

A STUDY ON JOB SATISFACTION AMONG WOMEN FACULTIES OF SELF-FINANCING ARTS & SCIENCE COLLEGES IN PALAKKAD

Mrs.K.Parimalakanthi¹, Ms.Divya.V²

¹Assistant Professor, P.G. and Research Department of Commerce,
Sree Narayana Guru College, K.G Chavadi, Coimbatore 641105, TamilNadu, India.

²M.Phil. Research Scholar, P.G. and Research Department of Commerce,
Sree Narayana Guru College, K.G.Chavadi, Coimbatore 641105, TamilNadu, India

ABSTRACT

Job Satisfaction is an attitude of employees about their work and is based on numerous factors, both intrinsic and extrinsic to an individual. Job satisfaction is important from the perspective of maintaining and retaining the appropriate employees within the organization; it is about fitting the right person to the right job in the right place and keeping them satisfied. This study is aimed to know about the job satisfaction among women faculties of self-financing Arts & science colleges in Palakkad. The Research Problem in the present Study involves the various factors influencing Job satisfaction. Data was collected from 50 women faculties who are working in various self-financing Arts & Science College in Palakkad based on Convenient Sampling method. The data was analyzed with the help of statistical tools like simple percentage analysis, chi square analysis and weighted average Rank analysis. This study also gives suitable suggestions to the institution for improving the satisfaction level of women Faculties.

Key words: Self – Financing Colleges, Women Faculties, Job satisfaction, working condition, Promotional factors.

INTRODUCTION

Job satisfaction is very important because most of the people spend a major portion of their life at their working place. Moreover Job satisfaction has its impact on the general life of the employees also, because a satisfied employee is a contented and happy human being. A satisfied employee has better physical and mental wellbeing. So, for the success of institution, it is very important to manage human resource effectively and to find whether the faculties are satisfied or not. Job Satisfaction is a pleasurable or positive emotional state resulting from the appraisal of one's job or job experience. (E.A.Locke). Job satisfaction is determined by how well outcome meet the expectations or exceed the expectations. Some important factors influencing job satisfaction which may be classified in two categories.

A)Personal factors: Age, Gender ,Marital status, Educational Qualification, Designation, Department, Experience.

B) Work Environmental factors:- Working condition , Pay and Promotion factors ,Working Relationship, Other facilities offered by institution.

REVIEW OF LITERATURE

1. Louise August & Jean Waltman (2004) conducted a study "Culture, Climate, and Contribution: Career Satisfaction among Female Faculty" This study involves Retention of female faculty is an important issue for institutions of higher education aiming for excellence and diversity. However, an essential first step in understanding retention is to examine what contributes to career satisfaction for academic women. This study is based on data from a census survey of faculty conducted in 1996 at a

Research I university located in the Midwest. Using Hagadorn's (2000) model for conceptualizing faculty job satisfaction, the study identifies domains of environmental condition, departmental climate, and demographics that play a role in female faculty's overall career satisfaction.

2. **Linda Serra Hagedorn (1996)** conducted a study **"Wage equity and female faculty job satisfaction: The role of wage differentials in a job satisfaction causal model"** The present study examined the role of female/male wage differentials in a model of job satisfaction. Female/male wage differentials were initially derived in a manner designed to eliminate much of past discriminatory practices. Subsequently, wage differentials were incorporated in a causal model to predict multiple aspects of academic job satisfaction for female faculty. It was hypothesized that the magnitude of the gender-based wage differential not only affected global job satisfaction but also intentions to remain in the academy, perceived stress level, perceptions of collegiality, and perception of the institution among female faculty. The findings indicated that as gender-based wage differentials increased, global job satisfaction of female faculty decreased. This significant effect was manifested predominantly through faculty perceptions of the institution.
3. **Deborah Olsen, Sue A. Maple and Frances K. Stage (1995)** conducted a study **"Women and Minority Faculty Job Satisfaction: Professional Role Interests, Professional Satisfaction, and Institutional Fit"** The present study used structural modeling to explore the relationships among women and minority faculty's professional role interests and satisfactions, the "fit" of these interests and satisfactions with institutional values and expectations, and overall job satisfaction.
4. **Sandra L. Clark (2007)** conducted a study **"Women Faculty in Community Colleges: Investigating the Mystery"** The author reviews recent literature on women faculty in higher education and in two-year institutions specifically. Existing research indicates that despite their higher numbers in administrative and faculty positions at community college, women often are marginalized because they serve in lower level and untenured slots that are concentrated in a few disciplines at less pay than men in similar positions. Likewise, women hold a higher percentage of instructor and lecturer positions that are non-tenure-track than men. Based on the literature review, the author points to the need for more research on women as faculty at both two- and four-year institutions to determine common social constructs that might prevent women from climbing the ladder to high-level faculty and administrative positions. The author delineates a research strategy that includes qualitative and quantitative data collection on women as graduate students and as professionals at different career levels across disciplines at both two- and four-year institutions.

