

A Study On Job Satisfaction Level of Degree College Teachers In Papumpare District of Arunachal Pradesh

Abstract

The aim of study was to investigate job satisfaction level of degree college teacher in Papum Pare district of Arunachal Pradesh. The investigator used descriptive cum survey method for the study and a sample of 213 degree college teachers from three government and three private were selected by the investigator using purposive sampling technique. The findings revealed that majority of degree college teachers are highly satisfied with their teaching job.

Keywords: Job Satisfaction, Degree College Teachers, Papum Pare District.

Introduction

Job satisfaction can be considered as a prime factor which can influence the motivation level of teachers in the teaching and learning situation that goes in the classrooms of educational institution. Job satisfaction among the teachers is important not only for the growth of an educational institution but it is important for the growth of the entire nation. Solmon (1985) in his paper concluded that improvement in the quality of education is important for the future economic prospects of the nation and Quality of education. Quality of education on the other hand side is determined by several factors associated with the teachers and one among them is the level of job satisfaction. There is a general assumption that, higher the level of job satisfaction better is the performance of the teacher. According to Shehnaz & Hadi (2015), job satisfaction leads to the superior performance of the teachers and it also leads to the retention of the teachers. Vroom (1964) also supported the idea that job satisfaction leads to better performance. Further, Sirohi & Shrivastva (2010) proved that satisfaction can greatly influence the commitments and performances of the teachers at higher level.

Objectives of the Study

1. To study the job satisfaction level of degree college teachers in Papum Pare district, Arunachal Pradesh.
2. To compare the job satisfaction level of male and female degree college teachers in Papum Pare district, Arunachal Pradesh.
3. To compare the job satisfaction level of private and government degree teachers in Papum Pare district, Arunachal Pradesh.
4. To compare the job satisfaction level of urban and rural degree college teachers in Papum Pare district, Arunachal Pradesh.
5. To compare job satisfaction level of APST and Non-APST degree college teachers in Papum Pare district, Arunachal Pradesh.
6. To compare the job satisfaction level of Indigenous and Non-indigenous religion group degree college teachers in Papum Pare district, Arunachal Pradesh.
7. To compare the job satisfaction level of married and unmarried degree college teachers in Papum Pare district, Arunachal Pradesh.

Hypotheses of the Study

1. There is no significant difference between the mean score of job satisfaction level of male and female degree college teachers in Papum Pare district, Arunachal Pradesh.
2. There is no significant difference between the mean score of job satisfaction level of private and government degree college teachers in Papum Pare district, Arunachal Pradesh.
3. There is no significant difference between the mean score of job satisfaction level of urban and rural degree college teachers in Papum Pare district, Arunachal Pradesh.



Kartu Mite

Student,
Dept. of Education,
Rajiv Gandhi University,
Arunachal Pradesh, India



Manju Burman

Assistant Professor,
Dept. of Education,
Rajiv Gandhi University,
Arunachal Pradesh, India

4. There is no significant difference between the mean score of job satisfaction level of APST and Non-APST degree college teachers in Papum Pare district, Arunachal Pradesh.
5. There is no significant difference between the mean score of job satisfaction level of Indigenous and non- indigenous religion groups degree college teachers in Papum Pare district, Arunachal Pradesh.
6. There is no significant difference between the mean score of job satisfaction level of married and Un- married degree college teachers in Papum Pare district, Arunachal Pradesh.

Research Methodology

For the present study the researcher has employed Descriptive cum survey method out of various methods of educational research. Data were collected from 6(six) degree colleges of Papumpare district. Population of the present study consisted of 213 degree college teachers teaching in Government and Private Degree Colleges of Papum Pare district, Arunachal Pradesh. Investigator used Likert's type job satisfaction scale which was developed and standardized by Prof. P.K Acharya in the year 2011. As per the requirement of the study scale was further modified and content validity of the tool was approved by the subject experts. The scale had 67 statements out of which 18 were negative statements and 49 were positive statements related to four dimensions; satisfaction with work, satisfaction with salary and security, satisfaction with institutional plans and policies and satisfaction with authorities. The collected data were analysed using inferential statistical techniques such as mean, standard deviation, and t-test.

