



**JOB SATISFACTION OF WOMEN ACADEMICIANS
(With Special reference to Self-Financing Colleges in Chennai)**

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Abstract

Human resource is an important and valuable asset for any organisation. A sizeable number of women prefer teaching profession in Arts and Science colleges. The challenge confronted by the women academicians in the self-financing colleges makes them to move from one institution to another. This study focus on the job satisfaction factors like salary, environment, timings, nature of student and career advancement for a women employee. Further, it analyse the impact of demographic profile like age, educational qualification and experience on job satisfaction variables. The study analyse the women faculties working in self financing colleges in Chennai city affiliated to university of madras. The ANOVA test is applied to establish the relationship between demographic variable and job satisfaction factors. The results of the analysis reveal that demographic variable namely age, educational qualification and experience plays a significant impact on the job satisfaction variables. The results of the analysis help the management and policy makers to frame appropriate strategies to retain an academician with the self-financing educational institutions.

Keywords: Job satisfaction, Women, Teachers, Self-Financing Colleges.

INTRODUCTION

Human resource is an important and valuable asset for any organisation. The modern era management struggle with the crucial task of retaining qualified and efficient personnel for a long period. Job satisfaction is an indispensable factor for retaining an employee. Educational institution plays a predominant role in shaping the future generation in particular and society at large. Therefore imparting and maintaining quality education is an implied responsibility for any educational institution. Teaching is an art; experienced faculty is an asset to any educational institution. The wide spread of literacy after the privatization of education sector in our country, has transformed the employment scenario in India. A sizeable number of women prefer teaching profession in Arts and Science colleges. The challenge confronted by the women academicians in the self-financing colleges makes them to move from one institution to another. This study focus on the job satisfaction factors like salary, environment, timings, nature of student and career advancement for a women employee. Further, it analyse the impact of demographic profile like age, educational qualification and experience on job satisfaction variables.

REVIEW OF LITERATURE

Samina Qasim (2012) analysed the factors contributing to the highest level of job satisfaction and found out that among four factors work environment has the highest magnitude that is contributing towards the highest level of job satisfaction of a multinational company's employees of Pakistan. The study concluded that in order to gain competitive advantage and adapt to the dramatic changing environment it is important for them to achieve management efficiency by increasing employee satisfaction in the organization

Nirav Dave and Dr. Dharmesh Raval (2012) examined selected MBA faculties working in various colleges and University departments across Gujarat. The study identified the Job Satisfaction Factors (JSF) for management teachers of Gujarat which is classified as individual factors and institutional factors. The findings of the study are useful for the college management to retain valuable and knowledgeable faculties and for encouraging them to give high performance.

Mcshane and Von Glinow (2005) opines that job satisfaction is a multi-dimensional concept which explains the job characteristics, work environment, emotional experience etc., It is an evaluation of the role of a person towards his/her job. James X Castillor (2004) analysed the factors explaining job satisfaction among faculty and found out that demographic characteristics are not strongly significant to overall job satisfaction of the faculty. He has identified the factors "recognition", "supervision" and "relationship" explained the variability among faculty members overall levels of job satisfaction.

Fiona J. Lacy & Barry A. Sheehan (1997) examined the aspects of academics' satisfaction with their job across the eight nations namely Australia, Germany, Hong Kong, Israel, Mexico, Sweden, UK, USA and witnessed the emergence of interesting patterns across countries reflecting differences in the international academic climate. The study results indicated

the greatest predictors of job satisfaction are academics work, including university atmosphere, morale, sense of community, and relationships with colleagues. The study further explored the possibility of implications for university management and governing bodies.

The review of earlier literature highlighted the fact that various research studies on the factors analysing the job satisfaction of faculty were carried down in different parts of the world. _But there is no specific study related to job satisfaction of women faculty members in Chennai city during the last academic year. Hence this study aims to fill up this research gap.

STATEMENT OF THE PROBLEM

Teaching profession is the most preferred choice for women folk in their career choice. The decency along with the dignity makes teaching as an evergreen profession for women members. The women teachers in the self-financing colleges are facing different challenges to survive. Women academicians prefers teaching profession as a gainful employment in the job market to climb up the economic ladder fast, for getting recognition in the society and have satisfaction in utilizing their unutilized innate potential. Nevertheless, the problems thrown by the management, challenges posed by the students, difficulties of balancing work life makes it complicated for a women to survive long in their job. Hence this study makes an attempt to analyse the factors which satisfies women academicians in their job portfolio and its relationship with the demographic profile of the respondents.

SCOPE OF THE STUDY

The study covers the women professions working in Self Financing Colleges in Chennai. The study pertains only to Arts and Science Colleges in Chennai. The self-financing colleges affiliated to University of Madras are selected for the study. The study confined to women faculty members alone. The study has attempted to identify and analyse the impact of demographic factors on the job satisfaction of women academicians. The study confines to three demographic variables namely age, educational qualification and experience.

