

Analysis of influencing factors of Job Satisfaction of Teachers in Higher Education Sector in Madhya Pradesh and Delhi, NCR

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Abstract: Job satisfaction is one of the most widely discussed issue in organizational behavior and Human Resource Management. In present study the researcher investigated the present level of job satisfaction among the private and govt. higher education faculties. The study revealed that there is significant difference in the level of satisfaction of faculties in government and private colleges. Furthermore, it was again revealed that there very higher level of job satisfaction in Govt. Colleges on comparing it to Private colleges on the basis of the major factors of Job satisfaction. It is quite easy to concluded that the level of satisfaction of Jobs in various means of finance, stress and development is much high in governments higher education institutions. This analysis consider over the area of Madhya Pradesh and Delhi, NCR region. These two reason is demographically very different. The Job satisfaction scale may have few different parameters on the basis of demographic variances. So in this exploration the factors may have considers as presumptions for their demographic variance in level of perception of respondents for their choices to fill the sets of question raised.

Keywords: Job satisfaction, Govt. Colleges, Private colleges.

1. Introduction

Job satisfaction is one of the most widely discussed issues in organizational behavior and human resource management. Higher education institutions play fundamental role in the progress of any country. Students are of the important assets of any country. Wellbeing of the country depends upon intellectual students in general and teaching faculties in particular. The role of teaching faculties is extremely valuable in shaping the younger generation as they employ the most effective teaching and learning skills and strategies to enable students to make progress especially in practical life. Job satisfaction is the mental feeling of favorableness which an individual has his job. Attitude towards supervision Oshagbemi (1996) believes that job satisfaction is an important subject because of its relevance to the physical and mental wellbeing of employees. Hence, an understanding of the factors relating to job satisfaction is important. It may affect absenteeism, turnover and job performance. Truell Price and Joyner (1998) state that "Highly satisfied faculty will generally be innovative and motivated to establish and maintain an environment conducive to learning".

1.1 Objectives

The aim at the end of the papers is to study the antecedents of job satisfaction of teachers in higher education sector in Madhya Pradesh.

- 1) To measure the level of job satisfaction amongst teachers of Government Universities as well as Private Universities in Madhya Pradesh
- 2) To undertake a comparative study between Government. And Private University teachers regarding job satisfaction.
- 3) To find out the difference in job stress, job satisfaction and adjustment amongst higher education Government teachers and Private teachers working in Madhya Pradesh.

1.2 Demographic Analysis

Data will be collected using questionnaires and direct / personal interviews. Questionnaires will be circulated amongst three hundred teachers of Government Colleges as well as Private colleges in Madhya Pradesh and Delhi, NCR. The sample size of the survey is total 404 comprises 202 from private and 202 from government. The questionnaire is prepared on the basis of various factors which influence the satisfaction of the respondents. Present study is based on their long-term service as teachers at Government Colleges of Madhya Pradesh and Delhi / NCR in the categories of Lecturer, Assistant Professor, Associate Professor, Professor and Principal. The first part of questionnaire is consisted of information regarding demographic background such as sex, age, level of education, designation, salary, marital status, length of service. The second part of the questionnaire is consisted of their various statements to find out the level of Job Stress, job satisfaction, and relations with co-workers, workload, opportunities of growth and promotion, job description, working environment, rewards and recognitions.

1.3 Factors in Job Satisfaction

Job satisfaction is another important technique used to motivate the employees to work harder. It has often been said that "A happy employee is a productive employee." A happy employee is, generally, that employee who is satisfied with his job. Job satisfaction is very important because most of the people spend a major portion of their life at their working place. Moreover, job satisfaction has its impact on the general life of the employees also, because a satisfied employee is a contented and happy human being. A

highly satisfied worker has better physical and mental well-being. Though it is a debatable point as to which one is the cause and which the effect is, but there are correlated to each other. The variables of Jobs satisfaction are as follows.

- Benefits & Extra Perks
- Career Development
- Employee Development
- Employee Relations
- Job Satisfaction
- Pay Scale
- Performance Appraisal/Management
- Stress Factor

1.4 Research Gap

The reason for conducting this study is that this research has not taken place yet and it will be helpful in finding out the reasons that are responsible for job satisfaction of teachers in higher education in Madhya Pradesh.