Analysis and Interpretation

Objective-1

To study the job satisfaction level of degree college teachers in Papum Pare district Arunachal Pradesh.

Table 1. : Summary of the N, Mean, SD, of Job Satisfaction Score of Degree College Teachers In Papum Pare District, Arunachal Pradesh in term of Overall Sample

N	Mean	SD
213	164.37	22.60

Source: Fieldwork, January 2019

Interpretation

The table 1 shows that the calculated mean of the job satisfaction score of degree college teachers of Papum Pare district of Arunachal Pradesh, came out as 164.37. This mean value (164.37) is higher than mean scale value of job satisfaction scale of 134. Therefore, it is understood that the degree college teachers of Papum Pare district of Arunachal Pradesh are satisfied with their teaching profession. The calculated standard deviation (22.60) is indicating large variation of score from the calculated mean job satisfaction score (164.37) further 91.54% of degree college teachers mean score are found to be above the mean score. This shows that majority of degree college teachers are satisfied with their teaching profession.

Objective -2

To compare the job satisfaction level of male and female degree college teachers in Papum Pare district, Arunachal Pradesh.

Hypothesis

There is no significant difference between the mean score of job satisfaction level of male and female degree college teachers in Papum Pare district of Arunachal Pradesh.

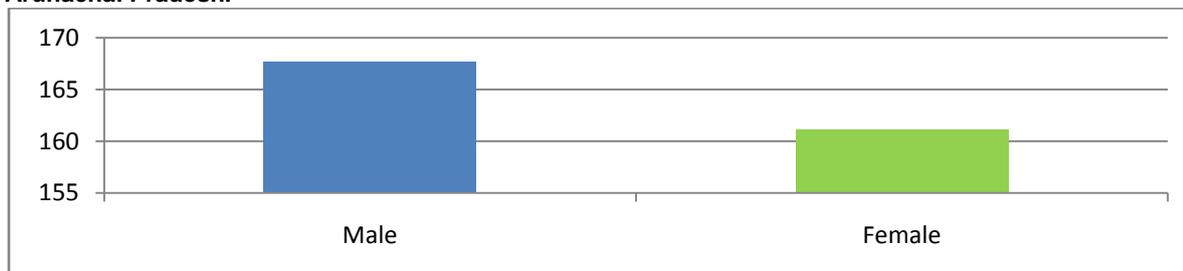
Table no 2

Summary of the N, Mean, SD, t-Value of Job Satisfaction Score of Degree College Teachers In Papum Pare District, Arunachal Pradesh In Term of Gender

Gender	N	Mean	SD	SE _D	df	calculated 't'-value	Level of significant	Remark
Male	105	167.71	20.93	3.06	211	2.15	significant	rejected
Female	108	161.12	32.77					

Source: Fieldwork, January 2019

Figure- 1: Job satisfaction level of male and female degree college teachers in Papum Pare district, Arunachal Pradesh.



Interpretation

The table no 1 reveals that calculated't'-value which came as 2.15 for job satisfaction level of male and female degree college teachers of Papum pare district is more than critical 't'- value 1.97 at 0.05

level of significance for 211 df from this value it is understood that, male and female Degree college teachers of Papum Pare district differ significantly in their job satisfaction level. Therefore, the formulated hypothesis "There is no significant difference between

the mean score of job satisfaction level of male and female degree college teachers in Papum Pare district of Arunachal Pradesh” is rejected. It is further revealed from above table that the mean job satisfaction score of male college teachers came out as 167.71 and the female degree college teachers came out as 161.12. Thus, this value shows that male degree college teachers in Papum pare of Arunachal Pradesh are more satisfied with teaching profession than the female degree college teachers.

Objective -3

To compare the job satisfaction level of private and government degree teachers in Papum Pare district, Arunachal Pradesh.

