

An effect of demographic factors on the job satisfaction of senior college teachers in Satara Taluka

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Abstract

College teachers are one of the most important groups of professionals for every country for various reasons. Their role in the development of the society and nation is very much significant and commendable. Accomplishments of the educational objectives of the country are possible only when the teachers are satisfied with their jobs. This study has been conducted to study the effect of various demographic factors on the job satisfaction of senior college teachers in Satara Taluka. The data required for the study is collected through questionnaires from 130 college teachers of different traditional colleges. The collected data is analysed with the help of statistical tools like frequency, percentage, correlation, Chi Square Test, and Chi Square Eta Test. It is found that there is a very less or no effect of demographic factors on the job satisfaction of college teachers.

Keywords: Job satisfaction, senior college teachers, demographic factors, age, gender, marital status, residential location

Introduction

Job satisfaction of employees is essential for the success of every organisation. If employees are satisfied, it directly benefits the organisation and lowers the turnover rate. Job satisfaction is the most important variable which affects the performance of the employees. Job satisfaction occurs from the person's job, personal, social, academic, administrative, economical conditions etc. If a person has positive and favourable feelings about his job, he is said to be satisfied with the job and vice-versa. Job satisfaction of employees may differ due to factors like age, gender, marital status, residential location, income etc.

According to *Cambridge Advanced Learner's Dictionary & Thesaurus*, Job Satisfaction is "the feeling of pleasure and achievement that you experience in your job when you know that your work is worth doing or the degree to which your work gives you this feeling"

Review of Literature

Khan Imran (2012) ^[2] in his research article titled, "Job Satisfaction among College Teachers" studied the job satisfaction of college teachers in Swan district of Bihar. The main purpose of the study was to know the factors impacting on the job satisfaction of college teachers. A sample of 236 teachers was drawn randomly from the 5 constituent colleges and 5 affiliated colleges. Factorial Analysis of Variance was used to analyse the data. The study revealed that female teachers were more satisfied than male teachers, married teachers were more satisfied than unmarried teachers and the government college teachers were more satisfied than the private college teachers.

Lal Roshan & Shergill Sarabjit Singh (2012) ^[3] conducted a comparative study entitled, "A Comparative Study of Job Satisfaction and Attitude towards Education among male and female teachers of degree colleges" with an objective to analyze the job satisfaction level of teachers of Degree Colleges of Punjab and Haryana state. The required data was collected from 200 teachers using quota sampling technique. The collected data was analysed using t-test. The researcher found that female teachers have more favourable attitude

towards education as compared to male teachers.

Katoch Om Raj (April 2012) ^[4] conducted a study entitled, "Job Satisfaction among College Teachers: A Study on Government Colleges in Jammu (J&K)." The purpose of the study was to know the factors impacting on the job satisfaction among the college teachers. The required data was collected from 98 respondents of 5 colleges in Jammu. Collected data was analysed with the help of statistical tools like Percentage Analysis, Chi-Square Analysis etc. Study showed that female teachers were more satisfied with their job than male teachers and income per annum is an important factor impacting the level of job satisfaction. Researcher suggested that, the college teachers should be provided separate cabins for preparing for the lectures, contractual teachers should get full salary benefits.

Sarswati (2013) ^[5] conducted a study entitled, "A study to measure job satisfaction level amongst lecturers of government & private colleges in Delhi." The study was conducted on 500 lecturers (250 lecturers of government colleges and 250 lecturers of private colleges). Job Satisfaction Scale (JSS) developed by Dr. Amar Singh and Dr. T.R. Sharma (1986) was employed for collection of the data. It was found out that lecturers of government colleges were more satisfied than the lecturers of private colleges regarding general working conditions, use of skills and abilities, work Activities etc. It was suggested that lecturer's salaries, opportunities for promotion, job security and recognition for work accomplished schemes must be implemented for improving job satisfaction amongst lecturers.

Importance of the Study

The purpose of this study is to study the various variables of the job satisfaction and to know whether the demographic factors like gender, marital status, residential location and age, affect on the job satisfaction of senior college teachers in Satara Taluka. There are different aspects of job that leads to job satisfaction and job dissatisfaction. It includes both demographic factors as well as environmental factors. The quality of teaching may be affected by the level of job

satisfaction of a teacher. There is a positive correlation between teacher’s job satisfaction and the quality of teaching. There are various demographic factors that may affect the job satisfaction. This study is important to find out any relationship between demographic factors and job satisfaction of college teachers.

