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Job satisfaction among government college lecturer of Kota district

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Abstract

Professional maker of our nation are lecturer. Lecturers help the students to move and choose the right path. Government of India is taking different steps for growth and job satisfaction of college lecturer. Thus, the study was aimed to find out level of job satisfaction among college lecturer. To complete the objective 100 government lecturers were randomly selected of the Kota district. The structured questionnaire by Dr. K.G. Agrawal was selected to perform research. Data was evaluation according to the given method in the scale. The positive attitude of govt. lecturer clearly depicts that they are completely satisfied with job. If proper facilities would be provided to the lecturer they can provide best platform for youth of India.

Keywords: Job satisfaction, government college, lecturer

Introduction

Professional maker of our nation are lecturer. They are pillars of the nation which provide surface to the students to take the responsibilities of the society. College lecturers require recognition, job security and independence to perform the job order. Job for college lecturer is not only major source of income but it also provide the mental satisfaction. Work perform by them provides professional satisfaction. Responsibilities given to them with the equal rights can provide desirable changes in the society.

Teaching is one of the most renowned jobs in Indian society. Lecturers help the student to move in the right path and choose the right path. Government of India is taking different steps for growth and job satisfaction of college lecturer. Higher education is the major aspect for the growth of the nation as it is the crucial time of youth also. Job satisfaction among college lecturer will surely increase the performance of the lecturer as well as the students. Behaviors of lecturer's are directly related to the growth and promotion of the youth and nation. Mental relaxation during college performing their task is very important

Objective: To find out level of job satisfaction among college lecturer

Hypothesis: College lecturers are satisfied with their job.

Sample selection: To complete the objective 100 government lecturers were randomly selected of the Kota district. (Kota is well known as educational hub in our country. Kota has number of Government College including faculty of Commerce, Science, Arts, Sanskrit and multi-disciplinary college. Exams in these college are conducted by University of Kota, Kota.

Delimitation of Study

1. The study was delimited to the government lecturer only.
2. Since it was short research so limited number of sample was taken.
3. Study was limited to Kota district.

Importance of study: As lecturer are well known as pillars of the society so to know their level of job satisfaction is very important. If the mental satisfaction is their more productive lecture will delivered by them to the students. Since, government of India and state

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government are taking different steps to satisfy them but any lacuna among policies can reverse growth level of society. The study will help to find out satisfaction level of government lecturer and recommendation will be given to improve their qualities.

Research methodology: A preliminary investigation was undertaken by conducting 100 samples. The structured questionnaire by Dr. K. G. Agrawal was selected to perform research. Questionnaire has 26 numbers of questions of five alternate responses namely-completely satisfied, partial satisfied, satisfied, partially not satisfied and completely not satisfied. Samples were instructed to put a right mark in the box related to their answer. All response sheets were record by awarding a score of 4, 3, 2, 1 or 0 for completely satisfied, partial satisfied, satisfied, partially not satisfied and completely not satisfied score. All responses were added together to get a composite score. Before conducting the survey researcher personally introduce the Performa and method of filling it. Samples were given guarantee that their information will be used only for research purpose.

Evaluation of data: The data were analyzed through categorization scoring in percentage method for statistical treatment focusing the objective of study Data was evaluation according to the given method in the scale. Each statement has five options and 5 to 1 points were given in decreasing order. Percentile method was used to calculate the result.

Results & discussions: The most important question regarding satisfaction from job only 47.82% of respond that they are satisfied with their job only 8.69% of the lecturer are partially satisfied by the job. According to the survey opinion of samples 52.17% discloses that do not have enough time for research or other study work. More than half i.e. 52.17% of the samples were satisfied with their salary which they get from the government. Only 8.69% of the samples were totally dissatisfied from this point. Positive attitude of working or recreational hour given by the institution provide satisfaction to 56.52% of the samples whereas only 4.34% of the samples were completely not satisfied.

Promotions in job by institute 47.82% of the samples are partially satisfied where as only 17.39% of the samples are completely satisfied with the promotion.

Facilities provided by institute to the worker at work place are good as said by 60.86% of the lecturer, whereas 21.17% of the lecturers were not satisfied with the facilities. Less than half i.e. 43.47% of the intellectual of stated that work done by them in the institute provides complete satisfaction to them. People in education field work only for money and promotion this statement was strongly supported by 43.47% of the respondent, whereas only 4.34% was completely unsatisfied with the statement.

Many policies and programmes give obstacle to perform actual duty of teaching were stated by 47.82% of the respondents, whereas only 8.69% of samples were satisfied with policies and programmes. Opportunities given in work area with the abilities they have gives complete satisfaction to 47.82% of the samples. Opportunities to gain knowledge in work area give satisfaction to more than half of the respondents.

Interesting question regarding chance to get job with same salary in other institute of i.e.73.91% refuse to move. It is so, because future maker are satisfied with their salary and performance. Only 34.78% of respondents declared that problems of lecturer are well known by policymakers only 13.04% of appellant disagree with this statement. Almost hemisphere i.e. 47.82% of respondent has positive attitude towards work done in institute is done according to the planning other refuses that work in institute is not done with plan.

Only 43.43% of samples has positive attitude that co-worker help in improving their work and 17.34% told that co-worker don't provide any type of help and does leg pulling always. Appreciation given by head of the institute was stated 56.52% of the respondents.

Summary and Conclusion: The positive attitude of govt. lecturer clearly depicts that they are completely satisfied with job. Regarding point of salary lecturer are completely satisfied. But according to in opinion of environment of workplaces samples are not satisfied because according basic facilities are not available and pulling legs by co-workers are too much. If proper facilities would be provided to the lecturer they can give even felting.

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