

A Study of Job Satisfaction of Assistant Professor Working in Non-Grant Colleges

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Abstract – Job satisfaction is defined as the extent to which an employee feels self-motivated, content & satisfied with his/her job. Job satisfaction happens when an employee feels he or she is having job stability, career growth and a comfortable work life balance. A study was conducted to know job satisfaction of Assistant Professor working in self –financed B.B.A. College of Pune. A descriptive survey method of research was used to collect the data of job satisfaction among Assistant Professor of self-financed B.B.A. College. The sample for the study consisted of 200 Assistant Professor randomly selected from self-financed B.B.A. College located at urban and rural areas of Pune district of Maharashtra state. The colleges were selected on the basis of convenient sampling whereas simple random technique was followed to select the Assistant Professor. A self -developed Adjustment Scale was used to collect the data. The findings of the study show that majority of Assistant Professor of self-financed B.B.A. College were found under moderate level of job satisfaction. The Assistant Professor of urban self-financed B.B.A. College were found to be better satisfied in comparison to the Assistant Professor working in rural self-financed B.B.A. College. The female Assistant Professor of self-financed B.B.A. College were found to be better satisfied than the male Assistant Professor of self-financed B.B.A. College. The mean score of job satisfaction of male Assistant Professor of self-financed B.B.A. College is less than the mean score of job satisfaction of female Assistant Professor of self-financed B.B.A. College. The male and the female Assistant Professor of self-financed B.B.A. College do not differ significantly in their Job satisfaction scale.

Keys Words: Job Satisfaction; Assistant Professor; Self-Financed B.B.A. College

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INTRODUCTION

Assistant Professor are arguably the most important group of professionals for our nation's future. Therefore, it is disturbing to find that many of today's Assistant Professor are dissatisfied with their jobs. A teacher, who is happy with his job, plays a pivotal role in the upliftment of society. Well-adjusted and satisfied teacher can contribute a lot to the well-being of his/her pupils. An unsatisfied teacher can become irritable and may create tensions which can have negative influence on the students' learning process and it consequently affects their academic growth. Job satisfaction implies the overall adjustment to work situation.

Job satisfaction is the result of various attitudes possessed by an employee towards his job. These attitudes may be related to job factors such as wage, job security, job environment, nature of work, opportunity for promotion, prompt removal of grievance, opportunity for participation in decision making and other fringe benefits. The satisfaction

and dissatisfaction with one's job depends upon the positive or negative evaluation of one's own success or failure in the realization of personal goals and the perceived contribution of job to it.

The employee's attitude towards the job and organization as well becomes positive when they realize that their job facilitates them in achieving their needs and values, directly or indirectly. It represents the difference between employee's expectations and experience he/she derives from the job. The wider the gap, the more is the dissatisfaction.

JOB SATISFACTION

The term "Job Satisfaction" was first described by Hoppock (1935) who observed that Job satisfaction is a combination of psychological, physiological and environmental circumstances that cause a person to say "I am satisfied with my job". While there have many debates on the concept of Job Satisfaction, in most studies it is described as how

people feel about their jobs and its different aspects. It is the extent to which people like (satisfaction) or dislike (dissatisfaction) their jobs (Spector 1997). However a more direct description is provided by Saiyadain (2007) who defines Job Satisfaction as the end state of feeling, the feeling that is experienced after a task is accomplished. This feeling could be negative or positive depending on the outcome of the task undertaken.

According to **Garton (1976)**, employee's satisfaction and morale are attitudinal variables that reflect positive or negative feelings about particular persons or situations, satisfaction when applied to work context of teaching seems to refer to the extent to which a teacher can meet individual, personal and professional needs.

The term Job Satisfaction is generally used in organizational endeavor in business management. Job Satisfaction is the favourableness or unfavourableness with which employees view their work (Bruneberg, 1976). It signifies the amount of agreement between one's expectations of the job and the rewards to the job provides. Job satisfaction is concerned with a person or a group in the organization. Job Satisfaction can be applicable more to parts of an individual's job. If each person is highly satisfied with his/her job then only it were considered as group job satisfaction.

