

AN EVALUATIVE STUDY ON JOB SATISFACTION OF BUSINESS SCHOOL TEACHERS IN THIRUVANANTHAPURAMDISTRICT

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ABSTRACT

The teacher is the most important element in any educational program and the teacher is responsible for implementation of the educational process at any stage. Teaching is a profession comprised of professionals trained in the art of teaching, but being a professional means more than just having knowledge in a particular field. Professionalism is a package. It is a look with a meaningful purpose. To be treated like a professional, one must dress and act professionally. Teaching is the noblest profession in the world as the transmission is not just of knowledge but also wisdom. Teaching helps a man to be courteous and polite, from courtesy one gets competence and ability, from competence money comes, with money a person can perform his duties and can live happily. The present study is based on both primary and secondary data. The primary data needed for the study have been collected by using a well-structured questionnaire. For this purpose, a questionnaire was prepared with care and caution. The secondary data have been mainly collected from the books, journals, magazines and also from the internet. The main objective of the study is to evaluate the job satisfaction of Business school teachers in Thiruvananthapuram district. For the above purpose 50 business school teachers are selected as samples using convenient sampling method for this study. Percentages, Weighted average method and Chi-square test also used for the analysis of collected data.

Key Words: Teacher, Teaching, Job satisfaction and Dimensions

INTRODUCTION

The teacher is the most important element in any educational program and the teacher is responsible for implementation of the educational process at any stage. Teacher occupies strategic position in the education pattern of the country. Prof. Humayun Kabir stated “without good teachers even the best of the system is bound to fail. With good teachers even the defects of a system can be largely overcome. Teaching is a profession comprised of professionals trained in the art of teaching, but being a professional means more than just having knowledge in a particular field. Professionalism is a package. It is a look with a meaningful purpose. To be treated like a professional, one must dress and act professionally. Teaching is the noblest profession in the world as the transmission is not just of knowledge but also wisdom. Teaching helps a man to be courteous and polite, from courtesy one gets competence and ability, from competence money comes, with money a person can perform his duties and can live happily.

Job satisfaction means good or positive attitude or feeling toward one’s job. It is important to mention that an individual may hold different attitudes toward various aspects of the job. For example, a university professor may like his job responsibilities but be dissatisfied with the opportunities for promotion. Characteristics of individuals also influence job satisfaction. Individuals with high positive affectivity are more likely to be satisfied with their jobs. Reverse is true for individuals with high negative affectivity.

Definitions of job satisfaction

Job satisfaction is a positive attitude toward one’s job. A few important definitions on job satisfaction are produced here.

Job satisfaction defined as the amount of overall positive affect that individuals have towards their jobs”.

- Feldman and Arnold

A pleasurable or positive emotional state resulting from the appraisal of one’s job or job experience.

- Locke

Job satisfaction is a set of favourable or unfavourable feelings with which employees their work.

- Davis and Newstrom

Dimensions to job satisfaction

There are three important dimensions to job satisfaction. They are:

First, job satisfaction being an emotional response to a job, cannot be seen. As such, it can only be inferred.

Second, job satisfaction is often determined by how satisfactorily outcomes meet or exceed one's expectations.

Third, job satisfaction represents an employee's attitudes towards five specific dimensions of the job: pay, the work itself, promotion opportunities, supervision, and co-workers.

OBJECTIVE OF THE STUDY

The important objective of the study is to evaluate the job satisfaction of business school teachers in Thiruvananthapuram District.

METHODOLOGY

The present study is based on both primary and secondary data. The primary data needed for the study have been collected by using a well-structured questionnaire. For this purpose, a questionnaire was prepared with care and caution. The secondary data have been mainly collected from the books, journals, magazines and also from the internet.

SAMPLING DESIGN

There are nearly 112 business schools in Thiruvananthapuram district and 50 teachers are selected as sample respondents using convenient sampling method.

FRAME WORK OF ANALYSIS

A number of tables have been prepared to make the study and the analysis of data quite meaningful. *Percentages, Weighted Average method and Chi-square test* also used for the analysis of collected data.

ANALYSIS AND INTERPRETATION

Classification on the basis of Age

Age is an important factor which considered to analyze the job satisfaction of business school teachers in the study area. The following table reveals the age-wise classification of the respondents.

