

THE STATUS OF JOB SATISFACTION AMONG STATE AIDED COLLEGE TEACHERS

MD.FARJUL SK

PhD. Scholar, Department of education, University of Kalyani, Kalyani-741235

ABSTRACT:

Job Satisfaction of teachers is one of the most important determinant factors in the over all progress and improvement of any kind of educational institution. It is outcome of teachers expressing based on the cognitive affective and psychomotor domain initiating job stability among teachers. job satisfaction is a lot of determined by how well outcomes exceed expectations. job satisfaction and job attitudes are typically used interchangeably . it is a relatively recent term since in previous centuries no one thought much of job satisfaction, since jobs were often pre-determined by profession. cutting edge means the most advance level of development and most particularly in the field of education. it is also deals with the most challenges of education .As the focus of the present paper is to investigate or find out the level of Job Satisfaction of general degree college teachers of west Bengal, there fore we can able to know the actual condition of job satisfaction of state aided college teachers through the present study .the researcher have developed a tool namely” teachers job satisfaction scale “by then selvesto measure the level of job satisfaction of state aided college teachers on the basis of five important dimension that are institutional satisfaction ,environmental satisfaction ,cognitive satisfaction ,financial satisfaction ,working satisfaction. the over all result indicates that significant relationship between job satisfaction and salary, promotion, working environment, etc.

Keywords: cutting edge, psychomotor domain, job satisfaction.

1. Introduction:

Job satisfaction, a multidimensional construct encompassing various facets of work experience and personal fulfilment, holds immense significance not only for individual educators but also for the broader educational ecosystem. The existing body of research on job satisfaction in the education sector provides valuable insights .However, the dynamic nature of the education landscape, coupled with regional and institutional variations, necessitates periodic re-evaluation of the factors influencing job satisfaction .this study aims to revisit and re-evaluate the status of job satisfaction among state-aided college teachers in west Bengal , taking into account the changing educational, socio- economic, and cultural contexts.

The state of West Bengal, renowned for its cultural heritage and academic institutions, plays a pivotal role in shaping the intellectual fabric of the nation. State-aided colleges within West Bengal contribute substantially to higher education accessibility and quality, catering to a diverse student population. Central to the effectiveness of these institutions are the college teachers who shoulder the responsibility of imparting knowledge, fostering critical thinking, and guiding the next generation .Understanding the factors that contribute to job satisfaction among state-aided college teachers is of paramount importance as it directly influences the quality of education, teacher retention rates, and overall academic excellence. A review orelated literature reveals that that job satisfaction among college teachers is influenced by a multitude of factors. This include but are not limited to:

- a .Compensation and Benefits .
- b. Professional Development .
- c.Workload and Work- Life Balance .
- d. Autonomy and Academic freedom .
- e. Supportive Work Environment .
- f. Recognition and Feedback.
- g. Institutional Leadership .
- h. Job Security.
- j. Student Engagement .
- k. Intrinsic Motivation .

RESEARCH OBJECTIVES

- 1.To Identify Factors Affecting Job satisfaction
- 2.To Analyse Opportunities and Professional growth of SACT .
3. To Assess The Impact of Job satisfaction of SACT.
- 4.To Analyse The Influence of Institutional Support on SACT Teachers.
- 5 . To Identify Regional and Institutional Variations for SACT Teachers.
- 6.To Find out Present Status and Future Possibilities on SACT .

NULL HYPOTHESIS

- H01: There is no relationship between work environment and job satisfaction of SACT .**
- H02:There is no relationship between pay package and job satisfaction of SACT.**
- H03: There is no relationship between teaching profession and job satisfaction of SACT.**
- H04: There is no relationship between cognitive satisfaction and job satisfaction of SACT.**
- H05: There is no relationship between organizational satisfaction and job satisfaction of SACT.**
- H06: There is no relationship between social satisfaction and job satisfaction of SACT.**

METHODOLOGY OF THE STUDY:

The present study is Descriptive type in nature .The researcher have used Descriptive type survey method in the present study . There fore ,naturally the researcher have used different tools, techniques ,strategies and methods of Descriptive survey type research to collect, analyze and interpret the data .

POPULATION OF THE STUDY: All the State Aided College Teachers (SACT) in the state of west Bengal have been treated as population for present study

SAMPLE OF THE STUDY:

The researcher have selected only 400 State Aided College Teachers (SACT) among the all SACT from General Degree Colleges which are situated in the state of west Bengal as a sample for the present study.

SAMPLE TECHNIQUE:

The simple random sampling technique has been used in the selection of the sample .

STATISTICAL INTERPRETATION:

A. SOCIAL SATISFACTION

Statement no:1

I feel that my work place is safe environment:

	Strongly Agree	Agree	Indifferent	Disagree	Strongly Disagree	Total
fo	126	201	60	10	3	400

fe	80	80	80	80	80	400
X ²	26.45	183.01	5	61.25	74.11	349.82

$$\chi^2 = \sum (fo - fe)^2 / fe$$

$$\chi^2 = 26.45 + 183.01 + 5 + 61.25 + 74.11$$

$$\chi^2 = 349.82$$

$$df = (r-1) * (c-1)$$

$$= 1 * (5-1)$$

$$= 4$$

$$N = 400$$

Critical Value of chi square is 0.01 Level=13.28, 0.05 level=9.49

Therefore the statement no - 1 in group-A is significant.

