

**'A STUDY ON JOB SATISFACTION OF FACULTY ON ACADEMIC RESEARCH'**

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**ABSTRACT**

*Faculties' performance plays a vital role in Higher Education Institution which in turn results to high quality of research and excellent teaching. It can be stated that Faculties' job satisfaction has influence on their performance. This study is an attempt to examine the job satisfaction among faculty in terms of their job related factors. A sample of 400 faculties was selected by purposive sampling method. Data is collected from various arts and science colleges in Coimbatore city. All the data collected was analysed using SPSS. Besides conducting a percentage analysis, descriptive statistics, t-Test, ANOVA has been formulated. The results of the study show that job profile and job satisfaction is very important for teaching profession. It can be achieved by their quality of performance by the continuous motivation and support of management/institution for performing quality research and it will leads to career development of the faculty.*

**KEYWORDS:** Faculty, Higher Education, Performance and Job Satisfaction.

**Introduction**

The base of a society depends upon its students. Students are the important and necessary part of a society. Students play extremely essential role in the growth and welfare of the society as they will take the responsibility of the achievement of the society. In achieving this goal, faculty plays a major role. Faculties are source of guidance and motivation at many important steps in academic life as well as professional life. Faculty will perform their duties with more commitment, concentration and competence when they are pleased with job. When Faculty are satisfied with their job, it will directly have an effect on students.

Education is very important part in the life of all human beings. It is the education which makes differentiate between good and bad humans. According to the Noordin and Jusoff societal expectations depends upon the successful running of the educational system. Faculties play a vital role in the success of an educational system. Job satisfaction and commitment to the organization

are very necessary for the success and development of any educational institution. Encouragement of higher education institute results in higher job satisfaction which in turn increases the overall performance of the institution.

### **Literature Review**

**Sadeghi A, Zaidatol A L P, Habibah E and Foo S F (2012)**, have analysed a study on “Academic Staff's Job Satisfaction in Malaysian Research Universities”. Academic staff's performance plays a vital role in higher education institutions. The factor which may affect their level of job satisfaction is critical to higher education institutions. This study is an attempt to examine the differences in the job satisfaction among academic staff in terms of their demographic characteristics. The total population was 3430 academic staff working at three Malaysian Research Universities, whereby out of this number, 400 were surveyed, making up a response rate of 74.5%. Using Wood Faculty Job Satisfaction/ Dissatisfaction Scale, results are revealed in terms of intrinsic, extrinsic, and overall job satisfactions, whereby the academic staffs were found to be at the moderate satisfaction level. Gender, academic rank, and age were identified as the influencing factors for academic staff job satisfaction.

**Regina N. Osakwe (2014)** has made a study on the factors affecting motivation and job satisfaction of academic staff of universities in South-South geopolitical zone of Nigeria. It employed an ex-post-facto research design. Three research questions and two hypotheses were raised for the study. A sample of four hundred and fifty non-management academic staff was administered the instrument for data collection. The instrument was vetted by three experts in the field of education, and face and content validity was established. The reliability coefficient of 0.82 was computed using Cronbach Alpha formula to measure the internal consistency of the questionnaire items. The three research questions were answered using mean and standard deviation, while the two hypotheses were tested using the z-test statistics at 0.05 level of significance. Results revealed that there is no significant difference between male and female non-management academic staff motivation and job satisfaction. It was also found that highly motivated non-management academic staffs perform their job better than poorly motivated staff. It was recommended that university authorities and the government should pay increasing attention to the motivation of non-management academic staff in order to boost their job performance and satisfaction thereby enhancing high productivity.

### **Research Methodology**

The study was carried out on faculty members working in various arts and science colleges in Coimbatore City. 400 survey questionnaires by means of five point scale were used to obtain and measure the level of satisfaction among academicians on various factors. In this study, purposive sampling method was used. All the data collected was analysed using SPSS. Besides conducting a percentage analysis, descriptive statistics, t-Test, ANOVA has been formulated.

### Objectives of the Study

1. To study the job profile of the faculty.
2. To study the level of job satisfaction of faculty on academic research.

### Purpose of the Study

Education is essential to national growth and development. It helps individual to become self-reliant, skillful and god citizens. The future of all nations depends largely on the quality of its educational system. It further depends on the quality of its teachers. To attain the above objectives, it is usually believed that a faculty who is well motivated and satisfied with his or her job is likely to perform his or her duties very efficiently.

