



AN EMPIRICAL ANALYSIS OF JOB SATISFACTION AMONG PUBLIC AND PRIVATE UNIVERSITY TEACHERS WITH REFERENCE TO JAIPUR

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ABSTRACT

The article is a study to examine job satisfaction in public and private university teachers. 'Job satisfaction' refers to the attitudes and feelings people have about their work. Positive and good attitudes towards the job show job satisfaction. Negative and adverse attitudes towards the job show job dissatisfaction. There has also been significant interest in the complicated relationship among an individual's job satisfaction and satisfaction with other aspects of his or her life. It was put forward to study of job satisfaction in public and private university teachers. To test this hypothesis the researcher conducts this study to examine the teacher's job satisfaction. A questionnaire was developed with 25 items and 5 options. A sample of 150 public and private university teachers was selected for the study. Data analysis was conducted through 't-test' and 'ANOVA' Which showed that there is no significance difference between teacher's job satisfaction in public and private schools.

Keywords: *Job satisfaction; public and private university teachers.*

1. INTRODUCTION

Job satisfaction is the favourable or unfavourable one-sided feeling with which employees look at their work. It grades when there is similarity between job requirement, demands and expectations of employees. The reasons of physical conditions and social nature influence job satisfaction and

productivity. Job satisfaction is defined as an effective or emotional response toward various facts of one's job. Job satisfaction is in view to one's feelings or state-of-mind regarding the nature of their work. It can be influenced by a various factors, the quality of one's relationship with their supervisor, the quality of the physical environment in which they work, degree of fulfillment in their work, etc.

Job satisfaction of teacher's is linked to teachers work performance; it also includes teacher's commitment, motivation and involvement in the job. It is not only important for teachers, but also has empirical influential on students and schools.

Satisfaction of teachers with their career may have good impact on student learning. Particularly, a satisfied teacher with his or her career may influence the stability and quality of instruction specified to students. Satisfaction is an important aspect in teaching where he or she has to deal with another human being, the satisfaction and dissatisfaction of the teachers is likely to change. The key role of a teacher is to teach or help students which depend on the ability and motivation given by teachers.

The level of job satisfaction is affected by intrinsic and extrinsic motivating factors, the quality of supervision, social relationships with the work group and the degree to which individuals succeed or fail in their work. As is the case with all white collar positions, both intrinsic and extrinsic factors affect teacher's satisfaction, intrinsic satisfaction can come from classroom activities. Extrinsic factors have been associated with teacher's satisfaction, including salary, perceived support from administrators, university safety, and availability of university resources, among others.

When teachers perceive a lack of support for their work, they are not motivated to do their best in the classroom, and that when teachers are not satisfied with their working conditions; they are more likely to change schools or to leave the profession together. Some other variables have significant interactions with teacher's job satisfaction, namely; gender, age, experience and position.

The researcher selected this topic to investigate the satisfaction of public and private university teachers and also find out the attitude of teachers towards their job. The study also provided guideline to teachers to increase and maintain their sense of satisfaction in job to achieve desired results.

II. REVIEW OF THE RELATED LITERATURE

Mohdsuki and Suki (2011) examined on job satisfaction and organizational commitment: The effect of gender on employee perception of job satisfaction and organizational commitment. Study revealed that employee's gender has no significant effect on his/her perception of job satisfaction and men and women have the same level of organizational commitment.

Kumar & Bhatia (2011) mentioned that the level of job satisfaction and attitude of the teachers towards teaching is least affected by the gender, the marital status, minimum qualification and income group of physical Education teachers to compare the job satisfaction among Physical Education teachers and their attitude towards teaching.

Kumari and Jafri (2011) mentioned a study on level of Organizational Commitment of Male and Female teachers of Secondary University to investigate the overall level of Organizational Commitment of Male and Female teachers of Secondary University of Aligarh Muslim University. Data analyzed by using t-test result revealed that overall percentage of female teachers Organizational Commitment was much higher than male teachers.

Zilli and Zahoor (2012) conducted a study to find out the organizational commitment among male and female higher education teachers and to compare the organizational commitment among male & female higher education teachers. Result revealed that the females had significantly higher level of organization commitment.

Mehta (2012) investigated on job satisfaction among teachers to know whether the perception of job satisfaction among teachers was affected by the type of organization (private vs. Govt.) and the gender (male vs. female). Descriptive analysis was made to study the perception of job satisfaction of male vs. female and t-test was used. Result showed that there would be significant difference in the level of job satisfaction of Public and private university teachers.

