Job satisfaction among College Teachers:

A study with reference to Government Colleges in Shivamogga District, Karnataka State, India.

by Karibasappa T[a] & Prof. Laxmana P[b]

Abstract

Job satisfaction plays vital role in the teaching profession. One cannot get knowledge from unsatisfied teachers. Teaching profession is most admirable in few countries, in ancient days it was in our country also. College Teachers are the builders of our future of country. It is wondering that today many college teachers are dissatisfied with their jobs may for many reasons. A good teacher will do miracles through their students. Teachers not only teach subjects, they touch the hearts of students by filling the dreams, clearing the doubts, linking the subject with practical life, making understand all levels of IQ students. Teacher puts the foundation of character and act as a sculpture. A good teacher have strong personality, teaching style, clear objectives, effective discipline skills, class room management skills, communication with parents, high expectations, knowledge of syllabi and standards, subject knowledge, passion and strong rapport with students. Teacher by having all the stress also has to manage the student, subject, rules and regulations of the standards provided by the Institute and Government. Teacher need to balance personal and professional life. To render all the said qualities, teacher should be happy and satisfied. This paper tries to study the satisfaction level of College Teachers of Shimogga District through the questionnaire.

Key words: College Teachers, job satisfaction, job involvement, job performance, stress, salaries, job security, quality education

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1. Introduction

Today’s students are tomorrow’s future. They are the assets of family, society and country. Country’s well being based on the people who take the responsibility to become the
successful citizen. A good citizen will play a good role towards growth of country. A good citizen based on the role of good teacher. A good teacher only become when satisfied. Hence satisfaction of the teacher is utmost important to any country. Teachers bridge the gap between subject and life. They insist to carry the culture across the generations and borders. Teacher guides at crucial times in the life of the students.

Individuals are intrigued to work in the establishments and additionally in the administrations where they feel fulfilled. Occupation disappointment prompts diminished dimension of execution (Bretz and Thomas, 1992); it expands turnover and turnover goals (Motowidlo, 1983) and furthermore prompts non-appearance (Weiner, 1980). Be that as it may, truly how far such employment fulfillment is guaranteed in school educators' occupations is a vital issue as of late. At the point when instructors are happy with their activity they can play out their duties with more fixation and commitment.

Globally, work fulfillment has been an imperative issue. It is extremely pivotal to the long haul development of any instructive framework around the globe. Employment fulfillment in this setting is the capacity of the instructing occupation to address instructors' issues and enhance beneficiary occupation/educating execution. Learning, abilities and skills happen when one feels fulfilled in one's conduct. Hence, fulfillment in required in the conduct of a school educator in the event that he/she needs to perform profitable exercises in the school.

Occupation fulfillment is the degree to which one likes the activity. It is as to one's emotions or perspective with respect to the idea of their work. As it were, work fulfillment infers carrying out a responsibility one appreciates, doing it well, energy and bliss with one's work. Everybody characterize work fulfillment as satisfaction of one's desire. It contrasts from individual to individual and establishment to organization and even with regards to male and female. In straightforward term when somebody is happy with his activity that is work fulfillment. Employment fulfillment as a pleasurable positive feeling state, coming about because of the examination of one's activity or occupation encounters. It results from the observation that one's activity satisfies or permits the satisfaction of one's vital activity esteems, giving and to the extent that these qualities are compatible with one's needs (Locke, 1976).

In this manner, work fulfillment is such wonder which comes from the activity, as well as from one's close to home, social, scholarly, authoritative and conservative condition.
Elements of Job Satisfaction: Paul Spector (1985) identified a comprehensive set of facets that generally decide the degree of job satisfaction. These were:

1) **Pay** – the extent to which the salary structure was fair and was perceived to be equitable by the employee.
2) **Career growth** – opportunities that a job situation offered for promotion and the fairness with which promotion opportunities were structured.
3) **Supervision** – the competence of the supervisor and the fairness with which the employees were treated.
4) **Benefits** – the provisioning of the facilities like insurance, vacation and other fringe benefits that were offered.
5) **Contingent procedures** – the extent to which the employee perceives that the system provides for sense of respect, recognition for achievement and appreciation of the same.
6) **Operating procedures** – the structure of the policies, procedures and rules that were to be followed by the employees and the extent to which they were perceived to be red-tapism.
7) **Co-workers** – the perceived competence and pleasantness of the colleagues of an employee.
8) **Nature of work** – intrinsic nature of the actual tasks of a job and their packaging.
9) **Communication** – the structural provision for sharing of information within the organization.

