

# A Study on Factors Influencing Job Satisfaction among Management Teachers in Indore

**Ms. Loveleen Chawla**

Assistant Professor, St. Paul Institute of Professional Studies, Indore (M.P.)

**Dr. Surya Prakash Tripathi**

Assistant Professor, IBMR IPS Academy, Indore (M.P.), India

## ABSTRACT

Among the 5 M's (Men, Machine, Material, Money and Method) of the organization, the most important M is Men (or employees). It is imperative for any employer to understand employees and know how an employee can perform best. Hence, it is essential for an employer to satisfy their personnel to enhance their productivity and quality of work. According to Mahatma Gandhi, "Education is the all round development of personality of an individual-body, mind and soul". Teaching is one of the noblest professions. It is the teacher who matters the most as far as the quality of education is concerned. The well-equipped teacher is supreme in Education. He is a model and is consciously imitated. There are several factors affecting job satisfaction of a teacher. Therefore, it is essential to identify those factors and their influence on job satisfaction of an individual. This research paper focuses on the factors influencing the job satisfaction of the Management teachers of Indore. To carry out the study a sample of 90 faculty members from 25 Private Management Colleges of Indore were interviewed. The output of this study is known as a Job Satisfaction Factors for management teachers of Indore. Hence, to understand and retain valuable and knowledgeable faculties, these factors are essential and employer can use these factors as preventive measures to retain talent and encourage them for performance.

**Keywords:** Job Satisfaction, Personnel and Teachers.

## INTRODUCTION

Excellence of any organization cannot be confined to the pillars of productivity alone. Managing human resources has much more challenges today. There are many factors which play an important part in the success of the organization like people, money, machine, other resources etc. but from them "People" are the most important factors for organization's success. So, it is essential for every organization to effectively utilize their staff. In a company set up every person is assigned certain set of tasks to perform where he or she is working and these set of tasks is known as his or her job in an Organization. Men (Employees) can move mountains if work both with his skill and will. So it is very important for every organization to identify if their employees are really fulfilled? And work performance measures are a tool to check whether a person is happy with his job content or not. It has prime important for every institutions to know job satisfaction level of their employees because success of the organization is dependent to a great extent upon the satisfied employees of the organizations. Every organization wishes that their employees perform will be best and through employee talent and capabilities, they enhance employee performance and organizational effectiveness. Job satisfaction is the level of contentment a person feels regarding his/her job. This feeling is mainly based on an individual's perception of satisfaction. Work related happiness is measured that how a person is finding his task and how far he is able to perform.

Job satisfaction falls into two levels:

1. Affective Job Satisfaction: It is the person's emotional feeling about the job as a whole.
2. Cognitive Job Satisfaction: It is how satisfied employees feel concerning some aspect of their job, such as pay, hour or benefit.

Thus, "Job satisfaction is defined as "the extent to which people like (satisfaction) or dislike (dissatisfaction) their jobs"

To the worker, job satisfaction brings a pleasurable emotional state that often leads to a positive work approach. A content employee is more effective and result oriented. he will show high commitment, engagement, involvement and which gives better performance. Such employee are also highly satisfied.

### **NEED FOR TEACHER SATISFACTION**

Every employee from management institute like Principal, Associate Professor, Assistant Professor or Lecturer need to be committed towards the Institute for its growth and development for which job satisfaction is must. Which will ultimately leads to good performance level. Management is the measurement of employee satisfaction. Management Institutes have to make sure that employee satisfaction is high among the workers, which is a precondition for increasing productivity, responsiveness, and quality and customer service.

### **REVIEW OF LITERATURE**

Starting from Hawthorne Experiments way back in 1920s till today a lot of research work has been carried out to understand and measure job satisfaction of employees. As job forms major part of activity of one's life it is very interesting to note that there is a huge impact of work life on one's personal life, health and personal relations. A big number of Studies have been carried out on job satisfaction and also in the area of teachers' job satisfaction. Gupta (1988) investigated the correlates of effectiveness and ineffectiveness in teacher's teaching. He found job satisfaction and financial support to be significantly influencing effective teaching. Bruhn (1989) carried out an investigation relating job stress, job satisfaction and professional growth with a sample encompassing all major professions and found that job satisfaction is a necessity for controlling job stress and enhancing career growth. Naseema (1994) studied the relation between job satisfaction and teaching competence and found job satisfaction to be significantly contributing to teacher effectiveness. Kulsun (1998) attempted to relate school climate with job satisfaction. The study of Jyothi and Reddy (1998) requires a special mention as a study of job satisfaction among teachers working in special schools.