Hypothesis

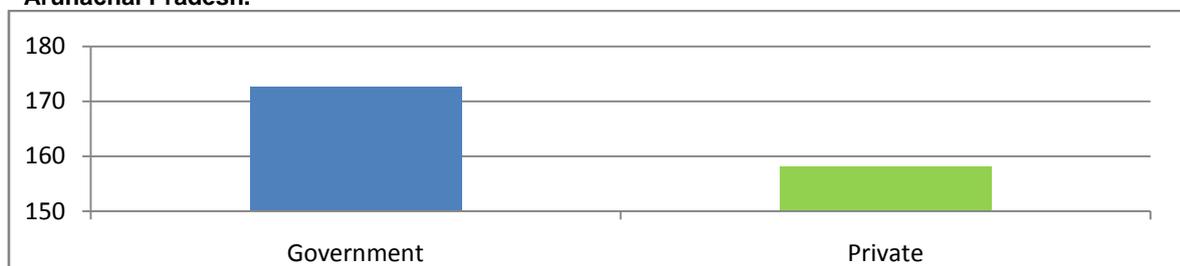
There is no significant difference between the mean score of job satisfaction of level of private and government degree college teachers in Papum Pare district, Arunachal Pradesh.

Table no 2: Summary of the N, Mean, SD, t-value of job satisfaction score of degree college teachers in Papum Pare district, Arunachal Pradesh in term of Management.

Management	N	Mean	SD	SE _D	df	calculated 't'- value	Level of significant	Remark
Government	92	172.67	25.29	3.10	211	4.47	significant	rejected
Private	121	158.06	18.02					

Source: Fieldwork, January 2019

Figure- 2: Job satisfaction level of private and government degree teachers in Papum Pare district, Arunachal Pradesh.



Interpretation

The table no 2 reveals that calculated t-value which came as 4.47 for job satisfaction level of government and private degree college teachers of Papum pare district is more than the critical't'- value of 1.97 at 0.05 level of significance for 211df from this value it is understood that, government and private degree college teachers of Papum pare district differ significantly in their job satisfaction level. Therefore, the formulated hypothesis “There is no significant difference between the mean score of job satisfaction level of government and private degree college teachers in Papum Pare district of Arunachal Pradesh” is rejected. It is further revealed that from above table that the mean job satisfaction score of

government degree College teachers came out as 172.67 and the female degree college teachers came out as 158.06. Thus, this value shows that government degree college teachers in Papum Pare of Arunachal Pradesh are more satisfied with teaching profession than the Private degree college teachers of the area under study.

Objective-4

To compare job satisfaction level of rural and urban degree college teachers in Papum Pare district, Arunachal Pradesh.

Hypothesis

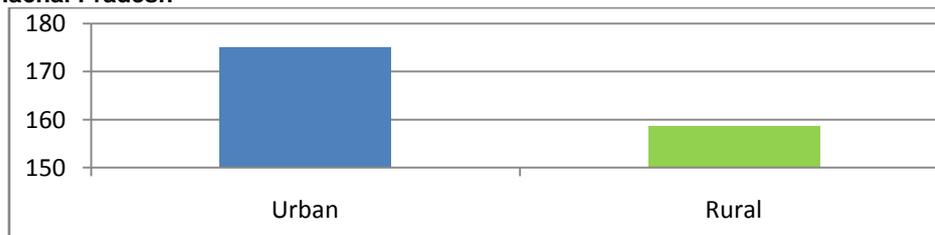
There is no significant difference between the mean score of rural and urban degree college teachers in Papum Pare district, Arunachal Pradesh

Table no 3: Summary of the N, Mean, SD, t-value of job satisfaction score of degree college teachers in Papum Pare district, Arunachal Pradesh in term of Settlement.

