

A Study on Faculty Job Satisfaction among the Private Arts and Science Colleges in Ranipet Town

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Abstract

The career prospects for our students are better in the growing global economy. After Independence, higher education in India has grown significantly. India must thus compete in the global economy, where we want qualified academics. In this case, the faculties have been extremely important to our educational system. Academic staff members' job happiness is vital to students' education. Only when faculties are happy with their work are they able to accomplish their duties with more focus and dedication. College professors who are happy in their jobs are better off for it and for society as a whole. Each person has a different level of job satisfaction. The variables that affect job satisfaction change according on gender, age, position, and experience. This background information was gathered from faculty members working in colleges in and around Ranipet town. This survey aims to assess faculty job satisfaction at several institutions in Ranipet town. It focuses on the factors that influence job satisfaction among faculty members in private arts and science colleges.

Keywords: Global Economy, Opportunity, Responsibilities And Influencing

INTRODUCTION

Work satisfaction is critical since most individuals spend a significant amount of their lives at work. Furthermore, job satisfaction has an effect on the general well-being of employees, because a pleased employee is a contented and happy human being. A happy employee is in better physical and emotional health. As a result, it is critical for the institution's performance to efficiently manage human resources and determine whether or not faculty members are pleased. Work satisfaction is defined as a happy or good emotional state that results from an evaluation of one's employment or job experience. Work satisfaction is evaluated by how well the outcome meets or exceeds expectations. Several major elements impacting job satisfaction may be divided into two groups. Age, gender, marital situation, educational qualification, designation, department, and experience are all personal considerations. Work Environmental considerations: -Working conditions, pay and advancement criteria, working relationships, and other services provided by the institution.

SCOPE OF THE STUDY

Some important factors influencing job satisfaction may be classified into two categories. Personal considerations include age, gender, marital status, educational qualification, designation, department, and experience. Work Working conditions, compensation and progression requirements, working relationships, and other services supplied by the institution are all environmental issues.

STATEMENT OF THE PROBLEMS

The faculty is the most important and effective aspect of every educational organisation. It is the teacher who shapes students' personalities, instills values in them, encourages and expands their skills to their maximum potential, and prepares them to serve society and the nation. The administration of institutions where humans and materials are gathered together to achieve educational goals is connected to educational system management. Educational management, like other managements, need exceptionally dedicated, ideal, and happy instructors. The attitude, motivation, and job happiness of faculty members are obviously critical components in every educational institution. Faculty satisfaction, together with excellent output quality, is an indicator of a well-managed educational company. Apart from the fundamental responsibilities of teaching, assessing, planning, and directing, a faculty member is required to participate in a variety of extracurricular activities, as well as continual professional development. The research of work satisfaction among private college professors will provide management with information about overall levels of satisfaction and related variables in an educational institution. Furthermore, higher education administration requires information on faculty and staff work satisfaction in order to make smart judgments in both avoiding and resolving personnel problems. As a result, the success of any educational institution is heavily reliant on faculty job satisfaction. Higher education's shifting trend necessitates experienced faculty to handle the new change in the horizon of knowledge, methods and techniques of teaching, and correct use of technology in teaching and learning. A teacher's success is undoubtedly dependent on his job pleasure. Simultaneously, student growth on the one hand and socioeconomic developments on the other make society and human existence more complicated, making work fulfillment even more difficult to accomplish. As a result, an attempt has been undertaken in this study to determine the elements that impact teacher job satisfaction.

Objectives of the Study

1. To find the Socio-economic profile of private arts and science college faculties.
2. To determine factors influencing Job Satisfaction among private arts and science college faculties.

Research Methodology

The purpose of this study is to describe the nature of faculty members' job satisfaction. As a result, this study might be classified as descriptive research. The primary goal of descriptive research is to describe the current condition of circumstances. The survey was conducted at Ranipet town. For the aims of the study, 130 respondents from Ranipet town were chosen. Using a convenience sampling method, all respondents were contacted individually and given the questionnaire.

DATA ANALYSIS AND INTERPRETATION**Objective – 1**

To find the Socio-economic profile of private arts and science college faculty.

