

## JOB SATISFACTION OF WOMEN TEACHERS WORKING IN GOVERNMENT AND PRIVATE COLLEGES

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### ABSTRACT

Teaching is one of the noble professions in the world and hence teachers are considered as the spine of the society. The present study focuses to discover the degree of job satisfaction of women teachers and variables related with their level of job satisfaction. The study is primary in nature and the essential data for the study have been collected through issue of prearranged questionnaire. There are three hundred and eighty four women teachers working in various government and private colleges in Ramanathapuram district have been chosen by implementing probabilistic simple random sampling method. The data collected are examined using correlation, variance , square test, Reliability Statistics using cronbach alpha and barlett Test . The study reveals that majority of the women teachers have moderate level of job satisfaction and the variables like Institution provision for well being, Departmental and higher authority support, career elevation, talent utilization, co faculty, members support, institution milieu for working, job satisfaction, professional commitment, recommending others to choose teaching job and level of work-life balance are found to have significant association with the level of job satisfaction of women teachers in the district.

**Keywords:** Job satisfaction, Women Teachers in Government and Private Colleges.

### Introduction

Job satisfaction portrays the perception of the person towards his or her job, job related activities and environment. It is a combination of psychological and emotional experiences at work. Job satisfaction, as defined by Locke (Lutherans, 2002), is a “pleasurable or emotional state resulting from the appraisal of one’s job experience”. It is often a result of the perception of the employee as to whether his job provides him with the outcomes he views as important. Job satisfaction is determined by how well the result of the job meets the expectation of the employee or they exceed the expectations. Some important factors influencing job satisfaction may be classified in two categories.

- Environmental factors
- personal factors

### Research process of the present study

This chapter describe about the study conducted among the Women faculty members of Arts and Science College of Ramanathapuram district. The chapter starts with the Reliability Statistics which is a

Cronbach Alpha distribution narrates about the consistency of the constructs employed in the study. Followed by the alpha distribution, Research design of the study is clearly defined. The sample size determination and variables are declared in the study. Need for the study and the research gap is written after expansively reading the literature reviews available for the job satisfaction in the Higher education sector.

### Problem of the statement and need for the study

The teaching industry is not same like a manufacturing sector. Even in the manufacturing sector, the employee satisfaction would be very important which is having a direct effect on the profitability and the performance of the companies. The Higher education sector is a turning point of the every student life, where the expertise of the faculty is very important in moulding and bringing every student.

We always believe students as the brand ambassadors of any institution. It is very important to study the job satisfaction of the higher education faculty members which in turn

gives the professional commitment. The Job satisfaction and the Professional commitment will develop a better students who are going to the pillars of the nation in the future. Women faculty members are always persistent and sincere towards the allocated work. The study focused on studying the job satisfaction of the women faculty members. The outcome of the study will surely motivate and bring many women faculty members in future to the higher education sector.

### Research gap

While countless studies are focused on the Job satisfaction of the higher education teachers, this study is focused on the professional commitment of the women faculty members by keeping the job satisfaction as the mediating variable. Earlier studies mainly focused on the salary and work environment. However after reading the qualitative articles, it is understood that, faculty members not only work for the pay structure but also for the relationships and the career enhancement. Institutions should give that environment to the faculty members to consistently stay with the same organization. Even though staying is not an issue for the Government faculties, Professional commitment is very important for producing talented students. The constructs like Career Elevation and talent utilization is introduced in the study which is first of its kind among the earlier studies conducted.

### Limitations of the study conducted in the Ramanathapuram District.

The job satisfaction study is focused only to the Women faculty members. The results and the implications drawn from the study might not be widely applicable to the entire teaching community. The study is conducted in the Ramanathapuram district which is a small town in the Tamilnadu district and the conclusions drawn may not be applicable to the Tier I cities or any other parts of the country.

### Research design for the job satisfaction study in the Ramanathapuram District

The study is based on the earlier studies which extensively focused on the job satisfaction of the teachers belong to the Higher education sector. Majority of the literature focused on the work environment, Support from the higher authority, Salary and Compensation structure, Talent Recognition and Career Advancement.

Based on the earlier studies, a structured questionnaire was framed in the form of Likert scale ranging from Strongly Disagree to Strongly Agree. The responses received were entitled into various bivariate and multivariate techniques to prove the proposed hypothesis. The hypothesis is proposed in such a way that, all the job satisfaction constructs will have an effect on the professional commitment.

### Primary data source

#### Job satisfaction questionnaire

The Professional commitment and the job satisfaction was measured on a 5 point Likert scale ranging from the numeric value 1 to 5 which is coded in the questionnaire and the statistical software's as 1-Strongly Disagree, 2-Disagree, 3-Neutral, 4-Agree and 5-Strongly Agree. The questionnaire for job satisfaction consists of three sections. The first section is about the description of the study which gives explanation about the study and the data collection. The second section is about the socio demographic variables of the women teachers of the Ramanathapuram district which is about the Stream of the women faculty, Age, Marital status, Status of employment, Educational qualification, Annual income, years of experience. Section Three consists of 37 independent variables which demonstrate the job satisfaction of the women faculty members of the Ramanathapuram district.

### Sample size formula for known population

$$z^2 \times p \times q \div e^2$$

$$z^2 \times p \times (1-p) \div e^2 \quad N$$

#### Where

Z= 1.96 (Based on the table value for 95% of confidence interval)

P= 0.5 (Assuming the population proportion is 50%, which 50% of the teachers working in the Arts and Science colleges of Ramanathapuram District.

