



Research Paper

## Job Satisfaction of teachers working in Self Financing Colleges

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### ABSTRACT

This paper scrutinizes the job satisfaction among self financing college teachers in Kerala the study was carried out using descriptive sample surveying method to delve into the job satisfactions of the self financing college teachers in Kerala. A sample of 100 teachers from self financing college of Alappuzha District of Kerala were randomly selected for the purpose of examining. The study try to examine level of satisfaction prevalent among the self financing college teachers and finds it be really low due both materialistic as well as non – materialistic factors. The paper ends at a point establishing the link between job satisfaction and productivity. The stud also examines the teacher's awareness of law that was made by the state to protect their Rights.

**Keywords:** Self Financing, job satisfaction productively, teachers

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### I. INTRODUCTION

The cardinal point of the knowledge in every educational system are teachers. They are actually the visible part of the educational system. Every student might have some unforgettable teachers in their minds whom they cannot forget even when they become elderly. It clearly portrays what a profound influence that a teacher can have on his / her pupil. The Higher Education Commission (1953) says – ‘we are however convinced that most important factor in the contemplated educational reconstruction is the teachers his quality, his educational qualification his professional training and the place he occupies in the school and its influence on the life of the community invariably depends on the kind of teachers working in it.

We could have a commonsensical insight that only a happy and satisfied individual can act productive throughout the life. It is nothing disparate with the case of teachers. The truth is that we often tent to forget to probe into the problems faced by the teachers in their job environment. Following this aspect, only teachers with copious level of job satisfaction could only produce efficient results of all kind.

This paper studies the job satisfaction of teachers working in self financing collages in Kerala.

### JOB SATISFACTION

Job satisfaction plays an important role in determining the productivity of an organization or institution as well as the employees constituting it. Job satisfaction can be asserted as the contentment or gratification that a person get from his/her job experience. Material, Financial, Psychological and many more factors could act as active determinants for it. It can be summed up as the aggregate feelings that a person eventually have out of his total job experiences.

The term job satisfaction was first described by Hoppock (1935). He observed it as a combination of psychological, physiological and environmental circumstances that cause a person to say that they are satisfied with their job.

Vroom (1964) observed job satisfaction as an orientation of emotions an employees will have towards the work he does and it stresses on the fact that job satisfaction is the strongest motivation to achieve better performance.

Herzberg (1959) developed a two factor theory of job satisfaction. Through research he found that there exist categories of factors that contribute towards job satisfactions – Hygiene factors and motivational factors. The hygiene factors are those factors which do not lead to positive satisfaction for long time but its

absence might cause dissatisfaction. They are basically physiological needs which the individuals wanted and expected to be fulfilled like pay, administrative policies, fringe benefits, physical working conditions, status, interpersonal relation, job security etc. Motivational factors are those factors that contribute towards positive satisfaction. They motivate the employees to have better performance and are factors like recognition sense of achievement, growth and promotional opportunities, responsibility, meaningfulness of the work etc. The motivational factors include the psychological needs required employees to produce better performances.

Smerek and Peterson Model (2007) proposes that in order to attain job satisfaction in an organization, there should be job characteristics as well intrinsic and extrinsic factors. They define job characteristics as the core dimensions of the job. Job characteristics regards to the model are operationalized in task identity, feedback, job autonomy, job variety and task significance. Smerke and Petersons defined intrinsic factors as “those factors that fulfill an individual’s need for psychological growth” P.230,. Intrinsic factors in regards to the model includes employees recognition, the work itself, the employee opportunity for advancement, professional growth of employees, employee responsibility, good feeling about the organisation’s mission, Smerek and Peterson (2007) defines extrinsic (hygiene) factors as “the factors that merely serve to prevent an individual from feeling bad about the work” P.230.

### **Objective of the study**

Objective of the study is to scrutinize the job satisfaction of self financing college teachers in Kerala. It intend to check the awareness of the teachers about ‘Kerala Self Financing College teaching and non teaching employee (Appointment and conditions of services) Act 2021, which is a landmark law made to protect their rights.

### **Methodology Used**

A sample of 100 self financing college teachers provided data. The academic teachers were from few colleges from Alappuzha District of Kerala. The study was conducted using a questionnaire, which is circulated online. The researcher have collected data ethically without breaching the privacy of the respondents. It made sure that no ones privacy was affected and also they could respond honestly.

