

# Job Satisfaction Level among the Professional College Teachers of Arunachal Pradesh: A Study

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### Abstract

Teaching is a noble profession and a satisfied teacher is an asset for the nation. Job Satisfaction is very pivotal in a teacher's life to keep the him/her highly motivated in their classroom performance as well as in personal life resulting in high productivity for the institution. The basic aim of the study was to investigate the level of job satisfaction of professional college teachers of Arunachal Pradesh. Therefore, the researchers has adopted the descriptive cum-normative survey method of educational research for the completion of this particular research work. The sample size was 90 professional college teachers of Arunachal Pradesh. The investigators adopted standardised 'Job Satisfaction Scale' for assessing the level of job satisfaction of professional college teachers through their obtained scores. The results revealed that most of the teachers (61%) were dissatisfied with their job.

**Keywords:** Job Satisfaction, Motivation, Institutional Environment, Professional College Teachers.

### Introduction

Hoppock (1935) for the first time gave the idea about the term 'job satisfaction' as an amalgamation of humans psychology, physiology and environmental conditions that results a person to be contented with his/her working conditions or job life. According to various research studies it is quite evident that job satisfaction is kind of happy feelings while a person is enjoying his job. According to Spector (1997) job satisfaction is directly related to individuals likings (satisfaction) and disliking(dissatisfaction) with respect to job environment. As stated by Brunberg (1976) the favourableness or unfavourableness towards the work determines the job satisfaction of the employee in any organisation. Every employee gets more satisfaction when his/her demands or expectations are fulfilled. Job satisfaction of an individual is very much important for institutional overall performance. When a person is highly satisfied with his/her job he or she can whole heartedly involve him or her for the all round development of the institution as well as personal accomplishment.

### Review of Literature

Teachers' satisfaction while in job is an important aspect in motivating to perform not only in the classroom but for the overall institutional progress. Several research studies revealed that happier teachers in their profession yield better performance in comparing to their dissatisfied counterparts. As Acharya (2016) sated gender and race having significant effect on job satisfaction. According to Lego and Padu (2018) secondary school teachers of East Siang district of Arunachal Pradesh are highly satisfied with their teaching job. Teachers who attend high job satisfaction possess more effective and motivated in their profession (Sergent and Hannung, 2005). As Sree & Satyavati (2017) stated that working environment having influence on job satisfaction of employees. According to Tomar and Kapri (2019) stated majority of teachers in self-financed teacher education were found moderate level of job satisfaction and job satisfaction level varied in contrast with locale and gender. As Hee et al. (2020) stated leadership qualities plays an important role in enhancing job satisfaction among teachers.

### Rationale for the Study

Stress plays a pivotal role in job performance because of insecurity in job, occupational ambition, dynamism of technological innovations, interpersonal conflicts, inadequate opportunities in job, low self

esteem etc. are the factors that hinders the level of satisfaction in the job. Job satisfaction is directly influence our adjustment and maintaining a mental well being. Therefore, the investigators showed keen interest to carry out a research in order to find out the level of job satisfaction of professional college teachers working in different professional colleges in Arunachal Pradesh.

The purpose of the study was to know the level of job satisfaction among the professional college teachers in Arunachal Pradesh, as it may have a direct effect on student learning and achievement. Most of the researches of job satisfaction are related to industrial management, education sector, health sector, banking sector, business organization, etc. A less number of researches have been done on professional college teachers' job satisfaction so far. And in Arunachal Pradesh context it is a very new area, and more research is needed in professional college teachers' job satisfaction. For providing quality education to our students at the college level, this piece of work will contribute to that extent.

**Objectives of the Study**

In the tune of the nature of the research problem, the researchers have formulated the following objectives for the present study.

1. To examine the level of job satisfaction among professional college teachers of Arunachal Pradesh.
2. To compare the level of job satisfaction among the male and female professional college teachers of Arunachal Pradesh.
3. To compare the level of job satisfaction among the native and non-native professional college teachers of Arunachal Pradesh.

**Hypotheses of the Study**

In view of the above cited objective, the researchers formulated the following hypotheses.

