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## A comparative study of job satisfaction of professional and academic college teachers

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### Abstract

The present research is examined to find out the comparative difference between professional and academic colleges teachers regarding the job satisfaction. To realize the main objective of the study 70 participants (35 Professional Teachers and 35 Academic Teachers) from Chaudhary Ranbir Singh University Jind and Kurukshetra University, Kurukshetra were selected. To obtain the data, S. K. Saxena's Teacher's Job Satisfaction Scale (J.S.T.) was administrated on the participants. Obtained data was analyzed using by descriptive statistics and t-test. Descriptive statistics implied that data was more or less normal. T-tests have revealed that there were no significant differences on job satisfaction in professional and academic college teachers. So, the present study suggests that large scale studies are required for more generalization.

**Keywords:** Job satisfaction

### Introduction

Job Satisfaction is a common form that employees have developed certain positive and negative attitudes about his work. A research for a job especially in the modern world known largely for its materialism and even different compulsions and complexities is a demand, primarily to earn a living. It is the job which provides largely to be a source of happiness and settlement without thinking what it brings in a higher plane. Social life is conditional by jobs. Comparison and contracts play a significant role in deciding attitude. Which are sometimes sacrificial at the after of the forces. Or constraint all desire to find and create a niche, hardly some succeed and to most. Life become acceptable along with that if brings. Why do people work? This is to satisfy the needs. A human being is constantly urged to do forward and find new avenues to enlarge his status and devoted his position and this helps him in proving to be a useful rather formational component of the society.

Satisfaction and non-fulfillment of these needs decides the individual perceptions of how this needs are satisfied. Job satisfaction has defined by different people. Evidences to certify there through have been gleaned from various sources; even the definition becomes not possible in the real terms. Human actions are never governed by single factor but it is a combination and permutations various occasions, some legend, some superficial some midway between. In a nut shell it must be emphasized that physical education arms as an academic discipline at inculcating a health consciousness for physical fitness.

### Purpose of the Study

The main purpose of the study would to compare the job satisfaction of professional college and academic college teachers. The allied objectives were: 1) To find out the job satisfaction of professional college teachers. 2) To find out job satisfaction of academic college teachers. 3) To find out the job satisfaction difference between professional college and academic college teachers.

### Hypothesis

It was hypothesized that there would significant difference of job satisfaction between professional college and academic college teachers.

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**Delimitations**

The study would delimit only to grantable professional and academic colleges affiliated of Chaudhary Ranbir Singh University Jind and Kurukshetra, University Kurukshetra. 1) The study would delimit only the grantable teachers. 2) Only 35-35 professional and academic college teachers would be selected in this study. 3) The study would delimit to male teachers. 4) The study would delimit to those teachers who are working from last five years. 5) Job satisfaction scale for teachers, developed by Dr. S. K. Saxena was used in this study.

**Methodology**

For the Present study the Subjects were selected from Grantable professional and academic college affiliated with Chaudhary Ranbir Singh University Jind and Kurukshetra, University Kurukshetra. The subjects were selected for the present study in the following manner: 35 from professional college teachers and 35 from academic college teachers. The subjects were selected by simple random sampling method. For the present study, the standard Questionnaire Job Satisfaction Scale for Teacher's (J.S.T.) developed by S. K. Saxena was administered to the selected subjects.

**Scoring of Data**

The job satisfaction of teachers is measured by standard questionnaire. All the items except 1,2,3,5,7 and 21 are

positively worded. All these items are given a score of '1' for positive responses except for items 1,2,3,5,7 and 21, in which case reverse is applicable (i.e.), The sum of these values gives the job satisfaction scores for the subject. The total score varies from 0 to 30, showing lowest job satisfaction to highest job satisfaction for the subject.

**Analysis of Data**

The statistical analysis of the data gathered for the comparison of Job satisfaction of professional and academic college teachers of Chaudhary Ranbir Singh University Jind and Kurukshetra, University Kurukshetra. The Mean and standard deviation of both the groups were found. These items were converted into composite score. Research scholars again calculated the mean and standard deviation from the composite scores of the groups. Thus the research Scholars found the mean difference of Job satisfaction of professional and academic college teachers of Kurukshetra, University Kurukshetra and researcher proceeded for statistical analysis, i.e. standard error, mean difference and calculated 't' were obtained. The same procedure was adopted for item wise statistical analysis i.e. the hypothesis the level of significance at 0.05 of level of confidence was considered adequate for the purpose of this study. The purpose 't' value of the questionnaires was compared with tabulated 't' values of 0.05 at 68 degree of freedom are 1.67.

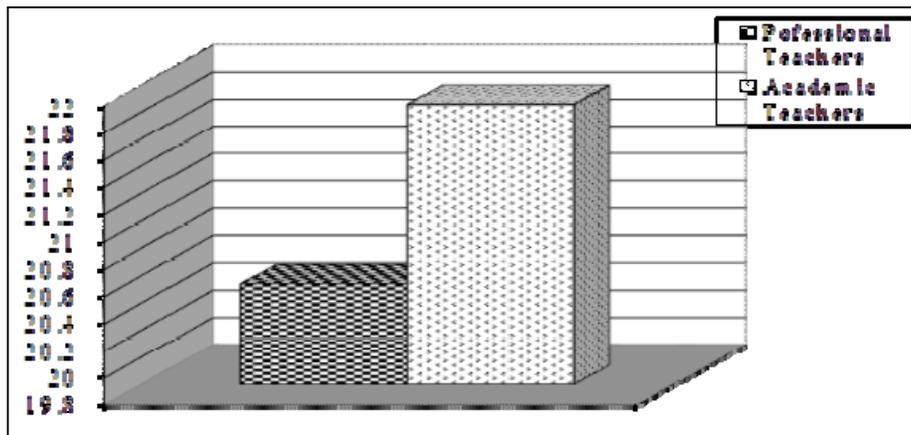
**Table 1:** Showing Comparison of Job Satisfaction between Professional and Academic College Teachers

Group	Mean	S.D.	S.E.	M.D.	O.T.	T.T.	D.F.
Professional Teachers	20.542	3.632	0.757	-1.314	-1.734	1.92	68
Academic Teachers	21.857	2.625					

\*Significant at 0.05 level of confidence, 68 degree of freedom is 1.92.

From the above table the mean of the professional college teachers are 20.542 and the mean of academic college teachers are 21.857 is greater than mean of academic college teachers is 0.757. To check the significant difference between professional college teachers and academic college teachers group the data was again analyzed by applying t- test. Before applying t- test, standard deviation was calculated between posttests where S.D. (Professional teachers) = 3.632 and S.D.

of (Academic teachers) = 2.625 and their Combine standard error = 0.757. There was no significant difference of job satisfaction in professional and academic college teachers because value of calculated 't' = -1.734 which is less than tabulated 't' = 1.92 at 0.05 level of confidence, so it is clarified that there is no significant difference of job satisfaction in professional and academic college teachers.



**Graph 1:** Showing Mean of Job Satisfaction between Professional and Academic College Teachers

**Discussion of Hypothesis**

In Beginning of this study it was hypothesized that there might be significant difference of job satisfaction in between professional college teachers and academic college teachers of Chaudhary Ranbir Singh University Jind and Kurukshetra,

University Kurukshetra. In overall Numerical and statistical analysis comparison of job satisfaction between professional and academic college teacher's. So it is found that there is not significance difference. Therefore the research hypothesis was rejected.

### Result

There was no significant difference of job satisfaction in professional and academic college teachers.

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