AN EMPIRICAL STUDY ON JOB SATISFACTION AMONG FACULTIES IN SELECTED PERSONAL UNIVERSITIES OF UTTAR PRADESH

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ABSTRACT

Job Satisfaction is that the basic need of the workers. Worker productivity is additionally directly proportionate to the work satisfaction. Many previous researched has been done on the work satisfaction of company sectors, but only a few studies has been done and been centered for the work satisfaction of the academicians of latest personal universities. The in depth analysis that has been done on levels of job satisfaction could have distinctive applications to tutorial school. This is often very true once the separation between satisfaction and discontentment is viewed irrelevance the intrinsic and extraneous characteristics of educational employment. The aim of this descriptive correlation study was to look at factors poignant job satisfaction of school members of personal universities instead explained by Herzberg job incentive and hygiene factors.

Keywords: Job satisfaction; hygiene factors; job motivators.

1. INTRODUCTION

In this era of the economic process, Job Satisfaction is that the basic would like of the workers. We know that the productivity of the worker is additionally directly proportionate to the work satisfaction. Many previous researched has been done on the job satisfaction of company sectors, but only a few studies has been done and been centered for the work satisfaction of the academicians of latest personal universities. Thus their’s (the necessity would like the requirement) on this need, and thus this study was taken into account at this time. Happy and comfortable staffs within the manpower area unit required for organizations that have goals. Seeing the big variety of personal universities, it is vital any particular university to realize its strategic goal. To realize these strategic goals, universities would rely on their capability to draw in, retain and maintain competent and happy workers into its employment. The university being an establishment of upper education and learning that provides the hands for National development thus cannot afford to neglect the requirement and, of course, the total work satisfaction of their existing staff. In order to translate the speculation into apply of their comprehensive courses, these universities offer a platform for college students. They conduct coaching all told program as they need to be been funded by government to reinforce these activities. Despite those facts and backgrounds lecturers area unit presently facing several challenges. Also, communication barriers also are degree of discontentment wherever academicians feel that their involvement is simply tools in deciding
as a result of superiors take choices while not involving them that successively creates extra amount of the negative work setting, which is really a disappointment.

The on top of mentioned factors describes the perspective of academicians towards their work and their levels of job satisfaction. However, structure climate disagrees from one university to a different. Job satisfaction with mixed feelings are characterized by unchallenging jobs, lack of feedback concerning performance and analysis exercise, lack of recognition of labor done, necessary infrastructure that create work setting tough for workers to hold out duties, poor communication, lack of workers development activities etc. Job satisfaction could be an advanced thought that once more mean entirely different (completely different) meanings to different folks.

2. DEFINE JOB SATISFACTION

Job satisfaction has been outlined in many various ways in which. Some believe it is merely however content privates along with his/her job. Researchers have conjointly noted that job satisfaction lies vary to the extent that they measure feelings regarding the mask emotional job satisfaction. One amongst the foremost wide used definitions instructs reanalysis is that of Locke (1976), World Health Organization defines job satisfaction as “pleasant, positive emotion ensuing from the appraisal of one’s job or job experiences.”(p.1304). A newer definition of the construct of job satisfaction is from Hulin and choose (2003), and World Health Organization have noted that job satisfaction includes multi-dimensional psychological responses to associate degree people job, which these personnel responsive have psychological feature, emotional and behavioral parts. Job satisfaction can even be seen at intervals the broader context of the very of problems that {affect have the associate degree effect on} an individual's expertise of labor or their quality of operating life. Job Satisfaction will be understood in terms of its relationships with alternative critical factors like general well-being, stress at work, management at work and dealing conditions. Therefore, we can say that job satisfaction may be a person’s analysis of their job and work context. As per Locke, the word job satisfaction refers to associate degree individual’s pleasant or active state toward his/ her job. Job satisfaction is expounded with the specific dimensions of the job; pay, the work itself, promotion, opportunities, superintendence, and associates. Once individuals speak of worker angle, they mean job satisfaction. In fact, we tend to see these terms angle and job satisfaction looks to be interchangeable. Thus, job satisfaction suggests that decent or active angle or feelings towards one’s job. There are 3 necessary dimensions to Job Satisfaction.