2. Comparative Analysis

Comparative analysis provide the substantial evidence of each factor related to job satisfaction. This investigation has motive to find the current status of private and government college faculties in terms of Job Satisfaction. This is the key issue of this thesis. Overall the findings are based on the limited response of faculty's members of colleges.

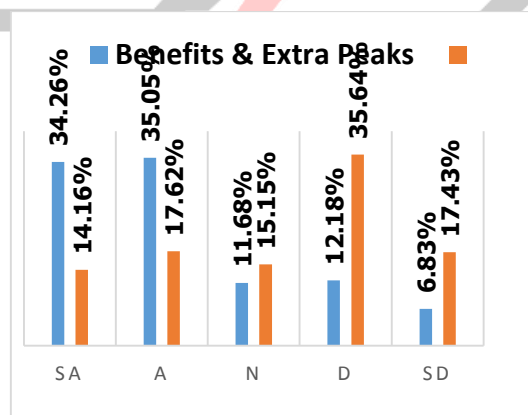
2.1 Comparing Benefits & Extra Peaks in government and private college in Delhi NCR & MP.

H0: There is no significant difference for the factor of “**Benefits & Extra Peaks**” in the job Satisfaction of faculties in government and private higher college in Delhi NCR & MP.

H1: There is significant difference for the factor of “**Benefits & Extra Peaks**” in the job Satisfaction of faculties in government and private higher college in Delhi NCR & MP.

Response	Benefits & Extra Peaks	
SA	34.26%	14.16%
A	35.05%	17.62%
N	11.68%	15.15%
D	12.18%	35.64%
SD	6.83%	17.43%
Total	100.00%	100.00%

As the above table shows the government and private college in separate column for the factor “**Benefits & Extra Peaks**”.



Same as the above bar graph shown for the factor “**Benefits & Extra Peaks**” which clearly show the difference in each of the categories of liker scale. This figure shows the in agree response it is significantly high and for the disagree response it is significantly low.

Z-Test: Two Sample for Means		
	Variable 1	Variable 2
Mean	3.777227723	2.754455446
Known Variance	0.894729	1.091787
Observations	202	202
Hypothesized Mean Difference	0	
z	10.31355998	
P(Z<=z) one-tail	0	
z Critical one-tail	1.644853627	
P(Z<=z) two-tail	0	
z Critical two-tail	1.959963985	

As the z-test show in the above response means of likert scale the value of $z=10.31$ which is greater than the z Critical one-tail (1.64) as well greater than the value of z Critical two-tail (1.96). The analysis of z-test suggest that if the value find greater then we can reject the null hypothesis.

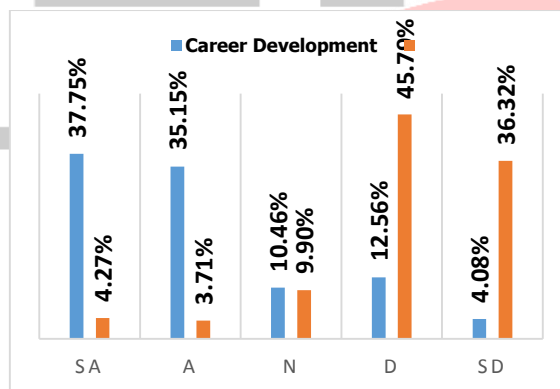
2.2 Comparing Career Development in government and private college in Delhi NCR.

H0: there is no significant difference for the factor of “**Career Development**” in the job Satisfaction of faculties in government and private higher college in Delhi NCR & MP.

H1: there is significant difference for the factor of “**Career Development**” in the job Satisfaction of faculties in government and private higher college in Delhi NCR & MP.

Response	Career Development	
SA	37.75%	4.27%
A	35.15%	3.71%
N	10.46%	9.90%
D	12.56%	45.79%
SD	4.08%	36.32%
Total	100.00%	100.00%

As the above table shows the government and private college in separate column for the factor “Career Development”



Same as the above bar graph shown for the factor “**Career Development**” which clearly show the difference in each of the categories of liker scale. This figure shows the in agree response it is significantly high and for the disagree response it is significantly low.