Settlement	N	Mean	SD	SE _D	df	calculated 't'-value	Level of significant	Remark
Urban	74	174.99	20.36	3	211	5.42	significant	rejected

Source: Fieldwork, January 2019

Figure 3: Job satisfaction level of rural and urban degree college teachers in Papum Pare district, Arunachal Pradesh



Interpretation: The table no 3 reveals that calculated "t"-value which came as 5.42 for job satisfaction level of urban and rural degree college teachers of Papum Pare district is more than critical "t"- value 1.97 at 0.05 level of significance for 211 df from this value it is understood that, urban and rural degree college teachers of Papum Pare district differ significantly in their job satisfaction level. Therefore, the formulated hypothesis "There is no significant difference between the mean score of job satisfaction level of urban and rural degree college teachers in Papum Pare district of Arunachal Pradesh" is rejected. It is further revealed that from above table that the mean job satisfaction score of urban degree college teachers came out as 174.99

and the rural degree college teachers came out as 158.72. Thus, this value shows that urban degree college teachers in Papum pare of Arunachal Pradesh are more satisfied with teaching profession than the rural degree college teachers.

Objective- 5

To compare job satisfaction level of APST and Non-APST degree college teachers in Papum Pare district, Arunachal Pradesh.

Hypothesis

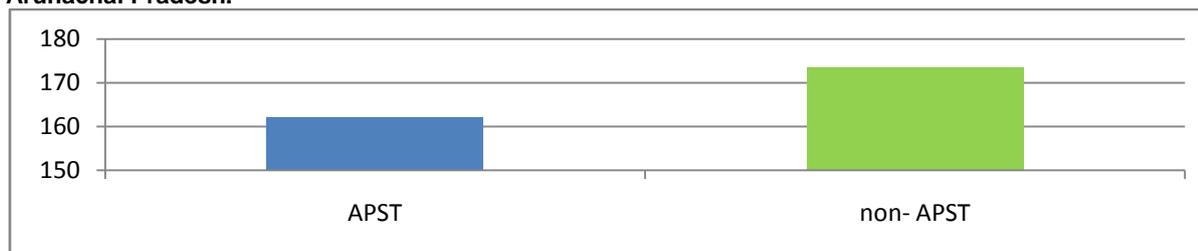
There is no significant difference between the mean score of job satisfaction of level of APST and Non-APST degree college teachers in Papum Pare district, Arunachal Pradesh.

Table no 4: Summary of the N, Mean, SD , 't'-value of job satisfaction score of degree college teachers in Papum Pare district, Arunachal Pradesh in term of race.

Race	N	Mean	SD	SE _D	df	calculated t- value	Level of significance	Remark
APST	172	162.19	22.39	3.75	211	3.03	Significant	Rejected
Non- APST	41	173.57	21.44					

Source: Fieldwork, January 2019. APST: Arunachal Pradesh Schedule Tribe. Non-APST: Non Arunachal Pradesh schedule tribe

Figure- 4: Job Satisfaction Level of APST and non-APST degree college teachers in Papum Pare district, Arunachal Pradesh.



Interpretation

Table no 4 reveals that calculated "t"- value which came as 3.03 for job satisfaction level of APST and Non- APST degree college teachers of Papum Pare district is more than critical "t"- value 1.97 at 0.05 level of significance for 211 df from this value it is understood that, APST and Non- APST degree college teachers of Papum Pare district differ significantly in their job satisfaction level. Therefore, the formulated hypothesis "There is no significant difference between the mean score of job satisfaction level of APST and Non-APST degree college teachers in Papum Pare district of Arunachal Pradesh" is rejected. Further revealed that from above table that the mean job satisfaction score of APST degree

college teachers came out as 162.19 and the Non-APST degree college teachers came out as 173.57. Thus, this value shows that Non-APST degree college teachers in Papum Pare of Arunachal Pradesh are more satisfied with teaching profession than the APST degree college teachers of the area under study.

Objective 6

To compare job satisfaction level of Indigenous and non-Indigenous degree college teachers in Papum Pare district, Arunachal Pradesh.