Table – 01**Gender wise classification of the respondents**

SI. No	Gender	No. of Respondents	Percentage
1	Male	72	55.38 %
2	Female	58	44.62 %
	Total	130	100

Source: Primary Data

The above table01 shows the gender wise classification of the respondents. It is clearly observed from the table, 55.38 % of the respondents are male and 44.62 % of the respondents are female. It is concluded that majority (55.38 %) of the respondents are male.

Table – 02**Age group of the respondents**

SI. No	Age(in years)	No. of Respondents	Percentage
1	Up to 25 years	19	14.61 %
2	26-35	48	36.93 %
3	36-45	36	27.69 %
4	Above 45 Years	27	20.77 %
	Total	130	100

Source: primary data

The above table 02 shows that the age wise classification of the respondents. It is clearly observed from the table, 36.93 % of the respondents are in the age group of 26 to 35 years, 27.69 % of the respondents are in the age group of 36 to 45 years, 20.77 % of the respondents are in the age group of above 45 years and 14.61 % of the respondents are in the age group up to 25 years. It is concluded that the majority of the respondents (36.93 %) are in the age group of 26 to 35 years.

Table - 03**Marital status of the respondents**

SI. No	Marital Status	No. of Respondents	Percentage
1	Married	107	82.30 %
2	Unmarried	23	17.70 %
	Total	130	100

Source: Primary Data

The above table 03 exhibits that the marital status wise classification of the respondents. It is clearly observed from the table, 82.30 % of the respondents are married and 17.70 % of the respondents are unmarried. It is concluded that 82.30 % of the respondents are married.

Table – 04**Educational status of the respondents**

SI. No	Educational	No. of Respondents	Percentage
1	M.Phil	11	8.47 %
2	NET / SET	17	13.08 %
3	Ph.D (Pursing)	68	52.30 %
4	Ph.D	34	26.15 %
	Total	130	100

Source: Primary Data.

The above table 04 predicts the Educational status of the respondents. From the above table, it is inferred that 52.30 % of the respondents Educational status is Ph.D (Pursing), 26.15 % of the respondents Education status is Ph.D degree holders, 13.08 % of the respondents Education status is NET / SET qualified and 8.47 % of the respondents Education status is M.Phil degree holders. It has been observed from the table that majority of the respondents (52.30 %) Education status is Ph.D (pursing).

Table – 05**Department wise of the respondents**

SI. No	Department	No. of Respondents	Percentage
1	Literature	24	18.46 %
2	Commerce	56	43.08 %
3	Management	37	28.46 %

4	Science	13	10 %
	Total	130	100

Source: Primary Data.

The above table 05 predicts the department of the respondents. From the above table, it is inferred that 43.08 % of the respondents department is commerce, 28.46 % of the respondents department is management, 18.46 % of the respondents department is literature, and 10 % of the respondents department is science. It has been observed from the table that majority of the respondents (43.08 %) department is commerce.

Table – 06

Designation of the respondents

SI. No	Designation	No. of Respondents	Percentage
1	Assistant Professor	98	75.38 %
2	Associate Professor	21	16.15 %
3	Professor	11	8.47 %
	Total	130	100

Source: Primary Data.

The above table 06 predicts the designation of the respondents. From the above table, it is inferred that 75.38 % of the designation is assistant professor, 16.15 % of the respondents designation is associate professor and 8.47 % of the respondents designation is professors. It has been observed from the table that majority of the respondents (75.38 %) designation is assistant professor.

Table – 07

Teaching Experience of the respondents

SI. No	Experience	No. of Respondents	Percentage
1	Up to 3 year	32	24.62 %
2	4 – 5 years	47	36.15 %
3	6 – 7 years	35	26.92 %
4	Above 7 years	16	12.31 %
	Total	130	100

Source: Primary Data.

The above table 07 predicts the teaching experience of the respondents. From the above table, it is inferred that 36.15 % of the respondents teaching experience is 4-5 years, 26.92 % of the respondents teaching experience is 6 – 7 years, 24.62 % of the respondents teaching experience is up to 3 years, 12.31 % of the respondents teaching experience is above 7 years. It has been observed from the table that majority of the respondents (36.15 %) teaching experience is 4 to 5 years.