These are:

- First, Job satisfaction being associated degree emotional response to employment cannot be seen.
- Second, Job Satisfaction commonly determined by however satisfactorily outcomes meet or exceed one’s expectations.
- Third, Job satisfaction represents associated degree worker attitudes towards specific dimensions of the job; pay, the work itself, promotion, opportunities, superintendence, and associates.
2.1 Effects of Job Satisfaction

Finally, the leader ought to observe whether or not the workers are happy. It will be determined by:

1) On Productivity: Previous analysis proof doesn't establish any consistent positive relationship between satisfaction and performance, the overall accord is that within the long haul if not in the brief run, job satisfaction tends up in redoubled productivity. Research proof indicates that the happy workers will not essentially be the best producers. In fact, the rewards workers receive leads to larger performance. It is conjointly proof to counsel that job performance ends up in job satisfaction and not the opposite approach spherical.

2) On Absenteeism: There inverse relationship although supported analysis proof between satisfaction and absence. When satisfaction is high, absence tends to be low and contrariwise. As in productivity, absence is subject to modification by bound factors just like the degree to which individuals feel that their jobs are necessary. Employees World Health Organization believe that their work is imperative than those that don't feel this fashion. It is conjointly value was mentioning that a high degree of job satisfaction will not mostly lead to absence, whereas the occasional level of job, satisfaction is probably going to originate high absence.

3) On turnover: Inverse relationship at the moderate level can be seen between satisfaction and job turnover. Other lenitive issues as a commitment to the organization is one factor that influence the worker turnover. There is also some workers World Health Organization cannot see themselves operating any place else, in order that they stay within the organization is not withstanding what quantity discontentment they feel within the organization.

3. SIGNIFICANCE OF THE STUDY

This study is crucial because it would highlight the task satisfaction factors among academician’s intervals their structure climate. These universities and any on public business faculties would notice the analysis helpful and useful in up the academician’s morale and enhancing the task satisfaction. As academicians are unit thought of privileged job holders and if they succeed success in their job and their desires area unit been happy they might survive to keep up excellence. Additionally to the current, this study can counsel bound policies and techniques that might be adopted for correlating structure climate and job satisfaction.

4. OBJECTIVES OF THE STUDY

The study would facilitate us to spot factors at intervals the structure climate that causes satisfaction among academicians in hand-picked on-public universities and conjointly to supply suggestions for up this case. However, the primary objective of this study would be to grasp the factors ends up in job satisfaction of academicians in hand-picked on-public universities of Uttar Pradesh.

The main objectives are there mentioned below:

➢ To find the link that exist job satisfaction among academicians in camera Universities of Uttar Pradesh.
➢ To identify the factors that determines job satisfaction of teachers and their consequences on their performance.
➢ To describe relationships between colleges members level of job satisfaction and demographic characteristics.
➢ To describe the level of job satisfaction among University college members.

5. RESEARCH METHODOLOGY

5.1 Research Hypotheses
1) There’s a major relation between overall Job satisfaction & Job rational motive & Hygiene factors.
2) There’s a major relation between overall Job satisfaction & Demographic Variables.

5.2 Research Design

The purpose of this descriptive correlation study was to look at factors touching job satisfaction of college members of sampled on public universities in states explained by nuclear physicist job rational motive and hygiene factors. A random sample of one hundred twenty faculty members was selected as applied math simple. Using descriptive-correlative survey technique, knowledge was collected through the form. The university members were usually happy with their jobs. However, male college members were less satisfied than feminine college members. The issue “work itself” was the foremost motivating side for college. The least motivating side was “working conditions.” The demographic characteristics were negligible associated with overall job satisfaction. The factors “work itself,” and “advancement” explained hour of the variance among college members’ overall level of job satisfaction. The demographic characteristics (age, years of expertise, educational rank, degree) were negligible associated with overall job satisfaction.

5.3 Sample Size & Respondents

The study population from that the sample are drawn as non-public universities of the state. In these non-public universities, the study sample is through sampling technique and questionnaires administered to academician starting from all levels. The whole variety of respondents within the selected universities square measure approximate to one hundred twenty. The form has been in person delivered and administered.

5.4 Research Space

The study population from that the sample was drawn for study consists of 5non-public universities of state. The non-public universities chosen for this study are:

- Ambalika Institute of Management &Technology, Lucknow
- BBD University, Lucknow
- Integral university, Lucknow

5.5 Research Technique

Survey analysis technique has been used for this study through the distribution of copies of questionnaires to gather needed the mandatory required data from the respondents.
5.6 Data Assortment
Data assortment is that the method of gathering and activity data on variables of interest, in a long time systematic fashion that allows United States of America to answer declared analysis queries and assess outcomes. Knowledge is collected through each primary & secondary source.