Hypothesis

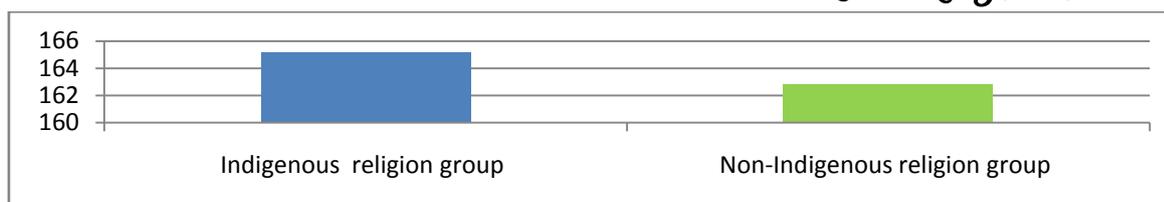
There is no significant difference between the mean score of Indigenous and non-Indigenous religious groups of degree college teachers in Papum Pare district, Arunachal Pradesh

Table no 5: Summary of the N, Mean, SD, t-value of job satisfaction score of degree college teachers in Papum Pare district, Arunachal Pradesh in term of Religion group.

Religion group	N	Mean	SD	SE _D	df	calculated 't'- value	Level of significance	Remark
Indigenous	139	165.19	20.28	3.52	211	0.62	Not significant	Accepted
Non-Indigenous	74	162.82	26.50					

Source: Fieldwork, January 2019

Figure 4: Job satisfaction level of Indigenous and non-Indigenous degree college teachers in Papum Pare district, Arunachal Pradesh.



Interpretation

The table no 4.5 reveals that calculated 't'-value which came as 0.62 for job satisfaction level of Indigenous and non-Indigenous degree college teachers of Papum Pare district is more than critical 't'-value 1.97 at 0.05 level of significance for 211 df from this value it is understood that, Indigenous and Non-Indigenous degree college teachers of Papum Pare district do not differ significantly in their job satisfaction level. Therefore, the formulated hypothesis "There is no significant difference between the mean score of job satisfaction of level of Indigenous and non-Indigenous degree college teachers in Papum Pare district, Arunachal Pradesh is accepted. It is further revealed that from above table that the mean job satisfactions score of Indigenous

degree college teachers came out as 165.19 and Non-Indigenous the degree college teachers came out as 162.82. Thus, this value shows that Non-Indigenous degree college teachers in Papum Pare district of Arunachal Pradesh are more satisfied with teaching profession than the Indigenous college teachers of the area under study.

Objective- 7

To compare job satisfaction level of married and unmarried degree college teachers in Papum Pare district, Arunachal Pradesh.

Hypothesis

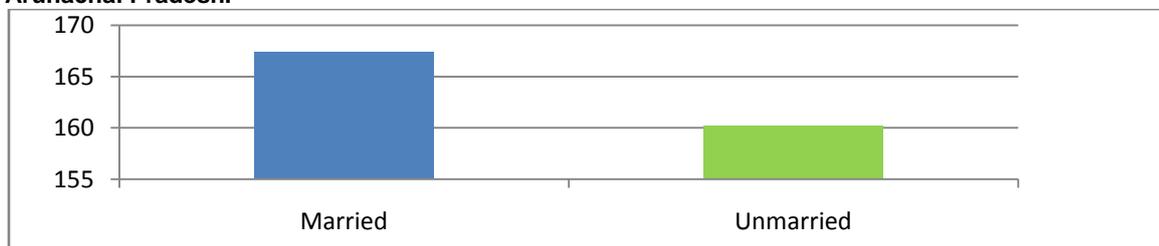
There is no significant difference between the mean score of married and unmarried degree college teachers in Papum Pare district, Arunachal Pradesh

Table no 6: Summary of the N, Mean, SD, t-value of job satisfaction score of Degree College Teachers in Papum Pare district, Arunachal Pradesh in term of Martial Status.