STATEMENT OF THE PROBLEM

This study is focused on the Job satisfaction among Women Faculties of various self-financing arts & science colleges in Palakkad. The Research problems in the present study involves whether the faculties are satisfied with the general working condition prevailing in the college and how far they are being able to cope up with it. This study focuses to identify the level of application of skills and abilities in their respective jobs. The Research problem reveals the justification with respect to the pay and promotional aspects persisting in the institution. The study extends to access the existing spirit of harmony and about the social Recognition from the point of view of faculties in the College.

OBJECTIVES

- To Study the Job satisfaction among women Faculties of various self-financing Arts & Science colleges in Palakkad.
- To study and evaluate the Working environment, Relationship with colleagues, Promotional factor and other facilities offered for the Faculties.
- To know how far the women faculties are satisfied with the opportunity for personal development.

SCOPE OF THE STUDY

Job satisfaction is the extent of positive feelings or attitudes that individual have towards their job. This Study aims to know the job satisfaction among Women Faculties of Self-financing Arts & Science College in Palakkad. This research has given an opportunity to interact directly with the faculties of various self-financing colleges in order to

know about their working condition, Work Relationship, pay and promotional activities, their skills and abilities, and other factors which is influencing Job Satisfaction.

RESEARCH METHODOLOGY

This study is based on primary data. Primary data was collected through a well-designed and structured questionnaire based on clear objectives. The sampling method used in this study is Convenient Sampling. The sample size taken for the research was 50 women faculties working in various self-financing arts & Science College in Palakkad.

ANALYSIS AND INTERPRETATION

Analysis is done with respect to the socio-economic characteristics of respondents over different aspects. This was carried out for each question in the questionnaire. The statistical technique used for data analysis is simple percentage and Chi square analysis and weighted average Rank analysis.

