Job Satisfaction Among Female Teachers- Study on The Private Degree Colleges Affiliated to Mangalore University

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Abstract

Teaching is regarded as the noblest profession. It is therefore important that those individuals who join the teaching profession should be dedicated and competent in their work. A teacher can perform to the maximum of his capacity; if he/she is satisfied with his/her job. Every profession has certain aspects responsible for job satisfaction and teaching is not an exception. Unless and until a teacher derives satisfaction on job performance and develops a positive attitude towards education, he cannot initiate desirable outcomes to cater to the needs of the society. Only satisfied and well-adjusted teacher can think of the well-being of the pupils. Female teachers constitute a great strength in educational institutions in the present day. Job satisfaction of these teachers and their commitment towards the profession will definitely achieve in moulding our young minds and thereby leading to quality education. This study adopted a descriptive design. This study was designed to carefully describe job satisfaction of female teachers in Private Degree Colleges and also the factors influencing job satisfaction. The sample size for the study included 50 respondents from Private Degree colleges affiliated to Mangalore University who were selected using Purposive Sampling Method. The study revealed that the overall job satisfactions among female teachers are relatively high.

Keywords: Job Satisfaction, Female Teachers, Degree Colleges

Introduction

The term ''satisfaction'' is a term commonly employed to describe condition an individual found him/herself after a particular occurrence. It describes state of inner feelings that follows interaction with people or object. It has also been directly substituted with other feeling words such as gratification, happiness, compensation, fulfillment, joy, excitement, self-actualization. For instance, The Microsoft Encounter Dictionary (2009) perceives satisfaction to have four diverse interpretations. These are: the feeling of pleasure that comes when a need or desire is fulfilled (gratification); happiness with the way that something has been arranged or done; compensation for an injury or loss; and the fulfilment of a need, claim, desires.

There are countless engagements in life that an individual could derive satisfaction from. However, the primary scope of this paper is the satisfaction derivable from working in an institution or establishment. The importance of job to an employee existence is exemplified in this quotation by Szmanski & Parker (1996):

"Work determines a person's worth and place in society and it influences one's psychological identity and sense of well-being. Work establishes one in the community of human kind. It links a person to others, advances the goals of culture, and gives purpose to one's very existence" (p1)

Teachers are essential players in promoting quality education whether in schools or in more flexible community-based programmes,they are advocates for,and catalysts of change.No education reform is likely to succeed without the active participation and ownership of teachers(Director,UNESCO)

Job satisfaction is an affective reaction to an individual's work situation. It can be defined as an overall feeling about one's job or career or in terms of specific facets of the job or career (e.g., compensation, autonomy, co-workers) and it can be related to specific outcomes, such as productivity (Rice, Gentile, and McFarlin, 1991).

According to Truell et al. (1998), the faculty satisfaction always attracts the attention of academic scholars and frequently touched by social scientists and educational thinkers. Faculty satisfaction and factors contributing to drive it are significantly important to the academicians through the teaching contact hours. It is beyond any doubt that a lot of educationists' thinkers and social scientists have suggested that job satisfaction is an important area of concern. It is estimated that a teacher spends over one hundred thousand (100000) hours on the job. It is necessary that he/she should be satisfied with their job and factors contributing to the job satisfaction. Historically speaking this area has always remained an important concern for the academicians' teachers and researches. Different research studies have emphasized that the dream of quality of teaching at University level cannot materialize without a satisfied and highly motivated teacher. That is why efforts are being made all over the globe to provide a conducive, peaceful and healthy work environment along with other economic benefits to the university teachers to increase their level of job satisfaction.

With teachers, satisfaction with their career may have strong implications for student learning. Specifically, a teacher's satisfaction with his or her career may influence the quality and stability of instruction given to students. Some researchers argue that teachers who do not feel supported in their work may be less motivated to do their best work in the classroom (Ostroff, 1992; and Ashton and Webb, 1986). In addition, highly satisfied teachers are less likely to change schools or to leave the teaching profession altogether than those who are dissatisfied with many areas of their work life (Choy et al., 1993).

Educational institutes are bearing the highest cost in case of managing the human capital of faculty. Therefore, bringing high quality in program delivery necessitates the research on contributing factors of satisfaction and loyalty. The level of satisfaction, which guarantees a successful educational institute, backed by the number factors like strong interactive process, inherent attraction for quality brains, likeliness to stay on job and feelings of empowerment. Satisfaction also develops high level of institutional commitment and desire to show substantial performance. The high performance do not only based on job satisfaction, but also requires satisfaction with career in education, which positively influences teaching effectiveness and resultantly, students learning.

Teaching profession is one of the helping professions wherein satisfaction could be attained. Teachers are arguably the most important professional in nations' development (Bishay, 1996). Consequently, their satisfaction at work is paramount to educational development of the nation. The importance of teachers' satisfaction with their job is made more poignant when Best (2010) affirms that it is a predictor of overall student academic success in schools as well as capable of transmitting positive effects on the affective, moral, cultural, and spiritual lives of their students.

