

An Assessment of Job Satisfaction of Teaching Faculties of Self Financed Commerce Colleges Affiliated to VNSGU of Surat City

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ABSTRACT:

To know the job satisfaction level of teaching faculties of self financed commerce colleges affiliated to VNSGU of surat city, 140 respondents have been considered from 17 self-finance commerce colleges. The data has been collected by applying convinience method. It has been analyzed by applying one sample t-test and Mann Whitney U-Test. From the analysis, it has been concluded that the teachers of commerce colleges in Surat city may be satisfied. Moreover, it has been found that the ad-hoc/visiting teachers are more satisfied than permanent teaching faculties.

Keywords: Job satisfaction, Recommendation, Loyalty.

1. INTRODUCTION

An individual spends his major part of life in work. It is always of greater interest to know why an individual works and at which level he/she is satisfied with the job. Job satisfaction refers to an individual's positive emotional reactions to a particular job. It is an affective reaction to a job that results from the person's comparison of actual outcomes with those that are desired, anticipated, or deserved. Now days, job satisfaction is a critical issue for every organization because satisfied employees are recognized for good performance and vice versa. There are quite a lot of factors to determine the job satisfaction viz. pay scale, work, supervision, promotion, co-workers, work environment etc.

2. PROBLEM STATEMENT

For better out come in any profession, employees are very important. It is must to stop the employees' turnover. Job satisfaction survey is the best way to know the causes and the factors of employees' job satisfaction in their job situation. Keeping in view of the above discussions, the main problem of the study is derived that: "Are teaching faculties of self financed commerce colleges of Surat city, affiliated to Veer Narmad South Gujarat University satisfied with their job?". On the bases of this problem, the main objective of the study has been framed.

3. SIGNIFICANCE OF THE STUDY

The findings of the study provide a more reliable scientific measure and perspective to the management for the job satisfaction of teaching faculties of self financed commerce colleges, of Surat city, affiliated to Veer Narmad South Gujarat University. On these bases, management should get an idea to satisfy their teaching faculties. It will also be help to the teaching faculties as they should get the best things from the management.

4. REVIEW OF LITERATURE

Malik Nadeem (2011) concluded that the demographic characteristics (age, years of experience, academic rank, and degree) are negligibly related to overall job satisfaction. There is a significant difference between the contractual and regular teacher's job satisfaction on the pay, fringe benefits and contingent & reward aspects. As the job satisfaction of teachers can directly affect students and classroom Naushaba Atta et al. (2012). Andre Bishay (1996) has found that job satisfaction and motivation correlated significantly with responsibility levels, gender, subject, age, years of teaching experience, and activity. Sapna et.al. (2013) have concluded that to improve the conditions of teachers, serious attempts have not been made to identify the factors affecting the Job Satisfaction of teachers

5. OBJECTIVES

1. To know the overall job satisfaction of Teaching Faculties of Self Financed Commerce Colleges Affiliated to VNSGU of Surat City
2. To know the association between nature of job with job satisfaction, recommendation as well as Loyalty

6. HYPOTHESIS

- H₀₁:** Teaching Faculties of Self Financed Commerce Colleges Affiliated to VNSGU in Surat City are not satisfied with their job
- H₀₂:** There is no association between nature of job and job satisfaction, recommendation as well as Loyalty

7. RESEARCH METHODOLOGY

The research design is descriptive type in nature. The data has been collected from the teaching faculties of Self Finance Commerce Colleges affiliated to VNSGU of Surat City. Total 140 respondents have been taken from 17 self-finance colleges by applying convenience method. The data has been collected by framing a structured questionnaire. The opinion has been taken by adopting five point likert scale which begins from strongly disagree to strongly agree. Data has been analyzed by applying one-sample t-test and Mann Whitney U – Test.

8. LIMITATIONS

1. The study is limited to Surat city only
2. The information provides by the respondents are based on their perceptions

9. ANALYSIS AND INTERPRETATION

9.1 Cross Tabulation of Nature of Job with Demographic Variables (Age, Experience and Marital Status)

Table No. 1.1 Cross tabulation of nature of job with demographic

| Nature of Job / Age | | <25 | 25-30 | >30 | Total |
|---------------------|---|------|-------|------|------------|
| Permanent | F | 3 | 28 | 59 | 90 |
| | % | 3.3 | 31.1 | 65.6 | 100.0 |
| Ad-hoc/Visiting | F | 21 | 16 | 5 | 42 |
| | % | 50.0 | 38.0 | 12.0 | 100.0 |
| Total | F | 24 | 44 | 64 | 132 |
| | % | 18.2 | 33.3 | 48.5 | 100.0 |

| Nature of Job / Experience | | <3 | 4-7 | >7 | Total |
|----------------------------|---|------|------|------|------------|
| Permanent | F | 16 | 38 | 43 | 97 |
| | % | 16.5 | 39.2 | 44.3 | 100.0 |
| Ad-hoc/Visiting | F | 36 | 6 | 00 | 42 |
| | % | 85.7 | 14.3 | 0.0 | 100.0 |
| Total | F | 52 | 44 | 43 | 139 |
| | % | 37.4 | 31.7 | 30.9 | 100.0 |

| Nature of Job / Marital status | | Married | Unmarried | Divorcee | Total |
|--------------------------------|---|---------|-----------|----------|------------|
| Permanent | F | 84 | 11 | 2 | 97 |
| | % | 86.6 | 11.3 | 2.1 | 100.0 |
| Ad-hoc/Visiting | F | 16 | 27 | 0 | 43 |
| | % | 37.2 | 62.8 | .0 | 100.0 |
| Total | F | 100 | 38 | 2 | 140 |
| | % | 71.5 | 27.1 | 1.4 | 100.0 |

The above table no. 1.1 shows the cross tabulation of permanent and ad-hoc/ visiting teachers with demographic variables such as age, working experience and marital status. It displays that out of the 90 permanent teachers, majority (65.6%) teachers are belongs to above 30 age category. while very few (3.3%) permanent teachers belongs to below 25 age group. However, 50% of ad-hoc/ visiting teachers belong to below 25age group followed by 25-30 age group (38%) and above 30 (12%).