2. **Literature Review**

Chamundeswari (2013) investigated the job satisfaction of teachers in different categories of schools following different systems of education. A sample of 196 teachers from state board schools, 198 teachers from matriculation board schools and 194 teachers from central board schools were drawn. The results of the study indicated that teachers in central board schools were significantly better in their job satisfaction as compared to the matriculation and state board schools.

Rauf et al. (2013) studied the relationship between organizational commitment and job satisfaction of 610 subject specialists’ teachers working in 95 government higher secondary schools. Results showed that both the dimensions i.e. organizational commitment and job
satisfaction are positively correlated. Furthermore, it was conceded that the strength of relationship (correlation) is slightly higher in case of rural subject specialists as compared to urban subject specialists and in case of married and female subject specialists this relationship is much stronger than un-married and male subject specialists.

(2013) evaluated the relationship between organizational climate and job satisfaction of 82 educational teachers at high school grade of Ardabil City. The results revealed a positive significant correlation between the organizational climate and job satisfaction.

Chaudhry (2012) explored the level of occupational stress among university teachers based on age, gender and type of organization. Analysis reported no significant differences in the level of male and female faculty as well as public and private sectors universities. The results indicated significant difference in the faculty members having different age groups regarding their perceived level of stress. Further results showed the decreasing trend of stress with the increasing of age among the faculty members.

Bano and Jha (2012) explored the differences in job-related stress between public and private sector employees, based on ten role stressors. The role of demographic variables on the stress levels of both public and private sector groups was also examined. Responses of 182 public and 120 private sector employees in Uttar Pradesh (India) were obtained on occupational role stress scale. It is found that both public and private sector employees face moderate levels of stress. The results also indicated no significant difference between public and private sector employees in terms of total stress levels.

Surapuramath (2012) examined the organizational climate of colleges of education under Karnataka University. Significant difference in organizational climate of government colleges and private colleges of education was observed. Study results indicated that the government colleges of education are perceived as having better organizational climate as compared to private colleges of education. The findings further revealed that colleges of education older than 20 years have good organizational climate as compared to colleges less than 20 years old.

Katoch (2012) collected data through personal interviews in the form of questionnaire from a sample of 98 college teachers selected from the five government colleges of Jammu. Analysis of data revealed that female college teachers are more satisfied with their job than male teachers.
3. **Objectives of the Study**

1) To study the extent of the job satisfaction levels experienced by the teachers working in Government First Grade Colleges (GFGCs) in the state of Karnataka.

2) To explore and analyze the relationship between personal variables and the job satisfaction levels of GFGC teachers.

3) To place on record the state of physical, academic and support infrastructure prevalent in the GFGCs in the state of Karnataka.

4) To suggest appropriate measures to improve the job satisfaction levels of the GFGC teachers in the state of Karnataka.

4. **Scope & Limitations of the study**

The study covers the period of one academic year 2017-18 for the purposes of gathering the primary data required. The different kinds of secondary data that have provided the overall premise for the study have been gathered from various sources without any specific time limit. However, it may be noted that most of the constructs relating to the critical concepts for the study - like job description, job involvement, job performance, job satisfaction, etc - have been gathered and synthesized with the study’s report. Obviously, different phases of time when these concepts evolved significantly and provided the relevant foundational constructs for the study spread from early industrialization, post-World War II period of technological innovations, Globalization have provided the backdrop for the present study. The study is limited only to Government Colleges located in Shimoga District, Karnataka State, India.
5. Data Analysis

