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Antecedents of job satisfaction Factor analytical approach

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Abstract

Job satisfaction is a complex phenomenon that has been studied quite extensively. Job satisfaction positively influences the faculty's performance, students' achievement, organizational commitment and work motivation. It provides happiness and contentment, whereas dissatisfaction from the job indicates negative feelings towards work and consequently the faculty apparently feels stress of the occupation. The present study concentrates on studying the various dimensions of job satisfaction among the faculty members belonging to six major disciplines of Intermediate, Degree and Post Graduate Colleges located in Krishna and Guntur Districts of Andhra Pradesh. The results showed that various factors such as inbuilt programs for recreation, picnics, outings, employees rating their jobs equal to their qualifications & training, facilities like medical care, housing, subsidized rationing, travelling etc, convenient places of posting, opportunity for mobility, increased responsibilities, training and orientation and scope for freedom were found to be the factors significantly contributing for job satisfaction of the faculty members.

Keywords: Job Satisfaction, Job Dissatisfaction, Motivation

Introduction

Job satisfaction is defined as the, "pleasurable emotional state resulting from the appraisal of one's job as achieving or facilitating the achievement of one's job values". In contrast job dissatisfaction is defined as "the unpleasurable emotional state resulting from the appraisal of one's job as frustrating or blocking the attainment of one's job values or as entailing disvalues. However both satisfaction and dissatisfaction were seen as, a function of the perceived relationship between what one perceives it as offering or entailing. It is a worker's sense of achievement and success is generally perceived to be directly linked to productivity as well as to personal wellbeing. Job satisfaction implies doing a job one enjoys, doing it well, and being suitably rewarded for one's efforts. Job satisfaction further implies enthusiasm and happiness with one's work.

Job satisfaction in simple words is

- 1) An individual's emotional reaction to the job itself.
- 2) Refers to the general attitude towards work by an individual employee.
- 3) A collection of attitudes about specific factors of the job.
- 4) It can be defined as the extent of positive feelings or attitudes that individuals have towards their job. Thus, job satisfaction relates to the inner feelings of a worker regarding his job.

Review of literature

Edward Sek Khin Wong (2009) Identified the factors that measure job satisfaction of faculty members at two selected and major universities in Malaysia, using ten major factors corresponding to job satisfaction and used the Herzberg Two-factor Theory to determine how these selected factors are related to job satisfaction of Malaysian faculty members., The conclusions drawn from this study are that the major sources of job satisfaction for Malaysian faculty members are shown to be policy, administration, and salary. The relevant sources of dissatisfaction are personal achievement, personal growth, interpersonal relations, recognition, responsibility, supervision, the work itself, and the overall working conditions.

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Meghna Sabharwal, Elizabeth A. Corley (2009)

explored and compared the job satisfaction rates of faculty members employed in research institutions with special attention paid to differences across gender and disciplines. Across all disciplines, it was found that female faculty members expressed lower levels of satisfaction when compared with male faculty members. Female faculty members have been shown to place a greater emphasis on intrinsic factors (e.g., contribution to the society, opportunities for advancement, and intellectual challenge) in comparison to male faculty members, who place greater emphasis on extrinsic factors (e.g., salary and benefits).

Nadeem Malik (2010)

examined factors affecting job satisfaction of faculty members of University of Balochistan as explained by Herzberg job motivator and hygiene factors. The faculty members were generally satisfied with their jobs. However, male faculty members were less satisfied than female faculty members. The factor “work itself” was the most motivating aspect for faculty. The least motivating aspect was “working conditions.” The demographic characteristics were negligibly related to overall job satisfaction. The factors “work itself,” and “advancement” explained 60% of the variance among faculty members’ overall level of job satisfaction. The demographic characteristics (age, years of experience, academic rank, degree) were negligibly related to overall job satisfaction.

