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Designation and job satisfaction among degree college faculty in Bengaluru

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Abstract

An attempt was made to study Job Satisfaction among faculty members of degree colleges in Bengaluru. It was hypothesized that 1) There will be a significant difference in the effect of designation on job satisfaction among degree college faculty. Necessary data was collected by 300 degree college faculty under three levels of designations namely professor, associate professor and assistant professor serving in Bengaluru. Analysis such as Mean, Standard deviation and ANOVA were applied to test the hypotheses. Findings reveal that there is a significant difference in job satisfaction among Professors than Assistant professors and Associate Professors. Psycho-Social factors have contributed more than other factors in creating job satisfaction among the faculty members.

Keywords: Job satisfaction, designation and degree college faculty

Introduction

After attaining the secondary education one can join any degree course depending on the interest. It may be in the stream of arts, management, commerce, science or professional courses such as engineering, medicine, law, fine arts and so on. For the economic development of a nation higher education is considered to be a sharp tool.

The university-system of education was provided by Nalanda University, it is the oldest university of the world. Indian culture exists in the core characteristics of education beginning from "Gurukul" and medical education has never been an exception since the period of Vedas.

Higher education works with the mission of providing greater opportunity for eligible and vulnerable sections of the society. The Department of Higher Education supports the already existing institutions, supports establishing new institutions; also support is provided to the State Governments and Non-Government Organizations / Civil society as its goal. For strengthening research and innovations and encourage institutions – public or private – policies and programmes are initiated.

Job Satisfaction: Early 20th c. was a period of Hawthorne studies and job satisfaction in the workplace. Work of R.Hoppock (1935) ^[8] lead job satisfaction into limelight in his classic study based on 309 employees found out that job satisfaction varies with respect to difference in the nature of work one is performing.

Job Satisfaction is a set of favourable or unfavourable feelings and emotions with which employees view their work. Job satisfaction is an affective attitude - a feeling of relative like or dislike toward something (Newstrom 2007) ^[9].

Determinants of job satisfaction

1. Personal factors: consists of age, number of dependents in the family, sex, length of service, intelligence, level of aspiration, personality, education, fulfillment of personal needs, etc.
2. Factors related to job: includes chance and initiative to establish oneself in job, nature of job, skill of work, size and location of the factory etc.
3. Factors controlled by the management: comprises vocational guidance, security, salary, working conditions, scope for promotion, relationship with co - workers, responsibility and supervision etc.

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Aim: To study Job Satisfaction among faculty members of degree colleges.

Objectives: To study the differences in Designation on job satisfaction among degree college faculty members.

Hypotheses

H1a. There will be a significant difference in the effect of designation on job satisfaction among degree college faculty.

Variables

Independent Variable: 1. Designation

Dependent Variable: Job Satisfaction

Research Design

Field survey method with “between group” design was adopted. Purposive sampling technique was used as sample includes college faculty members serving in different degree colleges.

Sample

Total number of sample is 300 comprising of Professionals under the designation of professor, associate professor and assistant professor were included.

Tools

Job Satisfaction Scale (2009)

This scale was developed by Dr. Amar Singh and Dr. T.R. Sharma. It measures job satisfaction under Intrinsic and Extrinsic factors through 30 statements of intrinsic and extrinsic factors. It is a five point rating scale from 4 to 0 for positive items and 0 to 4 for negative items.

Procedure

After consulting the respective faculty members, a brief note of information was given about the research study. Once they were agreed to be a part of the sample, their consent was taken in the written format and was followed by administering the questionnaires.

Statistical Analysis

Mean, Standard deviation, ‘t’ test and ANOVA are applied and the results are analyzed to find out the levels of significance.

1. Designation and Job Satisfaction

H1b. There will be a significant difference in the effect of designation on job satisfaction among degree college faculty members.

Table 1: Indicating test of significance between designation and level of job satisfaction among degree college faculty members

Variable	Groups			F	Post Hoc
	Professor (37)	Associate Professor (99)	Assistant Professor (164)		
	Mean/ S.D	Mean / S.D	Mean / S.D		
Job Concrete	14.24(2.80)	14.62(2.56)	14.33(2.65)	0.47	-
Job Abstract	19.35(5.40)	17.82(4.07)	18.16(3.38)	2.06	-
Total Job Intrinsic	33.16(5.72)	32.45(4.91)	32.50(4.56)	0.32	-
Psycho- Social	20.49(3.15)	19.05(3.32)	18.93(3.25)	3.49*	Associate V/S Professor Assistant V/S Professor Assistant V/S Associate
Economic	8.62(2.53)	8.43(2.68)	8.77(2.36)	0.58	-
Community / National	14.43(2.68)	13.85(2.82)	13.88(2.68)	0.68	-
Total Job Extrinsic	43.54(6.37)	41.34(6.04)	41.59(5.71)	1.99	-
Total Job satisfaction	76.70(10.51)	73.99(9.57)	74.98(8.84)	1.39	-

As shown in table 1 the F value for psycho-Social factor (3.49*) is significant between assistant professor and associates, assistant professors and professors & associate professors and professors. This shows that factors like social status because of the job, improvement in attitude, efficiency, positions, habits and promotions etc supports the job satisfaction. The mean value of professors is higher (20.49) than associate professors (19.05) and assistant

professors (18.93). Thus the hypothesis that is there will be a significant difference in the effect of designation on job satisfaction among degree college faculty members is retained. (Sharma and Jyoti, 2010; Saira Ijaz Ahmad, 2011) [10, 11].

Designation and Job satisfaction – Anova

Table 1: Indicating the Post Hoc for designation and job satisfaction of college faculty members post hoc comparison Bonferroni

Dependent Variable	(I) Designation	(J) Designation	Mean Difference (I-J)
Psycho - Social	Assistant	Associate	0.1176
	Associate	Professor	1.5536(*)
		Professor	1.4360(*)

* The mean difference is significant at the .05 level.

Table 1 gives the information about the significant difference existing in psycho-social factor of job satisfaction because of a professors (.1.5536*) and associate professors (1.4360*) which is higher when compared with the former

groups. Figure 1 indicating the mean values on job satisfaction related to designation among degree college faculty members.



Fig 1: Shows that professors have a higher level of job satisfaction compared to that of assistant professors and associate professors. Among the different factors of job satisfaction economic factor plays a less role.

Conclusions

1. Job satisfaction is found to be more among Professors than Assistant professors and Associate Professors.
2. Psycho-Social factors have contributed more than other factors in creating job satisfaction among the faculty members.

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