Quite a number of studies exist to support the fact that teachers in various cadres of educational levels are happy and unhappy with their job at various levels. For instance, a study conducted among 108 university's academic staff of Buea, Cameroon by Fon (2007) showed the extent to which academic staff in the university is satisfied with their teaching job: 16 (14.81%) not at all satisfied; 37 (34.26%) not too satisfied; 42 (38.88%) somewhat satisfied; 13 (12.05%) very satisfied.

The Review of Literature

Ahmed, Raheem and Jamal (2003) studied the job satisfaction of 236 teachers in senior secondary schools. Female teachers enjoyed greater satisfaction than their male counterparts did. Married teachers showed more job satisfaction than unmarried teachers did. Teachers who were teaching in government schools showed greater job satisfaction than teachers teaching in private schools. There was no significant change in the job satisfaction due to change in the level of independent variables like sex, martial status and types of schools.

Noll (2004) examined the job satisfaction and factors, which affect job satisfaction of teachers. It was found that school culture, teachers' relationship with administration, working conditions and motivation were the factors, which had a significant relationship with job satisfaction among school teachers.

Dhingra (2006) conducted a study on randomly selected sample of 100 teachers from different government and private schools of Patiala district to study the effect of organization climate on job satisfaction of secondary school teacher. It found that there is no significant difference in job satisfaction of government and private secondary school teachers. Further difference between job satisfactions in relation to their organizational climate of secondary school teachers found to be significant.

Objectives of the Study
1. To develop the personal and family profile of the respondents.
2. To determine the level of job satisfaction among female teachers
3. To identify the factors influencing job satisfaction among female teachers.

Significance of the Study
It is anticipated that this study would bring to focus the factors that influences the female teachers working in Private Degree Colleges and there by results in their job satisfaction. It is also anticipated that the outcome of the study would assist the management in taking decisions on motivational measures require for maximum performance of college teachers.

Methodology
The study is descriptive in nature. The sample size for the study included 50 respondents from 82 Private Degree Colleges affiliated to Mangalore University. All the respondents were Lecturers in Degree Colleges with 5 years of work life and are   married.
There are 260 married female faculties working in Private Degree Colleges affiliated to Mangalore University. The sample size is restricted to specific number in order to carry out in-depth study and assess the factors influencing their job satisfaction. Hence 50 respondents were selected using Purposive Sampling Method, in order to meet the objectives of the study.

Operational Definition
Job Satisfaction: In this study Job Satisfaction is defined as how the female teachers feel about their jobs and different aspects of their jobs. It is the extent to which they like (satisfaction) or dislike (dissatisfaction) their jobs.
Female Teachers: Female Teachers in this study are those who are working in Private Degree Colleges affiliated to Mangalore University.

Results and Discussions

Table No.01, Age of Respondents

Age Group	No.of Respondents	Total
20-30	14	28
31-40	12	24
41-50	20	40
51and above	4	8
Total	50	100

Among the total 50 respondents, 14(28%) respondents belong to the age group of 20-30 years,12 (24%) belongs to 31-40 years age group,20(40%) respondents to the age group of 51 and above and the majority i.e., 20 (40%)respondents belong to the age group of 31-40 years.
Dan Lortie found marriage to be positively correlated with teacher job satisfaction; married women over 40 years were the most satisfied teachers in his sample.

Table.No.02, Type of Family

Family Type	No.of respondents	Total
Joint family	16	32
Extended family	6	12
Nuclear family	28	56
Total	50	100

Among the total respondents 32% belonged to Joint Family,12% belonged to Extended family and majority respondents i.e,56% belonged to Nuclear families.

The studies made by Aileen Ross, M.S.Gore , Milton Singer and others have revealed that the city life is more favourable to small nuclear families than to big Joint Families. Cities provide more opportunities to women for gainful employment.

Figure No.01 Selection of Teaching as Career
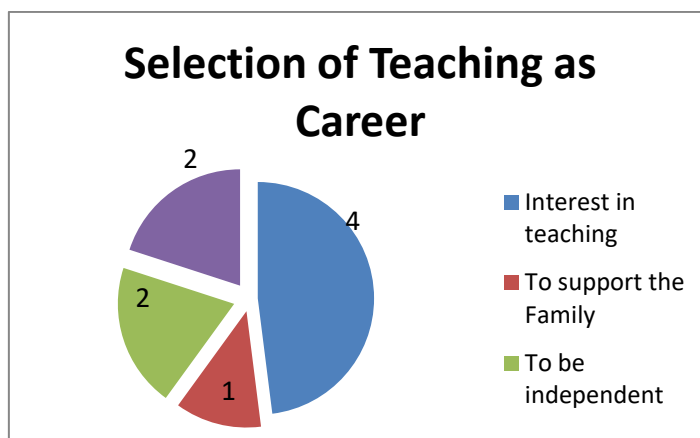
With regard to the selection of teaching as career among respondents,48% of the respondents had interest in teaching,20% respondents wanted to support their families,20% wanted to be independent and 12% of the respondents wanted to utilise their time effectively.

