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## A study of job satisfaction among teachers of professional and non-professional colleges

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### Abstract

Purpose of the study was to assess the job satisfaction of teachers those were teaching in professional and non-professional colleges. The study was conducted on 40 teachers of different colleges, affiliated to Panjab University, Chandigarh of Ludhiana district. The age of the subjects ranged from 30 to 45 year. A job satisfaction questionnaire constructed by Singh and Sharma was employed to assess the job satisfaction of professional and non-professional teachers. t-test was employed to compare the teachers of professional and non-professional colleges. The level of significance was set at 0.05. Descriptive statistics was also carried out. Results of study showed that majority of the male teachers of professional and non-professional colleges had high degree of job satisfaction. Most of the female teachers of professional colleges had high degree of job satisfaction than non-professional female teachers. Teachers of professional colleges were more satisfied in their job as compared to non-professional teachers..

**Keywords:** Job Satisfaction, Professional College, and Non-Professional College.

### Introduction

Education is a never- ending process, it is a growth, a progress and a development which never stops and goes on throughout life and even travels from one generation to another and ultimately inculcates in an individual the creative thinking; reasoning power and analytical ability which enable him to act and adapt to changing scenario in the best possible way for the further enhancement and development of his\her personality. Education is the process of living through a common reconstruction of experiences. It is the development of all those capacities in the individual which will enable him to control his environment and fulfill his possibilities. The teacher has a powerful and abiding influence in the formation of the character of every future citizen. He acts as a pivot for the transmission of intellectual and technical skills and cultural traditions from one generation to the other. Therefore the nation's wellbeing depends upon the teacher's wellbeing.

### Job satisfaction

Job satisfaction describes how content of an individual is with his/her job. Job satisfaction is not the same as motivation or aptitude, although it is clearly linked. Job design aims to enhance job satisfaction and performance; methods include job rotation, enlargement and job enrichment. Other influences on job satisfaction include the management style and culture, employee involvement, empowerment and autonomous work position. Job satisfaction is a very important attribute which is frequently measured by organization. The most common way of measurement is the use of rating scale where employees report their reaction to their jobs question related to rate of pay, work responsibilities variety of tasks, promotional opportunities, the work itself and co-workers. Job satisfaction is a widely accepted psychological aspect of functioning in any profession. Job satisfaction is a common term that the employee has developed certain positive and negative attitudes about his work.

### Objectives of the study

1. To find out the job satisfaction of male teachers.
2. To find out the job satisfaction of female teachers.
3. To find out comparison of job satisfaction of the (male and female) teachers.

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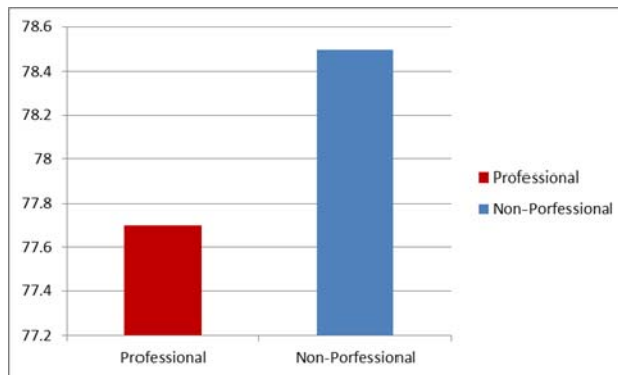
**Procedure and methodology**

This study was carried out on 40 teachers of different colleges of Ludhiana Distt. affiliated to Panjab University, Chandigarh. The subjects were selected of both sexes (male and female). Out of 40 teachers 20 of professional and 20 of non-professional college were selected. For the study questionnaire of job satisfaction scale constructed by Dr. Ajmer Singh and Dr. T. R. Sharma was used. The questionnaire has 30 statements with option of five alternatives. The age limit of teachers ranges between 30 to 45 years.

**Results and discussions**

**Table 1:** Significance of mean differences in scores of Job satisfaction among male teachers of professional and non-professional colleges

S. No.	Group	Mean	SD	MD	SE	t-value
1	Professional (male)	77.7	7.80	0.8	9.99	0.08
2	Non-Professional (male)	78.5	6.26			

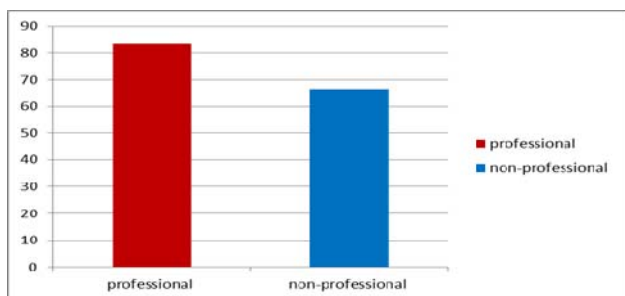


**Fig 1:** Significance of mean differences in scores of Job satisfaction among male teachers of professional and non-professional colleges

A perusal results depicted in above table-I reveals that the male professional teachers had the mean value is 77.7 and non-professional teachers had the mean value is 78.5. These two groups had the SD 7.80 and 6.26. The means differences of the groups are 0.8 and standard error is 9.99. The t-value found 0.08 was not significant.

**Table 2:** Significance of mean differences in scores of Job satisfaction among female teachers of professional and non-professional colleges

S. No.	group	Mean	SD	MD	SE	t-value
1	Professional (female)	83.3	6.34	16.5	6.77	2.43
2	Non-Professional (female)	66.8	5.26			

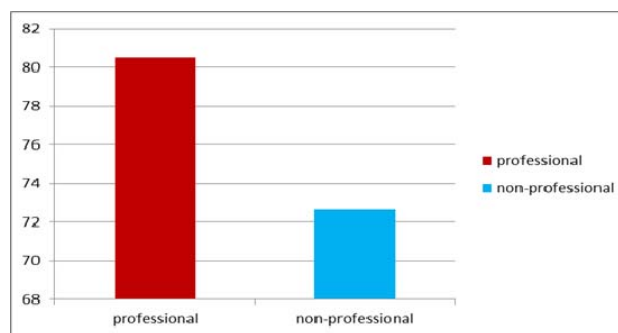


**Fig 2:** Significance of mean differences in scores of Job satisfaction among female teachers of professional and non-professional colleges

A perusal results depicted in above table-2 reveals that the female professional teachers had the mean value is 83.3 and non-professional teachers had the mean value is 66.8. These two groups had the SD 6.34 and 5.26. The means differences of the groups are 16.5 and standard error is 6.77. The t-value found 2.43 was not found to be significant.

**Table 3:** Significance of mean differences in scores of Job satisfaction among (male and female) teachers of professional and non-professional colleges

S. No.	group	Mean	SD	MD	SE	t-value
1	Professional (male & female)	80.5	7.64	7.85	2.51	3.12
2	Non-Professional (male & female)	72.65	8.23			



**Fig 3:** Significance of mean differences in scores of Job satisfaction among (male and female) teachers of professional and non-professional colleges

A perusal results depicted in above table-3 reveals that the all-male and female of professional teachers had the mean value is 80.5 and non-professional male and female teachers had the mean value 72.65. These two groups had the SD 7.64 and 8.23 respectively. The means differences of the groups are 7.85 and standard error is 2.51. The t-value found 3.12 was found to be significant.

**Conclusion**

In view of the results obtained the following conclusions can be made:-

1. Majority of the male teachers of professional and non-professional college teachers had high degree of job satisfaction.
2. Most of the female teachers of professional colleges had high degree of job satisfaction than non-professional colleges.
3. Teachers of professional colleges were more satisfied in their job as compared to non-professional teachers.

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