It is also exposes that 37.4% teachers are having less than 3 years of work experience. It has been seen that most of ad-hoc/ visiting (85.7%) teachers are having less than 3 years of experience followed by rest of (14.3%) teachers are having experience between 4 to 7 years. While out of the total permanent teachers, 44.3% teachers are having more than 7 years of experience followed by 39.2% (4 to 7 years of experience).

Further, it reveals that majority (71.5%) teachers are married followed by 27.1% are unmarried. It has been seen that 86.6% permanent teachers are married followed by unmarried (11.3%) teachers. However, majority (62.8%) ad-hoc/visiting teachers are unmarried followed by married teachers (37.2%).

9.2 Teachers' job satisfaction level

To analyze teachers' job satisfaction level, One-Sample Test has been applied with the following hypothesis.

H₀: Teaching Faculties of Self Financed Commerce Colleges Affiliated to VNSGU in Surat City are not satisfied with their job

| One-Sample Test | | | | | | | | Test Value = 3 | |
|-----------------|------|----------------|-----------------|--------|-----|-----------------|-----------------|--|-------|
| N | Mean | Std. Deviation | Std. Error Mean | t | df | Sig. (2-tailed) | Mean Difference | 95 Confidence Interval of the Difference | |
| | | | | | | | | Lower | Upper |
| 140 | 3.94 | 0.931 | 0.079 | 11.895 | 139 | 0.000 | 0.936 | 0.78 | 1.09 |

From the table no. 1.2, it has been found that p value is less than 0.05 hence, the null hypothesis is rejected. Therefore, it can be concluded with 95% confidence that customers are satisfied or at least neutral. The mean of customer satisfaction is greater than three. This indicates that the customers are either satisfied or neutral. Moreover, it is near to 4 (3.94) which imply that teaching faculties are likely to be satisfied.

9.3 Associations between nature of job with job satisfaction, recommendation and Loyalty.

To find out the association between nature of job with job satisfaction, recommendation and Loyalty, Mann Whitney U - Test Statistics has been applied as follows.

9.3.1 Ranks of Job Satisfaction as per Nature of Job

Hypothesis

H₀: There is no significant difference in the Mean Rank of nature of job and job satisfaction, recommendation as well as Loyalty.

| Nature of Job | N | Mean Rank | | | Sum of Ranks | | |
|-------------------|-----|------------------|----------------|---------|------------------|----------------|---------|
| | | Job Satisfaction | Recommendation | Loyalty | Job Satisfaction | Recommendation | Loyalty |
| Permanent | 97 | 66.86 | 68.81 | 68.42 | 6485.50 | 13515.50 | 6637.0 |
| Ad-hoc / Visiting | 43 | 78.71 | 74.31 | 75.19 | 3384.50 | 6185.50 | 3233.0 |
| Total | 140 | | | | | | |

Table no.1.3 shows the mean rank and sum of ranks of job satisfaction, recommendation as well as Loyalty of ad-hoc/visiting faculties is higher than the permanent teachers. It shows that ad-hoc/visiting teachers are more satisfied. They also recommend their institution as a better place for work to others. It also exposes that they are more loyal towards their present institution than permanent faculties. Further, Mann Whitney U-test statistics has been carried out to find out the statistical significance.

9.3.2 Mann Whitney U - Test Statistics

| Table no. 1.4 Mann Whitney U - Test Statistics | | | |
|---|-------------------------|-----------------------|----------------|
| Particular | Job Satisfaction | Recommendation | Loyalty |
| Mann-Whitney U | 1732.500 | 1921.500 | 1884.000 |
| Wilcoxon W | 6485.500 | 6674.500 | 6637.000 |
| Z | -2.067 | -.960 | -.997 |
| Asymp. Sig. (2-tailed) | .039 | .337 | .319 |
| a Grouping Variable: Nature of Job | | | |

The Mann Whitney U test statistic displays in the table no. 1.4. It reveals that there is a significance difference in overall job satisfaction and permanent and ad-hoc/visiting faculties. The value of Mann-Whitney U test reported to 1732.500 with significant level of 0.039 which is lesser than 0.05. Hence, the null hypothesis does rejected by the researcher.

Further, the Mann Whitney U test statistic reveals that there is not any significance difference found in recommendation and loyalty level between permanent and ad-hoc/visiting nature of job. The value of Mann-Whitney U test reported to 1921.500 and 1884.00 with significant level of 0.337 and 0.319 respectively for recommendation and loyalty which is higher than 0.05. Hence, the null hypothesis does not rejected by the researcher. The reason behind this may be the equal percentage in the neutral agreement on recommendation

10. CONCLUSION

From the analysis, it has been concluded that the teachers of commerce colleges in Surat city may be satisfied. Moreover, it has been found that the ad-hoc/visiting teachers are more satisfied than permanent teaching faculties. However in the case of recommendation and loyalty, the results of Mann Whitney U-test suggest that the difference in the mean rank between permanent and ad-hoc faculties is not statistically significant. It conveys that the agreement of permanent and ad-hoc faculties on recommendation and loyalty are almost same.

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