Z-Test: Two Sample for Means		
	Variable 1	Variable 2
Mean	3.899133663	1.938118812
Known Variance	0.90497	0.453473
Observations	202	202
Hypothesized Mean Difference	0	
z	23.91309875	
P(Z<=z) one-tail	0	
z Critical one-tail	1.644853627	
P(Z<=z) two-tail	0	
z Critical two-tail	1.959963985	

As the z-test show in the above response means of likert scale the value of $z=23.91$ which is greater than the z Critical one-tail (1.64) as well greater than the value of z Critical two-tail (1.96). The analysis of z-test suggest that if the value find greater then we can reject the null hypothesis.

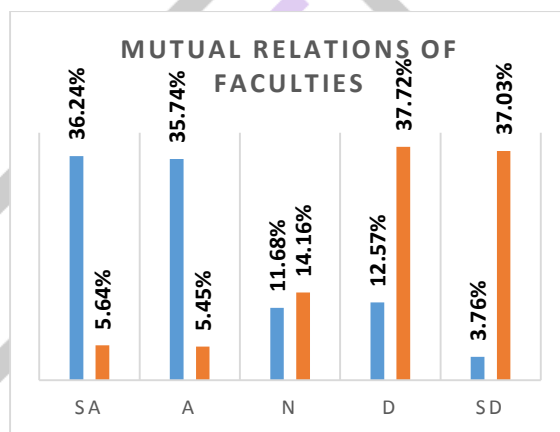
2.3 Comparing Mutual Relations of Faculties in government and private college in Delhi NCR & MP.

H0: there is no significant difference for the factor of “**Mutual Relations of Faculties**” in the job Satisfaction of faculties in government and private higher college in Delhi NCR & MP.

H1: there is significant difference for the factor of “**Mutual Relations of Faculties**” in the job Satisfaction of faculties in government and private higher college in Delhi NCR & MP.

Response	Mutual Relations of Faculties	
SA	36.24%	5.64%
A	35.74%	5.45%
N	11.68%	14.16%
D	12.57%	37.72%
SD	3.76%	37.03%
Total	100.00%	100.00%

As the above table shows the government and private college in separate column for the factor “Mutual Relations of Faculties”



Same as the above bar graph shown for the factor “**Mutual Relations of Faculties**” which clearly show the difference in each of the categories of liker scale. This figure shows the in agree response it is significantly high and for the disagree response it is significantly low.

Z-Test: Two Sample for Means

	Variable 1	Variable 2
Mean	3.881188119	2.04950495
Known Variance	0.870636	0.568638
Observations	202	202
Hypothesized Mean Difference	0	
z	21.69972846	
P(Z<=z) one-tail	0	
z Critical one-tail	1.644853627	
P(Z<=z) two-tail	0	
z Critical two-tail	1.959963985	

As the z-test show in the above response means of likert scale the value of $z=21.69$ which is greater than the z Critical one-tail (1.64) as well greater than the value of z Critical two-tail (1.96). The analysis of z-test suggest that if the value find greater then we can reject the null hypothesis.

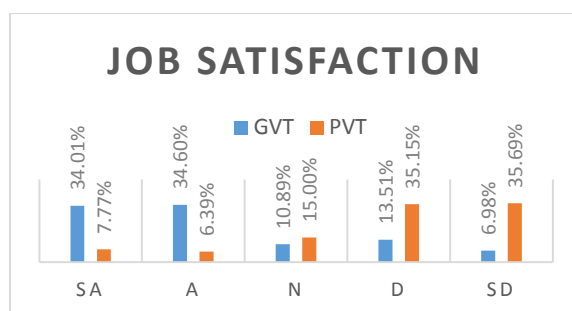
2.4 Comparing Job Satisfaction in government and private college in Delhi NCR & MP.

H0: there is no significant difference for the factor of “**Job Satisfaction**” in the job Satisfaction of faculties in government and private higher college in Delhi NCR & MP.

H1: there is significant difference for the factor of “Job Satisfaction” in the job Satisfaction of faculties in government and private higher college in Delhi NCR & MP.

