

A Comparative Study of Job Satisfaction of Professional College and Academic College Teachers of Barkatullah University

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ABSTRACT

Present study: A Comparative Study Of Job Satisfaction Of Professional College And Academic College Teachers Of Barkatullah University. Random sample and quota random sample was adopted for the study by the research scholar. Out of various colleges, 10 colleges are selected randomly. From each college, maximum 10 teachers (respondent) were selected on randomly quota based as the source of data. For the present study, the standard Questionnaire Job Satisfaction Scale for Teacher's (J.S.T.) developed by S. K. Saxena was administered to the selected subjects. Within the limitations of the study and from the statistical analysis the following conclusion is drawn. There was no significant difference of job satisfaction in professional and academic college teachers.

Key words: University, Job Satisfaction, Professional College, Academic College

I INTRODUCTION

Teachers play a very important role in achieving the objectives of Vision onwards. Disgruntled teachers who are not satisfied with their job will not be committed and productive. They will not be performing at the best of their capabilities if they are not satisfied. Consequently, not only the teaching profession is at serious risk, but the attainment of Vision will be affected. The discussion of job satisfaction and dissatisfaction is largely generated from the theory proposed by Herzberg theory that is called "two-factor theory" or "two-hierarchy of needs". Both job satisfaction and dissatisfaction are assumed critical for the organizations to manage since they absolutely affect the productivity as well as the effectiveness of either the teachers or the school organization performance. In order to boost the productivity of teachers in particular and the organization in general, it is important to increase the effectiveness of teachers at school, so then they have positive attitudes towards their jobs. Furthermore, the attitudes of teachers towards their jobs and life do have an effect on the grade of job satisfaction they have. Therefore, it is vital and fruitful for the organizations to understand the factors that can generate satisfaction since satisfied teachers can lead to improved morale and this will bring happiness and greater self-realization.

II LITERATURE SURVEY

Nayak (1982), Conducted a study, "A study of Adjustment and Job satisfaction of Married and Unmarried lady teachers", the objective of the study was to study the level of job satisfaction among married and unmarried female teachers. The sample of the study consisted of 735 female teachers teaching as lower-division teachers, upper

division teachers and lecturers in different higher secondary schools of Jabalpur district. The tools employed for data collection were the teacher job satisfaction questionnaire by Dr. Pramod Kumar and D. N. Mutha, the Adjustment inventory for college students by A. K. P. Sinha and Dr. R.P. Singh, and the Teaching Aptitude Test by Dr. Jai Prakash and R.P. Srivastava. Frequency distribution, t-test, and coefficient of correlation were the statistical techniques used for analyzing the data. The major finding of the study was No significant difference in the job satisfaction of married and unmarried female teachers working in rural and urban areas was found.

Sarkar, (1985), Conducted a study, "A Comparison study Role Perception and job satisfaction of headmaster and Teachers in relation to organization climate of secondary school on Dacca city (Bangladesh)", the objectives of the study were (i) to enquire if the secondary schools in Dacca city possessed different types of organizational climate, and the sample of study was 40 headmasters and 594 teachers. The tools used in the study were : (i) the Halpin and Croft Organizational Climate Description Questionnaire (1986), (ii) the Role Perception scale with its six areas – professional ethics, classroom teaching, educational environment, school administration, developmental activities and local politics. The findings of the study were: There were significant differences in role perception in all areas collectively among headmasters working in schools having different types of organizational climate. But there existed no significant differences regarding perception amongst the headmasters working under different organizational climates in relation to professional ethics, classroom teaching,

educational environment, school administration, developmental activities and local politics.

Definition of research problem terms:

- (a) **University-** An educational institution where students study for degrees and where academic research is done.
- (b) **Job Satisfaction-** The term 'job satisfaction' denotes the extent to which an individual's needs and expectations are satisfied and the extent to which the individual perceives that satisfaction as stemming from his total job situation.
- (c) **Professional College-** A College providing training for a special field or profession.
- (d) **Academic College-** An institution of higher learning that grants the bachelor's degree in liberal arts or science or both.

III OBJECTIVES & HYPOTHESIS

- (a) **Objectives**
 - (i) To find out the job satisfaction of professional college teachers.
 - (ii) To find out job satisfaction of academic college teachers.
 - (iii) The main objective of the study would to compare the job satisfaction of professional college and academic college teachers.
- (b) **Hypothesis:** It is hypothesized that there would be a significant difference of job satisfaction between professional collage and academic college teachers.
- (c) **Delimitations**
 - (i) The study will be delimited only to grantable professional and academic colleges affiliated to Barkatuallah university
 - (ii) The study will be delimited only the grantable teachers.
 - (iii) Only 35 teachers are selected both from professional and academic collages.
 - (iv) The study will be delimited to male & female teachers both.