Table – 08
Income level per month

SI. No	Income	No. of Respondents	Percentage
1	Below Rs.20,000	15	11.54 %
2	Rs.20,001-Rs.30,000	63	48.46 %
3	Rs.30001-Rs.40,000	41	31.53 %
4	Rs.40,001 and above	11	8.47 %
	Total	130	100

Source: Primary Data.

The above table 08 exhibits the monthly income level of the respondents. It is clearly observed from the table, 48.46 % of the respondents monthly income various from Rs.20,001 to Rs. 30,000, 31.53 % of the respondents monthly income varies from Rs.30,001 to Rs 40,000, 11.54 % of the respondents monthly income varies blowRs.20,000 and 8.47 % of the respondents family income varies from Rs. 40,001 and above. It is inferred from the above table that Majority of the respondent’s (48.46 %) monthly income various from Rs. 20,001 to Rs. 30,000.

. Objective - 2

To determine factors influencing Job Satisfaction among private arts and science college faculties.

Table 09

Factors influencing level of job satisfaction

Factors influencing		HS	S	N	DS	HDS	Total
<i>General working conditions</i>	F	28	54	36	8	4	130
	%	21.54	41.54	27.69	6.16	3.08	100%
Working environment	F	19	61	27	16	7	130
	%	14.61	46.92	20.77	12.32	5.38	100%
Working hours	F	58	43	29	0	0	130
	%	44.61	33.07	22.32	0	0	100%
Subject handled	F	13	16	32	38	31	130
	%	10	12.31	24.61	29.23	23.85	100%

Opportunity for personal development	F	22	41	56	7	4	130
	%	16.92	31.55	43.07	5.38	3.08	100%
Relationship with colleagues	F	48	57	25	0	0	130
	%	36.92	43.84	19.24	0	0	100%
Students relationship	F	34	31	54	9	2	130
	%	26.15	23.85	41.53	6.93	1.54	100%
Allotment of preferred class	F	57	39	27	7	0	130
	%	43.85	30.00	20.77	5.38	0	100%
Teaching Aids	F	18	46	35	29	2	130
	%	13.85	35.38	26.92	22.31	1.54	100%
Leisure hours	F	13	51	56	7	3	130
	%	10.00	39.23	43.08	5.38	2.31	100%
Number of holidays	F	5	18	61	27	19	130
	%	3.85	13.85	46.92	20.77	14.61	100%
Library facilities	F	25	59	32	8	6	130
	%	19.23	45.38	24.62	6.15	4.62	100%
Canteen facilities	F	12	38	57	15	8	130
	%	9.23	29.23	43.85	11.54	6.15	100%
Infrastructure at classroom	F	31	49	28	12	10	130
	%	23.85	37.69	21.54	9.23	7.69	100%
Toilet facilities	F	15	23	51	20	21	130
	%	11.54	17.69	39.24	15.38	16.15	100%
<i>Pay and promotion</i>	F	11	24	68	20	7	130
Salary	%	8.46	18.46	52.31	15.38	5.39	100%
	F	7	29	31	49	14	130
Provident fund	%	5.38	22.30	23.85	37.69	10.78	100%
	F	16	25	36	45	8	130
Incentive	%	12.30	19.24	27.69	34.62	6.15	100%
	F	5	31	63	18	13	130
Rewards fairly for work experience	%	3.85	23.84	48.46	13.85	10.00	100%
	F	35	48	42	3	2	130
Appreciation given for contribution of your work	%	26.92	36.92	32.31	2.31	1.54	100%
	F	28	45	50	7	0	130
First aid facilities	%	21.54	34.62	38.46	5.38	0	100%
	F	13	28	59	18	12	130
Grievances handling procedure	%	10.00	21.54	45.38	13.85	9.23	100%