Dr .Gursharan Singh kainth and Mrs. Gurinder Kaur (2011)

adopted research on job satisfaction of college teachers of Punjab in relation to their personal, professional and organizational characteristics. The level of job satisfaction of male college teachers was high while that of female college teachers was low Lower level of job satisfaction among female college teachers may be attributed to dual nature of job both at workplace as well as at homes. As they have long arduous journeys to do which tire them both ways. Likewise, level of job satisfaction according to place of posting was also examined. Level of job satisfaction of rural teachers was high when compared to their counterparts in urban areas. Lower level of satisfaction of urban college teachers may be attributed to higher expectations from their jobs.

Objectives of the study

1. To study the job satisfaction of faculty members of six major disciplines belonging to Intermediate, Degree and Post Graduate Colleges in Krishna and Guntur Districts of Andhra Pradesh.
2. To determine the dimensions of job satisfaction of the faculty members.

Methodology

The population for the present study consists of all the faculty members of Intermediate, Degree and Post Graduate courses belonging to Krishna and Guntur Districts of Andhra Pradesh. The total population was first stratified on the basis of different courses i.e.; Intermediate, Degree and Post Graduation and then sub divided on the basis of different disciplines. Out of various disciplines three disciplines were chosen. These disciplines were Commerce, Mathematics, & Sciences (Physics, Chemistry, Botany, and Zoology). For the purpose of present research

800 questionnaires were administered to the faculty members in Krishna and Guntur districts. The sample was selected from 48 colleges (27 colleges in Krishna District, 21 colleges in Guntur District). From the distributed questionnaires 673 questionnaires (Intermediate-210, Degree-239, Post Graduation-224) were returned which were filled in all respects. For the present study Intermediate faculty members from four groups were chosen (M.Pc, Bi.Pc, C.E.C, M.E.C).In Degree colleges, sample was selected from B.Com.B.sc and B.Z.C courses. At the Post Graduate level faculty members were chosen from M.Com. M.Sc (Chem), M.Sc(Bot) , M.Sc(Phy), M.Sc(Zoology), M.Sc(Maths) .In the present study also Stratified Simple Random Sampling method was used. For the present study the data collection instruments used to collect primary data includes a questionnaire. Job satisfaction scale by **Amar Singh and T.R Sharma** has been used to measure the Job Satisfaction of the faculty members. Factor Analytical approach was used to define various dimensions of job stress and job satisfaction. The item responses were subjected to Principal Axis Factoring Method with Kaiser- Meyer- Oklin (KMO) Measure of Sampling Adequacy (MSA). Bartlett’s test of sphericity was computed to find out whether the sample for application of factor analysis was statistically significant or not. Several attempts were made to arrive at a factor structure that classifies items of scales in to minimum number of factors, explaining maximum possible variances.

Analysis and Results

1. On the basis of scoring given in On the basis of scoring given in Singh & Singh Job Satisfaction Questionnaire it was observed from that the job satisfaction experienced by the faculty members was moderate as the score of Job Satisfaction fall in the moderate range.(Table 1)
2. In the total sample 23% of the faculty members had low Job Satisfaction, 68% of the faculty members were moderately satisfied, 9% of the faculty members were highly satisfied. (Table 2)
3. It was observed that 21% of the Intermediate faculty members had low job satisfaction, 68% of members had moderate job satisfaction and 11% of members had high job satisfaction. It was observed that 22% of the Degree faculty members had low job satisfaction, 70% of members had moderate job satisfaction and 8% of members had job high satisfaction. It was observed that 25% of the Post Graduate faculty members had low Job Satisfaction, 68% of members had moderate job satisfaction and 7% of faculty members had high job satisfaction. (Table 3)
4. In Botany, 19% of the faculty members had low job satisfaction, 68% of the faculty members had moderate job satisfaction, and 13% of the faculty members had satisfaction.In Chemistry, 19% of the faculty members had low job satisfaction, 77% of the faculty members had moderate job satisfaction and 4% of the faculty members had high job satisfaction.In Commerce & Management, 29% of the faculty members had low job satisfaction, 68% of the faculty members had moderate job satisfaction, and 3% of the faculty members had job satisfaction.In Mathematics, 13% of the faculty members had low job satisfaction, 82% of the faculty members have moderate job satisfaction, and 5% of the

faculty members have satisfaction. In Physics, 35% of the faculty members had low job satisfaction, 55% of the faculty members had moderate job satisfaction, 10% of the faculty members had job satisfaction. In Zoology, 17% of the faculty members had low job satisfaction, 69 % of the faculty members had moderate job satisfaction, 14% of the faculty members had high job satisfaction.(Table 4)