DEMOGRAPHIC FACTOR

Chart 1

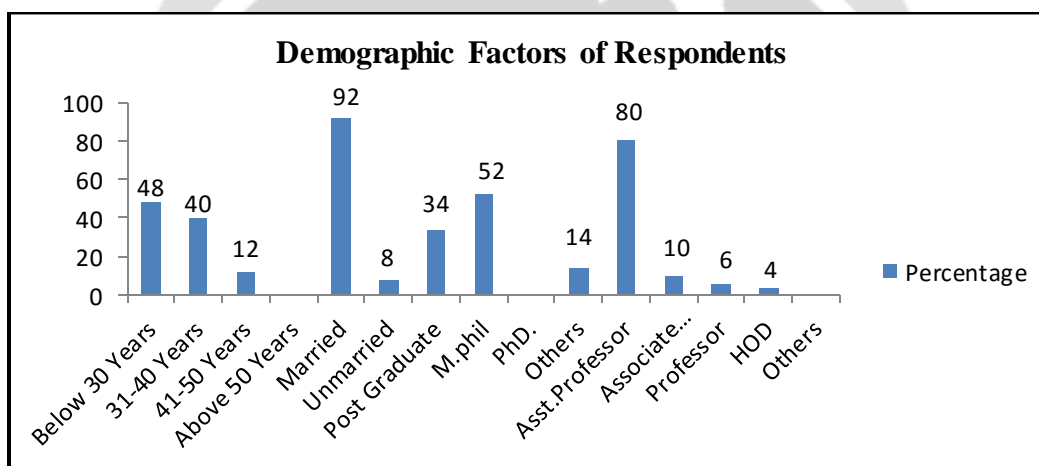


Chart 2

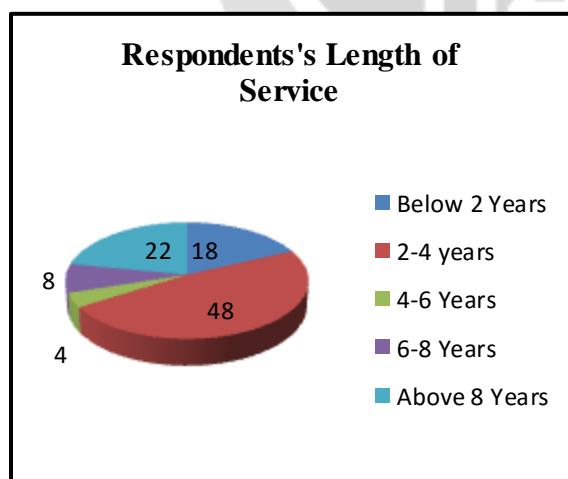


Chart 3

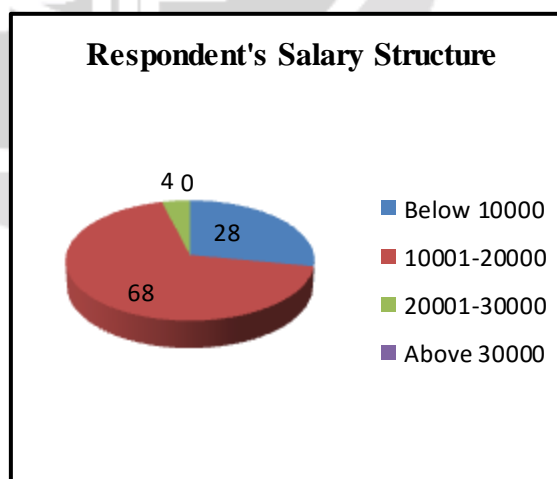
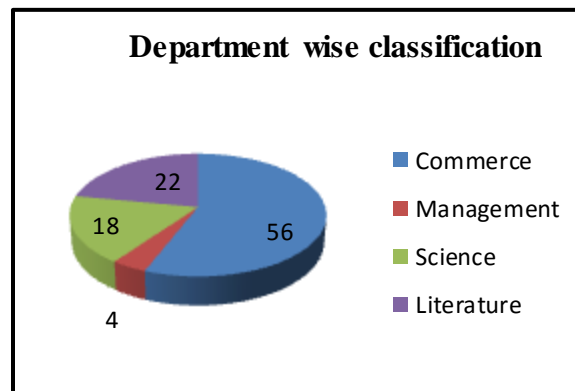


Chart 4



The above charts show that out of 50 respondents, Most (48%) of the Respondents are in the age group of below 30 years old, Majority (92%) of the respondents are married. Majority (52%) of the respondents are qualified M.Phil. Degree, Majority (80%) of the Respondents are working as an Assistant Professor, Most (48%) of the respondents had a work experience of 2-4 years, Majority (68%) of the respondents are getting salary in the range of Rs. 10001-20000 and Majority (56%) of the Respondents are working in the Department of Commerce.

Table 1

General Working Condition

Factors		Highly Satisfied	Satisfied	Neutral	Dissatisfied	Highly Dissatisfied	Total
Working Environment	f	21	23	4	2	0	50
	%	42	46	8	4	0	100
Working Hours	f	15	33	2	0	0	50
	%	30	66	4	0	0	100
Grievances Handling Procedure	f	7	28	11	2	2	50
	%	14	56	22	4	4	100
Subjects Handled	f	20	26	4	0	0	50
	%	40	52	8	0	0	100
Job Security	f	11	15	15	0	9	50
	%	22	30	30	0	18	100