Job Satisfaction is a very important motivation factor which can play a vital role not only in motivating the Assistant Professor in classroom performance but also in entire development of an educational institution or organization. Generally, it is found that those Assistant Professor are happier with their profession, can perform better than others who are not satisfied with their profession. As Sargent and Hannum (2005) stated, highly effective and motivated Assistant Professor are those types of Assistant Professor who acquire Job Satisfaction. According to Ingersoll (2010) Job Satisfaction leads the employees to perform better and be motivated in what they do. Good performance and putting more effort are the key factors to achieve organizational goals. Vice versa, those employees who are not happy with their job make less effort and their performance level is not good. Woods and Weasmer (2012) suggested that when Assistant Professor are satisfied, the rate of attrition is reduced, collegiality is enhanced, and job performance improves.

IMPORTANCE OF THE STUDY

Assistant Professor play a significant role in the field of education in a nation. It is the Assistant Professor who deal with all the policies and programmers of education. Therefore adjustment and job satisfaction of Assistant Professor is of crucial importance. This relates to his/her identification with the profession and his/her willingness to be effective. Job satisfaction not only increases efficiency but also

provides intrinsic motivation for work. It is necessary for the development of any educational organization because directly or indirectly it influence attitude, morale, and absenteeism and production level. Several studies suggest that job satisfaction of Assistant Professor is positively related with the effectiveness. Moreover, all types of works are not satisfying. Suitability of work therefore, is very important for job satisfaction and the general mental health of the individual.

Satisfaction is the biggest thing in our life. The person, who is satisfied with his life, is successful person. If teacher is satisfied both at family and job place automatically the teaching attitude will be positive. It will also affect the classroom environment and the students the personality of the teacher will play an influence on the minds of the students.

College is an inseparable part of the development of a country. Fact has now been realized with predominant importance that without ensuring college's development the national development cannot be achieved. A self-financed college in India is one which does not receive any financial aid from the Central Government or from the State Government. They also do not get any financial grant from the UGC nor do they get any benefits from the UGC. Such an institute finances itself through the fees paid by the students who enroll for the courses and may get private financing from other sources, such as a corporate house. (Swara, 2012)

Education is media through which college's development can be achieved where the Assistant Professor have significant role to play. The Assistant Professor are the active participants of improving quality of Higher education.

RESEARCH METHODOLOGY

The main purpose of this work was to study the adjustment and job satisfaction among Assistant Professor working in self-financed B.B.A. College. In the present investigation Descriptive Survey Method was employed to find out correlation between adjustment and job satisfaction among Assistant Professor working in self-financed B.B.A. College. Thus the research is comparative, cross-sectional and correlation in nature.

OBJECTIVES OF THE STUDY

1. To study the job satisfaction of Assistant Professor working in self-financed B.B.A. College located in Pune Maharashtra.

2. To study the job satisfaction of male and Female Assistant Professor working in self-financed B.B.A. College.
3. To compare job satisfaction between Assistant Professor of urban and rural self-financed B.B.A. College.
4. To compare the job satisfaction between male and female Assistant Professor working in self-financed B.B.A. College.

HYPOTHESES :

1. There is no significant difference between job satisfactions of Assistant Professor working in self-financed B.B.A. College of urban and rural areas.
2. There is no significant difference between job satisfactions of male and female Assistant Professor working in self-financed B.B.A. College.

RESEARCH DESIGN OF THE STUDY

Present study falls under ‘Descriptive survey method’. This is the most widely used research method in education. Descriptive method attempts to describe and interpret what exists at present in the form of conditions, practices, processes, trends, effects, attitudes, beliefs etc. The main objective of the present research work was to study adjustment of Assistant Professor working at self-financed B.B.A. College located at district Pune of Maharashtra in relation to their level of job satisfaction.

Population: The Assistant Professor of self-financed B.B.A. College of district Pune of Maharashtra state constituted the population in the present study.

Sample: A sample is a small proportion of a population selected for observation and analysis. The sample for the present research work comprised of 200 Assistant Professor working in self-financed B.B.A. College. 100 Assistant Professor working in self-financed B.B.A. College located in urban area Pune and 100 Assistant Professor working on self-financed B.B.A. College located in rural area Pune were selected by simple random sampling technique. There was equal number of male and female Assistant Professor of self-financed B.B.A. College.

The colleges were selected on the basis of convenient sampling whereas random sampling technique was followed to select the Assistant Professor.