Table No 5.1 Showing Job Satisfaction and Organizational Climate


<table>
<thead>
<tr>
<th>SL.#</th>
<th>Nature of Statement</th>
<th>SDA</th>
<th>DA</th>
<th>N</th>
<th>A</th>
<th>SA</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>The college recognizes and appreciates the good work done by Teachers</td>
<td>4%</td>
<td>1%</td>
<td>8%</td>
<td>68%</td>
<td>19%</td>
<td>100%</td>
</tr>
<tr>
<td>2</td>
<td>I am satisfied with collegiate education department rules and regulations that govern my position in the college</td>
<td>0%</td>
<td>6%</td>
<td>6%</td>
<td>71%</td>
<td>17%</td>
<td>100%</td>
</tr>
<tr>
<td>3</td>
<td>I am encouraged to participate in any activity in the college</td>
<td>0%</td>
<td>1%</td>
<td>4%</td>
<td>75%</td>
<td>20%</td>
<td>100%</td>
</tr>
<tr>
<td>4</td>
<td>College climate in different respect encourages academic Interaction Political interference in our college</td>
<td>0%</td>
<td>0%</td>
<td>5%</td>
<td>74%</td>
<td>21%</td>
<td>100%</td>
</tr>
<tr>
<td>5</td>
<td>I prepare and present teaching aids in my class</td>
<td>15%</td>
<td>38%</td>
<td>21%</td>
<td>17%</td>
<td>9%</td>
<td>100%</td>
</tr>
<tr>
<td>6</td>
<td>I get students appreciation for my work</td>
<td>0%</td>
<td>0%</td>
<td>4%</td>
<td>70%</td>
<td>26%</td>
<td>100%</td>
</tr>
<tr>
<td>7</td>
<td>I evaluate my performance through the achievement of my students.</td>
<td>0%</td>
<td>0%</td>
<td>1%</td>
<td>63%</td>
<td>36%</td>
<td>100%</td>
</tr>
<tr>
<td>8</td>
<td>I have cordial relations with my colleagues.</td>
<td>0%</td>
<td>0%</td>
<td>2%</td>
<td>66%</td>
<td>32%</td>
<td>100%</td>
</tr>
<tr>
<td>9</td>
<td>My colleagues seek constructive advice from me</td>
<td>0%</td>
<td>0%</td>
<td>2%</td>
<td>63%</td>
<td>35%</td>
<td>100%</td>
</tr>
<tr>
<td>10</td>
<td>I am satisfied with collegiate education department rules and regulations that govern my position in the college</td>
<td>2%</td>
<td>5%</td>
<td>1%</td>
<td>73%</td>
<td>19%</td>
<td>100%</td>
</tr>
</tbody>
</table>

Analysis & Interpretation:

From the table among 100 respondents, 68% are agreed, 19% are Strongly agree, 8 % are neutral, 1% & 4% are disagree and strongly disagreed respectively about The college recognizes and appreciates the good work done by Teachers.

From the table 71% are agreed, 17% are Strongly agree, 6 % are neutral & 6% are disagreed respectively about collegiate education department rules and regulations that govern my position in the college.

The above table clears that 75% are agreed, 20% are Strongly agree, 4 % are neutral & 1% are disagreed respectively about encouragement to participate in any activity in the college.

From the table 21% are strongly agree, 74% are agreed & 5 % are neutral about College climate in different respect encourages academic Interaction Political interference in our college.

From the table it is clear that 09% are strongly agree, 17% are agreed, 21 % are neutral, 38% are disagree and 15% respondents are strongly disagreed about the teaching & presentation of teaching aids in the class room.
From the table among 100 respondents, 26% are Strongly agree, 70% are agreed, 4% are neutral, about getting the students appreciation for their work.

From the table it is clear that, 36% are strongly agree, 63% are agreed & 1% are neutral, about evaluate their performance through the achievement of the students.

From the table it is clear that, 35% are strongly agree, 63% are agreed & 2% are neutral, about providing constructive advice to their colleagues.

