

## EXPLORING THE CONTENTMENT LEVEL OF MANAGEMENT FACULTIES IN BANGALORE AND PUNE: A COMPARATIVE ANALYSIS

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### **ABSTRACT**

*Happy Workers are Productive Workers. Employée is a back bone of every organisation. Without them no activities and work can be performed. Employees will be more satisfied if they get what they expected, job satisfaction relates to inner feeling of workers. Job Satisfaction is a set of favourable and unfavourable feeling with which employees view their work. The main aim of this study is to analyze the satisfaction level of management faculties in Bangalore and Pune colleges. Chi square test have been used in this study to analyse the job satisfaction of management faculties of different colleges in Bangalore and Pune. The study reveals that Pune faculties are more satisfied than Bangalore faculties in terms of various criteria like motivation to pursue research, opportunities, attend FDP (Faculty Development Programme), Good working environment etc. the more satisfied your employees are the more motivated and committed they will be to your organisations success.*

*In this research paper we have tried to make a comparison of job satisfaction between Pune and Bangalore tried to find out the basic reasons of dissatisfaction in job.*

*Keywords:* Bangalore, Pune, Job Contentment, Job Satisfaction, Management Institutions.

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## INTRODUCTION

Job Contentment can be defined as an employee's attitude towards the job. It is not same as motivation; rather it is concerned with the attitude and internal state of an individual regarding a particular job. It could, for example, be associated with a personal feeling of achievement, and hence, shaped or determined by pay, supervisory style, and age factors. If the existing job fails to provide psychological or physiological need of an individual, satisfaction from the job might be low.

More specifically, job satisfaction/ job contentment can be explained as an employee's general attitude towards the job. It is a pleasurable feeling that results from an employee's perception of achieving the desired level of need or satisfaction. Job satisfaction fulfills an individual's psychological and physiological needs through organizational process. It is a multidimensional attitude which is made up of the attitude towards pay, promotions, co-workers, supervision, the work environment and so on. High job satisfaction implies that the employees like the job, whereas, low job satisfaction relates to the disliking of the job by individuals. Job satisfaction is an intangible variable which is expressed through emotional feelings.

Therefore, we can conclude that, job satisfaction is an employee's positive response toward the various aspects of job. It helps to improve job performance, and can be determined by the deviation between employee's expectation about job outcome and what the job actually offers.

## LITERATURE REVIEW

Sl. No	Author	Description
1	Keith Davis	“ Job satisfaction is defined as “ favorableness or unfavourableness with which the employees view their work and results when there is a fit between job characteristics and wants of the employees”
2	Stephen P. Robbins	“Job satisfaction as the difference between the amount of rewards the workers received and the amount they believe they should receive”. Further he says” Job satisfaction is an individual general attitude towards his /her job”

3	C.B Memoria	“Job satisfaction is the collection of tasks and responsibilities regularly assigned to one person while a job is a group of positions, which Involves essentially the same duties, responsibilities, skills and knowledge”.
4	Locke	“Job satisfaction is defined as a pleasurable or positive emotional state resulting from the appraisal of one’s job or job experience.
5	Robert L Khan	“Job satisfaction does seem to reduce absence, turnover and perhaps accident rates”.
6	Robert A Baron	Job Satisfaction is the positive or negative attitude held by individuals towards their job. Further he says” Job satisfaction is defined as individual’s cognitive, affective and evaluative reaction towards their job.

## STATEMENT OF PROBLEM

Faculties play significant role in shaping future of students, so job satisfaction of faculties is a very essential one, hence there arises a need to study the job satisfaction of faculties in management Institutions in Bangalore and Pune. Employee satisfaction surveys provide the information needed to improve levels of productivity, job satisfaction and loyalty. Organization can identify the root causes of job issues and create solutions for improvements with an accurate perspective of employee views discover what motivates people, what drive loyalty and what generally makes and keeps your employees happy.

## OBJECTIVES OF THE STUDY

- To know the job satisfaction of employees among Bangalore and Pune Management Institutions.
- To identify indicators for Job satisfaction.
- To helps to know the academic environment of Bangalore and Pune Management Institutions.
- To evaluate the significance of Job satisfaction and suggest some measures.