Nagar (2012) undertook a study on "Organizational commitment and job satisfaction among teachers during times of Burnout for developing and tests a model for Burnout and its effect on job satisfaction on organizational commitment" Research showed that in term of job satisfaction & organizational commitment the mean score for female teachers was higher than male teachers

III. OBJECTIVES OF THE STUDY

- 1) To carry out a comparative study between male and female teachers regarding job satisfaction.
- 2) To carry out a comparative study between public and private university teachers regarding job satisfaction.

IV. RESEARCH METHODOLOGY

Hypothesis

- There is no significant difference in the job satisfaction of male and female teachers.
- There is no significant difference in the job satisfaction of public and private university teachers.

Sampling method and sample size

The sample consists of teachers working in public and private university restricted to Jaipur City in the State of Rajasthan. A sample of 100 teachers consisting 50 Public university teachers and 50 private university teachers were taken into consideration. The sample does not include all the public and private university teachers from all over Jaipur City.

Research instruments and methods The data was collected with the assistance of structured questionnaire. The researcher has used Five point Likert scale. Questionnaire was divided in to two parts. Part- A consists with questions related to personal details of the respondents and Part-B consists with questions related to job satisfaction.

Analysis of Data

The Data was analyzed by calculating percentage and frequency and descriptive statistics were used to measure the level of job satisfaction. Mean scores were calculated through Strongly Disagree, Disagree, Neutral, Agree, Strongly Agree by allocating values of 1,2,3,4,5 respectively, therefore Mean score greater than 3 on any statement shows positive response of the respondent. Independent sample t-test was used to study the significant difference between the mean score of different groups.

Detailed Information of the Respondents (N=100) are as follows

S. No.	Parameter	Variable	Frequency	Percent
1	University	Public Sector	50	50
		Private sector	50	50
2	Gender	Male	50	50
		Female	50	50
3	Age	Below-30	24	24
		30-39	55	55
		40-49	15	15
		Above 50	6	6
4	Marital status	Married	91	91
		Unmarried	9	9
5	Qualification	Bachelor	9	9
		Master	89	89
		PhD	2	2

V. ANALYTICAL RESULTS

To determine whether there is disparity in the satisfaction of male and female teachers and satisfaction of public & private university teachers independent sample t-test was used. T-test value indicates whether any significant difference between the satisfaction of male & female teachers in public & private university teachers. When t-test value is greater than 0.05 indicates that there is no significant difference in the satisfaction of male teachers & female teachers and there is no difference in the satisfaction of public & private university teachers.

5.1 Overall level of Teacher's Satisfaction

Dimensions of job satisfaction	N	Mean	Std. Deviation
Working hours of job	100	4.1300	.981
Interesting & challenging work	100	4.4700	.702
Good salary	100	3.8300	1.015
Promotion	100	3.2600	1.330
Training	100	3.8100	1.021
Job responsibilities	100	4.4800	.758
Opportunity to improve skills	100	3.8000	1.024
Opportunity for further advancement	100	3.9500	.880
Rewarded fairly for experience	100	3.8500	.925
Satisfied with the success	100	3.9300	.890
Satisfied with job	100	4.3300	.876
Opportunity for career Development	100	3.8100	.825
Respect by colleagues	100	4.3700	.705
Opinion counts in the organization	100	3.7100	.935
Job fully uses skills	100	4.0100	.758
Enjoy of work	100	4.5300	.610
Never think about leaving school		3.8000	.994
Total	100	68.07	15.25

Table 1.1 show that the Mean and Standard Deviation of public and private university teachers. When the mean score is greater than 3 it implies positive responses. Table illustrates that teachers have highest significant level regarding the statement they enjoy their work (Mean=4.53, S.D=.876). Result show that overall satisfaction of teachers is high as mean value regarding all factors is greater than 3. The study finds that mean value for overall job satisfaction of teachers is 68.07 with a standard deviation of 15.25 which indicates that the satisfaction level of majority of teachers is high.

5.2 Significance of difference between mean score of various dimensions of job satisfaction for Male vs. Female teachers.