IV METHODOLOGY

Sampling Method The respondents were selected for the present study in the following manner.

- (i) 35 teachers from professional college.
- (ii) 35 teachers from academic college.

The research scholar has applied the available sample method for the collection of the data ,i.e. random sample and quota random sample for the study. Out of various colleges, 10 colleges are selected randomly. From each college, maximum 10 teachers-respondent were selected on randomly quota based as the source of data. Further from each standard/and the section, at least one female teacher was considered to be selected. Although the scholar had selected 90 teachers -respondent, he received back 50 questionnaires only.

- (a) **Research Tools-** For the present study, the standard Questionnaire Job Satisfaction Scale for Teacher's (J.S.T.) developed by S. K. Saxena was administered to the selected subjects.
- (b) **Collection of Data-** The data pertaining to the study will be collected by administering the standard Questionnaire. The filled up questionnaires were collected, responses to different questions statement were fed into a computer program for systematic collection of data in an electronic medium. The Master chart of collected & rated data was made and the raw data was changed in the standard scores.

V ANALYSIS AND INTREPRETATION

The statistical analysis of the data gathered for the comparison of Job satisfaction of professional and academic college teachers of Bhopal city was done. Score of Job satisfaction calculated the mean and standard deviation from the composite scores of the groups. The mean difference of Job satisfaction of professional and academic collage teachers and researcher further statistical analysis, was carried out to find standard error, mean difference and 't' were calculated. The same procedure was adopted for item wise statistical analysis the result are tabulated in table 1 graphically present in figure 1.

Table 1
Showing Comparison of Job Satisfaction between Professional and Academic College Teachers Of Bhopal city

Group	Mean	S.D.	S.E.	D.F.	t	level of Significant at 0.05 (1.96)
Professional Teachers	20.542	3.632	0.757	68	1.92	not significant
Academic Teachers	21.857	2.625				

The obtained $t = 1.92$, $df=68$ is smaller than the theoretical t value of 1.96 at .05 level id significant. The obtained t value was found to be insignificant. So, null hypothesis for all the teachers is accepted.

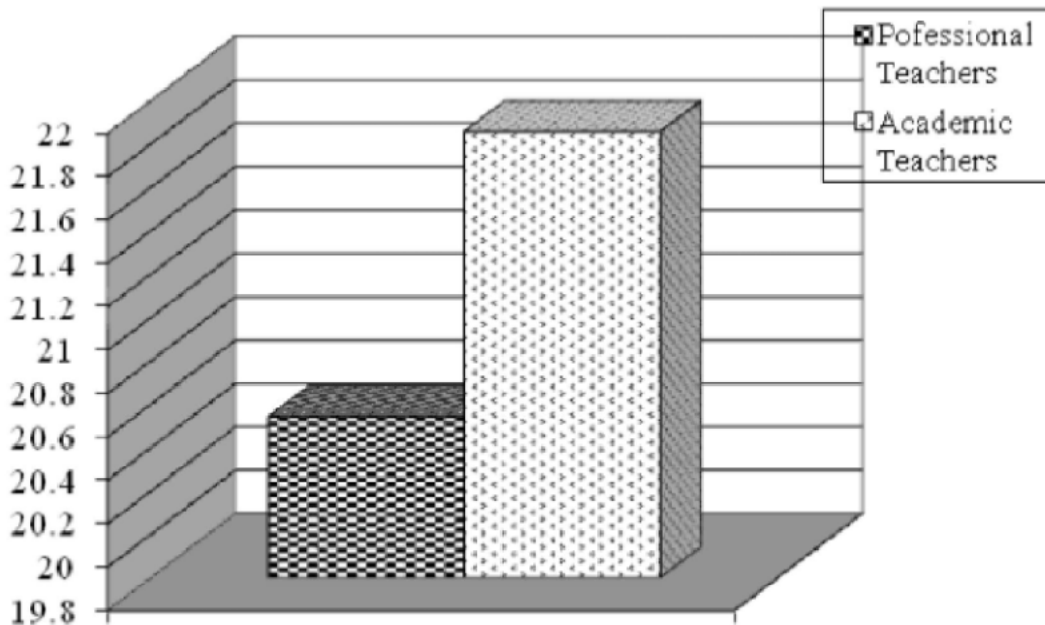


Fig. 1 Showing Mean Of Job Satisfaction Between Professional And Academic College Teachers Of Bhopal City

There is no significant difference of job satisfaction in professional and academic college teachers of Bhopal city. Null hypothesis has been accepted. Both group are satisfied in their work and other facilities provided by professional and academic colleges.

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