1. Majority of professional college teachers will depict moderate level of job satisfaction.
2. There is no significant difference in the level of job satisfaction among the Male and Female professional college teachers of Arunachal Pradesh.
3. There is no significant difference in the level of job satisfaction among the Native and non-native professional college teachers of Arunachal Pradesh.

**Delimitations of the Study**

The study was delimited to

1. The study was delimited to 90 professional college teachers of Arunachal Pradesh.
2. The study was delimited to only gender and domicile context.

**Method**

The basic aim of the study was to investigate the level of job satisfaction of professional college teachers of Arunachal Pradesh. Therefore, the Researchers adopted descriptive cum-normative survey method of educational research for the completion of this particular research work.

**Selection of Population and Sample**

The target population of the present study was comprised of all the professional college teachers from all the Govt./Private Colleges of Arunachal Pradesh. For the present study, the researchers selected 16 professional colleges which were included of Govt./Private Professional colleges of Arunachal Pradesh. Thereafter the selected sample teachers were categorized into different groups on the basis of gender (Male and Female), Domicile (Native and Non-native). A total number of 90 college professional teachers where both 49 male 41 female professional teachers and 39 native & 51 non-native were taken for collecting the required data by adopting a random sampling technique.

**Tool Used**

For the present study to find out the level job satisfaction among the professional college teachers in Arunachal Pradesh, the investigators adopted 'Job Satisfaction scale' developed and standardised by **Dr. Amar Singh and Dr. T. R. Sharma**. This scale has 30 statements to measure the degree of job satisfaction of college teachers comprising of the job-intrinsic and job-extrinsic statements.

**Data Analysis and Interpretation of the Study**

For analysing and interpreting the data, the researchers used descriptive statistics as measures of central tendency, measures of variability and inferential statistics as 't' test for computing the results. The analysis and interpretations have been placed objective cum-hypotheses wise.

Major findings of the study are shown under on the basis of hypotheses formulated. For objective-1, 2 & 3 and testing of the formulated hypotheses, the following tables-1, 2 & 3 are used.

**Objective-01**

Majority of professional college teachers will depict moderate level of job satisfaction.

**Hypotheses- 01**

"Majority of professional college teachers will depict moderate level of job satisfaction".

To study the level of job satisfaction of professional college teachers, the mean and standard deviation of the scores on job satisfaction were calculated and they were categorised into their levels on the basis of their mean and standard deviation scores as such the M+1SD, M+1SD and M-1SD is considered as having satisfied, moderate Satisfied and dissatisfied level. The data pertaining to this aspect have been presented in table no-1.

**Table No-1.**

Total no. of Teachers	Mean	SD	No of Teachers with Percentage (%)		
			Satisfied	Moderate Satisfied	Dissatisfied
90	64.4	18.1	8%	31 %	61%

**Interpretation**

From the above Table No. 1 it reveals that, out of 90 professional college teachers, 8% teachers reflected their views that they are satisfied with their job. Likewise 31 % teachers reflected their views that they are moderate level satisfaction with their job and on the other hand 61% teachers reflected their views that they are dissatisfied with their job. From the above data it is understood that

majority of the professional college teachers having dissatisfaction with their job. In this context the formulated  $H_1$  "majority of professional college teachers will depict moderate level of job satisfaction" get rejected. The findings of the above objective indicates that majority of professional college teachers had not satisfied in their job so far teaching professional concerned, that have been represented in the following figure-1.

**Figure-1**



**Objective-2**

To compare the level of job satisfaction among the male and female Professional College Teachers of Arunachal Pradesh.

**Hypotheses ( $H_{02}$ )**

"There is no significant difference in the level of job satisfaction among the Male and Female Professional College Teachers of Arunachal Pradesh".