Job satisfaction of teachers seems to be a popular area for researchers in the recent years. Yezzi and Lester (2000) examined job satisfaction among teachers and found age and need for achievement as predictors of job satisfaction using a multiple regression-exclusive method. Jabnoun and others (2001) presented a study which identified the factors affecting jobsatisfaction among teachers at selected secondary schools in Malaysia. Evaluation of teacher satisfaction with intrinsic and extrinsic components of the job found demographic variables to be significant. Rasku and Kinnunen (2003) compared the work situation of Finnish upper secondary school teachers to that of average European teacher's s and to examine to what extent various job conditions and coping strategies explain their well-being. Job demands and control had only main effects on well-being: high demands explained low job satisfaction and burnout and high control explained high job satisfaction and high personal accomplishment. Van Dick (2004) found in a study that organizational identification leading to job satisfaction, in turn predicts turnover intentions. Cetin (2006) carried a research to find out if there is a significant difference between job satisfaction, occupational and organizational commitment of 132 academics and found a significant relationship between satisfaction and performance. Zhang Jin, Zheng Wei (2009) developed new insights into the mechanism through which job satisfaction relates to job performance. Affective commitment was tested as a potential mediator between job satisfaction and job performance, and traditionalistic was used as a potential moderator between job satisfaction and affective commitment. A survey study was conducted on 292 employees from seven companies in China. The study findings suggest that affective commitment serves as one of the mechanisms through attachment by which job satisfaction influences job performance.

In the study conducted by Indhumathi (2011), investigating the job satisfaction and performance of 444 teachers at the secondary level were selected randomly, it was found that there was a significant relationship between job satisfaction and performance and the teachers in different categories of schools differed significantly in both job satisfaction and teaching performance. Kaplan R A, Bosh off A B, Keller man A M.(2000) studied the job involvement and job satisfaction of south Africa nurses and expressed fear that wide spread dissatisfaction may lead to fewer people entering the profession. Singh Mira(1990) studied job

satisfaction and performance of bank officers and bank clerical staff. Robbins(1993) studied employee attitudes toward involvement in and satisfaction with the job and commitment to the employing organization have become of compelling interest to industrial psychologists because of their impact on behavior at work. Thomas K. Bauer (2004) made survey on working conditions over workers job satisfaction. David Zatz (1996) analyzed that job involvement and inter role conflict do not seem to be directly related. Susan J. Linz, Anastasia Semykina (2005) found that individuals who exhibit internal locus of control perform better, but this result is not always statistically significant.

### **RESEARCH OBJECTIVES**

1. To Measure the validity of job satisfaction factors for Management Teachers of Indore.
2. To find out the individual, group and institutional Factors Influencing job satisfaction of Management Teachers of Indore.

### **RESEARCH METHODOLOGY**

**The Study:** The present study descriptive in nature and will examine the impact of HRD Practices on job satisfaction and performance of the in-service teachers positively and enhances organizational commitment as well as job involvement and performance.

**Study Period:** The research study will be conducted during 2013-2014.

**Data Collection:** The study will be based on both primary and published data. First hand information will be collected through self made questionnaire and the source of information will be teachers/professors of Management Institutes of Indore district. The self made likert 5 point structured questionnaire is utilized for collection of first hand data. Published data will be collected through standard published sources.

**Selection of Study area:** Indore is the largest city of M.P. It is the nerve center for all activity. It is known as education center for central India .Major professional institutes are located at Indore. Indore exerts a significant impact upon education, health, trade, commerce. According to census 2011 Indore District population is 32, 72,335. It is also called mini Mumbai as more people are service class people. In Indore both male and females are involved in service sector. Indore is now an education hub and the more focus in on academics/ education. People are now a day prefers to make their career in education. People are interested in colleges as they want to gain experience, update their qualifications, interested in faculty development and value added programs to update themselves for promotion and career development. For achievement of their goals job satisfaction and good performance is must. Therefore the main criterion for choosing Indore is to focus on the impact of Human Resource Development practices on job satisfaction and performance of Management Teachers at College level.

**Sample Design:** 90 respondents will be approached through Convenience sampling.

**Data Analysis:** The analysis of data will be done by using appropriate tools like exploratory data analysis, Factor analysis is done through SPSS software. The question will consist of 5 points Likert Scale.