## SCOPE OF THE STUDY

Job satisfaction effects human behavior. A satisfied employee will be having positive attitude towards his/her job and would go beyond the normal expectation in his/ her job.

## LIMITATIONS OF THE STUDY

- ✓ The study is limited to Pune and Bangalore cities only and therefore, the finding of the study cannot be extended to other areas.
- ✓ All the finding and observation made in the study is purely based on the respondent's answer which may be biased.
- ✓ Time and Cost is another constraint.

## RESEARCH METHODOLOGY

In order to analyses and interpret the data, data is gathered through Primary data, a survey through questionnaire has been conducted from Faculties of various undergraduate and Post graduate Management colleges among a group of 120 respondents ( 61 from Bangalore and 59 from Pune) located Bangalore and Pune city.

This study is descriptive in nature. It tends to describe the differences of Job satisfaction among respondents as demographic characteristics of respondents.

Statistical tool: Chi-square test has been used to analyse and interpreted the data.

The 12 questions of Likert scale (Job satisfaction) is given to 120 respondents in Bangalore and Pune city. 150 questionnaires (sent rate) has been sent to facilities of Management Institutions in Bangalore and Pune. Received rate of respondents from Bangalore and Pune is 120 that are 75 percent received rate of responses.

Hypothesis:

1.  $H_1$  There is significance relation of Job satisfaction among different age groups of faculties in Bangalore and Pune city.
2.  $H_0$  there is no significance relation of Job satisfaction among different age groups of faculties in Bangalore and Pune city.
3.  $H_2$  There is significance relation of Job satisfaction among different Gender of faculties in Bangalore and Pune city.
4.  $H_0$  there is no significance relation of Job satisfaction among different Gender of faculties in Bangalore and Pune city.
5.  $H_3$  There is significance relation of Job satisfaction among different Marital groups of faculties in Bangalore and Pune city
6.  $H_0$  there is no significance relation of Job satisfaction among different marital groups of faculties in Bangalore and Pune city.

7.  $H_4$  There is significance relation of Job satisfaction among different designation of faculties in Bangalore and Pune city.
8.  $H_0$  there is no significance relation of Job satisfaction among different designation of faculties in Bangalore and Pune city.
9.  $H_5$  There is significance relation of Job satisfaction among different experience of faculties in Bangalore and Pune city.

$H_0$  there is no significance relation of Job satisfaction among different experience of faculties in Bangalore and Pune city.

## DATA ANALYSIS AND DISCUSSION

The Chi-square test was conducted to find out the Job satisfaction of faculties working in Management Institutions in Bangalore and Pune city. The analysis of Chi-square test was conducted to test the hypothesis and find out the job satisfaction of faculties in terms of demographical characteristics.

### EVALUATION AND CRITERIA'S:

#### 1. Age wise analysis:

Main criteria for Job satisfaction: Age wise Analysis	Bangalore				Pune			
Criteria's	Chi-square	DF	F value ( 2 sided)	Hypothesis	Chi-square	DF	F value	Hypothesis
Teaching Profession Providers me lot of opportunities	61.82	6	.000	$H_0$ accepted	22.91	6	.001	$H_0$ accepted
In my college selection of teachers are made on the basis of merit	79.52	6	.000	$H_0$ accepted	24.82	4	.000	$H_0$ accepted
My college environment motivates me	46.79	9	.000	$H_0$ accepted	7.88	4	.096	$H_0$ rejected
My college motivates the faculty to pursue research	45.90	6	.000	$H_0$ accepted	10.31	2	.006	$H_0$ rejected
My college management, principal	45.96	6	.000	$H_0$ accepted	10.45	2	.005	$H_0$

motivates me to attend FDP								rejecte d
I am happy with the academic environment of my college	58.64	6	.000	H0 accepted	7.01	6	.319	H0 rejecte d
Teaching is untouchably the best profession	81.37	9	.000	H0 accepted	16.17	4	.003	H0 accept ed

**Interpretation:** Based on above table study reveals that P is less than 0.05 in Bangalore so, null hypothesis accepted. So there is no job satisfaction among Bangalore faculties in terms of opportunities, motivation etc. but in Pune major finding is that Null hypothesis rejected as P value is greater than the 0.05. So there is job satisfaction among faculties in Pune city. Comparative statement shows that Pune faculties are more satisfied than Bangalore faculties in terms of agewise analysis.

