

A Study of Factors Influencing Job Satisfaction of Teachers in Management Institutions with Special Reference to Bhopal Division

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ABSTRACT

Teaching is a very dedicated job. Teachers of Bhopal division and the world are generally not satisfied with their job due to many problems like atmosphere of the work, challenging work place, payment issues, Timings, not regularly organized faculty development program, hygiene problems, behavior of the Institute etc. Teaching profession is a challenging work for this should be searches the satisfaction factors of teachers by the management so that teachers feel comfortable with their job.

Key Terms: Teacher, Institute, Job Satisfaction, Factors

I INTRODUCTION

Each and every country is keen on shaping its education system in such a way that it expresses and promotes its unique socio-cultural identity it can also keep pace with the challenges of global world. Knowledge and education are the two basic tools which shape the nation in the most desirable way. These lecturers and professors are the stepping stone of an effective and sound education system. Therefore Teachers should be satisfied with their job. In these days we can see that teachers are not satisfied with their job due to many factors which is explaining in this research.

II LITERATURE REVIEW

(Liu & Meyer, 2005): Teaching profession spends to evaluation and improvement. Improvement just a probable if teachers is satisfied with their work. A direct association has been found that the difference connecting with teachers' job satisfaction and their benefits. In calculation, teachers have different views regarding job satisfaction which influences their purpose to stay in the teaching profession. Teachers have a major liability to make future leaders. So, this is significant to make sure that teachers will be satisfied with their job.

(Chamundeswari, 2013): This satisfaction point could be getting better by recognizing the determinants that have an effect on teacher's satisfaction level and by bringing sufficient modifications.

(Tickle, Chang, & Kim, 2011): Teachers are believed as a vital asset of an Institution. Self-motivated and progressive Institutions create all the probable efforts to create a center of attention and keep the right one for the right job at the right time. A

conductive atmosphere will keep teachers highly encouraged to do their work smoothly.

(Casio, 2003): Whereas make longer the common cognitive model of work satisfaction, In the research have found that working conditions and self-efficacy have a encouraging outcome on job satisfaction.

(Duffy & Lent, 2009; Lent & Brown, 2006): Another study has found that functioning conditions and intention to progress have a optimistic effect on teachers job satisfaction.

III OBJECTIVE

- (a) To identify factors explaining job satisfaction of teachers.

IV RESEARCH METHODOLOGY

This research is a step forward for finding out the determinants of teachers' satisfaction and in order to reach to a satisfactory result, sample has been collected from the teachers of management Institutions from Bhopal region.

Total data collected was 250 and 200 respondents were reviewed in order to extract the factors of job satisfaction of teachers in management institutes with reference to Bhopal division.

V DATA ANALYSIS AND INTERPRETATION

In order to extract the factors, factor analysis was applied on the data set. Before applying factor analysis reliability statistics was calculated. Below mention is the result of cronbach alpha

Table 1.1

Scale: Job satisfaction scale			
Summary for Case Processing			
		N	%
Cases	Valid	189	94
	Excluded	12	6
	Total	201	100
Reliability Statistics			
Cronbach's Alpha		N of Items	
0.899		32	

The value of Cronbach Alpha (.899) indicates that the tool used to collect the data is reliable.

Factor Analysis Result

The first step to carry the factor analysis is to calculate KMO and Bartlett's value which indicates that the items are valid enough to carry factor analysis. The value of KMO is .5 which indicates that the item and data are valid to proceed for the factor analysis.

Table 1.2

KMO and Bartlett's Test (Table 1)		
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		0.575
Bartlett's Test of Sphericity	Approx. Chi-Square	4052.214
	Df	496
	Sig.	0

Table 1.3

Total Variance Explained						
Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	8.619	26.934	26.934	8.619	26.934	26.934
2	2.838	8.868	35.803	2.838	8.868	35.803
3	2.175	6.798	42.601	2.175	6.798	42.601
4	1.724	5.388	47.989	1.724	5.388	47.989
5	1.669	5.216	53.205	1.669	5.216	53.205
6	1.586	4.956	58.162	1.586	4.956	58.162
7	1.464	4.575	62.737	1.464	4.575	62.737
8	1.353	4.227	66.964	1.353	4.227	66.964
9	1.271	3.971	70.935	1.271	3.971	70.935
10	1.09	3.407	74.341	1.09	3.407	74.341

Extraction Method: Principal Component Analysis.

Table 1.3 depicts total variance explained of ten components extracted. The 1st component extracted whose Eigen value is 8.60 explains 26 % of the total variance. Further the second component whose value

is 2.80 just explained the 8% of total variance. Third component to tenth component explains 6 to 3 % of total variance.

Table 1.4**Rotated Component Matrix**

Factor	Item	Factor Loadings
Recognized payment & basic facilities.	1. My job provides facilities like medical care, housing, travelling etc.	.828
	2. Salary is paid according to the qualifications.	.777
Work environment & research support	1. Organization helps in providing conducive work place.	.811
	2. College management should recognize personel ambition of faculty & support for high quality research work.	.611
	3. Proper working conditions like Comfortable sitting, hygiene & healthy environment are taken care by the organization.	.598
	4. Faculty development programmes are organized regularly.	.786
Self motivation	One is always motivated to wark for the organization.	0.683

Extraction Method: Primary Component Analysis. **Rotation Method:** Varimax with Kaiser Normalization.

a. Rotation converged in 30 iterations.

Table 1.4 depicts factor loadings of the items. Component 1 groups the items which explain the salary payment as per the norms along with the basic additional facilities which all teachers generally look for. Component 2 groups the elements which explain the conducive environment required for the teachers to work smoothly along with the basic infrastructural support required for the teachers.

Component 3 groups the elements indicating the professional development of teachers by organizing faculty development programme and also other support.

Component 4 to component 10 is having very minimal explanation and covers one or two factors explaining the job satisfaction.

VI CONCLUSION

The study provides a clear picture of the views of 200 teachers on different decisive factors of teachers' satisfaction, which have been iterated from the previous researches, when asked to submit their opinion on the extent to which each of the factors are being provided by their Institution.

According to this research we get the result that Salary is the most important thing for job satisfaction and second thing is that should be conducive environment on the workplace for the teachers for job satisfaction and third is Faculty development programme should be organized regularly by the Institution for teacher's job satisfaction.

Rightful recognition for the work is measured in the terms of salary, appraisal and promotions. It is the duty of the managers to convey about the same during the induction process, transparently, as they are few of those pillars on which the satisfaction of the teachers is built.

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