

Education And Job Satisfaction Among Degree College Faculty In Bengaluru

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ABSTRACT: An attempt was made to study Job Satisfaction among faculty members of degree colleges in Bengaluru. It was hypothesized that 1) There will be a significant difference in the effect of education on job satisfaction among degree college faculty. Necessary data was collected by 300 degree college faculty serving in Bengaluru under PG+ and PG levels of education. Analysis such as Mean, Standard deviation, 't' test were applied to test the hypotheses. Findings reveal that there is a significant difference in job satisfaction among degree college faculty with reference to educational level.

Key Words: Job Satisfaction, Education and Degree College Faculty

Introduction

The university-system of education was provided by Nalanda University, and it is the oldest university of the world. Indian culture exists in the core characteristics of education beginning from "Gurukul" and medical education has never been an exception since the period of Vedas.

Higher education works with the mission of providing greater opportunity for eligible and vulnerable sections of the society. The Department of Higher Education supports the already existing institutions, supports establishing new institutions; also support is provided to the State Governments and Non-Government Organizations / Civil society as its goal. For strengthening research and innovations and encourage institutions – public or private – policies and programmes are initiated.

Job Satisfaction:

Early 20th c. was a period of Hawthorne studies and job satisfaction in the workplace. Work of R.Hoppock (1935) lead job satisfaction into limelight. R.Hoppock (1934) in his classic study based on 309 employees found out that job satisfaction varies with respect to difference in the nature of work one is performing.

Job Satisfaction is a set of favourable or unfavourable feelings and emotions with which employees view their work. Job satisfaction is an affective attitude - a feeling of relative like or dislike toward something (Newstrom 2007).

Determinants of job satisfaction

1. Personal factors: consists of age, number of dependents in the family, sex, length of service, intelligence, level of aspiration, personality, education, fulfillment of personal needs, etc
2. Factors related to job: includes chance and initiative to establish oneself in job, nature of job, skill of work, size and location of the factory etc
3. Factors controlled by the management: comprises vocational guidance, security, salary, working conditions, scope for promotion, relationship with co-workers, responsibility and supervision etc

Aim:

To study Job Satisfaction among faculty members of degree colleges.

Objectives:

1. To study the differences in Education on job satisfaction among degree college faculty members.

Hypotheses

H1a. There will be a significant difference in the effect of education on job satisfaction among degree college faculty.

Variables:

Independent Variable: Education

Dependent Variable: Job Satisfaction

Research Design:

Field survey method with "between group" design was adopted. Purposive sampling technique was used as sample includes college faculty members serving in different degree colleges in Bengaluru.

Sample

Total number of sample is 300 comprising of two levels of education: PG + (M.Phil., Ph.D) and PG were included.

Tools

Job Satisfaction Scale (2009):

This scale was developed by Dr. Amar Singh and Dr. T.R. Sharma. It measures job satisfaction under Intrinsic and Extrinsic factors through 30 statements of intrinsic and extrinsic factors. It is a five point rating scale from 4 to 0 for positive items and 0 to 4 for negative items.

Procedure

After consulting the respective faculty members, a brief note of information was given about the research study. Once they were agreed to be a part of the sample, their consent was taken in the written format and was followed by administering the questionnaires.

Statistical Analysis

Mean, Standard deviation and 't' test are applied and the results are analyzed to find out the levels of significance.

1. Education and Job Satisfaction

H1a. There will be a significant difference in the effect of education on job satisfaction among degree college faculty members.

Table – 1 indicating test of significance between educational qualification and job satisfaction among degree college faculty members

Variable	Groups		t	df	P
	PG+(179)	PG (121)			
	Mean / S.D	Mean / S.D			
Job Concrete	13.97(2.46)	15.04(2.75)	3.61	298	0.00**
Job Abstract	18.16(3.95)	18.25(3.89)	0.24	298	0.84
Total Job Intrinsic	32.05(4.63)	33.33(5.01)	2.27	298	0.02*
Psycho Social	18.85(3.21)	19.62(3.37)	2.02	298	0.44
Economic	8.79(2.44)	8.42(2.54)	1.27	298	0.24
Community / National	13.66(2.62)	14.35(2.84)	2.17	298	0.31
Total Job Extrinsic	41.31(6.08)	42.41(5.64)	1.58	298	0.12
Total Job satisfaction	73.17(9.36)	76.02(9.02)	2.62	298	0.00**

