

## Measurement of Job Satisfaction between Inter College and Degree College Teachers

**Sarika\*, Dr. Kalpana Sharma\*\***

*\*Research Scholar, CCS University Meerut, \*\* Reader & Head, Deptt. of H.S., Ginni Devi Girls PG College, Modinagar*

### **Abstract**

*Job satisfaction is one of the most widely discussed issues in organizational behavior and Human Resource Management. The purpose of this study is to measure teaching job satisfaction of inter college and degree college teachers. Purposive sampling procedure is used in this study to select the individual respondents from the population and (135) questionnaires are distributed to inter college & degree college teachers. The data is collected and administrated by means of structured questionnaires based on job satisfaction scale. Obtained data is analyzed based on the descriptive statistics. In this study we analyze the job satisfaction level among male & female teachers of Degree College and inter college teachers. In this study we revealed that there is no significant difference in the level of satisfaction of degree college and inter college teachers. Furthermore, it was again revealed that there is no significant difference in the level of satisfaction of degree college female teachers and inter college female teachers.*

Reference to this paper should be made as follows:

**Sarika, Dr. Kalpana Sharma,**  
“Measurement of Job Satisfaction between Inter College and Degree College Teachers”, RJPSSs 2017, Vol. 43, No.21, pp. 165-170,  
[http://anubooks.com/?page\\_id=2012](http://anubooks.com/?page_id=2012)  
Article No. 21(RJ1897)

### **Introduction:**

The development of nation depends upon their teacher. Only a teacher can develops the capability among the children for adjusting in home, school and society. As **the education commission 1964-66** has lightly pointed out “the destiny of the country is being shaped in her classroom.” Evidently the commission has in mind the role of the teacher in realizing the goal of national reconstruction. Teachers have important role in shaping the generation. It is the responsibility of teacher to develop the total personality of the student. Teacher can do his work perfectly if he is satisfied with his job.

Job satisfaction portrays the perception of the person towards his or her job, job related activities and environment. It is a combination of psychological and emotional experiences at work. Job satisfaction, as defined by Locke (Lutherans, 2002), is a “pleasurable or emotional state resulting from the appraisal of one’s job experience”. It is often a result of the perception of the employee as to whether his job provides him with the outcomes he views as important. Job satisfaction is determined by how well the result of the job meets the expectations of the employee or they exceed the expectations. Some important factors influencing the job satisfaction may be classified in two categories.

a) Personal factors: - Age, Gender, Qualification, Marital status, Experience and training.

b) Environmental factors:-Job content, Occupational level, Pay and Promotion, Work group Supervision, nature of family and family climate.

**Need and significance of the study:** Happy workers are productive workers and productive workers are likely to be happy. Employ job satisfaction refers to a collection of positive and negative feelings that an individual holds towards his or her job. Job satisfaction is a part of life satisfaction. It is amount of pleasure or condiment associated with a job. This study is an evaluate and diagnostic attempt to discover empirically the nature of differences between teaching job satisfaction and different factors, as well as independent aspects of job satisfaction.

**Operational definition terms to be used:** **Blum (1941)** Job satisfaction is a combination of psychological and environmental circumstances the cause a person to say “I am satisfied with my job”. **Locke 1970** “Job satisfaction is a pleasurable or positive emotional state resulting from appraisal one’s job the job experience”.

### **Objective of the study:**

- To find out the difference between job satisfactions of inter college teachers and degree college teachers.

- To find out the difference between the job satisfaction of inter college female teachers and degree college female teachers.

**Hypothesis:**

- There is no significant difference between inter college teachers and degree college teachers.
- There is no significant difference between inter college female teachers and degree college female teachers.

**Methodology:** In the present research normative survey method is used. The word normative survey deals with what exist with present. In normative survey we are concerned with the condition or relationship that exists, practice that prevail, benefits, point of view or attitudes that are held, processes that are going on, influences that being felt and trends that are developing.

**Variable:**The following variables were included as dependent and independent in the present study.

- **Independent Variable:** Male and female teachers of degree and inter college.
- **Dependent variable:** Job satisfaction

**Population:** The population of the present study was comprised of the teachers in different educational institution of Kanpur (U.P).

**Sample:** In present study keeping in mind the adequacy and representativeness of sample 135 (70 male teacher and 65 female teachers) selected from different educational institutions of Kanpur. For the selection of the sample purposive sampling will be adopted.

**Tool to be used:** A scale Developed by **Dr. Premlate Saxena** (Jabalpur) This scale consist dimensions and with the help of scoring sheets result were obtain. There are 25 positive and 25 negative statements in the scale positive scale indicate job satisfaction while negative statement indicate unsatisfied towards teaching profession.

- **Statistical techniques to be used:** - Means, Standard Deviation, t-test statistical techniques have used.

**Delimitation of the study:** Every study has its own limitation depending upon the instruments selected for data collection time available and sample selected.

The presents study has the following limitations:

- The study is focus only teaching job satisfaction of female teachers.
- The sample was limited to 65 female teachers and 70 male teachers of Degree College and school teachers.

*Measurement of Job Satisfaction between Inter College and Degree College Teachers*

*Sarika, Dr. Kalpana Sharma*

The sample had been selected from the KanpurMandal( U.P).