Classification on the basis of Age

Sl. No.	Age	No. of Respondents	Percentage
1	Below 30	14	28
2	30 – 50	28	56
3	Above 50	08	16
	Total	50	100

Source: Primary Data

The above table depicts that 14(28percent) of the respondents comes under the age group of below 30 years, 28(56 percent) of the sample teachers comes under the age group of 30 – 50 years and the remaining 8(16 percent) of them comes under the age group of above 50 years.

Classification on the basis of Gender

Both male and female are engaged in teaching job and hence it is considered as an important factor to analyze the job satisfaction of the business school teachers. The following table exhibits the gender-wise classification of the sample teachers.

Classification on the basis of Gender

Sl. No.	Gender	No. of Respondents	Percentage
1	Male	16	32
2	Female	34	68
	Total	50	100

Source: Primary Data

It is clear from the above table 16(32 percent) of the sample teachers are Male and the remaining 34 (68 percent) of them are Female.

Classification on the basis of Marital status

The marital status is another important factor adopted to analyze the job satisfaction of the sample teachers. The following table represents the classification of the teachers on the basis of their marital status.

Classification on the basis of Marital status

Sl. No.	Marital status	No. of Respondents	Percentage
1	Single	07	14
2	Married	43	86
	Total	50	100

Source: Primary Data

The above shows that 43(86 percent) of the respondents are Married and the remaining 07(14 percent) respondents are single.

Classification on the basis of Educational Qualification

Educational qualification plays an important role in the occupation and social status of a person. So, the sample respondents are classified on the basis of their education and presented in the below table.

Classification on the basis of Educational qualification

Sl. No	Educational Qualification	No. of Respondents	Percentage
1	PG with M.Phil	32	64
2	Ph.D.	15	30
3	Post Doctoral	03	06
	Total	50	100

Source: Primary data

It is inferred from the table that out of 50 sample teachers 32(64 percent) of them are PG with M.Phil degree holders, 15(30 percent) respondents are Doctorates and the remaining 3 (6 percent) of them are post-doctoral degree holders.

Classification on the basis of Designation

The sample business school teachers are also classified on the basis of their designation and presented in the below table.

Classification on the basis of Designation

Sl. No	Designation	No. of Respondents	Percentage
1	Assistant professor	46	92
2	Associate Professor	04	08
	Total	50	100

Source: Primary Data

The above table reveals that, 46(92 percent) of the teachers are Assistant Professors and the remaining 04(08 percent) of them are Associate Professors.

Classification on the basis of experience

The experience of a person plays an important role in the level of satisfaction and hence the sample teachers are also classified on the basis of their experience and given in the below table.

Classification on the basis of experience

Sl. No	Experience	No. of Respondents	Percentage
1	Below 5 Years	32	64
2	5 – 10 Years	13	26
3	Above 10 Years	05	10
	Total	50	100

Source: Primary Data

It is inferred from the above table 32(64 percent) of the respondents are having experience below 5 years, 13(26 percent) of them are having experience of 5 – 10 years and the remaining 05(10 percent) of the sample teachers are having experience of above 15 years.

Monthly salary of the respondents

The monthly salary of the respondents is also considered for the study and the classification of the respondents on the basis of their monthly salary is presented in the below table.

Monthly Salary of the respondents

Sl. No.	Monthly salary	No. of Respondents	Percentage
1	Below Rs. 20,000	39	78
2	Rs. 20,000 – Rs. 40,000	09	18
3	Above 40000	02	04
	Total	50	100

Source: Primary Data

The above table shows that 39 (82 percent) of the teachers are getting below Rs.20,000 per month as their salary, 9(18 percent) of them said that their monthly salary is Rs.20, 000 – Rs. 40,000and the remaining 02 (04 percent) of the respondents said that their monthly salary is above Rs.40,000.

Factors influencing Job satisfaction

The indicates the important factors influencing job satisfaction of the business school teachers. The ranks assigned by the respondents are converted into scores using weighted average technique.