5. Factor Job Concrete Statements was an important factor accounting for 9.926% of variance. Item loadings ranged from 0.821 to 0.406. There were 6 statements in this factor. Mean scores of factor indicated that faculty responded moderately to the statements related to Job Concrete Statements (mean=2.87). It was observed that presence of “Inbuilt programs for recreation, picnics, outings and variety of programs etc in their job” contributed for job satisfaction of the faculty members.(Table 5)
6. Factor 2 Job Abstract Statements was the other significant factor accounting for 27.182% of variance. Item loadings ranged from 0.707 to 0.517. There were 6 statements in this factor. Mean scores of factor indicated that faculty responded moderately to the Job Abstract Statements. (Mean =2.89). Faculty members rating their jobs equal to their qualifications & training seem to be the major antecedent of job satisfaction.(Table 6)
7. Factor 3 Job Extrinsic Statements was the another important factor accounting for 5.879% of variance. Item loadings ranged from 0.721 to 0.464. There were 8 statements in this factor. Mean scores of factor indicated that faculty responded moderately to the Job extrinsic statements. (Mean =2.67). Opportunities to get certain other ex officio positions, opportunities for increased responsibilities were identified as the factors of job satisfaction.(Table 7)
8. Factor 4 Economic and Community Growth Statements was the other important factor accounting for 4.659% of variance. Item loadings ranged from 0.782 to 0.427.

There were 3 statements in this factor. Mean scores of factor indicated that faculty responded moderately to the Economic and community growth statements (Mean=2.87). Rate of pay and other facilities like medical, housing and travelling were contributing for job satisfaction of the faculty members.(Table 8)

Results showed that inbuilt programs for recreation, picnics, outings, employees rating their jobs equal to their qualifications & training, facilities like medical care, housing, subsidized rationing, travelling etc, convenient places of posting, opportunity for mobility, increased responsibilities, training and orientation and scope for freedom were found to be the factors contributing for job satisfaction of the faculty members.

Conclusion

Job satisfaction positively influences the faculty's performance, students' achievement, organizational commitment and work motivation. It provides happiness and contentment, whereas dissatisfaction from the job indicates negative feelings towards work and consequently the faculty apparently feels stress of the occupation. Teaching is a process dealing with human minds. It is vital therefore that the faculty members must possess sound mental health. Evidently, the facets of faculty's performance such as creativity, classroom management, and implementation of teaching techniques may suffer when job dissatisfaction and the level of occupational stress increases.

The moderate job satisfaction of the faculty members indicate the need of the institutions to implement measures that reduce job dissatisfaction and enhance job satisfaction. Though the findings of the study may not be generalized to all the faculty members, they are applicable to the individuals in teaching with profiles similar to those of the present study.

Table 1: Distribution of Total Sample on Job Satisfaction Scale.

Sample Size	Job Satisfaction Score
673	90

Table 2: Distribution of Total Sample on Low, Moderate & High Job Satisfaction.

Level of Job Satisfaction	Low Satisfaction	Moderate Satisfaction	High Satisfaction
No. of Respondents	156	459	56
Percentage	23%	68%	9%

Table 3: Distribution of Faculty Members of Different Colleges on Low, Moderate & High Job Stress & Job Satisfaction Scale.