Response	Job Satisfaction	
SA	34.01%	7.77%
A	34.60%	6.39%
N	10.89%	15.00%
D	13.51%	35.15%
SD	6.98%	35.69%
Total	100.00%	100.00%

As the above table shows the government and private college in separate column for the factor “Job Satisfaction”



Same as the above bar graph shown for the factor “Job Satisfaction” which clearly show the difference in each of the categories of liker scale. This figure shows the in agree response it is significantly high and for the disagree response it is significantly low.

Z-Test: Two Sample for Means

	Variable 1	Variable 2
Mean	3.751485149	2.153960396
Known Variance	0.863092	0.540009
Observations	202	202
Hypothesized	0	
Mean Difference		
z	19.16808884	
P(Z<=z) one-tail	0	
z Critical one-tail	1.644853627	
P(Z<=z) two-tail	0	
z Critical two-tail	1.959963985	

As the z-test show in the above response means of likert scale the value of $z=19.16$ which is greater than the z Critical one-tail (1.644853627) as well greater than the value of z Critical two-tail (1.96). The analysis of z-test suggest that if the value find greater then we can reject the null hypothesis.

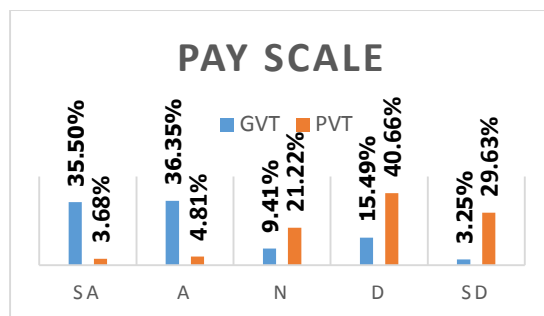
2.5 Comparing Pay Scale in government and private college in Delhi NCR & MP.

H0: There is no significant difference for the factor of “Pay Scale” in the job Satisfaction of faculties in government and private higher college in Delhi NCR & MP.

H1: There is significant difference for the factor of “Pay Scale” in the job Satisfaction of faculties in government and private higher college in Delhi NCR & MP.

Response	Pay Scale	
SA	35.50%	3.68%
A	36.35%	4.81%
N	9.41%	21.22%
D	15.49%	40.66%
SD	3.25%	29.63%
Total	100.00%	100.00%

As the above table shows the government and private college in separate column for the factor “Pay Scale”



Same as the above bar graph shown for the factor “Pay Scale” which clearly show the difference in each of the categories of liker scale. This figure shows the in agree response it is significantly high and for the disagree response it is significantly low.

z-Test: Two Sample for Means		
	Variable 1	Variable 2
Mean	3.853606789	2.122347949
Known Variance	0.770547	0.412289
Observations	202	202
Hypothesized Mean Difference	0	
z	22.62431411	
P(Z<=z) one-tail	0	
z Critical one-tail	1.644853627	
P(Z<=z) two-tail	0	
z Critical two-tail	1.959963985	

As the z-test show in the above response means of likert scale the value of $z=22.62$ which is greater than the z Critical one-tail (1.644853627) as well greater than the value of z Critical two-tail (1.96). The analysis of z-test suggest that if the value find greater then we can reject the null hypothesis.

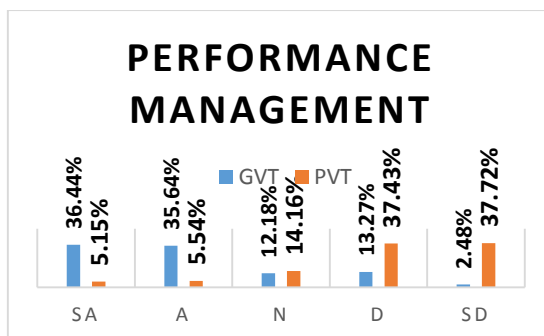
2.6 Comparing Performance Management in government and private college in Delhi NCR & MP.

H0: there is no significant difference for the factor of “Performance Management” in the job Satisfaction of faculties in government and private higher college in Delhi NCR & MP.