Statement of Research Problem

College Teachers are one of the most important groups of professionals for every country. The quality of teacher’s performance depends upon his job satisfaction. There are various factors which are responsible for the job satisfaction and job dissatisfaction of the college teachers. It includes demographic factors also. The present study is designed to make an in depth study of job satisfaction of traditional college teachers in relation to various demographic factors like gender, marital status, residential location and age. Keeping this object in mind, the present study is undertaken, and titled as ‘An Effect of Demographic Factors on the Job Satisfaction of Senior College Teachers in Satara Taluka.’ The study is designed to answer the following specific questions.

1. What are the various variables of job satisfaction of college teachers?
2. What is the effect of demographic factors on the job satisfaction of college teachers?

Objectives of the Study

The present study intends to achieve the following objectives:

1. To study the different variables of job satisfaction of senior college teachers.
2. To study the effect of demographic factors on the job satisfaction of college teachers.

Hypothesis

The tentative assumption of the proposed research is as follows:

Hypothesis 1

H₀: The demographic factors (i.e. age, gender, marital status and residential location) do not affect the job satisfaction.

H₁: The demographic factors (i.e. age, gender, marital status and residential location) do affect the job satisfaction.

Scope of the Study

1. The geographical scope of the study is limited to 8 senior

colleges in Satara Taluka affiliated to Shivaji University, Kolhapur. Colleges providing traditional courses like BA, B.Com, B.Sc, B.Ed, MA, M.Com, M.Sc etc are selected for this study.

2. The conceptual scope of this study is confined to studying job satisfaction among college teachers. This study considers 20 variables namely profession, college, salary, promotion, students, teaching practices in the college, facilities provided to faculties, working conditions, job responsibilities, workload, transfer policy, principal, senior colleagues, junior colleagues, non-teaching staff, personal life, honour and respect, work environment, autonomy to teachers and work flexibility for evaluating the job satisfaction attained by the teachers. Every variable has 4 statements each to extract the job satisfaction of the teachers.
3. The collected data is analysed with the help of various statistical tools like frequency, percentage, correlation, chi- square test and chi- square eta test.

Research Methodology

The type of research is descriptive and data is collected using inferential approach. The data required for the study is concept of job satisfaction, variables of job satisfaction, demographic profiles of respondent teachers; the opinions of respondent teachers regarding various aspects of their job are required.

Data Sources

Primary data is collected from teachers with the help of a structured questionnaire. The secondary data is collected through secondary sources like books, articles, reports, dissertations, websites etc.

Instrument

The data on the various dimensions of job satisfaction is collected through a structured questionnaire on Likert’s 5 point scale of opinion.

Sampling

The sampling unit for this study are permanent senior college teachers working in different traditional colleges in Satara Taluka affiliated to Shivaji University, Kolhapur. The samples are calculated at 95% confidence level at 5% confidence interval.

Table 1: Stratification of Samples

S. No.	Name of College	Population	Samples
1	Arts and Commerce College, Nagthane.	18	12
2	Arts and Commerce College, Satara.	13	9
3	Azad College of Education, Satara.	12	8
4	Chhatrapati Shivaji College, Satara.	36	24
5	Dhananjayrao Gadgil College of Commerce, Satara.	12	8
6	Lal Bahadur Shastri College, Satara.	34	22
7	Savitribai Phule Mahila Mahavidyalaya, Satara.	13	9
8	Yashwantrao Chavan Institute of Science, Satara.	59	38
	Total	197	130

Source: Primary Data

Limitations of the Study

1. The present study does not cover any college in Satara taluka providing professional courses.
2. A traditional college affiliated to a university other than Shivaji University, Kolhapur is also not considered.
3. The accuracy of the results depends upon the authenticity of the information provided by the respondents.
4. College teachers working on temporary basis are not considered at all.

Data Analysis and Interpretation

Demographic Analysis

For studying the personal profile, variables viz. gender, marital status, residential location and age have been used. Following is the demographic profile of respondents under study.

Table 2: Demographic Data Analysis of the Respondents

S. No.	Profile Particulars		No. of Respondents	Percentage
01	Gender	Male	104	80.00
		Female	26	20.00
			130	100.00
02	Marital Status	Married	121	93.08
		Unmarried	9	6.92
			130	100.00
03	Residential Location	Urban	78	60.00
		Semi Urban	21	16.15
		Rural	31	23.85
			130	100.00
04	Age	Below 30	15	11.54
		30-35	34	26.15
		35-40	14	10.77
		40-45	11	8.46
		45-50	19	14.62
		50-55	16	12.31
			130	100.00

Source: Field Data

Profile of Respondents

The respondents are found to be distributed across all the demographic categories. Majority of i.e. 80% respondents are male and remaining 20% respondents are female. Majority of

i.e. 93% respondents are married and remaining only 7% are unmarried. Majority of i.e. 60% respondents belongs to urban areas, 24% to rural areas whereas 16% respondents belong to semi urban areas. Majority of i.e. 26.15% respondents are between the age group of 30-35, followed by 16.15% respondents are between the age group of 55-60, 14.62% respondents are between the age group of 45-50 years and 11.54% respondents are aged below 30 years.