**Table 1.1**

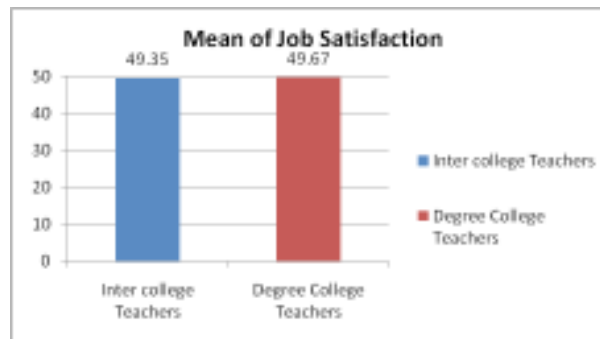
Comparison of job satisfaction between inter college teachers and degree college teachers

S. No	No. of Teachers	Type of college	Mean	S.D	Df	t-value
1	70	Inter College	49.35	6.18	68	0.30
2	65	Degree College	49.67	6.03		

The data analysis result in above table 1.1 shows the comparison of job satisfaction between inter college male and female teachers and degree college male and female teachers.

It is revealed from the table number 1.1 that mean score of degree college and inter college teacher is 49.35 and 49.67 respectively and the t-value is 0.30. The tabular value of 't' on the 68 (df) and the level of significance at 0.05 is 1.98. But calculated value of 't' is 0.30 which is less than tabular value of 't' so t value is not significant at 0.05 significant level.

**Comparison of job satisfaction between degree college teachers and inter college teachers**



**Table 1.2**

Comparison of job satisfaction between inter college female teachers and degree college female teachers:

S.No	No. of Teachers	Type of college	Mean	S.D	Df	t-value
1	35	Inter College	48.51	6.27	63	0.20
2	30	Degree College	48.83	6.61		

The data analysis result in above table 1.2 shows the comparison of job satisfaction between inter college female teachers and degree college female teachers.

It is revealed from the table number 1.2 that mean score of inter college female teacher and degree college female teacher is 48.51 and 48.83 respectively and the t-value is 0.20.

The tabular value of 't' on the 63 (df) and the level of significance at 0.05 is 2.00. But calculated value of 't' is 0.20 which is less than tabular value of 't' so t-value is not significant at 0.05 significant level.

### Comparison of job satisfaction between inter college female teachers and degree college female teachers

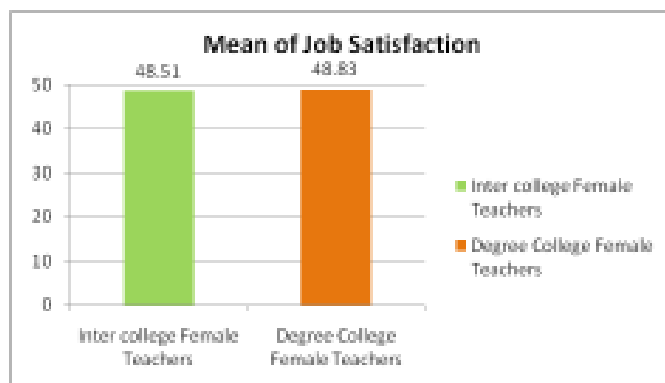


Fig:2

### Major findings:

- The calculated value is less than tabulated value so there is no significant difference found between degree college teachers and inter college teachers thus the null hypothesis "There is no significant difference between inter college teachers and degree college teachers" is accepted.
- The calculated value is less than tabulated value so there is no significant difference found between degree college female teachers and inter college female teachers thus the null hypothesis "There is no significant difference between inter college female teachers and degree college female teachers" is accepted.

### Conclusion:

The present study is designed to compare measurement of satisfaction of teaching job findings as regards level of satisfaction and indentation with the job

appeared to be useful for relying qualified and trained teachers in the teaching profession. Results shows that the mean score of degree college teachers is more than inter college teachers. But the difference is not significant at the level of 0.05. And it is also revealed that there is no significant difference between inter college female teachers and degree college female teachers.

**Suggestion for further research** - Finding of the present study taken a limited Area but intend of these areas there can be do more of study.

- Other Variable included like salary, administration, atmosphere may also be taken up to examine the influence on job satisfaction.
- A Comparative study can do urban and rural areas.
- Similar type study may be carried out in different type of school.

### References

1. Cahill, Kevin E., Tay K. McNamara, Marcie Pitt-Catsouphes, and Monique Valcour. (2015): "Linking shifts in the national economy with changes in job satisfaction, employee engagement and work-life balance." *Journal of Behavioral and Experimental Economics* 56 40-54.
2. Malik, D. M. (2010). „Job Satisfaction and Organizational Commitment of University teachers in Public Sector of Pakistan . *International Journal of Business and Management*, 5(6), 17-26.
3. Mehta, D. S. (2012). „Job Satisfaction among Teachers . *International Journal of Research in Commerce IT & Management*, 2(4), 77-83.
4. Mehta, D. S. (2011). „Teachers and their attitude towards teaching . *Journal of research in Business Management*, 2(9), 32-43.
5. Nagar, k. (2012, April). „Organizational commitment and job satisfaction among teachers during times of Burnout . *Vikalpa*, 37.2, 43-60.
6. Raj, Tilak. "Lalita.(2013). 'Job Satisfaction among Teachers of Private and Government School: A Comparative Analysis'." *International Journal of Social Science & Interdisciplinary Research* 2, no. 9: 151-158.
7. Suki, N., &Suki, N. (2011). *Job Satisfaction and Organizational Commitment: The Effect of Gender. International journal of psychology research*, 6(5), 1-15.
8. Sari, H. (2004). „An analysis of burnout and job satisfaction among Turkish special school head teachers and teachers, and the factor effecting their burnout and job satisfaction'. *Educational Studies*, 30(3), 291-306.
9. Zilli, A. S., &Zahoor, Z. (2012). *Organizational Commitment among Male and Female Higher Education Teachers. Indian Journal of Psychology and Education*, 2(1), 55-60.