### Analysis and Discussion

#### Job Profile of the Respondents

The following table shows the job profile of the faculties:

**Table 1 - Job Profile**

Particulars		Number of Respondents	Percentage
Age(in years)	20-30 yrs	95	23.8
	31-40 yrs	206	51.5
	41-50 yrs	73	18.3
	51-60 yrs	26	6.5
Gender	Male	155	38.8
	Female	245	61.3
Designation	Professor	21	5.3
	Associate Professor	86	21.5
	Assistant Professor	293	73.3
Total years of teaching experience	Up to 5 yrs	77	19.3
	6-10 yrs	144	36.0
	11-15 yrs	89	22.3
	16-20 yrs	50	12.5
	Above 20 yrs	40	10.0
Teaching hours per week	Up to 12 hrs	37	9.3
	13-16 hrs	73	18.3
	17-20 hrs	268	67.0
	21-24 hrs	22	5.5
Time spent for research work in a week	Up to 5 hrs	107	26.8
	6-10 hrs	204	51.0
	11-15 hrs	75	18.8
	16-20 hrs	14	3.5

*(Source: Primary Data)*

- **Age (in years)** - It can be inferred from the above table that out of 400 respondents taken for the study, 51.5 per cent of the respondents are under the age group of 31-40 years while 23.8 per cent of them are ageing between 20-30 years and 18.3 per cent of the respondents are under the age group of 41-50 years.

It is inferred that more number of respondents are in the age group of 31-40 years.

- **Gender** - 61.3 per cent of the respondents are female and 38.8 per cent of the respondents are male. Majority of the respondents are female.
- **Designation:** 73.3 per cent of the respondents are assistant professor while 21.5 per cent of the respondents are associate professor and 5.3 per cent of the respondents are professor.

Therefore majority of the respondents are Assistant Professor because most of them are young age falling within the age group of 31-40 years with less number of service.

- **Total years of teaching experience:** 36.0 per cent of the young respondents have a teaching experience ranging between 6-10 years while 22.3 cent of them have a teaching experience of 11-15 years, the youngest category of teaching faculty (19.3 per cent) of the respondents have 5 years of teaching experience to their credit, 12.5 per cent and 10.0 per cent of the senior respondents have teaching experience ranging between 16-20 years and Above 20 years

Majority of the respondents have a teaching experience of 6-10 years.

- **Time spent for research work in a week:** Mostly the respondents (51.0 per cent) spent 6-10 hrs per week for research while 26.8 per cent of them allocate 5 hrs per week and 18.8 per cent of the respondents spent 11-15 hrs per week for research work.

Therefore most of the respondents spent 6-10 hours in a week for the research work.

### ***Descriptive Statistics***

Respondents were asked to express their opinion on a five point rating scale for Job Satisfaction. The scale consists of 15 statements. The ratings were Highly Satisfied-5, Satisfied -4, ntural-3, Dissatisfied -2, Highly Dissatisfied -1. Mean ratings were found out for all the items and are given in the following table:

**Table 2 Level of Job Satisfaction**

Particulars	N	Minimum	Maximum	Mean	S.D
Scope for research activities in the institution	400	1.00	5.00	<b>4.3300</b>	.73311
The support you receive for research activities from colleagues / management are satisfactory	400	1.00	5.00	4.0450	.72061
The facilities available for your research activities in the institution are satisfactory	400	3.00	5.00	4.1125	.67527
Research development grants offered by management	400	2.00	5.00	<b>3.7500</b>	.76089
Doing good research enhances my teaching	400	2.00	5.00	4.2650	.66775
Teaching helps me to clarify my ideas in my research work	400	2.00	5.00	4.2800	.66536
Sharing ideas with colleagues helps to get contemporary ideas for research	400	2.00	5.00	4.1650	.68113
The institution provides opportunities for professional development	400	2.00	5.00	4.1275	.74001
Academic and research knowledge is greatly appreciated	400	2.00	5.00	4.2200	.69844
An opportunity is given to attend workshops, seminars and conferences.	400	3.00	5.00	<b>4.3300</b>	.66121
Satisfaction towards pay scale	400	1.00	5.00	3.8550	.88653
Contentment with the progress towards career goals / career success	400	3.00	5.00	4.0675	.68492
Intellectual work environment	400	3.00	5.00	4.0175	.68802
Able to utilize my competencies	400	3.00	5.00	4.0625	.69267
Contentment with department head / colleagues	400	3.00	5.00	4.1175	.64400

**(Source: computed)**

The table shows that the ratings vary between a minimum of 1 to a maximum of 5. The highest mean rating is 4.33 for the statements Scope for research activities in the institution, an opportunity is given to attend workshops, seminars and conferences, that is on average the respondent rating falls between agree and strongly agree.