Correlation between Demographic Factors & Job Satisfaction.

Pearson Correlation has been calculated to check the relationship between various demographic factors and job satisfaction of college teachers and it is presented in the table no. 3.

Table 3: Correlation between Demographic Factors & Job Satisfaction

		Age	Gender	Marital status	Resi. Location
Job Satisfaction	Pearson Correlation	.077	.031	.015	-.083
	Sig. (2-tailed)	.382	.727	.866	.350
	N	130	130	130	130

Source: Compiled by Researcher

The above table shows that correlation coefficient is 0.077, 0.031, 0.015 and – 0.083 between age and job satisfaction, gender and job satisfaction, marital status and job satisfaction, residential location and job satisfaction respectively. These values are not significant. It shows that the demographic factors namely age, gender, marital status, residential location do not affect on the job satisfaction of college teachers. As there exist no strong correlation between demographic factors and job satisfaction, the null hypothesis i.e. the demographic factors do not affect the job satisfaction is accepted.

Chi Square Test between Demographic Factors & Job Satisfaction

Chi Square test is performed to check if there is any association between the different demographic factors like age, gender, marital status, residential location and job satisfaction of college teachers and it is presented in the table no. 4.

Table 4: Chi Square Test between Demographic Factors & Job Satisfaction

Chi Square Test between Job Satisfaction and Age			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	2287.367 ^a	2212	.129
Likelihood Ratio	635.910	2212	1.000
Linear-by-Linear Association	.770	1	.380
N of Valid Cases	130		
a. 2320 cells (100.0%) have expected count less than 5. The minimum expected count is .01.			
Chi Square Test between Job Satisfaction and Gender			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	82.396 ^a	79	.375
Likelihood Ratio	86.964	79	.253
Linear-by-Linear Association	.123	1	.726
N of Valid Cases	130		
a. 159 cells (99.4%) have expected count less than 5. The minimum expected count is .20.			

Chi Square Test between Job Satisfaction and Marital Status			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	71.804 ^a	79	.704
Likelihood Ratio	43.926	79	1.000
Linear-by-Linear Association	.029	1	.865
N of Valid Cases	130		
a. 159 cells (99.4%) have expected count less than 5. The minimum expected count is .07.			
Chi Square Test between Job Satisfaction and Residential Location			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	162.313 ^a	158	.391
Likelihood Ratio	162.074	158	.396
Linear-by-Linear Association	.882	1	.348
N of Valid Cases	130		
a. 240 cells (100.0%) have expected count less than 5. The minimum expected count is .16.			

Source: Compiled by Researcher

The above table shows that the calculated value of chi-square is 2287.367^a at 2212 degree of freedom. The p value is 0.129, which is not significant. It shows that the job satisfaction of the college teachers is not affected by their age. Hence; the null hypothesis with respect to age i.e. age and job satisfaction are not associated with each other is accepted. And alternative hypothesis i.e. age and job satisfaction are associated with each other is rejected.

The calculated value of chi-square is 82.396^a at 79 degree of freedom. The p value is 0.375 which is not significant. It shows that the job satisfaction of the college teachers is not affected by their gender. Hence; the null hypothesis with respect to gender i.e. gender and job satisfaction are not associated with each other is accepted. And alternative hypothesis i.e. gender and job satisfaction are associated with each other is rejected.

The calculated value of chi-square is 71.804^a at 79 degree of freedom. The p value is 0.704 which is not significant. It shows that the job satisfaction of the college teachers is not affected by their marital status. Hence; the null hypothesis with respect to marital status i.e. marital status and job

satisfaction are not associated with each other is accepted. And alternative hypothesis i.e. marital status and job satisfaction are associated with each other is rejected

The calculated value of chi-square is 162.313^a at 158 degree of freedom. The p value is 0.391 which is not significant. It shows that the job satisfaction of the college teachers is not affected by their residential location. Hence; the null hypothesis with respect to residential location i.e. residential location and job satisfaction are not associated with each other is accepted. And alternative hypothesis i.e. residential location and job satisfaction are associated with each other is rejected.

Chi Square Eta Test between Demographic Factors & Job Satisfaction

Chi Square Eta test is performed to check the strength of Association between the different demographic factors like age, gender, marital status, residential location and job Satisfaction of college teachers and it is presented in the table no. 5.