**Table -2**

**Summary of Job Satisfaction Mean Scores, Standard Deviation (SD), and 't' value of Male and Female Professional College Teachers of Arunachal Pradesh.**

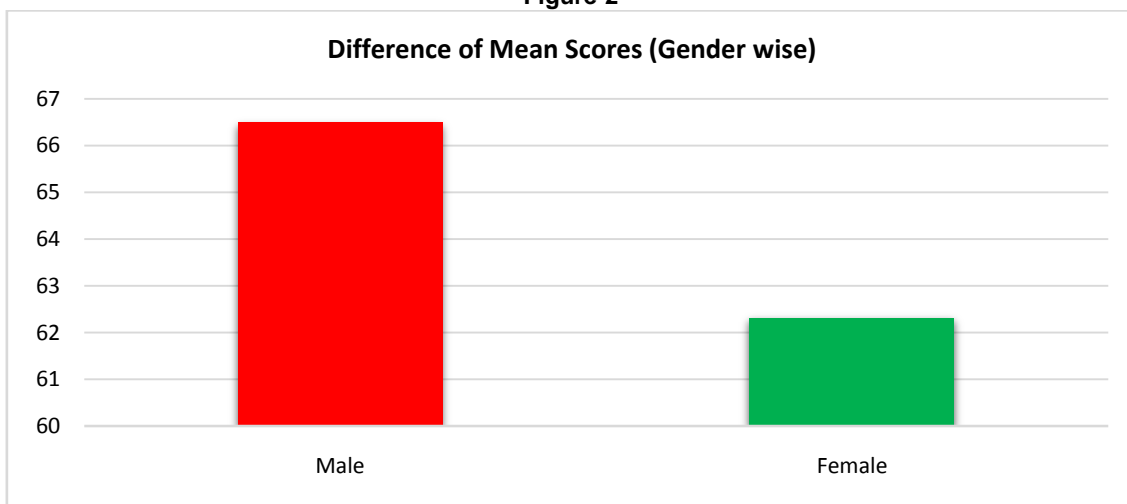
Gender	N	Mean	SD	$SE_D$	df	Computed 't' Value	Remarks
Male	49	66.49	12.39	2.93	88	1.42	P<1.99 at 0.05 level Not-Significant
Female	41	62.31	15.06				

**Interpretation**

An analysis of the results presented in Table-2 indicates that the obtained't' ratio for the difference in the level of job satisfaction among the Male and Female professional college teachers was found to be (1.42) with df value 88 which is smaller than the criterion't' ratio 1.99 at 0.05 level significance. Therefore the formulated null hypotheses ( $H_{02}$ ) "There is no significant difference in the level of job satisfaction among the Male and Female professional College teachers of Arunachal Pradesh" gets retained and from the analysis, it is to be comprehended that truly there exists no significant

difference in the level of job satisfaction among the Male and Female Professional College Teachers of Arunachal Pradesh. But from the mean scores it was found that the mean scores of job satisfaction of Male Professional College Teachers (66.49) are found to bit higher than the level of job satisfaction of Female Professional College Teachers (62.31). Though statistically it has been proven no difference exists between the two groups teachers became type-1 error, but looking at the mean scores it is to be remarked that the level of job satisfaction of male teachers is better than the female teachers that has been shown in fig.-2.

Figure-2



**Objective-3**

There is no significant difference in the level of job satisfaction among the Native and non-native professional College teachers of Arunachal Pradesh.

**Hypotheses (H<sub>03</sub>)**

“There is no significant difference in the level of job satisfaction among the Native and non-native professional College teachers of Arunachal Pradesh.”

**Table-3**

**Summary of Job Satisfaction Mean Scores, Standard Deviation (SD), and ‘t’ value of Native and Non-native Professional College Teachers of Arunachal Pradesh.**

