondents were Ph.D., 33% of respondents earned monthly income 16,000 – 20,000.

### FACTORS WHICH ARE AFFECTING JOB SATISFACTION

Factor No	Factors	Total	Mean	Rank
F1	Working environment	5931	59.31	4
F2	Safety & Security	5985	59.85	3
F3	Fair Policies & Practice	6134	61.34	1
F4	Appreciation	6130	61.3	2
F5	Flexibility	5854	58.54	5

Source: Primary Data

From the Garrett ranking, it was applied to analyse the factors affecting job satisfaction and the given factors inferred that the first rank got fair policies and practice, second rank for appreciation, third rank for safety and security, fourth rank for the working environment, and fifth rank for flexibility.

#### a) TEST OF INDEPENDENCE BETWEEN MARITAL STATUS AND JOB SATISFACTION:

H<sub>0</sub>: There is no significant relationship between Marital status and Job satisfaction

Marital status	High	Moderate	Low	Total
Married	26	31	15	72
	(25.52)	(29.45)	(17.01)	
Unmarried	13	14	11	38
	(13.47)	(15.54)	(8.98)	
<b>Total</b>	<b>39</b>	<b>45</b>	<b>26</b>	<b>110</b>
<b>Df: 2</b>	<b>Calculated value: 0.94</b>	<b>Table value: 5.99</b>	<b>Significant</b>	

In this table it is concluded that the calculated value is less than the table value then the hypothesis is accepted as a result there is no significant difference between Marital status and Job satisfaction.

#### b) TEST OF INDEPENDENCE BETWEEN MONTHLY INCOME AND JOB SATISFACTION:

H<sub>0</sub>: There is no significant relationship between Monthly income and Job satisfaction

Monthly income	High	Moderate	Low	Total
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Below 16,000	14	9	5	28
	<b>(13.24)</b>	<b>(9.92)</b>	<b>(4.83)</b>	
Rs.16,000 – 20,000	18	14	4	36
	<b>(17.01)</b>	<b>(12.76)</b>	<b>(6.21)</b>	
Rs.20,000 – 25,000	13	10	6	29
	<b>(13.70)</b>	<b>(10.28)</b>	<b>(5.01)</b>	
Above 25,000	7	6	4	17
	<b>(8.03)</b>	<b>(6.02)</b>	<b>(2.93)</b>	
<b>Total</b>	<b>52</b>	<b>39</b>	<b>19</b>	<b>110</b>
<b>Df: 6</b>	<b>Calculated value: 1.8</b>	<b>Table value: 12.5</b>	<b>Significant</b>	

In this table it is concluded that the calculated value is less than the table value then the hypothesis is accepted as a result there is no significant difference between Monthly income and Job satisfaction.

### FINDINGS

- ❖ Regarding Gender wise classification majority of the respondents are male 59 Percentage.
- ❖ Regarding Age wise classification majority of the respondents are above 32 years 33 Percentage.
- ❖ Regarding Marital status-wise classification majority of the respondents have Married 65 Percentage.
- ❖ Regarding Educational qualification-wise classification majority of the respondents are Ph.D., 44 Percentage.
- ❖ Regarding income-wise classification majority of the respondents are Rs. 16,000 – 20,000, 33 Percentage.
- ❖ From Garrett ranking Fair policies and practice got 1<sup>st</sup> rank, Appreciation got 2<sup>nd</sup> rank, Safety & Security got 3<sup>rd</sup> rank, the working environment got 4<sup>th</sup> rank and flexibility got 5<sup>th</sup> rank.
- ❖ Regarding there is no significant difference between Marital status and job satisfaction.
- ❖ Regarding there is no significant difference between Monthly income and job satisfaction.

### SUGGESTION

- ❖ The college faculty members face many problems regarding fair policies & practices and appreciation so management should take action for their improvement.
- ❖ Faculty development programs and faculty enrichment programs are to be frequently conducted by the management to ensure the job satisfaction of the college faculty members.
- ❖ Improving working environment conditions it increases job satisfaction levels among faculty members.

### CONCLUSION

Overall, they learned that the stress levels among the faculty members at private arts and sciences institutions are higher and that they ought to be compensated fairly for their profession. The management should place more attention to service quality. The ability to retain their faculties for a longer period is demonstrated by their level of satisfaction. It is a great vocation to teach. Aside from all the controversies, teachers need to be respected and treated with honour because they are typically service-oriented when working with students. The government should take decisive action to enhance the working conditions for faculty members, who should be allowed space to pursue their professional interests and focus on career advancement. In this study, we analyse the elements that impact job satisfaction. If the

issues are solved, faculty members will enjoy an excellent work-life balance and be very satisfied, which will foster student growth and give them more opportunities to succeed in the educational field.

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