Factors influencing Job satisfaction

Sl. No.	Factors	Weighted average Scores	Rank
1	Curricular and co-curricular aspects	3.16	IV
2	Salary	3.71	I
3	Facilities	3.38	II
4	College management	3.29	III
5	Relationship with colleagues	2.69	VI
6	Relationship with students	3.03	V
7	Career advancement programme	2.62	VIII
8	Additional benefits	2.68	VII

Source: Computed Data

From the table it is inferred that the salary of the respondents scores 3.71 and holds the rank first, the facilities available in the college such as libraries, drinking water scores 3.38 and holds the second rank and the college management scores 3.29 and holds the third rank respectively in the factors influencing the job satisfaction.

ASSOCIATION BETWEEN PERSONAL FACTORS AND JOB SATISFACTION [CHI – SQUARE ANALYSIS]

An attempt has been made to analyze the association between the personal factors and the Job satisfaction of business school teachers by adopting Chi – square test. For the above purpose the following null hypothesis was framed.

H₀ There is no significant association between the personal factors and job satisfaction of business school teachers.

Age and job satisfaction

The association between the age of the business school teachers and their Job satisfaction is analyzed using chi-square test and presented in the below table.

Age and job satisfaction [Chi-Square Test]

Chi-square value	Degrees of freedom	Table value	Inference
10.42	6	12.59	Insignificant

Source: Computed Value

From the above analysis it is seen that the calculated value (10.42) of Chi-square is less than the table value (12.59), and hence the null hypothesis is accepted. Thus, the age of the respondent has no significant association with the Job satisfaction of the business school teachers.

Education and job satisfaction

The association between the education and the Job satisfaction is analyzed using chi-square test and presented in the below table.

Education and job satisfaction [Chi-Square Test]

Chi-square value	Degrees of freedom	Table value	Inference
12.96	6	12.59	Significant

Source: Computed Value

It is revealed that the calculated value (12.96) of Chi-square is greater than the table value (12.59), and hence the null hypothesis is rejected. Hence it is revealed that the education of the sample customers is dependent to the Level of Job satisfaction of business school teachers.

Monthly salary and job satisfaction

An analysis was made to find out the association between the monthly salary of the teachers and Job satisfaction is analyzed using chi-square test and presented in the below table.

Monthly salary and job satisfaction [Chi-Square Test]

Chi-square value	Degrees of freedom	Table value	Inference
13.02	6	12.59	Significant

Source: Computed Value

From the above analysis it is seen that the calculated value (13.02) of Chi-square is greater than the table value (12.59), and hence the null hypothesis is rejected. Hence it is revealed that the occupation of the respondents is dependent to the Job satisfaction of business school teachers.

FINDINGS

The important findings of the study are:

- The researcher found that 28(56 percent) of the sample teachers comes under the age group of 30 – 50 years.
- From the total 50 sample business school teachers 34 (68 percent) of them are Female.
- Most 43(86 percent) of the sample teachers are Married.
- It is found that out of 50 sample teachers 32(64 percent) of them are PG with M.Phil degree holders.
- Regarding the designation majority 46(92 percent) of the business teachers are Assistant Professors.
- The researcher found that 32(64 percent) of the respondents are having experience below 5 years.
- Most 39 (82 percent) of the teachers are getting below Rs.20,000 per month as their salary.
- The salary of the respondents scores 3.71 and holds the rank first, the facilities available in the college such as libraries, drinking water scores 3.38 and holds the second rank and the college management scores 3.29 and holds the third rank respectively in the factors influencing the job satisfaction.
- It is found that the personal factor Age is independent to the job satisfaction of the business school teachers and the factors Education and monthly salary are dependent to the job satisfaction of the business school teachers.

CONCLUSION

Teachers are very important professionals and society members. They are responsible for the education of society and in that sense the quality of the teachers can indirectly shape the future direction that their country goes in. From the above study it is concluded that the job satisfaction of the business school teachers are dependent to the salary and other facilities available in the colleges. The main problem faced by the teachers are job security and it is recommended that the management should give job security to the teachers. The working conditions or infrastructure of the colleges are also plays a vital role in the job satisfaction. Hence the infrastructure facilities should also be improved, so that teachers can feel comfortable and work conveniently which in turn will improve their job satisfaction level.

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