Marital Status	N	Mean	SD	SE _D	df	calculated 't'-value	Level of significance	Remark
Married	124	167.34	24.97	2.95	211	2.40	significant	rejected
Un-married	89	160.24	18.16					

Source: Fieldwork, January 2019

Figure-5: Job satisfaction level of married and unmarried degree college teachers in Papum Pare district, Arunachal Pradesh.



Interpretation

The table no 4.6 reveals that calculated 't'-value which came as 2.40 for job satisfaction level of married and unmarried degree college teachers of Papum pare district is more than critical 't'- value 1.97 at 0.05 level of significance for 211 df from this value it is understood that, married and unmarried degree college teachers of Papum Pare district differ significantly in their job satisfaction level. Therefore, the formulated hypothesis "There is no significant difference between the mean score of job satisfaction of level of married and unmarried degree college teachers in Papum Pare district of Arunachal Pradesh is discarded. It is further revealed that from above table that the mean job satisfactions score of married degree college teachers came out as 167.34 and unmarried the degree college teachers came out as 160.24. Thus, this value shows that married degree college teachers in Papum pare of Arunachal Pradesh are more satisfied with teaching profession than the unmarried degree college teachers of the area under study.

Findings of the study

1. The study reveals that majority of the degree college teachers in Papum Pare district of Arunachal Pradesh are highly satisfied with their teaching job (table 4.0)
2. With reference to Gender, it is found that male degree college teachers (167.71) of Papum Pare district, Arunachal Pradesh are more satisfied with their teaching job than the female degree college teacher (161.12) of Papum Pare district, Arunachal Pradesh. (table 1)
3. With regards to the Management of degree college, it is found that government and private degree college teachers of Papum Pare district, Arunachal Pradesh differ significantly in their job satisfaction level. The study revealed that government college teachers (172.67) are more satisfied with their teaching job than their private college teacher (158.06) of Papum Pare district, Arunachal Pradesh. (table 2)
4. In connection with the settlement, it is found that urban and rural degree college teacher of Papum

- Pare district, Arunachal Pradesh differ significantly in their job satisfaction level. The urban degree college teachers (174.99) are more satisfied with their teaching job than the rural degree college teachers (158.72) of Papum Pare district, Arunachal Pradesh (in table 3)
5. It is found that APST and Non-APST degree college teacher of Papum Pare district, Arunachal Pradesh differ significantly in their job satisfaction level. The APST degree college teachers (173.57) are more satisfied with their teaching job than the Non-APST degree college teachers (162.19) of Papum Pare district, Arunachal Pradesh. (In table 4)
 6. It is found that degree college teacher belonging from Indigenous and Non- Indigenous group of Papum Pare district, Arunachal Pradesh do not differ significantly in their job satisfaction level. However, the Indigenous degree college teachers (165.19) are more satisfied with their teaching job than the Non- Indigenous group of degree college teachers (162.82) of Papum Pare district, Arunachal Pradesh. (In table 5)
 7. So far as Marital Status of the degree college teachers is concerned, it is found that married and Un-Married teachers differ significantly in their job satisfaction level. The study reveals that married degree college teachers (167.34) are more satisfied with their teaching job than the unmarried degree college teachers (160.24) of Papum Pare district, Arunachal Pradesh (in table 6)

Discussion and Conclusion

It can be concluded from the present study that the majority of Degree College teachers of Papum Pare district, Arunachal Pradesh are satisfied with their teaching job. This finding corroborates with the findings of John & Pant(2018) ,(Manzoor, M. & et.al. 2011), (Foor & Cano ,2011),(Deshwal ,2011), (Saba, 2011), (Drukpa, 2010),(Bhuyan, 2012), (Mehta, 2012), (Moorthy, 2013), (Toor & et al. , 2013), (Saikai, 2013), (Lalita, 2013), (Bhavani & Jegadeeshwaran, 2014), (Acharya,2014) (Hundito, 2015), (Aytac, 2015), (2018). With the respect to Gender the male degree college teachers have shown more favourable attitude towards their teaching job than the female degree college teacher, this result validates the findings of Sabharwal, M., & Corley, E. A. (2009) , Mehboob, F., Sarwar, M. A. and Bhutto, N. A. (2012)and contradict with the finding of previous studies , Bender, K. A., & Heywood, J. S. (2006), Gupta(1980), Dutta,2016), (Monani,2017), (Suleman & Hussain, 2018), (Nigama et al. ,2018). Female teachers are less satisfied with their teaching job in comparison to male counterpart the possible reason for the differences in attitude could be because of the unequal distribution of various academic and non-academic duties among the male and female degree college teachers. It is often seen that male teachers are entrusted with higher authorities and responsibilities than the female employees of the same level. Further, it is also found in the study that teachers working in the government colleges are