B. FINANCIAL SATISFACTION

Statement no:1

I am satisfied with my salary:

	Strongly Agree	Agree	Indifferent	Disagree	Strongly Disagree	Total
fo	201	168	15	9	7	400
fe	80	80	80	80	80	400
χ ²	183.01	96.8	52.81	63.01	66.61	462.24

$$\chi^2 = \sum (fo - fe)^2 / fe$$

$$\chi^2 = 183.01 + 96.8 + 52.81 + 63.01 + 66.61$$

$$\chi^2 = 462.24$$

$$df = (r-1) * (c-1)$$

$$= 1 * (5-1)$$

$$= 4$$

$$N = 400$$

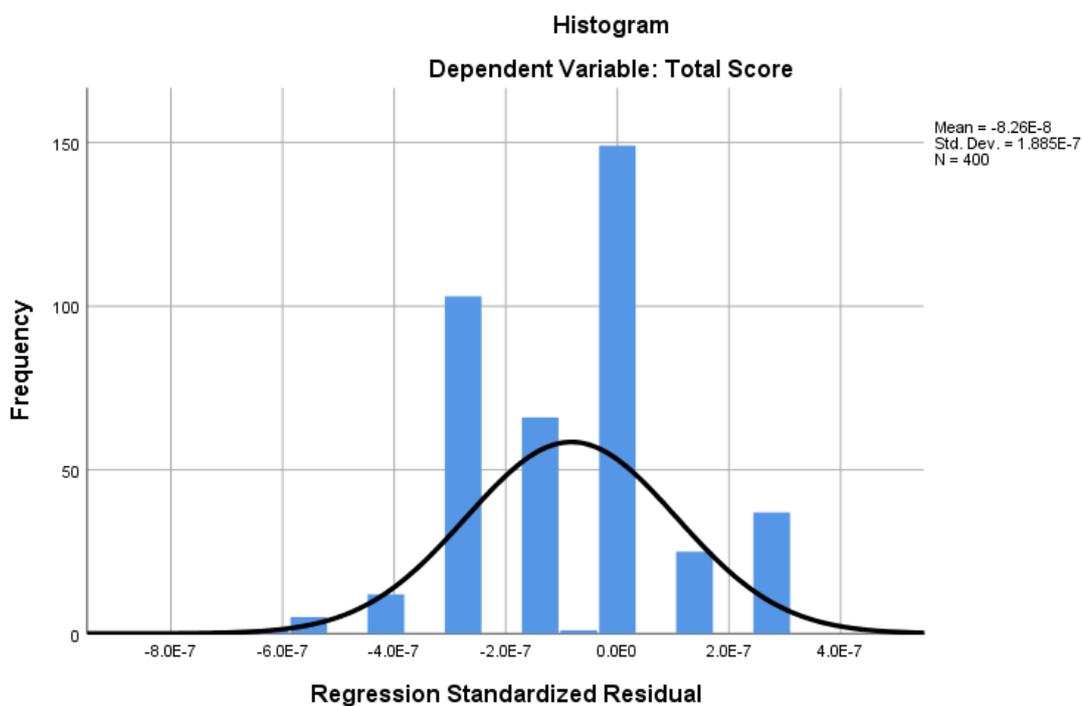
Critical Value of chi square is 0.01 Level=13.28, 0.05 level=9.49

Therefore the statement no - 1 in group-B is significant.

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	150497.375	1	150497.375	1209.043	.000 ^b
	Residual	49541.625	398	124.476		
	Total	200039.000	399			
2	Regression	178760.255	2	89380.127	1667.575	.000 ^c
	Residual	21278.745	397	53.599		
	Total	200039.000	399			
3	Regression	191561.743	3	63853.914	2982.822	.000 ^d
	Residual	8477.257	396	21.407		
	Total	200039.000	399			
4	Regression	196620.530	4	49155.132	5679.815	.000 ^e
	Residual	3418.470	395	8.654		
	Total	200039.000	399			

5	Regression	200039.000	5	40007.800	.	f
	Residual	.000	394	.000		
	Total	200039.000	399			

- a. Dependent Variable: Total Score
- b. Predictors: (Constant), Organizational Satisfaction
- c. Predictors: (Constant), Organizational Satisfaction, Financial Satisfaction
- d. Predictors: (Constant), Organizational Satisfaction, Financial Satisfaction, Cognitive Satisfaction
- e. Predictors: (Constant), Organizational Satisfaction, Financial Satisfaction, Cognitive Satisfaction, Social Satisfaction
- f. Predictors: (Constant), Organizational Satisfaction, Financial Satisfaction, Cognitive Satisfaction, Social Satisfaction, Others



CONCLUSION:

In this study an attempt has been made by the researcher to assess the job satisfaction level of State Aided College Teachers(SACT).The investigators used descriptive type survey method .By using simple random sampling method the researcher takes 400 SACT teachers as sample from different general degree colleges all over west Bengal .The researcher develops self-constructed job satisfaction scale of SACT teachers as a tool for data collection .Both parametric and non-parametric statistics used for data collection. The result shows that the State Aided College Teachers (SACT) of west Bengal are satisfied in certain context and they are not satisfied some areas. The major findings of the study that are different factors such as salary, status ,institutional environment, working condition , teaching environment promotion etc .have effect on the job satisfaction level of State Aided College Teachers(SACT) of west Bengal.

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