Level of Job Stress / Job Satisfaction	Intermediate Faculty Members		Degree Faculty Members		PG Faculty Members	
	Job stress	Job Satisfaction	Job stress	Job Satisfaction	Job stress	Job Satisfaction
Low (Below 75 points)	59	45	83	52	88	57
Medium (Between 75-150 points)	119	143	94	167	114	153
High (Above 150 points)	32	22	62	20	22	14
Total	210	210	239	239	224	224

Table 4: Distribution of the Total Sample on the Job Stress Level for Different Disciplines.

Level of job Stress	Botany	Chemistry	Commerce & Management	Mathematics	Physics	Zoology
Low Job Stress	31	50	67	21	28	33
Moderate Job Stress	66	50	43	24	89	55
High Job Stress	16	10	23	32	7	28
Total	113	110	133	77	124	116

Table 5: Factor 1: Job Concrete Statements

Job Satisfaction Statements	Factor Loadings	Mean Scores	Standard Deviation
At my job the inbuilt programs for recreation, picnics, outings and variety of programs etc are there	.821	3.57	1.114
My job gives me time and opportunities to attend to my family	.464	2.61	0.999
Places of posting are irksome and inconvenient to my family	.556	3.19	1.174
The working conditions like comfortable seating, healthy environment are	.406	2.67	1.108
If given a chance I shall put my children to the job that I am in	.430	2.72	1.153
Communication network(both upward and downward) in my profession is	.650	2.51	1.066

Eigen Value = 2.978

Percentage of Variance =9.926

Table 6: Factor 2: Job Abstract Statements

Job Satisfaction Statements	Factor Loadings	Mean Scores	Standard Deviation
Boss and colleagues are cooperative , helpful and inspiring people for better and sincere work	.573	2.68	1.060
On the scale of democratic functioning ,I rate my job as	.517	2.47	0.918
Keeping employment requirements like qualification ,training equal I rate my job in comparison with others as	.672	3.04	1.093
In the absence of overtime allowance, I am willing to work on Sundays holidays etc and also late hours	.669	3.22	1.138
Malpractices like corruption, favoritism are there in my job also	.707	2.75	1.169
If given a chance do not register enhancement, I will shift to some other job	.642	3.22	1.258

Eigen Value = 8.155

Percentage of Variance =27.182

Table 7: Factor 3: Job Extrinsic Statements

Job Satisfaction Statements	Factor Loadings	Mean Scores	Standard Deviation
My social status I enjoy due to my job is great	.518	2.09	0.847
The training and orientation and experiences that I have got while on job has improved my competence and efficiency.	.464	2.82	1.020
My qualifications to equal to my job are	.693	2.73	0.934
As result of the job that I hold my social circle has widened to my advantage	.650	2.64	1.036
My job is responsible for developing in me desirable style of life with regard to habits and attitudes	.721	2.42	0.98
By virtue of the job that I hold opportunities to get certain other positions ex-officio etc are	.581	3.35	1.155
Opportunities in my job for horizontal and longitudinal mobility like promotion, increased responsibilities are	.495	2.94	1.091
All said and done, how satisfied are you with your job	.592	2.37	0.994

Eigen Value = 3.764

Percentage of Variance =5.879

Table 8: Factor 4: Economic & Community Growth Statements

Job Satisfaction Statements	Factor Loadings	Mean Scores	Standard Deviation
Your rate of pay	.467	3.51	0.980
Post retirements like pension , gratuity ,etc are	.782	3.51	1.195
My job provides facilities like medical care, housing, subsidized rationing, traveling etc.	.743	3.18	1.278
In some urgency after me my job has provisions to offer job to my children or family ex-gratia grants etc	.591	3.28	1.215
My job in its own way is trying to improve quality of work life	.547	2.5	0.970
Do you agree that your job any way adds to the economy and development of the nation.	.427	2.5	0.96
Work is worship is suitable to my job	.713	2.28	0.980
How far do you agree that the hierarchy in your job leaves no scope for freedom, decision making, initiative, rather it produces boredom	.665	2.73	1.142
To my family, relatives and friends my job appears to be	.654	2.42	1.005

Eigen Value =2.398

Percentage of Variance = 4.659

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