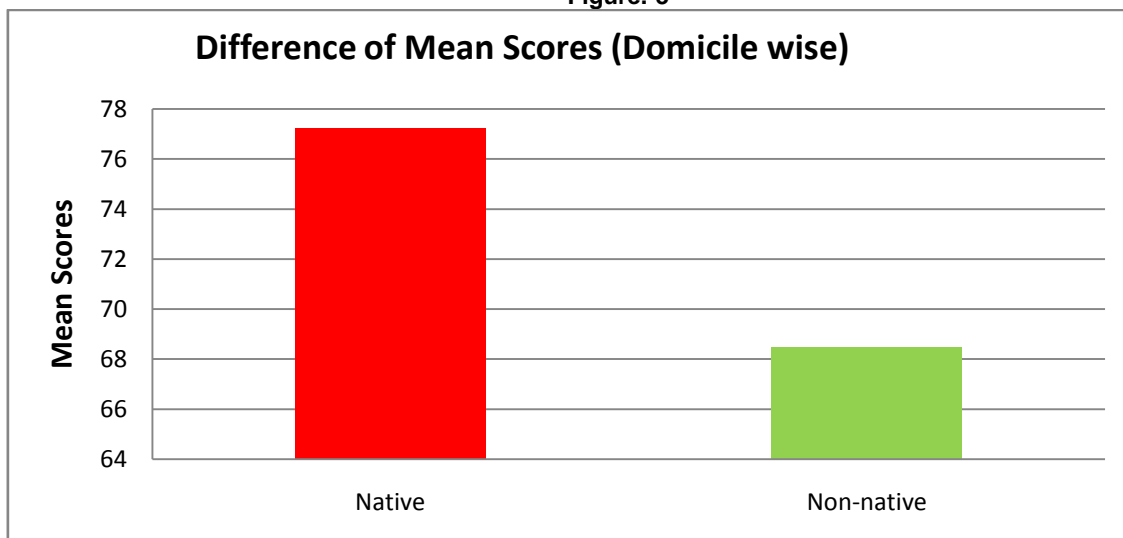
Domicile	N	Mean	SD	SE <sub>D</sub>	df	‘t’ Value	Remarks
Native	39	77.23	27.03	4.76	88	1.83	P<1.99 at 0.05 level Not Significant
Non-native	51	68.48	12.36				

**Interpretation**

An analysis of the results presented in Table-3 indicates that the obtained ‘t’ ratio for the difference in the level of job satisfaction among the native and non-native professional college teachers was found to be (1.83) with df value 88 which is smaller than the criterion ‘t’ ratio 1.99 at 0.05 level significance. Therefore the formulated null hypotheses (H<sub>03</sub>) “There is no significant difference in the level of job satisfaction among the native and non-native professional college teachers of Arunachal Pradesh” gets retained and from the analysis, it is to be comprehended that, truly there exists no significant

difference in the level of job satisfaction among the native and non-native Professional College Teachers of Arunachal Pradesh. But from the mean scores it was found that the mean scores of job satisfaction of native Professional College Teachers (77.23) are found to be higher than the level of job satisfaction of non-native Professional College Teachers (68.48). Though statistically it has been proven no difference exists between the two groups teachers because type-1 error, but looking at the mean scores it is to be remarked that the level of job satisfaction of native teachers is better than the non-native teachers that has been shown in fig.-3.

Figure.-3



### Major Findings of the Study

The overall discussion and the findings of the study envisaged that;

1. Majority of professional college teachers were not satisfied in their job.
2. The study also found that, both male and female Professional College Teachers exhibited equal level of satisfaction in their job but comparing the mean scores the male teachers were more satisfied than the female Professional College Teachers of Arunachal Pradesh.
3. The study also found that, both native and non-native Professional College Teachers exhibited equal level of satisfaction in their job but comparing the mean scores the native teachers were more satisfied than the non-native Professional College Teachers of Arunachal Pradesh.

### Conclusion

A satisfied teacher is an asset for the nation. Majority of professional college teachers have dissatisfied level of job satisfaction as the above study indicates because of several factors like their job security, longitudinal and horizontal mobility, organisational climate, working conditions, training and experience on the job and recognition, financial benefits, administrative intervention, political intervention, personal factors like gender, age, race, caste etc. affects the level job satisfaction of professional college teachers. Sufficient infrastructural facilities like staff quarters, health & hygienic conditions, wards educational facilities can be addressed the job satisfactions of teachers. Job satisfaction ultimately affects productivity, employee turn over, absenteeism, safety, stress and other related issues. According to Maslow's need of hierarchy theory if an individual fulfils his essential needs he may contribute to the maximum to attain high-level job satisfaction within his working condition through self-actualisation.

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