The table clears that, 32% are strongly agree, 66% are agreed & 2% are neutral, about maintaining cordial relationship with their colleagues.

From the table it is clear that 19% are strongly agree, 73% are agreed, 1% are neutral, 5% are disagree and 2% respondents are strongly disagreed about collegiate education department rules and regulations that govern my position in the college.

**Table No 5.2 Showing Job Satisfaction and Infrastructure**

<table>
<thead>
<tr>
<th>Sl.#</th>
<th>Infrastructure</th>
<th>SDA</th>
<th>DA</th>
<th>N</th>
<th>A</th>
<th>SA</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Supply of drinking water</td>
<td>5%</td>
<td>3%</td>
<td>11%</td>
<td>66%</td>
<td>15%</td>
<td>100%</td>
</tr>
<tr>
<td>2</td>
<td>Toilet facilities</td>
<td>5%</td>
<td>3%</td>
<td>12%</td>
<td>66%</td>
<td>14%</td>
<td>100%</td>
</tr>
<tr>
<td>3</td>
<td>Canteen facilities available</td>
<td>9%</td>
<td>20%</td>
<td>12%</td>
<td>48%</td>
<td>11%</td>
<td>100%</td>
</tr>
<tr>
<td>4</td>
<td>Sufficiently furnished class rooms available</td>
<td>11%</td>
<td>29%</td>
<td>10%</td>
<td>34%</td>
<td>16%</td>
<td>100%</td>
</tr>
<tr>
<td>5</td>
<td>Supply of teaching aids</td>
<td>30%</td>
<td>22%</td>
<td>14%</td>
<td>28%</td>
<td>6%</td>
<td>100%</td>
</tr>
<tr>
<td>6</td>
<td>Library hall sufficiently equipped</td>
<td>15%</td>
<td>22%</td>
<td>8%</td>
<td>45%</td>
<td>10%</td>
<td>100%</td>
</tr>
<tr>
<td>7</td>
<td>Books, journals and magazines are sufficiently available</td>
<td>8%</td>
<td>13%</td>
<td>5%</td>
<td>61%</td>
<td>13%</td>
<td>100%</td>
</tr>
<tr>
<td>8</td>
<td>Internet facilities are sufficient</td>
<td>30%</td>
<td>28%</td>
<td>17%</td>
<td>21%</td>
<td>4%</td>
<td>100%</td>
</tr>
<tr>
<td>9</td>
<td>Communication lab available</td>
<td>38%</td>
<td>31%</td>
<td>16%</td>
<td>13%</td>
<td>2%</td>
<td>100%</td>
</tr>
<tr>
<td>10</td>
<td>Language lab available</td>
<td>39%</td>
<td>29%</td>
<td>19%</td>
<td>11%</td>
<td>2%</td>
<td>100%</td>
</tr>
</tbody>
</table>

From the table among 100 respondents it is clear that 15% are strongly agree, 66% are agreed, 11% are neutral, 3% are disagree and 5% respondents are strongly disagreed about Supply of drinking water in the college.

From the table it is clear that 14% are strongly agree, 66% are agreed, 12% are neutral, 3% are disagree and 5% respondents are strongly disagreed that toilet facility is satisfactory in the college.

The above table clears that 11% are strongly agree, 48% are agreed, 12% are neutral, 20% are disagree and 9% respondents are strongly disagreed about the canteen facilities in the college.

"Aanobhadraakrathavoyanthuvishwathaha"-“Let the noble thoughts come to all from all directions”. Page No.7
From the table among 100 respondents it is clear that 16% are strongly agree, 34% are agreed, 10% are neutral, 29% are disagree and 11% respondents are strongly disagreed about Sufficiently furnished class rooms available in the college.

The above table clears that 6% are strongly agree, 28% are agreed, 14% are neutral, 22% are disagree and 30% respondents are strongly disagreed about Supply of teaching aids in the college.