Table 5: Chi Square Eta Test between Demographic Factors & Job Satisfaction

Directional Measures- Age			
			Value
Nominal by Interval	Eta	Mean Dependent	.446
		Age Dependent	.782
Directional Measures - Gender			
			Value
Nominal by Interval	Eta	Mean Dependent	.031
		Gender Dependent	.796
Directional Measures – Marital Status			
			Value
Nominal by Interval	Eta	Mean Dependent	.015
		Marital Status Dependent	.743
Directional Measures – Residential Location			
			Value
Nominal by Interval	Eta	Mean Dependent	.154
		Residential Location Dependent	.754

Source: Compiled by Researcher

The above table shows that age dependent eta coefficient is 0.782 and means dependent eta score is 0.446. It means Chi Square value is not significance. It shows that, there is no

strong association between age and job satisfaction. It shows that the job satisfaction of the college teachers is not depending upon the age of teachers. Hence; the null

hypothesis with respect to age i.e. age of teachers do not affect their job satisfaction is accepted. And alternative hypothesis i.e. age of teachers do affect their job satisfaction is rejected.

Table shows that gender dependent eta coefficient is 0.796 and means dependent eta score is 0.031. It means Chi Square value is not significant. It shows that, there is no strong association between gender and job satisfaction. It shows that the job satisfaction of the college teachers is not depending upon their gender. Hence; the null hypothesis with respect to gender i.e. gender of teachers do not affect their job satisfaction is accepted. And alternative hypothesis i.e. gender of teachers do affect their job satisfaction is rejected.

Table shows that marital status dependent eta coefficient is 0.743 and means dependent eta score is 0.015. It means Chi Square value is not significant. It shows that, there is no strong association between marital status of teachers and job satisfaction. It shows that the job satisfaction of the college teachers is not depending upon their marital status. Hence; the null hypothesis with respect to marital status i.e. marital statuses of teachers do not affect their job satisfaction is accepted. And alternative hypothesis i.e. marital statuses of teachers do affect their job satisfaction is rejected.

Table shows that residential location dependent eta coefficient is 0.754 and means dependent eta score is 0.154. It means Chi Square value is not significant. It shows that, there is no strong association between residential location of teachers and job satisfaction. It shows that the job satisfaction of the college teachers is not depending upon their residential location. Hence; the null hypothesis with respect to residential location i.e. residential locations of teachers do not affect their job satisfaction is accepted. And alternative hypothesis i.e. residential locations of teachers do affect their job satisfaction is rejected

Findings

1. Out of 130 respondents, majority i.e. 38 respondents are from Yashwantrao Chavan Institute of Science, Satara, followed by 24 respondents from Chhatrapati Shivaji College, Satara. It shows that colleges providing specialisation in different subjects have more faculties. (Table No.1)
2. Out of total 130 respondents, majority i.e. 80% are male & remaining 20% are female. It is because the geographical area of the study is surrounded by rural area where women are generally not allowed to work in colleges. Male percentage is high because this profession gives better recognition, status and salary to them than in any other profession. (Table No. 2)
3. Out of total 130 respondents, majority i.e. 93% respondents are married and remaining only 7% are unmarried (Table No. 2)
4. Out of total 130 respondents, 60% respondents are living in urban area, 24% respondents are living in rural area & remaining 16% are living in semi urban area. It is because urban area provides all the required facilities, easy access to workplace, scope for improvement, better status etc which is generally not available in the rural area. (Table No. 2)
5. Classification of respondents according to age shows that, majority i.e. 26% respondents belongs to age group of 30-35 years. Only 11 respondents i.e. 8.46% belongs

to age group of 40-45 yrs. It shows that all the colleges have a good mix of young and experienced teachers (Table No. 2)

6. The Karl Pearson Correlation Coefficient is positive between demographic factors like age, gender, marital status and job satisfaction, but it is not strong. The Karl Pearson Correlation Coefficient between residential location and job satisfaction is negative. But it is not strong. Therefore null hypothesis that demographic factors do not affect on job satisfaction is accepted in case of age, gender, marital status, residential location etc.(Table No. 3)
7. The test Chi Square Eta is not significant in the case of job satisfaction and age, job satisfaction and gender, job satisfaction and marital status, job satisfaction and residential location. Further directional measures shows that association between these variables is very weak. Hence, null hypothesis i.e. demographic factors do not affect job satisfaction is accepted in case of age, gender, marital status and residential location. (Table No. 5)

Conclusion

This study has been made to study the effect of various demographic factors on the job satisfaction of senior college teachers working in different traditional colleges in Satara taluka. For this study one hypothesis has been set up to test and reach the conclusion. It has been revealed that the Karl Pearson Correlation Coefficient is positive between demographic factors like age, gender, marital status and job satisfaction, but it is not strong. The Karl Pearson Correlation Coefficient between residential location and job satisfaction is negative. But it is not strong. Further, the chi-square eta test shows that, there is a weak association between various demographic factors and job satisfaction. It shows that there is a very less or no effect of demographic factors on the job satisfaction of senior college teachers working in different traditional colleges in Satara taluka.

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