1) Primary Sources: form, Interviews, Discussion & Observation.
2) Secondary Sources: Books, Journals, Websites, Newspapers, Annual Reports and alternative relevant printed material.

5.7 Statistical Tools
The statistical tool such t-test has been accustomed live the variations among variables, t-test, and draw our conclusions from the info received from the respondents.

6. THE LIMITATIONS OF THE STUDY
• The study re-conducting in just3non-publicuniversities of state
• The academician might not be at liberty to specific their perception concerning structure climates a result of they are going to not have an interest in jeopardize their relationship with their seniors.

However despite those limitations the results generalized can solely be restricted to outlined three non-public universities of the state.

7. DATA ANALYSIS & INTERPRETATIONS
The mean age of respondents was forty-five years. Respondents consisted of eighty-fifth (n =102) male and V-J Day (n =18) feminine college. The twenty-fifth colleges had earned the degree. Almost 2.5% of the respondents were the academician, 6.5% Prof, fifty-seven Prof, and thirty-fourth lecturers. The mean variety of years teaching Expertise College was eleven.5 years. The bulk of the respondents (n = 102 or 85%) square measure for good used. The contract college comprises eighteen or (15%) respondents. Based on a5 purpose Like rt kind scale with responses starting from powerfully disagree (1) to powerfully agree (5), the general level of job satisfaction was three.48 (SD=.78).

In terms of Table one, the results indicate that there's a major mean distinction within the levels of job satisfaction tough by male and feminine staff. Females according lower levels of job satisfaction (Mean =four.2, SD = .65) relative to male college (Mean =three.7, SD= .87). Cognizance should but, be taken of the fact that the quantity of the females UN agency participated in the study created up solely V-E Day of the sample. Thus, drawing conclusions from the results can have very little substance.

Table 1: Overall Job Satisfaction

<table>
<thead>
<tr>
<th>Variable</th>
<th>All Faculty Mean</th>
<th>Female Mean</th>
<th>Male Mean</th>
<th>t-test</th>
<th>Prob</th>
</tr>
</thead>
<tbody>
<tr>
<td>Overall Job Satisfaction</td>
<td>3.47</td>
<td>4.3</td>
<td>3.8</td>
<td>-2.27</td>
<td>0.03</td>
</tr>
</tbody>
</table>
Table 2: Job Motivator & Hygiene Factor

<table>
<thead>
<tr>
<th>Motivator Factors</th>
<th>Mean</th>
<th>SD</th>
<th>Hygiene Factors</th>
<th>Mean</th>
<th>SD</th>
</tr>
</thead>
<tbody>
<tr>
<td>Achievement</td>
<td>3.2</td>
<td>0.8</td>
<td>Relationships</td>
<td>3.25</td>
<td>0.92</td>
</tr>
<tr>
<td>Advancement</td>
<td>3.28</td>
<td>0.75</td>
<td>Policy</td>
<td>2.87</td>
<td>0.93</td>
</tr>
<tr>
<td>Recognition</td>
<td>2.78</td>
<td>1.0</td>
<td>Salary</td>
<td>2.74</td>
<td>0.69</td>
</tr>
<tr>
<td>Responsibility</td>
<td>3.3</td>
<td>0.83</td>
<td>Supervision</td>
<td>2.87</td>
<td>1.0</td>
</tr>
<tr>
<td>Work itself</td>
<td>6.62</td>
<td>0.84</td>
<td>Work Conditions</td>
<td>2.66</td>
<td>0.68</td>
</tr>
</tbody>
</table>

Table 3: Relationships between Overall Job Satisfaction and Job Motivator and Hygiene Factors

<table>
<thead>
<tr>
<th>Achievement</th>
<th>0.43</th>
<th>0.000</th>
<th>Relationships</th>
<th>0.32</th>
<th>0.001</th>
</tr>
</thead>
<tbody>
<tr>
<td>Achievement</td>
<td>0.24</td>
<td>0.023</td>
<td>Policy and Administration</td>
<td>0.30</td>
<td>0.004</td>
</tr>
<tr>
<td>Recognition</td>
<td>0.20</td>
<td>0.071</td>
<td>Salary</td>
<td>0.07</td>
<td>0.540</td>
</tr>
<tr>
<td>Responsibility</td>
<td>0.36</td>
<td>0.000</td>
<td>Supervision</td>
<td>0.32</td>
<td>0.002</td>
</tr>
<tr>
<td>Work itself</td>
<td>0.45</td>
<td>0.000</td>
<td>Work Conditions</td>
<td>0.31</td>
<td>0.004</td>
</tr>
</tbody>
</table>

Correlations were calculated to explain the relationships between college member’s overall level of job satisfaction and selected demographic variables (Table 4). The coefficients were as follows: age, r = -.13; total years teaching, r = -.01; highest earned degree, r = .17, and academic rank, r = -.02.