Q=0.5 (1-p=0.5) Where P+Q=1

e= Estimated Standard error of approximation- 0.05

N= Population of the Women in the Ramanathapuram District = 6,70,787

Minimum Sample size required = 384

### Steps in calculation the sample size based on the formula

The Sample size is calculated using Microsoft Excel based on the formula.

Numerator step	384.16
Numerator step	0.96

Denominator step	1676.96
Denominator step	1.000
<b>Sample required</b>	<b>384</b>

**Table - 1 Reliability statistics using cronbach alpha**

S NO	CONSTRUCTS OF JOB SATISFACTION	NO OF VARIABLES	ALPHA SCORE
1.	<b>Institutional provision for wellbeing</b>	5	0.731
0.	<b>Departmental and higher authority support</b>	6	0.824
0.	<b>Career elevation</b>	5	0.769
0.	<b>Talent utilization</b>	5	0.807
0.	<b>Co faculty members support</b>	5	0.785
0.	<b>Institution milieu for working</b>	5	0.918
0.	<b>Job satisfaction</b>	3	0.708
0.	<b>Professional commitment</b>	3	0.711

Cronbach's alpha was calculated using SPSS version for ensuring the internal consistency of the dataset collected. All the Eight constructs employed in the study shows the cronbach alpha value of 0.7 and above which shows the

dataset has a satisfactory internal consistency. The construct “Institution milieu for working” shows a reliability score of 0.918 which is the highest.

**Table -2 Descriptive statistics for the constructs of job satisfaction derived from the Teaching professionals**

Constructs	Mean	Std. deviation	Variance	Skewness		Kurtosis	
	Statistic	Statistic	Statistic	Statistic	Std. Error	Statistic	Std. Error
Departmental and,higher authority support	4.5	2.3	5.2	1.8	0.1	2.4	0.2
Talent utilization	4.3	1.5	2.3	1.4	0.1	2.1	0.2
Institutional provisional for wellbeing	3.8	0.6	0.4	-1.6	0.1	0.5	0.2
Job satisfaction	3.7	0.7	0.6	-0.7	0.1	0.6	0.2
Career elevation	3.5	0.7	0.5	-0.6	0.1	0.6	0.2
Institution milieu for working	3.4	0.5	0.3	-0.3	0.1	0.3	0.2
Co-faculty members support	3.3	0.7	0.5	0.4	0.1	-0.5	0.2
Professional commitment	3.1	0.9	0.9	0	0.1	-1.1	0.2

The higher mean score of 4.5 is observed for the construct “Departmental and Higher Authority Support” followed by the construct “Talent Utilization” with the mean score of 4.3. The construct “Institution provision for wellbeing” showing the mean score of 3.8. The core

important construct “Job satisfaction” computed with the medium mean score of 3.5. Lowest mean score of 3.1 is computed for the construct “Professional Commitment”. The normality of the dataset collected is ensured by the skewness and kurtosis values shown in the

table. All the values are nearer to zero which shows that the data is normally distributed.

**Table- 3 Correlation between the Job satisfaction constructs**

	Wellbeing	Has	Elevation	Talent	Support	Milieu	Job sat	Commitment
Wellbeing	1							
Has	.117*	1						
Elevation	.121*	.746**	1					
Talent	-.033	.157**	.196**	1				
Support	-.211**	-.171**	-.096	.450**	1			
Milieu	.240**	.173**	.207**	-.111*	-.173**	1		
Jobsat	.883**	.637**	.711**	.558**	.448**	.348**	1	
Commitment	.107*	.495**	.314**	.022	.244**	.114*	.124*	1

\*. Correlation is significant at the 0.05 level (2-tailed).

\*\*. Correlation is significant at the 0.01 level (2-tailed).

#### Construct Abbreviations

Abbreviated form	Full form
Wellbeing	Institutional provision for wellbeing
Has	Departmental and higher authority support
Elevation	Career elevation
Talent	Talent utilization
Support	Co faculty members support
Milieu	Institution milieu for working
Jobsat	Job satisfaction
Commitment	Professional commitment

The Pearson Inter-correlation is computed for all the constructs of the women teachers. The linear relationship is assessed and the interpretation is listed as per the hypothesis stated in the study.

1. There was a positive correlation between the two constructs namely “Institution provision for wellbeing” and the “Job satisfaction,  $r = .833$ ,  $p = .000$ ”

2. There was a positive correlation between the two constructs namely “Departmental and Higher authority support” and the “Job satisfaction,  $r = .637$ ,  $p = .000$ ”

3. There was a positive correlation between the two constructs namely “Career Evaluation” and the “Job satisfaction,  $r = .711$ ,  $p = .000$ ”

4. There was a positive correlation between the two constructs namely “Talent Utilization” and the “Job satisfaction,  $r = .522$ ,  $p = .000$ ”

5. There was a positive correlation between the two constructs namely “Co-faculty members support” and the “Job satisfaction,  $r = .244$ ,  $p = .000$ ”

6. There was a positive correlation between the two constructs namely “Institution Milieu for working” and the “Job satisfaction,  $r = .114$ ,  $p = .000$ ”

#### Conclusion

The study also revealed that Govt college women teachers are more satisfied than private college women teachers. This is due to the flexibility, security of job, high wage and independence enjoyed by government college women teachers. Study shows that both government and private college women teachers, the departmental higher authorities support, institution milieu for working, talent utilization, institutional provision for wellbeing and career elevation teachers are

more satisfied. At the same time the private college women teachers are dissatisfied on fair promotion procurers and professional commitment.

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