STATISTICAL TECHNIQUES USED

Statistical Techniques such as mean, standard deviation, Z- scores and t- test were used for the

analysis and interpretation of the data. The investigator applied t-test to compare adjustment of Assistant Professor working at Self-financed urban and rural B.B.A. College. The same test was used to compare adjustment of male and female Assistant Professor working at Self-financed B.B.A. College. Similarly the job satisfaction between the urban and rural Assistant Professor working at Self-financed B.B.A. College was compared. There are several methods for computation of Coefficient of Correlation. In the present study, Pearson’s Product Moment Method was used to find coefficient of correlation between adjustment and job satisfaction among Assistant Professor of self-financed B.B.A. College .

ANALYSIS AND INTERPRETATION

To study the Job satisfaction of Assistant Professor of self-financed B.B.A. College, raw scores obtained by administering the Job satisfaction scale on the sample were converted into standard scores and the number of Assistant Professor of self-financed B.B.A. College were counted at various levels of Job satisfaction.

JOB SATISFACTION OF ASSISTANT PROFESSOR OF SELF-FINANCED B.B.A. COLLEGE

The table 1, given below shows the ranges of raw scores, ranges of z-scores, various levels of Job satisfaction ranges and number of Assistant Professor under various levels of Job satisfaction scale.

Table 1 Number of Assistant Professor under Various Levels of Job satisfaction Scale

S. No	Range of z-Scores	Grade	Level of Job Satisfaction	No. of Assistant Professor
1.	+2.01 and above	A	Extremely High Satisfaction	2
2.	+1.26 to +2.00	B	High Satisfaction	26
3.	+0.51 to +1.25	C	Above Average Satisfaction	36
4.	-0.50 to +0.50	D	Average/Moderate Satisfaction	65
5.	-0.51 to 1.25	E	Below Average Satisfaction	47
6.	-1.26 to -2.00	F	Dissatisfaction	24
7.	-2.01 and below	G	Extremely Dissatisfaction	0
	Total			200

Source : Own data Collection

On analyzing the data of level of Job satisfaction of 200 Assistant Professor of self-financed B.B.A. College it was concluded that 2 Assistant Professor of self-financed B.B.A. College were found at extremely high level satisfaction while 26 Assistant Professor were found under high satisfaction, 36 Assistant Professor were at above average satisfaction, 65 Assistant Professor at moderate satisfaction, 47 Assistant Professor at below average satisfaction, 24 Assistant Professor at dissatisfaction and not a single teacher of self-financed B.B.A. College were found at extremely dissatisfaction. From the collected data it has come to know that the maximum number of Assistant

Professor of self-financed B.B.A. College was found under average/moderate satisfaction.

Majority of Assistant Professor of self-financed B.B.A. College were found under moderate level of Job satisfaction. Least number of self-financed B.B.A. College college Assistant Professor was found under extremely dissatisfaction. The Assistant Professor having extremely dissatisfaction should be motivated to change their perception towards their profession in order to be adequate job satisfaction in teaching profession.

COMPARISON OF JOB SATISFACTION BETWEEN URBAN AND RURAL ASSISTANT PROFESSOR

The table 2 shows relevant statistics i.e. mean, standard deviation (SD), t- ratio and actual number of Assistant Professor working in self-financed B.B.A. College located in urban and rural area of Pune. Mean comparison of job satisfaction between urban and rural Assistant Professor of self-financed B.B.A. College are given here:

Table-2: Mean Comparison of Job satisfaction between Urban and Rural Assistant Professor

Assistant Professor	N	Mean	S.D.	t-value	Level of Significance
Urban	100	157.36	53.321	2.10	Significant
Rural	100	141.82	51.128		

Source : Own data Collection

It is clear from table-4.13, that the mean scores of job satisfaction of 100 Assistant Professor of self-financed B.B.A. College located in urban area was calculated to be 157.36 with standard deviation 53.321 while the mean scores of job satisfaction of self-financed B.B.A. College located in rural area is calculated to be 141.82 with standard deviation 51.128. Both the groups differ in the scale of job satisfaction.

On investigate the data, it is clear that two groups differ significantly on their Job satisfaction as the t-value between the mean scores of job satisfaction of Assistant Professor of urban and rural self-financed B.B.A. College is calculated to be 2.10 which is greater than the tabulated t -value (1.96) at 0.05 level of significance. Thus, there exists a significant difference in job satisfaction between the Assistant Professor working in self-financed B.B.A. College located in urban and rural area of Pune.

