



ROLE OF GENDER ON THE LEVEL OF JOB- SATISFACTION AMONG COLLEGE TEACHERS

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Education is the most important factor which determines the structure and shape of society .A society which has a large number of educated people is a society with vigilance and awakening consciousness .A good educational apparatus will produce efficient planner .For such a good educational apparatus teacher is a central unit of any academic Institution, holding various responsibility to induce rational thinking ,personality building in inculcating the ethical values of living and citizenship among youth [Santhapparag& Alam (2003)]

Teachers are most important group of professionals for our nation's future. Therefore, it is astonishing to know that even today many college teachers are dissatisfied with their jobs. Job satisfaction among college teachers is good not only for themselves but society as a whole. It increases productivity and classroom performance in the college. Teachers are the source of guidance in all the crucial steps in academic life of the students.

JobSatisfaction has been defined as a general attitude towards one's job. It is regarded to one's feeling or state of mind regarding the nature of their work. Job satisfaction is an emotional response towards various factors of one's job.

Teachers job-satisfaction is one of the key factors in institutional dynamics and is generally considered to be primary dependent variable in terms of which effectiveness of an organizations human resource is evaluated.

Gender refers to the characteristics of women,men, girls and boys that are socially constructed. This includes norms, behaviours and roles associated with being a woman and man.

Research Conducted to know that female teachers are more satisfied than male teachers [Ahmed Raheem & Jamal, 2003, Rani et al [2011]]

People are interested to work in institutions as well as in the services where they feel satisfied.

Job dissatisfaction leads to reduced level of performance but in reality how far such job satisfaction is ensured in college teacher's jobs an important issue in recent times.

[De Witte (2005)] Pointed out that job satisfaction is related to individual perception and assessment, which are influenced by factors such as their need, values, and expectations. Measuring job-satisfaction is a challenging work because perception in satisfaction is different for different people. According to this study salary and fringe benefits is an important factor affecting job -satisfaction.



[Kumar Ravinder Bhandari, A. and N. H. Patel (2009) – Job- Satisfaction of women teachers Edutracks, 8(11)]

Job dissatisfaction leads to reduced level of performance [Bretz& Thomas 1992] it increases turnover and turnover intentions [Motowidlo 1983] and also leads Absenteeism [weiner 1980]. But in reality how far such job satisfaction has been an important issue. It is crucial to the long term growth of any educational system around the world. Job satisfaction in this context is the ability of the teaching job to meet teachers need and improve their job teaching performance. Knowledge skill and Competencies occur when one feels satisfied in one's behavior. Therefore, satisfaction is needed in the behavior of College teacher's.

It Is expected that the teachers satisfaction with their jobs will render duties efficiently. No doubt, such type of teachers is a very important asset for the society. The teacher's performance directly related to the level of satisfaction of their jobs.

Review of Literature

Job- satisfaction is the most important factor in quality of higher education and especially in teaching profession. Majority of previous studies on job-satisfaction mostly focused on employees of organizational and industrial settings [Gautam ,Manal &Dalal 2006] Mixed evidence exists regarding the relationship between tenure and job satisfaction –[Robbins, et al (2003)]

Several studies conducted with regard to the relationship between gender and job satisfaction have contradictory result [Cheiu, 1998]

A study conducted by [Murray and Atkinson 1981] investigated gender differences in determinants of job satisfaction reflected that female attach more importance to social factors, while males place greater value on pay. Advancement and other, extrinsic factors.

In support [Tang and Talpade [1999] maintain that there is a significant difference between males and females in terms of job dimensions impacting on job satisfaction. Their study found that men tend to their higher satisfaction with remuneration in relation to females, while female tended to higher satisfaction with Coworkers than males. Findings of as survey looking at issues affecting women South African workforce indicated similar findings with regard to their job. The factors that contributed the most to their satisfaction were the company of Co-workers, the opportunity to learn new things and inherent in the job itself [Robbin et al 2013] [Oshagbemi (2000)]however failed to find that gender effects job satisfaction.



Literature on job satisfaction of academic staff is very sparse [Malik, Naeem and Danish (2010)] however, the overall performance of educational institutions ultimately depends upon their own teachers performance and their level of job satisfaction i.e. pleasurable positive emotional state resulting from the appraisal of their job are job experience

New Job is not only source of income but also an important component of life; Because of work's Central role in many people's life satisfaction with One's job is an important component in overall well-being [Smith, 2007]

Teachers job satisfaction is multifaceted phenomenon [Sharma and Jyoti, 2006, Srivastava, Holani] Bishay (1996) and Mwamwenda (1997) found that teachers were less satisfied with their job than male teachers.

[Gosnell (2000); Sargent & Hannum (2003) found no relationship between gender and teacher's job satisfaction.!