8. FINDINGS OF THE STUDY

The survey reveals that demographic factors like age, educational rank, and degree no substantial impact on job satisfaction; which suggests that based mostly on age, total years teaching and educational rank college square measure table with relevancy their overall level of job satisfaction. Nevertheless, demographic characteristics expedited the invention of variations in overall job satisfaction by gender. College members in University of state were usually happy with their jobs. However, male college members were less satisfied than feminine male college within the current study. Within the Study the issue “work itself” was the foremost motivating side. The smallest amount motivating side of college member’s jobs was the “working conditions.” The findings imply those schools were most happy with the content of their job and least comfortable with the context within which their job was performed. The individual department had sought to conduct employment analysis for every position and ask for innovative ways in which boost the work college members truly show. Conversely, the surroundings within which faculty member's work is performed ought to be reviewed to enhance the context. Concern concerning the context was clearly proved within the comment portion of the instrument wherever feminine respondents, particularly, indicated that they needed to participate in the study, however, were involved concerning their...
perceptions being created public and retribution following. The survey reveals that demographic factors like age, educational rank, and degree substantial impact on job satisfaction; which suggests that based mostly on age, total years teaching, and educational rank college square measure table with relevancy their overall level of job satisfaction. Nevertheless, demographic characteristics expedited the invention of variations in overall job satisfaction by gender. College members in University of state were usually happy with their jobs. However, male college members were less satisfied than feminine male college within the current study. Within the Study the issue “work itself” was the foremost motivating side. The smallest amount motivating side of college member’s jobs was the “working conditions.” The findings imply those schools were most happy with the content of their job and least comfortable with the context within which their job was performed. An individual department had sought to conduct employment analysis for every position and ask for innovative ways in which to boost the work college members truly function. Conversely, the surrounding within which faculty member's work is performed ought to be reviewed to enhance the context. Concern concerning the context was clearly proved within the comment portion of the instrument wherever feminine respondents, particularly, indicated that they needed to participate within the study, however, were involved concerning their perceptions being created public and retribution following.

9. CONCLUSION

Employees work performance depends upon their ability to try to their appointed work yet as they will to try to this. Personal policies, operating conditions, employees’ participation square measure the factors that represent the work Satisfaction. These factors exist at intervals the organization. Hathel & Sto know the extent to that these factors if not managed properly will cause job satisfaction among the workers. Another vital issue of job satisfaction is promotional opportunities. The well-outlined policies of promotions are well outlined, and opportunities to attend the seminars and conferences are inspired to specific their skilled development of these if improved upon by management can facilitate to bring out the simplest their staff. The first condition of any job is that the worker is motivated to perform the actual task yet as should like and luxuriate in his work. If the workers square measure extremely discontented with their jobs, their morale would be terribly small that may adversely have an effect on their motivation to try to the actually appointed task. It’s Vital for the management of those public universities to be disposed of to the work satisfaction of their employees’. Their commitment to the work satisfaction of their staff can make sure the development of structure climate that is directly proportionate to the attitudes of the workers towards their job and their operating surroundings. Also, the management should necessarily monitor the work surroundings to ascertain signs of any job discontentedness and take necessary corrective actions. Thus, management should Paya lot of attention to general attitudes of the worker that might be changed by University policies and practices. The findings according during this study build a valuable contribution to the notice of understanding the thought of job satisfaction and, therefore, the impact the rational motive and hygiene factors on job satisfaction. However, further analysis is required to additional investigate the potential relationship and influence these variables, and alternative variables were job satisfaction. It is hoped that the barrier to the college members” job satisfaction
square measure found during this analysis will contribute to an excellent extent to enhance the amount of college members yet as educational education level in University. It is the will of the society that the school member's square measure to administer such input those will build them happy likewise happy. This satisfaction can't then be infused to the scholars and next to the state.

REFERENCES