Fokkens-Bruinsma and Canrinus(2012)found that teachers who were satisfied with their career choice had more effective professional commitment to the teaching profession.

Table.No.03, Satisfaction with the working hours of the Institution

Feeling of satisfaction	No. of respondents	Percentage
Highly Satisfied	8	16%
Satisfied	20	40%
Undecided	0	0
Dissatisfied	18	36%
Highly Dissatisfied	4	8%
Total	50	100

The above table shows that 16% of the respondents are highly satisfied with the hours of the institution,40% are satisfied with that,36% are dissatisfied with the hours of the institution while 8% are highly dissatisfied with their working hours.

Table.No.04, Salary commensurate with work

Satisfaction with salary	No.of respondents	Total Percentage
Strongly Agree	4	8%
Agree	16	32%
Undecided	8	16%
Disagree	20	40%
Strongly Disagree	2	4%
Total	50	100

The present table shows that 8% of the respondents strongly agree that their salary commensurate with their work, 32% respondents also agree to it,16% of the respondents are undecided about it ,40% of the respondents disagree with this while 4% of the respondents strongly disagree with this.

Philip Schlechty and Victor Vance propose that low salaries and truncated salary scales are among the main reasons that the most academically able leave teaching. Higher salaries, more benefits and more opportunities to earn extra income in the school are associated with greater satisfaction.

Table.No.05, Institution is teacher-oriented

Teacher Oriented Institution	No.of respondents	Total Percentage
Strongly Agree	8	16%
Agree	20	40%
Undecided	18	36%
Disagree	4	8%
Strongly Disagree	0	0
Total	50	100

The above table shows that 16% of the respondents strongly agree that their institution is teacher-oriented,40% of the respondents also agree to it ,36% of the respondents are undecided about it,while 8% of the respondents disagree with this.Thus majority of the respondents agree that their institution is teacher-orienetd.

Table.No.06, Time for family welfare

Time available for Family Welfare	No.of respondents	Total Percentage
Strongly Agree	4	8%
Agree	30	60%
Undecided	4	8%
Disagree	10	20%
Strongly Disagree	2	4%
Total	50	100

The above table shows that majority of the respondents.i.e,60% of the respondents agree that they get time for looking after their family welfare ,while 8% of the respondents strongly agree with this,another 8% are undecided about this while 20% of the respondents disagree and 4% of the respondents strongly disagree with this.

Konrad and Mangel(2000) emphasised that job satisfaction can be increased by implementing work-life balance policies by reducing conflict between work and family.

Table.No.07 Satisfaction with the increment policy of the Institution

Feeling of satisfaction	No.of respondents	Percentage
Highly Satisfied	0	0
Satiosfied	8	16%
Undecided	4	8%
Dissatisfied	18	36%
Highly Dissatisfied	20	40%
Total	50	100

In the above table, the satisfaction of respondents with the increment policy of the institution is depicted. Only 16% of the respondents were satisfied with the increment policy, 8% were undecided,36% of the respondents were dissatisfied while majority of the respondents i.e, 40% were highly dissatisfied with the increment policy of the institution.

A study by Shama and Jyothi (2006) in their study Job Satisfaction Among School Teachers revealed that the degree of job satisfaction secured by teachers is not high and the reason lies in insufficient pay.

Table.No.08, Feeling of Job Security

Job Security	No.of respondents	Total Percentage
Strongly Agree	6	12%
Agree	16	32%
Undecided	12	24%
Disagree	2	4%
Strongly Disagree	14	28%
Total	50	100

With regard to the feeling of job security,12% of the respondents strongly agree that they are feeling secured with their job, while 32% agree to it,24% are undecided about this,4% disagree that they are feeling job security while 28% of the respondents strongly disagree that they are feeling secured about their job.Unless and until an employee feel secured about his/her job they cannot find satisfaction with their jobs.

Limitations

- Sample size which is limited to 50 may not reflect the entire view of the institution
- There may be the chances of biased information provided by the faculty.

Conclusions and Recommendations

This study had revealed that female teachers in Private Degree Colleges of Mangalore University were satisfied with their job. A considerable number of female faculty members has remained undecided regarding various factors of job satisfaction and understandably so that in our society the female faculty does not always show their true opinion about the level of job satisfaction. Consequent upon this finding, it is imperative for the college management to ensure that teachers are not dissatisfied with their job through their inability to provide enabling environment and adequate incentives. It is also necessary that study on Job Satisfaction be carried out on periodical basis since satisfaction with job is flexible.

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