Professions (Santhapparag & Alom, 2005; Oshagbemi, 2000) Within institution gender differences also revealed that women teachers were more satisfied with their jobs in general as compared to men teachers of both university and college which means that women enjoyed their working environment a lot as they don't have high expectations of pay, fringe benefits, nature of job and more accommodating, and less conflicting attitude towards coworkers and supervisors.

The literature with respect to the relationship between gender and job satisfaction is inconsistent. Some studies report that women have higher job-satisfaction, whereas other studies find that men are more satisfied, yet other studies find no significant difference between the gender [Mortimer, Finch & Maruyama, 1988]

Souza-Poza [2003] found that women's satisfaction has declined substantially in the past decade whereas men's job satisfaction has remained fairly constant.

The service quality of higher education based on job – satisfaction and organizational climate [Canrinus et al 2012]

[Okpara, Squillace and Frongu [2005]] found that female college teachers are more satisfied with their work than their male colleagues. Interesting female faculty members holding higher academic rank expressed more satisfied action with their job than their male peers.

Bas and Andie (2002) reported that females were slightly more satisfied than male and finally there was positive relationship between age and job satisfaction among academicians.

Lee [1987] that women educators are more satisfied with their work than their male counterpart.



Research Methodology – The aim of present research is to study the role of gender on the level of job satisfaction among college teachers. The proposed study deals with job satisfaction and role of gender.

Problem-“Role of gender on the level of job satisfaction among college teachers.

Objective – To examine the relationship between jobs-satisfaction and role of gender among teachers.

Hypothesis – There is no significant difference between job-satisfaction and role of gender among college teachers.

Sample -The sample consists of 80 college teachers [40 males and 40 females] from different colleges in Alwar was concluded in the study.

Variables-

Gender [Male and female] Job satisfaction

Tool-To measure job satisfaction among college[male, female] teachers following test is used.

- 1- Job Satisfaction Scale – by Singh and Sharma

The job- satisfaction scale developed by Singh and Sharma (1986) was used to measure job satisfaction among the teachers. The scale has very wide acceptance in measuring psychological aspects of functioning in any profession It consists 30 statements. The scale has been standardized on engineers, doctors, and teachers. The test retest reliability of the scale works out to be 1978

Result and Discussion

Mean, Standard Deviation and ‘t’ value were applied to analysis the data. The result is shown in the table below.

Table

Comparison of job satisfaction and Gender

No	Group	N	Mean value	Standard deviation	‘t’
1	Female	40	79.73	4.45	2.59
2	Male	40	70.45	5.49	



The mean, SD and 't' values were applied to analyze the data related to job satisfaction and role of gender among college teachers. The result shows that mean scores of female [M=79.73, SD=4.45] is greater than male [M = 70.45, SD = 5.49] obtained 't' value (2.59) is significant at 0.05 level of confidence.

Hence, there is significant difference between male and female teachers job satisfaction.

The study revealed interesting finding about the Variable affecting the job satisfaction. On the basis of above cases it shows that women report higher job- satisfaction than men because M value is 79.73 is higher than male Mean value which is 70.45 .This proves that job satisfaction is affected by gender. Research study also support the scores. Some findings are found in several studies. Studies have reported that female teachers have higher job. Satisfaction than male teachers.

[Ma & Mac Millan 1999] Michaelwa 2002; Spear, Gould & Lee 2000). The satisfaction level of males and females associated with various factors. The reason for female satisfaction can be attributed to low expectation about job status among the female teachers compared to male teachers because male job satisfaction is strongly related to opportunities for promotion

Moreover, the female teachers approximately 90% like this profession due to nature and sociocultural values of teaching profession. The level of satisfaction may vary in specific moments and depends on other subjective factors therefore people like or dislike their job and feel satisfied

[Bhandari, R.A, and Patil, N.H. (2009)] in their study identifies ,that job satisfaction of women teacher's depends on working environment, job nature and salary.

Marrey, J. P. (2011) A study of differences in intensity women's expectations are argued to be lower than men's.

Job satisfaction in the workplace still remain highly relevant today. Lee [1987] indicates salary as the most important determinant of satisfaction, young males in mid career need more opportunities for promotion: the lack of lateral and upward mobility in education and the fact that long service brings limited salary increases result in great exodus of male educators from the education profession.

[Perrie and Baker (1997)] Conducted a study on job satisfaction among more than 36,000 teachers in America and reported that male teachers were less satisfied than female teachers with reference to their jobs. They further found that female teachers have also strong correlation with salary and benefits than their male counter Part

So there are many factors that are responsible for job satisfaction

When teachers are satisfied with their job they can perform their responsibilities with more concentration and devotion. Satisfied persons will be committed to their job .College teachers are the most important group of professionals for our country's future. Hence, it is amazing to know than even today many of the college teachers are dissatisfied with their job.



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