Source: Primary Data

In the above mentioned table 09, it has been observed that factors influencing level of job satisfaction of the respondents. From the above table, it is inferred that 41.54 % of the respondents' are

satisfied working environment and 3.08 % of the respondents' are highly dissatisfied working environment. 46.92 % of the respondents are satisfied working hours and 5.38 % of the respondents are highly dissatisfied working hours. 44.61 % of the respondents are highly satisfied subject handled and 0% of the respondent is not opinioned subject handled. 29.23 % of the respondents are dissatisfied job security and 10 % of the respondents are highly satisfied job security. 43.07 % of the respondents are neutral opportunity for personal development and 3.08 % of the respondents are highly dissatisfied opportunity for personal development. 43.84 % of the respondents are satisfied relationship with colleagues and 0 % of the respondent is not opinioned relationship with colleagues. 41.53 % of the respondents are neutral student's relationship and 1.54 % of the respondents are highly dissatisfied students relationship. 43.85 % of the respondents are neutral allotment of preferred class and 0 % of the respondent is not opinioned allotment of preferred class. 35.38 % of the respondents are satisfied teaching aids and 1.54 % of the respondents are highly dissatisfied teaching aids. 43.08 % of the respondents are satisfied leisure hours and 2.31 % of the respondents are highly dissatisfied leisure hours. 41.53 % of the respondents are neutral students relationship and 1.54 % of the respondents are highly dissatisfied students relationship. 46.92 % of the respondents are satisfied number of holidays and 3.85 % of the respondents are highly satisfied number of holidays. 45.38 % of the respondents are satisfied library facilities and 4.62 % of the respondents are highly dissatisfied library facilities. 43.85 % of the respondents are neutral canteen facilities and 6.15 % of the respondents are highly dissatisfied canteen facilities. 37.69 % of the respondents are satisfied infrastructure at classroom and 7.69 % of the respondents are highly dissatisfied infrastructure at classroom. 39.24 % of the respondents are neutral toilet facilities and 11.54 % respondents are highly satisfied toilet facilities.

52.31 % of the respondents are neutral salary and 5.39 % of the respondents are highly dissatisfied salary. 37.69 % of the respondents are dissatisfied provident fund and 10.78 % respondents are highly satisfied provident fund. 34.62 % of the respondents are neutral incentive and 6.15 % of the respondents are highly dissatisfied incentive. 48.46 % of the respondents are neutral rewards fairly for work experience and 10.00 % respondents are highly satisfied rewards fairly for work experience. 36.92 % of the respondents are satisfied appreciation given for contribution of your work and 1.54 % of the respondents are highly dissatisfied Appreciation given for contribution of your work. 38.46 % of the respondents are neutral first aid facilities and 0 % respondents are highly dissatisfied first aid facilities. 45.38 % of the respondents are neutral grievances handling procedure and 9.23 % respondents are highly dissatisfied grievances handling procedure.

Findings

- ✓ The majority of 55.38 % of the respondents are male and 44.62 % of the respondents are female
- ✓ The majority of 36.93 % of the respondents' age groups of 26-35 years and 14.61 % of the respondents age groups up to 25 years.
- ✓ The majority of 82.30% of the respondents are married and 17.70% of the respondents are unmarried
- ✓ The majority of 52.30 % of the respondents' educational qualification is Ph.D (pursing) and 8.47 % of the respondents' educational qualification is M.Phil.
- ✓ The majority of 43.08 % of the respondents are department of commerce and 10 % of the respondents are department of science.

- ✓ The majority of 75.38 % of the respondents are designation assistant professor and 8.47 % of the respondents are designation professor.
- ✓ The majority of 36.15 % of the respondents' teaching experiences are 4 – 5 years and 12.31 % of the respondents' teaching experiences are above 7 years.
- ✓ The majority of 48.46 % of the respondents' are income level per month Rs. 20,001 to Rs. 30,000 and 8.47 % of the respondents' are income level per month Rs. 40,001 and above.

CONCLUSION

Job satisfaction is an individual's reaction to the job experience. This study gave me an opportunity to understand the attitude, opinion and their faculty level of job satisfaction in private arts and science colleges in Ranipet town. The findings of this study revealed that the faculties were satisfied with the working environment, working hours, relationship with colleagues, teaching aids, library facilities, infrastructure at classroom, appreciation given for contribution of your work and Grievances handling procedure. Overall it can be seen that there is a sound working environment prevailing in private colleges in Ranipet town except a small level of dissatisfaction in a few areas such as opportunity for personal development, students relationship, leisure hours, canteen facilities, salary structure, provident fund, incentive, rewards fairly for work experience, first aid facilities and grievances handling procedure. The management could provide monetary and nonmonetary rewards to faculties in order to keep them happy and contented. To be successful Management must continuously ensure the satisfaction of their faculties

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