Pay and Promotional Factors

Factors		Highly Satisfied	Satisfied	Neutral	Dissatisfied	Highly Dissatisfied	Total
Provident Fund	f	8	21	9	3	9	50
	%	16	42	18	6	18	100
Incentives	f	2	14	11	16	7	50
	%	4	28	22	32	14	100
Salary and Recognition	f	4	11	9	17	9	50
	%	8	22	18	34	18	100
Chances for the application of skill Qualification & Experience	f	10	26	8	5	1	50
	%	20	52	16	10	2	100
Rewarded fairly for work Experience	f	6	13	11	13	7	50
	%	12	26	22	26	14	100
Opportunity for Personal Development	f	8	15	12	9	6	50
	%	16	30	24	18	12	100
Appreciation given for contribution to the institution	f	9	23	12	4	2	50
	%	18	46	24	8	4	100

Working Relationship

Factors		Highly Satisfied	Satisfied	Neutral	Dissatisfied	Highly Dissatisfied	Total
Interpersonal Relationship with Colleagues	f	25	22	2	1	0	50
	%	50	44	4	2	0	100
Students Relationship	f	24	21	5	0	0	50
	%	48	42	10	0	0	100
Spirit of Cooperation with Management	f	7	30	7	4	2	50
	%	14	60	14	8	4	100

The above table shows that out of 50 Respondents, Most (46%) of the respondents are satisfied with the working environment, Majority (66%) of the respondents are satisfied with the working hours of the college, Majority (56%) of the respondents are satisfied with the Grievances handling procedures, Majority (52%) of the respondents are satisfied with the Subjects handled, Most (30%) of the respondents are satisfied on Job security, Most (42%) of the respondents are satisfied with the provident fund, Most (32%) of the respondents are dissatisfied with the incentives schemes provided, Most (34%) of the respondents are dissatisfied with the salary and Recognition, Majority (52%) of the respondents are satisfied with the Chances for the application of skill Qualification & Experience, Most (26%) of the respondents are satisfied with the opinion of rewarded fairly for work experience, Most (30%) of the respondents are satisfied with the opportunity provided for personal development, Most (46%) of the Respondents are satisfied with the appreciation given for their contribution, Majority (50%) of the respondents are highly satisfied with the Interpersonal Relationship with Colleagues, Most (48%) of the respondents are highly satisfied with the Students Relationship and Majority (60%) of the respondents are satisfied with the Spirit of Cooperation with Management.

Table 2
Marital Status and opinion about Job Security

H₀: Let us assume that there is no significant relationship between Marital Status and the opinion about Job Security

Marital status	Opinion about Job Security					Total
	Highly Satisfied	Satisfied	Neutral	Dissatisfied	Highly Dissatisfied	
Married	11	14	13	0	8	46
Unmarried	0	1	2	0	1	4
Total	11	15	15	0	9	50

Calculated Chi square value = 1.69

Degree of freedom = 4

Table value at 5% level of Significance = 9.488

At 5% level of significance the calculated value (1.69) is less than the table value (9.488), so the Null hypothesis is accepted. Hence it is concluded that there is no significant relationship between Marital Status and the opinion about Job Security

Table 3
Years of Service and Level of satisfaction towards opportunity for Personal Development

H₀: Let us assume that there is no significant relationship between years of service and Level of satisfaction opportunity for Personal Development

Years of service	Opinion on satisfaction towards opportunity for Personal Development					Total
	Highly Satisfied	Satisfied	Neutral	Dissatisfied	Highly Dissatisfied	
Below 2years	2	4	2	1	0	9
2-4 years	5	7	4	5	3	24
4-6 years	0	1	0	0	1	2

6-8 years	1	2	1	0	0	4
Above 8 years	0	1	5	3	2	11
Total	8	15	12	9	6	50

Calculated Chi square value = 15.298

Degree of freedom = 16

Table value at 5% level of Significance = 26.296

At 5% level of significance the calculated value (15.298) is less than the table value (26.296), so the Null hypothesis is accepted. Hence it is concluded that there is no significant relationship between years of service and Level of satisfaction towards opportunity for Personal Development.