For most of the statements the average/mean ratings are above 4 i.e. their level of agreeability for job satisfaction is between Satisfied and Highly Satisfied. The lowest mean rating is 3.75 Research development grants offered by management.

### **Job Profile Vs Job Satisfaction**

ANOVA/t-test has been applied to test the significant difference among the job profile with respect to Job Satisfaction.

In order to find out whether the mean scores among different groups of job profile variables differ significantly. The following hypothesis was framed and tested.

**H<sub>0</sub>:** “The Job Satisfaction scores do not differ significantly among different groups of job profile variables namely Age, Gender, Designation, Total years of teaching experience, Teaching hours per week, Time spent for research work in a week”.

**Table 3 Job Profile Vs Job Satisfaction**

S. No	Particulars	Groups	Job Performance			F Value	T Value	Table Value	Sig
			Mean	S.D	No.				
1.	Age (in years)	20-30 yrs	62.42	5.19	95	5.212	-	3.831	**
		31-40 yrs	61.02	7.11	206				
		41-50 yrs	61.27	7.72	73				
		51-60 yrs	66.35	6.37	26				
2.	Gender	Male	62.10	6.78	155	-	0.812	1.966	NS
		Female	61.52	6.95	245				
3.	Designation	Professor	62.19	4.14	21	3.968		3.018	*
		Associate Professor	63.53	7.86	86				
		Assistant Professor	61.19	6.66	293				
4.	Total years of teaching experience	Up to 5 yrs	62.94	4.83	77	4.134		3.367	**
		6-10 yrs	61.42	7.25	144				
		11-15 yrs	60.57	6.44	89				
		16-20 yrs	60.36	8.34	50				
		Above 20 yrs	64.98	6.82	40				
5.	Teaching hours per week	Up to 12 hrs	62.35	7.73	37	3.233		2.627	*
		13-16 hrs	63.55	7.18	73				
		17-20 hrs	61.03	6.66	268				
		21-24 hrs	63.45	5.97	22				
6.	Time spent for research work in a week	Up to 5 hrs	61.16	6.73	107	.706	-	2.627	NS
		6-10 hrs	62.10	7.03	204				
		11-15 hrs	61.36	6.69	75				
		16-20 hrs	63.14	7.13	14				

**NS- Not Significant, \*- Significant at 5% level, \*\*- Significant at 1% level**

Among the different age groups highest mean score is 66.35 for the age group of 51-60 years and the lowest mean score is 61.02 for the age group of 31-40 years. The average score are found to be more or less similar for gender, Designation, Total years of teaching experience, teaching hours per week and Time spent for research work in a week.

ANOVA result shows that there is a significant difference among the job related factors namely age, designation, total years of experience, teaching hours and time spent for research work with regards to job satisfaction score. Since the calculated value is higher than the table value. Hence the null hypothesis is rejected.

ANOVA result shows that there is no significant difference among the time spent for research work with regards to job satisfaction score. Since the calculated value .706 is less than the table value of 2.627. Hence the null hypothesis is accepted.

t-Test result shows that there is no significance different among gender and job satisfaction score. Since, the calculated value (0.812) of t-test is lesser than the table value of 1.966. Hence the

null hypothesis is rejected.

### **Conclusion**

A Study on “Job Satisfaction of Faculty on Academic Research” in Coimbatore city helped to identify the job profile of faculty and job satisfaction on research and the facilities, motivation provided by the institutions/management. Most of the faculty are under the age group of 31-40 years while majority of the respondents are female. Majority of the faculty experienced that institution / management scope for research activities are more and opportunity is given to attend workshops, seminars and conferences which in turn leads to the job satisfaction and career development.

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### **Website**

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