From the table it is clear that 10% are strongly agree, 45% are agreed, 08% are neutral, 22% are disagree and 15% respondents are strongly disagreed about Library hall sufficiently equipped in the college.

From the table among 100 respondents it is clear that 13% are strongly agree, 61% are agreed, 5% are neutral, 13% are disagree and 8% respondents are strongly disagreed about Books, journals and magazines are sufficiently available in the college.

From the table it is clear that 4% are strongly agree, 21% are agreed, 17% are neutral, 28% are disagree and 30% respondents are strongly disagreed about Internet facilities are sufficient in the college.

The above table clears that 2% are strongly agree, 13% are agreed, 16% are neutral, 31% are disagree and 38% respondents are strongly disagreed about Communication lab available in the college.

From the table among 100 respondents it is clear that 4% are strongly agree, 19% are agreed, 10% are neutral, 31% are disagree and 36% respondents are strongly disagreed about Language lab available in the college.

6. **Findings**

1) Majority of the respondents agreed that the college recognizes and appreciates the good work done by Teachers.

2) Most of the respondents agreed that collegiate education department rules and regulations that govern my position in the college.

3) Majority of the respondents agreed about encouragement to participate in any activity in the college is satisfactory.

4) Most of the respondents agreed that College climate in different respect encourages academic Interaction Political interference in their college.
5) A little majority of the respondents agreed that the teaching & presentation of teaching aids in the classroom in their college is not satisfactory.

6) Most of the respondents agreed that, getting the students appreciation for their work is satisfactory.

7) Majority of the respondents agreed about evaluate their performance through the achievement of the students is satisfied.

8) Majority of the respondents agreed about providing constructive advice to their colleagues is satisfactory.

9) Most of the respondents agreed, about maintaining cordial relationship with their colleagues is satisfied them.

10) Majority of the respondents agreed about collegiate education department rules and regulations that govern my position in the college is satisfactory.

11) Most of the respondents agreed about supply of drinking water in the college is satisfactory.

12) Majority of the respondents agreed that toilet facility is satisfactory in the college.

13) A majority of the respondents agreed about the canteen facilities in the college is satisfactory for them.

14) A few of the respondents claimed that there are no sufficiently furnished class rooms available in the college.

15) Majority of the respondents said that supply of teaching aids in the college is not satisfactory.

16) A few of the respondents agreed about Library hall sufficiently equipped in the college.

17) Most of the respondents agreed about books, journals and magazines are sufficiently available in the college.

18) Majority of the respondents said that Internet facilities are not sufficient in the college.

19) Majority of the respondents reveals that Communication lab available in the college is not satisfactory.

20) Majority of the respondents claimed that language lab available in the college is not satisfactory.
7. Suggestions

To Government:

1) Government has to think about providing the sufficient teaching aids for the teachers to improve their presentation skills.

2) Government has to think about providing well furnished class rooms in the college that will increase the productivity of the college.

3) There are no proper teaching aids available in the colleges hence there is a need of providing adequate facility for the same.

4) Government have to think about providing the communication lab for the college to improve the teaching and communication in the students,

5) There is a need of modern language lab in the colleges hence steps to be taken to provide the same.

To Teachers:

1) There is a need of cordial relationship between the colleagues along with various departments in the colleges; hence they can exchange their knowledge and facilities available.

2) Teachers could find the sponsorship from various NGOs & MNCs to improve the facilities or labs in the collages. (Like JSW, Infosys Co)

8. Conclusion

From the study it can be concluded that, the Government college teachers in selected region are satisfied with their jobs. Government is providing good facilities & support to increase the student’s strength and productivity of the teachers.

Besides providing traditional facilities for teaching there is a need of some modern teaching aids to meet the competitive environment of the world, the selected government colleges are lacking in such modern facilities, hence Government and respective authorities should take steps to provide those needed aids.

Teachers need to take initiative to facilitate modern facilities to improve their teaching skills by identifying some grants and sponsors along with government. Government is already given lot of schemes and facilities but implementation part is not done by the concerned stake holders.
9. **References**

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