## 2. Gender wise Analysis

Main criteria for Job satisfaction: Gender wise Analysis		Bangalore				Pune			
S.I no	Criteria's	Chi- square	D F	F value( 2 sided)	Hypothesis	Chi-square	DF	F value	Hypothesis
1	Teaching Profession Providers me lot of opportunities	13.96	4	.007	H0 rejected	11.67	3	.009	H0 reject ed
2	In my college selection of teachers are made on the basis of merit	7.51	4	.111	H0 rejected	20.88	2	.000	H0 accep ted
3	My college environment motivates me	10.95	6	.90	H0 rejected	7.67	2	.014	H0 accep ted
6	My college motivates the faculty to pursue research	7.77	4	0.100	H0 rejected	4.12	1	.042	H0 accep ted
10	My college management, principal motivates me to attend	5.58	4	.232	H0 rejected	7.76	1	.005	H0 reject

	FDP								ed
11	I am happy with the academic environment of my college	8.010	4	.091	Ho rejected	15.85	3	.001	Ho accepted
12	Teaching is untouchably the best profession	9.24	6	.160	Ho rejected	18.38	2	.000	Ho accepted

**Interpretation:** Based on above table study reveals that P is greater than 0.05 in Bangalore so, null hypothesis rejected. So there is job satisfaction among Bangalore faculties in terms of opportunities, motivation etc. but in Pune major finding is that Null hypothesis accepted as P value is lesser than the 0.05. So there is no job satisfaction among faculties in Pune city in terms of gender. Comparative statement shows that Bangalore faculties are more satisfied than Pune faculties in terms of Gender wise analysis in college.

### 3. Marital Status Wise Analysis:

Main criteria for Job satisfaction Marital status wise Analysis	Bangalore				Pune			
Criteria's	Chi-square	DF	F value(2 sided)	Hypothesis	Chi-square	DF	F value	Hypothesis
Teaching Profession Providers me lot of opportunities	19.03	2	.000	Ho Accepted	17.75	3	.000	Ho Accepted
In my college selection of teachers are made on the basis of merit	20.68	2	.000	Ho Accepted	20.80	2	.000	Ho Accepted
My college environment motivates me	12.16	3	.007	Ho rejected	7.49	2	.024	Ho rejected
My college motivates the faculty to pursue research	32.05	2	.000	Ho Accepted	10.31	1	.001	Ho Accepted
My college management, principal motivates me to attend FDP	12.98	2	.002	Ho Accepted	10.28	1	.001	Ho Accepted

I am happy with the academic environment of my college	37.74	2	.000	Ho Accepted	6.45	3	.091	Ho rejected
Teaching is untouchably the best profession	32.05	3	.000	Ho Accepted	14.86	2	.001	Ho Accepted

**Interpretation:** Based on above table study reveals that P is less than 0.05 in Bangalore so, null hypothesis accepted. So there is no job satisfaction among Bangalore faculties in terms of opportunities, motivation etc. but in Pune major finding is that 2 factors Null hypothesis rejected as P value is greater than the 0.05. So there is slit job satisfaction among faculties in Pune city. Comparative statement shows that Pune faculties are more satisfied than Bangalore faculties in terms of marital status wise analysis in college.

