

LEVEL OF JOB SATISFATION IN COLLEGE TEACHERS WORKING IN JAMMU DISTRICT OF J&K

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ABSTRACT

The purpose of the study was to check the job-satisfaction of College teachers. Teachers have a key role in the improvement of education standard. Therefore, it is necessary that best efforts should be devoted to it. The teachers are more flexible in their job and it very important to have flexibility in behaviour while teaching. It was hypothesized that 'Gender' has no significant effect on the job-satisfaction. It was likely that 'marital status' has no significant effect on the job-satisfaction. Interactional effect of 'Gender and marital status' on the job-satisfaction was also assessed. In the study, the stratified random sampling technique has been employed (150= 80 male & 70 female). The tool employed for the collection of data was the questionnaire based on "Job satisfaction", by Dr. Pramod Kumar and Dr. D.N. Mutha.

Key Words: Job Satisfaction, Government College, Government Teachers and District.

INTRODUCTION:

The job-satisfaction is the result of various attitudes possessed by an employee towards his job. These attitudes are related to some specific factors such as wages, conditions of work, advancement opportunities, prompt settlement of the grievances, fair treatment by other employers and other benefits.

According to Bullock (1952), "Job-satisfaction may be defined as an attitude which results from balancing summation of many specific likes and dislikes experienced in connection with the job."

Every individual has personal problems, so the college teacher has also some. Too many restrictions on the personal life cause dissatisfaction among teachers as many a times, teachers are not allowed to express themselves which becomes a cause of tension in the family and in turn causes tension in the mind of a teacher.

TERMS USED:

- a) Job-satisfaction : Job-satisfaction means the satisfaction which people experience in their jobs. Job-satisfaction is the result of various attitudes possessed by an employee towards his job. Job-satisfaction may also be defined as an attitude which results from a balancing summation of many specific likes and dislikes experienced in connection with job.
- b) Gender: In the present study, Gender comprised of both male and female college teachers of Jammu district.
- c) Marital status: In the present study, marital status includes both married and unmarried College teachers of Jammu district in J&K.

HYPOTHESES:

1. It is hypothesized that 'Gender' has no significant effect on the job-satisfaction of college teachers of Jammu district in J&K.
2. It is likely that 'marital status' has no significant effect on the job-satisfaction of college teachers of Jammu district in J&K.
3. It is likely that there is no significant interactional effect of 'Gender and marital status' on the job-satisfaction of college teachers of Jammu district in J&K.

MTHODOLOGY:

Sampling-

In the study, the stratified random sampling technique has been employed (150= 80 male & 70 female). The stratification factors used in the study were gender and marital status.

Tool employed and its description-

The tool employed for the collection of data was the questionnaire based on "Job satisfaction", by Dr. Pramod Kumar and Dr. D.N. Mutha consists of 29 highly discriminating 'Yes' and 'No' type of items. It takes approximately 45 minutes to complete the test.

Data Collection- The data was collected from the Govt. colleges in jammu district i.e. GGM Science College, R S Pura College, MAM College, SPMR College of Commerce, Govt. B.Ed College, Govt. College for women - Gandhinagar and parade. The researcher contacted each teacher personally and got the forms filled by them. The purpose of the questionnaire was frankly explained to the subjects. It was assured that these responses would be kept confidential. Each subject was requested to read the instructions carefully and to ask the tester, if there was any difficulty in understanding the instructions. The scoring of the scale is done with the help of scoring key of the scale prepared by the author. Job-satisfaction has both positive and negative statements. Analysis of variance was also computed.

RESULT:

SUMMARY OF ANOVA FOR FACTORIAL DESIGN FOR JOB SATISFACTION OF COLLEGE TEACHERS IN JAMMU

Sources of variation	SS	MS	F-ratios	Level of significance
Gender	0.76	0.77	0.742	Not Sig.
Martial Status	0.54	0.356	0.877	Not Sig.
Martial status x Gender	4	5	0.575	Not Sig.
Within	1611	27.5		

F-ratio value against the main factor 'Gender' has come insignificant with job-satisfaction, taken as criterion. The F-ratio value for the main factor 'Gender' has come out to be 0.742. It indicates that male and female college teachers do not differ significantly on the job satisfaction. Similar results have been found by Sharma (1998) and Shah (2006). But dissimilar result was found by Gupta, Shalini (2002).

F-ratio value against the main factor 'marital status' has come insignificant with job-satisfaction, taken as criterion. The F-ratio value for the main factor 'marital status' has come out to be 0.877. It indicates that there is found no significant difference between married and unmarried college teachers on the job-satisfaction. Similar results have been found by Kochhar, K. (1971), Nayak Kalpana, D. (1982), Dixit (1986) and Verma Sudha (2002).

F-ratio value against the interactional effect of Gender and marital status has come insignificant with job-satisfaction. The F-ratio value for the interactional effect of Gender and marital status has come out to be 0.575. It indicates that there is found no significant difference between married and unmarried male and female teachers on the job satisfaction. Similar result was found by Kulsum, U. (1985) in her study.

CONCLUSIONS:

F-ratio value against the main factor i.e 'Gender' has come insignificant with job satisfaction, taken as criterion. It means that there is found no significant difference between male and female college teachers on the job-satisfaction. F-ratio value for the third main factor i.e 'marital status' has come insignificant with job satisfaction. This means that there is found no significant difference between married and unmarried college teachers on the job-satisfaction. F-ratio value against the interactional effect of 'Gender and marital status' has come insignificant with job-satisfaction. It means that there is found no significant difference between married and unmarried male and female teachers on the job-satisfaction.

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