### **RESEARCH ANALYSIS AND INTERPRETATIONS**

Researchers have included faculty members from Private Management Colleges of Indore. The researchers have surveyed 90 faculty members from 25 Private Management colleges of Indore for the survey. For the purpose of collecting data, researchers have used self made likert 5 point questionnaire, and few expert opinions through emails. The researchers have collected views of faculty members by keeping closed ended questions and open ended questions through pilot survey and Focus Group Interviews. Finally expert opinion of experts was obtained. Finally researchers found 13 factors (see Table 1) affecting job satisfaction and classified them as individual factors and organisational factors. The research derived specific factors for finding job satisfaction of Management Teachers.

**Table : 1**  
**Factors affecting job satisfaction of Management Teachers of Indore District.**

<b>Factor Name</b>	<b>Most Important</b>	<b>Moderately Important</b>	<b>Not Important</b>
Physical Working Condition	45	40	05
Recognition for extra work	60	24	06
Job Security	72	15	03
Challenging tasks	75	13	02
Salary	79	11	00
Faculty Development program	68	19	03
Management Vision and mission	59	30	01
Teaching pedagogy	83	07	00
Cooperation from colleagues	37	33	10
Cooperation from the HOD	50	35	05
Promotion policy	85	04	01
Participation in Decision making	54	33	03
Classroom performance	79	11	00

**Source: Primary Data**

After carrying out survey factors affecting job satisfaction of faculty members of Management Teachers of Indore can be identified. For better understanding all 13 factors have been divided into two categories, viz. Individual factors and Institutional factors. The output of this research is following.

**[A] Individual factors**

1. Satisfaction from classroom teaching
2. Faculty Development Programs
3. Performance Appraisal
4. Cooperation and behavior of peers (colleagues)

**[B] Institutional Factors**

1. Physical Working Condition
2. Classroom performance
3. Recognition for Extra Work
4. Promotion policies
5. Salary
6. Participation in Decision Making

7. Management vision and mission
8. Challenging task
9. Job Security

### **SUGGESTIONS**

The following suggestions can help a teacher to find personal job satisfaction:

1. Teachers must focus towards the practical approach. They must link the theoretical knowledge with application part to create such skills among the students which will meet the industry requirement.
2. Develop such communication skills and learning attitude among the students which will enhance students reading, listening, writing, and speaking skills.
3. Know more. Acquire new job-related knowledge that helps you to perform tasks more efficiently and effectively. Monotony will not be there.
4. Demonstrate creativity and initiative. Qualities like these are valued by most organizations and often result in recognition as well as in increased responsibilities and rewards.
5. Develop teamwork and human values. Sharing each others burden and functioning as a team is key success.
6. Accept the diversity in people. Accept people with their differences and their imperfections and learn how to give and receive criticism constructively.
7. See the value in your work. Appreciating the significance of what one does can lead to satisfaction with the job itself. This gives raise to the happiness and positive impact.
8. Learn to de-stress. Plan to avoid burnout by developing healthy stress-management techniques.

### **CONCLUSION**

The list above and table shows what factors affect the level of job satisfaction of management educators of Indore. It can also be observed from above list that there are more Institutional factors and hence we can conclude that organization, which can be a College or University Department has lot of control on the amount of job satisfaction an employee can derive from his job. The greater the job satisfaction, more committed will be an employee. Salary and Promotion policy plays a highest role in job satisfaction and physical working condition as well as the relationship with the colleagues is moderately important.

### **REFERENCES**

1. Albanese, A. R. (2008). Academic librarians are underpaid and overworked but mostly satisfied. *Library Journal*, 36-39.
2. Chelladurai, P. (1999). *Human Resource Management in Sport and Recreation*. United States: Human Kinetics
3. Craig Campbell "The impact of Human Resource Development activities on the career development and professionalism of Texas peace officers", 1993
4. Evans, L. (1997). Addressing problems of conceptualization and construct validity in researching teachers? job satisfaction. *Educational Research*, 39, No. 3, 319-331.
5. Fredy Wilson Ngimbudzi "Job satisfaction among secondary school teachers in Tanzania", 2009
6. Spector, P. E. (1997). *Job Satisfaction: Application, Assessment, Causes, and Consequences*. California: Sage Publications.
7. Solkhe and N.Choudhary, (2011),"HRD Climate and job satisfaction: An empirical Investigation", *International journal of computing and business research*, Vol .2,Issue.