#### 4. Designation Wise Analysis:

Main criteria for Job satisfaction: Designation wise Analysis	Bangalore				Pune			
Criteria's	Chi-square	DF	F value(2 sided)	Hypothesis	Chi-square	DF	F value	Hypothesis
Teaching Profession Providers me lot of opportunities	81.63	4	.000	Ho accepted	50.03	3	.000	Ho accepted
In my college selection of teachers are made on the basis of merit	55.05	4	.000	Ho accepted	41.62	2	.000	Ho accepted
My college environment motivates me	21.10	6	.002	Ho accepted	3.88	2	.143	Ho Rejected
My college motivates the faculty to pursue research	16.40	4	.003	Ho accepted	2.70	1	.100	Ho Rejected
My college management, principal motivates me to attend FDP	21.59	4	.000	Ho accepted	7.67	1	.006	Ho Rejected

I am happy with the academic environment of my college	44.23	4	.000	Ho accepted	10.08	3	.018	Ho Reject ed
Teaching is untouchably the best profession	45.13	6	.000	Ho accepted	1.82	2	.403	Ho Reject ed

**Interpretation:** Based on above table study reveals that P is less than 0.05 in Bangalore so, null hypothesis accepted. So there is no job satisfaction among Bangalore faculties in terms of opportunities, motivation etc. but in Pune major finding is that Null hypothesis rejected as P value is greater than the 0.05. So there is job satisfaction among faculties in Pune city. Comparative statement shows that Pune faculties are more satisfied than Bangalore faculties in terms of designation wise analysis.

##### 5. Experience wise Analysis:

Main criteria for Job satisfaction: Experience wise Analysis		Bangalore				Pune			
S.1 no	Criteria's	Chi-square	DF	F value(2 sided)	Hypothesis	Chi-square	DF	F value	Hypothesis
1	Teaching Profession Providers me lot of opportunities	37.65	4	.000	Ho accepted	58.42	6	.000	Ho accepted
2	In my college selection of teachers are made on the basis of merit	66.69	4	.000	Ho accepted	59.14	4	.000	Ho accepted
3	My college environment motivates me	31.58	6	.000	Ho accepted	21.37	4	.000	Ho accepted
6	My college motivates the faculty to pursue research	18.41	4	.001	Ho accepted	10.31	2	.006	Ho rejected
10	My college management, principal motivates me to attend	52.49	4	.000	Ho accepted	12.01	2	.002	Ho accepted

	FDP								
11	I am happy with the academic environment of my college	52.90	4	.000	Ho accepted	12.19	6	.058	Ho rejected
12	Teaching is touchably the best profession	84.66	6	.000	Ho accepted	28.28	4	.000	Ho accepted

**Interpretation:** Based on above table study reveals that P is less than 0.05 in Bangalore so, null hypothesis accepted. So there is no job satisfaction among Bangalore faculties in terms of opportunities, motivation etc. but in Pune major finding is that2 factors Null hypothesis rejected as P value is greater than the 0.05. So there is slit job satisfaction among faculties in Pune city. Comparative statement shows that Pune faculties are more satisfied than Bangalore faculties in terms of Experience wise analysis in college.

#### Major Finding: Location Wise:

#### Table showing responses for opportunities in Bangalore and Pune City:

	Location	Responses for Opportunities				Total
		Disagree	Neutral	Agree	Strongly agree	
	Bangalore	12	28	21	0	61
	Pune	16	36	1	6	59
	Total	28	64	22	6	120

Interpretation: Location wise analysis states that Pune city faculties are more satisfied than the Bangalore faculties in terms of opportunities, motivation, support for research etc.

#### FURTHER SCOPE OF STUDY

This survey takes consideration respondents of Faculties of Undergraduate and Postgraduate Colleges in Bangalore and Pune. This study can be base for further study where correlation could be established between the 12 Indicators for Job satisfaction among different groups of respondents.

#### CONCLUSION

The comparative analysis of job satisfaction of faculties among different colleges in Bangalore and Pune is Moderate. Overall analysis interprets that Pune faculties are more concerned and satisfied in terms of opportunities given to them by management, time for research, attend FDP, happy with work environment of academics, motivation for research

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etc., than the Bangalore faculties. Based on Demographic analysis each analysis (age, gender, marital status, designation, experience) shown in the above table gives the clear information of each indicator towards job satisfaction. Bangalore colleges have to provide more facilities to faculties in terms of opportunities, motivation to pursue research and healthy work environment for smooth flow of work.” Happy workers are Productive Workers”.

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