Dimensions of Job satisfaction	Male (N= 50)		Female (N=50)		Sig. value of t-test
	Mean	S.D	Mean	S.D	
Working hours of job	4.16	1.07	4.10	.886	.762
Interesting & challenging work	4.5	0.762	4.44	.643	.672
Good salary	3.9	.886	3.76	1.13	.493
Promotion	3.22	1.329	3.3	1.34	.765
Training	3.8	1.14	3.82	.896	.923
Job responsibilities	4.3	.931	4.66	.478	.017
Opportunity to improve skills	3.68	1.18	3.92	.829	.244
Opportunity for further advancement	4.0	.880	3.9	.886	.573
Rewarded fairly for experience	4.02	.936	3.68	.890	.066
Satisfied with the success	3.92	.986	3.94	.793	.911
Satisfied with job	4.42	.927	4.24	.822	.307
Opportunity for career Development	3.84	.865	3.78	.789	.718
Respect by colleagues	4.34	.772	4.4	.638	.673
Opinion counts in the organization	3.8	.989	3.62	.878	.338
Job fully uses skills	3.96	.807	4.06	.711	.513
Enjoy their work	4.6	.638	4.46	.578	.254
Never think about leaving school	3.78	1.035	3.82	.962	.842

Table 1.2 indicates that the level of satisfaction of male teachers is high in comparison of female teachers regarding the dimensions they enjoy their work, work is interesting & challenging, satisfied with working hours, opportunity for further advancement, good salary, rewarded fairly for experience and opportunity for carrier development but there is no significant difference in the satisfaction of male & female teachers. For the other factors discussed above satisfaction level of female teachers is greater than male teachers but there is no significant difference in the satisfaction of male & female teachers as significant value of t-test is greater than .05 in all cases.

5.3 Significance of difference between mean score of various dimensions of job Satisfaction for Public Schools vs. Private University teachers

Dimensions of Job satisfaction	Private (N= 50)		Govt. (N=50)		Sig. value of t-test
	Mean	S.D	Mean	S.D	
Working hours of job	4.12	.961	4.14	1.01	.919
Interesting & challenging work	4.58	.574	4.36	.802	.118
Good salary	3.50	1.09	4.16	.817	.001
Promotion	3.42	1.26	3.10	1.38	.231
Training	3.70	.931	3.92	1.10	.284
Job responsibilities	4.50	.707	4.46	.813	.794
Opportunity to improve skills	3.84	.888	3.76	1.15	.698
Opportunity for further advancement	3.94	.842	3.96	.924	.910
Rewarded fairly for experience	3.68	.890	4.02	.936	.066
Satisfied with the success	3.78	.887	4.08	.876	.092
Satisfied with job	4.30	.909	4.36	.851	.734
Opportunity for career Development	3.74	.750	3.88	.895	.399
Respect by colleagues	4.44	.611	4.30	.788	.324
Opinion counts in the organization	3.62	.901	3.80	.968	.338
Job fully uses skills	3.98	.714	4.04	.807	.695
Enjoy their work	4.54	.578	4.52	.646	.871
Never think about leaving school	3.64	.920	3.96	1.04	.108

Result (Table 1.3) reveals there is significant difference in the satisfaction level of public & private university teachers regarding the dimension salary and it is concluded that satisfaction level of Public University teachers is greater than private university teachers. For the other factors discussed above there is no significant difference in the satisfaction level of public & private university teachers as significant value of t-test is greater than .05 in all cases.

VI. CONCLUSION AND RECOMMENDATIONS

Results show that male respondents were found more satisfied than their female counterparts. The study also revealed that public university teachers are more satisfied than the private university teachers. This is due to the flexibility, security of job, high wage and independence enjoyed by public university teachers.

Study shows that private university teachers are very sensitive as regards wage payment. The Private Sector should revise the salary structure. The authorities should include teachers at the time of restructuring their salary. At the same time, both private and public schools teachers are dissatisfied on fair promotion procedures. Unbiased decisions on promotion can increase the level of satisfaction among the teachers in this regard.

Analysis also reveals that both private and public university teachers show low satisfaction level regarding the factor Teachers Training. Therefore, Authorities should organize regular training programmes to enrich and equip teachers with latest developments.

Study further shows that level of satisfaction among both public and private university teachers is low regarding opinion counts in the organization. Authorities should arrange regular formal meetings with teachers to consider their suggestions and also try to value it.

Analysis also reveals that both private and public university teachers show low satisfaction level regarding the factor „opportunity for career Development“ . For increasing the satisfaction level of the teachers in this regard Authorities should try to provide opportunity for career development to the teachers in this connection.

Suggestion for further research

A study on the relationship between the job satisfaction and commitment among teachers can be undertaken. A study on the level of satisfaction among teachers of rural and urban area can further be undertaken. Comparative analysis can be made between university and college teachers. Similar study can be done in case of college teachers.

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