COMPARISON OF JOB SATISFACTION BETWEEN MALE AND FEMALE ASSISTANT PROFESSOR

The table 3 shows relevant statistics i.e. mean, standard deviation (SD), t- ratio and actual number of

male and female Assistant Professor of self-financed B.B.A. College in terms of job satisfaction. Mean Comparison of job satisfaction between male and female Assistant Professor working in self-financed B.B.A. College is given here:

Table-3: Mean Comparison of Job satisfaction between Male and Female Assistant Professor of self-financed B.B.A. College

Group	N	Mean	S.D.	t-value	Level of significance
Male Assistant Professor	100	143.30	52.21	1.30	Insignificant
Female Assistant Professor	100	152.88	52.16		

It is clear from table-3 that the mean score of job satisfaction of 100 male Assistant Professor of self-financed B.B.A. College was calculated to be 143.30 with standard deviation 52.21 while the mean score of job satisfaction of 100 female Assistant Professor was calculated to be 152.88 with standard deviation 52.16. The calculated data show that the female Assistant Professor of self-financed B.B.A. College were found to be more satisfied in their job in comparison to their male counterpart.

It means that male Assistant Professor and the female Assistant Professor of self-financed B.B.A. College do not differ significantly in their Job satisfaction scale.

The calculated t-value of mean score between the male and the female Assistant Professor of self-financed B.B.A. College was calculated to be 1.30 which is less than the tabulated t- value (1.96) at 0.05 level of significance. On analyzing the data it is clear that two groups differ significantly on their Job satisfaction scale.

FINDINGS

- 1) Majority of Assistant Professor working in self-financed B.B.A. College located in urban areas were found under reasonable level of job satisfaction. No any teacher of self-financed B.B.A. College of urban area was found under extremely low level of job satisfaction.
- 2) Majority of Assistant Professor of self-financed B.B.A. College located at rural areas were found under reasonable satisfaction. No any teacher of self-financed B.B.A. College of rural area were found under extremely dissatisfaction.
- 3) Majority of male Assistant Professor were found under moderately satisfied in their

job. No any male teacher of self-financed B.B.A. College was found under extremely dissatisfied at their job.

- 4) Majority of female Assistant Professor of self-financed B.B.A. College were found under moderate level of Job satisfaction. No any female teacher of self-financed B.B.A. College was found extremely dissatisfied.
- 5) The mean score of job satisfaction of the Assistant Professor working in self-financed B.B.A. College located in urban area is greater than the mean score of job satisfaction of Assistant Professor working in self-financed B.B.A. College located in rural area.
- 6) Locale effect is seen on interpreting the data of job satisfaction of Assistant Professor of urban and rural self-financed B.B.A. College.
- 7) The mean score of job satisfaction of male Assistant Professor of self-financed B.B.A. College is less than the mean score of job satisfaction of female Assistant Professor of self-financed B.B.A. College.
- 8) The male Assistant Professor and the female Assistant Professor of self-financed B.B.A. College do not differ significantly in their Job satisfaction scale.

CONCLUSION

The Assistant Professor working in urban self-financed B.B.A. College were found to be better satisfied due to good physical environment, favourable working condition than the Assistant Professor working in self-financed colleges located in rural area of Pune district. It is the desire of the society that the Self-financed B.B.A. College' Assistant Professor are to give such input those can make them happy as well as positively adjusted.

Our analysis shows that for Assistant Professor, Self Finance jobs are not "bad" jobs in the true sense of the word: if anything, Assistant Professors on a Self Finance contract are *more* satisfied with job content. But, when we control for sector and job level, we find a negative influence of Self Finance employment on satisfaction with both job content (small effect) and terms of employment (larger effect). However, further qualitative research would be needed to study which psychological contract Assistant Professors experience with their employers, whether subgroups can be discerned, and whether the effects of Self Finance employment differ by psychological contract. Finally, we find a negative effect of Self Finance employment on the personal lives' of recent Assistant Professor.

In conclusion, Self Finance employment negatively influences the job satisfaction of recent Assistant Professor. Self-Finance Assistant Professor is much more prevalent in academia than outside it, making this effect especially important for the human resource management at universities and other academic institutions. Our results strongly suggest that whereas universities offer jobs that satisfy Assistant Professors intellectually, they could much improve their relative attractiveness on the labor market by increasing the share of permanent Assistant Professor and Assistant Professor with the prospect of permanence to levels comparable to those in other sectors. Furthermore, since we found that almost a quarter of Assistant Professors indicate they work below Assistant Professor level, we may conclude that there is a mismatch between the number of Assistant Professor conferrals and the demand for Assistant Professor outside academia that is in industry.

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