Figure 1 indicating the mean values on job satisfaction related to education among degree college faculty members

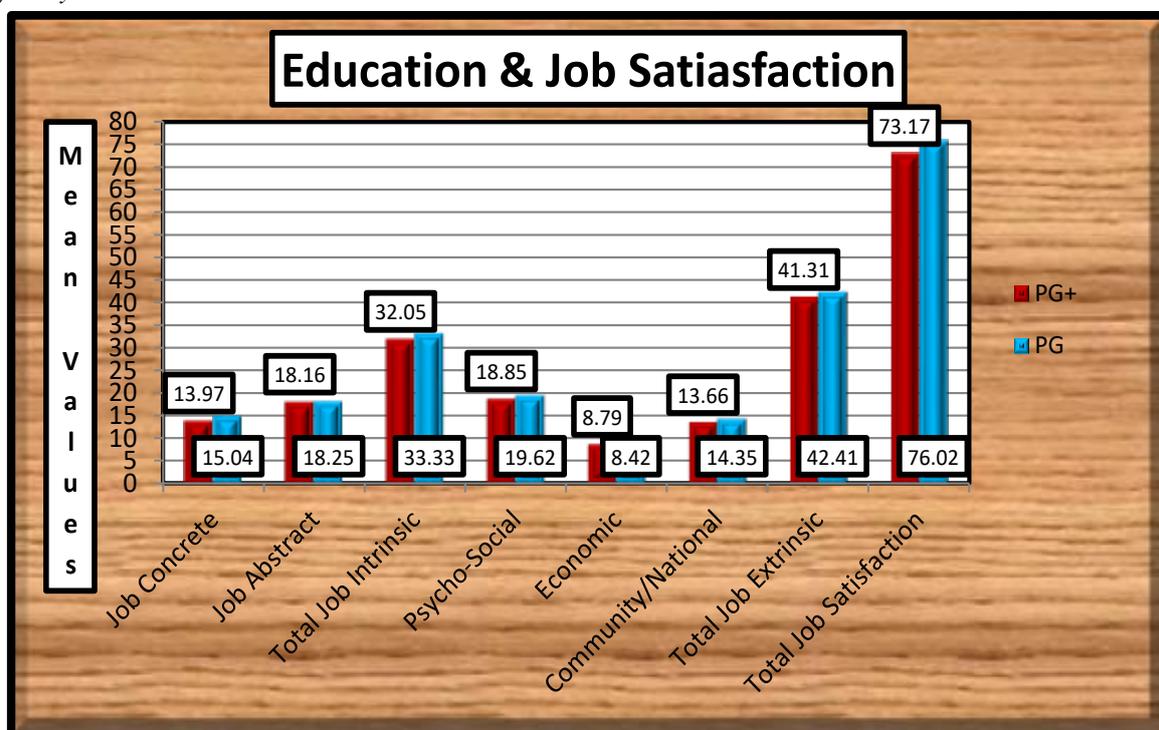


Table 1 shows the significant difference in job satisfaction between faculty members with educational qualification of PG+ and PG. A significant difference (0.00**) is noticed for job concrete factor wherein entertainment, opportunity to take care of family, recreations, working conditions, place of posting and communication network are a few to name. Because of these factors on the whole, there is a significant difference (0.02*) for total job intrinsic factors.

On the whole, there is a significant difference (0.00**) between the two groups expressing that there is an effect of education on job satisfaction of degree college faculty members. Mean value of faculty members with the qualification of PG is more compared to the faculty members with PG+ under job concrete (15.04), the total job intrinsic dimension (33.33) and total job satisfaction (76.02). Hence, the hypothesis which states that "there will be a significant difference in the effect of education on job satisfaction among degree college faculty members" is retained. (Mustapha and Sani Sumaila, 2011). Fig.1 with a graphical representation supports the same.

Conclusions

1. There is a significant difference in job satisfaction among degree college faculty members with different educational background.

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