### **Limitations of the study**

1. The study was limited to only Alappuzha District in Kerala but the problem is pertinent in whole part of the country.
2. The respondents were from different self financing colleges but the research didn’t segregated the institutions based on their stream of study.

## **II. Results**

The most important factor for an individual to become productive on his workspace is his/her satisfaction with work conditions. Even though teachers in such colleges are satisfied with the interaction and experience with their students and co-workers, they are not fully satisfied with other work conditions. Their relation with superiors and other factors puts them under high pressure. Most teachers work in self financing colleges just for gaining job experience for the advancement of the carrier.

The study cognized some unknown truth to us, which were highly petrifying. Even though these teachers work in self financing colleges, the are equally qualified like the government or aided college teacher. These qualified teachers in self financing college works for meager salaries. For many among the respondents the salary is ten thousand or less per month. This shocking realization laid us to think, there teachers are paid an amount less than that of an unskilled labour in Kerala, a month.

The working hours per weak for a self financing college teacher is unbelievably high. Most of the teachers have to work for more than 10 hour a week which is far more than what a government college or aided college teacher have. The salary of such teachers and their working hours maintains an inversely proportional relationship. Even when their working hours are too high, they are one among the least paid in the nation itself.

It is startling to know that none of the self finance college provide their teaching staff with travel allowances. The clear picture of the vulnerability of these teachers will be more apparent when we correlate the fact that most of the self financing teachers indeed get meager salary and they have to meet their travel expenses from that amount. This gives extensive pressure for them and makes it difficult for them to make two ends meet with this small sum that they get in hand.

It is found from the response that the insecurity of the self financing college teachers regarding their job is very high. The span of work,the working hours per week or any other terms regarding the work were not informed to may out teachers before joining the salary amount of some teachers were also not intimated to them while joining. It is much more shocking to hear that for some respondents even call letters were not issued while journey.

The study process that the teachers in self financing colleges are prone to expiations of many kind. The institutions couldn't provide them psychological contentment as well as financial stability.

Kerala has enacted a law named 'Kerala Self Financing College Teaching and non teaching. Employees (appointment and conditions services) Act 2021 the law came into force following the recommendations of K.K. Dineshan Commission (2016). The commission was appointed as a prolongue to bring in a legislation to assure government control over self financing institutions. The provisions of this law covers a plethora of subjects ranging from the appointment of teaching and non teaching staff, their work hours to the job security provisions needed to the provided.

The law makes it compulsory for the staff to get in agreement with the college authority while joining there. It is enlisted in the law that the name of the staff should be added to the employees provident fund under the employee's provident funds and miscellaneous provisions Act 1952 (Central Act 19 of 1952). The study finds that some of the respondents are even unaware of the law. A small portion of the respondents have not even signed any agreement with their college and no one's name was added to the Employee's Provident Fund.

Sl.No	Range of Z-scores	Grade	Level of Job Satisfaction	No. of teachers
1	+2.01 and above	A	Extremely High	0
2	+1.25 to +2	B	High	3
3	+0.51 to 1.25	C	Above average	4
4	-05.50 to 0.50	D	Average	11
5	-0.51 to -1.25	E	Below average	42
6	-1.25 to -2.00	F	Low	30
7	-2.01 and above	G	Extremely Low	10

Fig 1: Job Satisfaction level of self financing college teachers

Table 1 shows the number of teachers of self financing colleges under various levels according to their job satisfaction on various scales. On analyzing the data of job satisfaction of 100 teachers of self financing colleges in Alappuzha District of Kerala, it could be observed that none fall into the level of extremely high job satisfaction level, 3 teachers to high satisfaction level, 4 teachers to above average level, 11 teachers to average level, 42 teachers to below average level, 30 to low job satisfaction and 10 teachers to extremely low job satisfaction level. It can be inferred from the data analysis that the job satisfaction of most of the respondent (82% of the respondents) fall into below average, low and extremely low job satisfaction level categories.

### Practical Implications of low job satisfaction among teachers

Teachers with low job satisfaction level will be less productive and less creative. This could have awful impact on the institution as well as the students.

In a more individual level the absence of motivating and hygiene factors in the work environment might make the teachers incompetent.

The declining job satisfaction might force the teachers to abandon the job or the growing incompetency might compel the institution to expel them. The continuous resignation of teachers might affect the productivity of students in an extensive manner.

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