H1: there is significant difference for the factor of “Performance Management” in the job Satisfaction of faculties in government and private higher college in Delhi NCR & MP.

Response	Performance Management	
SA	36.44%	5.15%
A	35.64%	5.54%
N	12.18%	14.16%
D	13.27%	37.43%
SD	2.48%	37.72%
Total	100.00%	100.00%

As the above table shows the government and private college in separate column for the factor “Performance Management”



Same as the above bar graph shown for the factor “Performance Management” which clearly show the difference in each of the categories of liker scale. This figure shows the in agree response it is significantly high and for the disagree response it is significantly low.

Z-Test: Two Sample for Means		
	Variable 1	Variable 2
Mean	3.902970297	2.02970297
Known Variance	0.68603078	0.609019
Observations	202	202
Hypothesized Mean Difference	0	
z	23.39549357	
P(Z<=z) one-tail	0	
z Critical one-tail	1.644853627	
P(Z<=z) two-tail	0	
z Critical two-tail	1.959963985	

As the z-test show in the above response means of likert scale the value of $z=23.39$ which is greater than the z Critical one-tail (1.64) as well greater than the value of z Critical two-tail (1.96). The analysis of z-test suggest that if the value find greater then we can reject the null hypothesis.

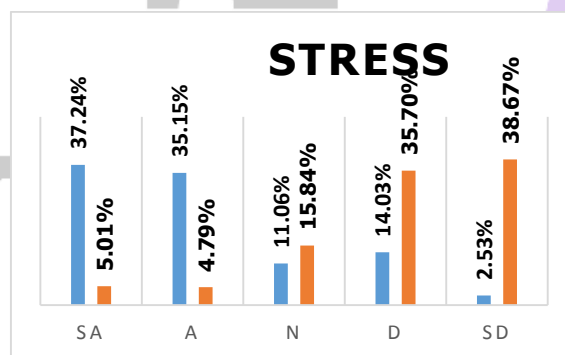
2.7 Comparing Stress in government and private college in Delhi NCR & MP.

H0: there is no significant difference for the factor of “Stress” in the job Satisfaction of faculties in government and private higher college in Delhi NCR & MP.

H1: there is significant difference for the factor of “Stress” in the job Satisfaction of faculties in government and private higher college in Delhi NCR & MP.

Response	Stress	
SA	37.24%	5.01%
A	35.15%	4.79%
N	11.06%	15.84%
D	14.03%	35.70%
SD	2.53%	38.67%
Total	100.00%	100.00%

As the above table shows the government and private college in separate column for the factor “Stress”



Same as the above bar graph shown for the factor “Stress” which clearly show the difference in each of the categories of liker scale. This figure shows the in agree response it is significantly high and for the disagree response it is significantly low.

Z-Test: Two Sample for Means

	Variable 1	Variable 2
Mean	3.905390539	2.01760176
Known Variance		
Variance	0.665294	0.640932
Observations	202	202
Hypothesized Mean Difference	0	
z	23.47577417	
P(Z<=z) one-tail	0	

z Critical one-tail	1.644853627
P(Z<=z) two-tail	0
z Critical two-tail	1.959963985

As the z-test show in the above response means of likert scale the value of $z=23.47$ which is greater than the z Critical one-tail (1.64) as well greater than the value of z Critical two-tail (1.96). The analysis of z-test suggest that if the value find greater then we can reject the null hypothesis.

3. Conclusion

Human resource management is considered to be the most valuable asset any organization. It is the sum of intrinsic ability, acquired knowledge and sum Skills represented by the talents and talents of the employed. It consists of senior management, supervisors and general staff. It is pointed out here that human resources should be used as much as possible. To achieve personal and organizational goals. So this is the employee's Finalize and achieve the performance of the target. However employee performance is largely influenced by motivation and work Satisfaction. On the basis of the data analysis this investigation find the significant change of the dimensions of job satisfactions in each factors. The outcome from the exploration of this as follows. There is significant difference for the factors of "Benefits & Extra Peaks", "Career Development", "Mutual Relations of Faculties", "Job Satisfaction", "Pay Scale", "Performance Management" and "Stress" in the job Satisfaction of faculties in government and private higher college in Delhi NCR & MP.

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