more satisfied than the teachers working in private college the reason behind such differences in their attitude could be because of many factors like poor salary structure, less promotional opportunity and others benefits which are generally given to the government employees. This particular finding corroborates with the finding of Bakhshi, A. et al (2008), (Acharya, 2014), (Das & Choudhury, M, M, , 2014), (Kumar, 2015), Sharma, S. et al (2015), (Dar, 2016) and contradict with the findings of (Tsigilis, N. & et al. ,2006). When the comparison was made between degree college teachers serving in rural areas and urban areas of Papum Pare district, it was found that degree college teachers serving in urban areas of Papum Pare district were more satisfied with their job. Often it is observed that colleges in rural areas do not have proper accommodation facilities for the employees and others basic facilities. Moreover, rural areas often suffer from poor road condition. Thus, poor quality of existing road of rural area for regular travelling could be a matter of concern for the degree college teachers of Papum Pare district, Arunachal Pradesh. Further, it was found that Non-APST degree college teachers were more satisfied with their job than APST degree college teachers. This result corroborates with the study which was done by Lego & Padu (2018), (Acharya, 2014). APST and Non-APST group of people share a different socio-economic history. As such they have different expectation from their life. This may be a reason for differences in the attitude of APST and Non- APST degree college teachers. Further religion does not relate to job satisfaction of degree college teachers support the finding of Lego & Padu (2018), Issam A. et al. (2016). When the comparison was made between Married and un-married degree college teachers. It was found that married degree college teachers were more satisfied with their job. It is generally seen that married people are more likely to have higher level of psychological well-being than unmarried people and their single counterparts. 'By psychological well-being scholar around the world, often mean happiness' (Diener, 1984). According to Diener et al. (1999) a happy person is often happy with his/ her professional life Thus; married degree college teacher may have higher level of job satisfaction than unmarried degree college teachers. This finding corroborates with the findings of Azim. M.T et al, (2013), Kemunto, M, Eet al. (2018).

References

- Acharya, P.K(2016) , *Professionalism & Job Satisfaction: A Study Among the School Teachers*, Navyug Books International , Delhi
- John & Pant(2018), *Impact Of Work Engagement On Job Satisfaction: A Study on Faculty of Higher Education in Arunachal Pradesh (India)*, International Journal of Creative Research Thoughts ,Volume 6, Issue 1, January 2018 , ISSN :2320-2882
- Hunjra et al. (2013), *Factors Affecting Job Satisfaction of Employees in Pakistani Banking Sector*, African Journal of Business Management, Volume 4(10), pp.2157-2163.

- Koul, L. (1994), Methodology of Educational Research, Vikash Publishing House Pvt. Ltd., New Delhi*
- Lego & Padu (2018), Job Satisfaction Level of Secondary School Teachers of East Siang District, Arunachal Pradesh, Periodic Research : Multi-Disciplinary Peer Reviewed International Research Journal, Volume -7, Issue -2, November -2018, pp.192-198*
- Nirav & Raval (2015), Review of Literature on the Study of Job Satisfaction of the Teachers of Higher Education Institutions, Internal Journal of Advance Research in Computer Science and Management, Volume 3, Issue 5, May 2015, pp.447-458.*
- Tahseen & Hadi (2015), Factors Influencing Teachers Performance and Retention, Meditarian Journal of Social Science, volume 6 (1), January 2015.*