Table 4
Age and Level of satisfaction on Working Condition

H₀: Let us assume that there is no significant relationship between age and Level of satisfaction on Working Condition

Years of service	Opinion on satisfaction on working condition					Total
	Highly Satisfied	Satisfied	Neutral	Dissatisfied	Highly Dissatisfied	
Below 30 years	13	10	1	0	0	24
31-40	5	12	1	2	0	20
41-50	3	1	2	0	0	6
Above 50	0	0	0	0	0	0
Total	21	23	4	2	0	50

Calculated Chi square value = 12.864

Degree of freedom = 12

Table value at 5% level of Significance = 21.026

At 5% level of significance the calculated value (12.864) is less than the table value (21.026), so the Null hypothesis is accepted. Hence it is concluded that there is no significant relationship between age and Level of satisfaction on Working Condition.

WEIGHTED AVERAGE RANK ANALYSIS

Table 5

An attempt is made to rank the factors considered for promotion by determining the weighted score for each level of factors by using weighted Average method based on the preference expressed by the sample respondents.

FACTORS CONSIDERED FOR PROMOTION

Preference	Total Experience	In campus Seniority	Recommendation	Qualification	Talent & Achievement	Total
First	85	100	0	45	20	250
Second	60	36	0	80	24	200
Third	27	12	33	30	48	150
Fourth	10	30	12	18	30	100
Fifth	4	2	33	2	9	50
Total	186	180	78	175	131	750
Rank	1	11	V	111	1V	

It can be seen from the above table that the factors "Total Experience" with a total score of 186 points stood in the first place. This followed by "In campus Seniority" with a total score of 180 points in the second place, "Qualification" with 175 points in the third place, next to these "Talent & Achievement" with 131 points in the fourth place and "Recommendation" with lowest points of 78 in fifth place.

To conclude the "Total Experience" is the main factor is most considered for promotion.

Table 6

An attempt is made to rank the facilities provided by Institution determining the weighted score for each level of facilities by using weighted Average method based on the preference expressed by the sample respondents.

FACILITIES PROVIDED BY INSTITUTION

Preference	Library	Lab	College Bus	Canteen	Drinking Water	Wash Room	Rest Room	Total
First	175	49	63	0	49	14	0	350
Second	60	72	66	24	24	30	24	300
Third	35	30	55	35	65	20	10	250
Fourth	0	20	16	28	68	60	8	200
Fifth	12	12	12	51	21	21	21	150
Sixth	8	14	8	22	4	26	18	100
Seventh	0	9	7	4	0	4	26	50
Total	290	206	227	164	231	175	107	1400
Rank	1	IV	III	VI	II	V	VII	

It can be seen from the above table that the facilities "Library" with a total score of 290 points stood in the first place. This followed by "Drinking Water" with a total score of 231 points in the second place, "College Bus" with 227 points in the third place, next to these "Lab" with 206 points in the fourth place and "Wash Room" with 175 Points in the fifth place, "Canteen" with 164 points in the sixth place, and "Rest Room" with lowest points of 107 in fifth place.

To conclude the "Library" is the main facilities provided by the Institution.

SUGGESTION

- The Management should review existing salary structure and offered better emoluments to keep faculties happy and contented.
- The Management could introduce to identify the best and effective teaching staff in all discipline and acknowledge in their good performance.
- The Management could consider confirming the temporary employees on permanent basis in order to give them sense of security.
- The Management could conduct a one or two training programme in a year to update them on latest trend in teaching method.
- The Management could provide Ladies Rest Room facilities in the institution for spending leisure time.
- The management should improve Canteen facilities in the institution for better refreshment.

CONCLUSION

Job satisfaction is an individual's reaction to the job experience. This study gave me an opportunity to understand the attitude, opinion and their level of satisfaction of women faculties who is working in various self-financing colleges in Palakkad. The findings of this study revealed that the women faculties were satisfied with the working condition, working hours, relationship with students and colleagues etc. Overall it can be seen that there is a sound working environment prevailing in self-financing colleges in Palakkad except a small level of dissatisfaction in a few areas such as salary structure, incentive Provident fund etc. The management could provide monetary and non-monetary rewards to faculties in order to keep them happy and contented. To be successful Management must continuously ensure the satisfaction of their faculties.

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