OBJECTIVES OF THE STUDY

- To identify the job satisfaction factors of women academicians in self financing colleges.
- To analyse the impact of the demographic factors in the job satisfaction of women academicians in self financing colleges.

HYPOTHESES OF THE STUDY

- There is no significant difference between age group with respect to Job satisfaction variables
- There is no significant difference between educational qualification with respect to Job satisfaction variables
- There is no significant difference between experience with respect to Job satisfaction variables

DATA & METHODOLOGY

The analysis is based on primary data which was collected through a questionnaire designed for the study. The study employs multi stage random sampling for the purpose of collection of data. Among the colleges in Chennai city only Self Financing colleges affiliated to University of Madras are selected. In the second stage among the teaching fraternity, only women faculties are selected for the study. In the third stage by the application of sampling formulae, the sample size of 215 has been arrived.

LIMITATIONS OF THE STUDY

- The analysis of the perception of women academicians during the study period cannot be generalised.
- The study is confined to Chennai City; hence the results may vary across the cities due to the impact of environmental variables.

ANALYSIS & INTERPRETATIONS

Table No-1, Demographic profile of the selected respondents

Demographic Variables	Categories	No. of Respondents	Percentage
Age	Less than 25 years	64	30
	26 – 35 years	88	41
	36 – 45 years	43	20
	More than 45 years	20	9
Educational	P.G. with SLET/NET	64	30

Qualifications	M.PHIL.,	96	45
	PH.D.	55	25
Experience	Less than 5 years	41	19
	5 – 10 years	56	26
	11 – 15 years	76	35
	More than 15	42	20
Income	Less than Rs. 15,000	53	25
	Rs. 15,001 - Rs. 25,000	116	54
	Rs. 25,000 & Above	46	21

Source: Primary Data

Table 1 shows the age wise distribution of respondents. Majority of respondents belongs to age group of 26-35 years because they are fresher's entering into the teaching job during their middle age group. Majority of respondents (45 per cent) are working with M.Phil., Those who pursue for collegiate teaching finishes M.Phil., and enters teaching profession. The candidates with NET/SLET qualifications are comparatively less due to the difficulty of clearing the examinations. It is interesting to note down that 61 per cent of respondents belong to the experience group of 5 to 15 years. These women professionals mainly belong to the departments of new courses like Bio Technology, Microbiology, Informational Technology etc., which are not offered by the Government colleges. Salary is provided to these professionals from the fees collected from the students as there is no specific aid from the Government. Hence these professionals mainly fall under the income group of Rs. 15001 to Rs. 25000.

Table- 2,ANOVA for significant difference between age group with respect to Social Variables

Job Satisfaction Variables	Age Group	Mean	S.D	F value	P value
Salary	Less than 25	7.35	1.03	3.872	0.031*
	26-35	7.81	1.04		
	36 – 45	7.29	0.98		
	More than 45	7.19	1.06		
Environment	Less than 25	12.71	1.32	3.645	0.032*
	26-35	12.97	1.61		
	36 – 45	12.42	1.18		
	More than 45	19.00	1.41		
Timings	Less than 25	17.55	1.49	3.283	0.048*
	26-35	17.72	1.63		
	36 – 45	17.95	1.82		
	More than 45	17.00	0.00		
Nature of Student	Less than 25	17.03	1.14	3.853	0.033*
	26-35	18.67	1.16		
	36 – 45	16.75	1.34		
	More than 45	16.33	1.32		
Career Advancement	Less than 25	18.67	1.16	3.673	0.028*
	26-35	18.96	1.26		
	36 – 45	17.03	1.14		
	More than 45	16.75	1.34		
Overall Impact of Age on Job Satisfaction variables	Less than 25	58.10	2.69	3.501	0.015*
	26-35	59.95	3.27		
	36 – 45	58.22	2.68		
	More than 45	54.83	1.94		

Source: Computed from primary data

Table 2 brings to the fore the impact of age on job satisfaction variables. The job satisfaction of an individual is mainly affected by the personal variables. Age plays a key role among the personal variables in the determination of job satisfaction. At younger age, the opportunity to work prioritizes their choice which makes them not to concentrate on the factors of job satisfaction. After few years of service, the expectation increases as they understand the environment and job profile well. A close observation of the table reveals the fact that age significantly affects the job satisfaction variables. The null hypothesis is rejected (p value < 0.05) at 5 per cent level of significance. The existence of significance in the mean scores has been confirmed by the significant statistical value for each variable of job satisfaction factors. As regards the overall impact of age, the statistical results confirmed that the age has played a defend role in job satisfaction variables but the significance is more in the age group of 26 - 35 in most of the variables.

Table- 3,ANOVA for significant difference between educational qualifications with respect to Job Satisfaction Variables

Job Satisfaction Variables	Educational Qualifications	Mean	S.D	F value	P value
Salary	P.G. with SLET/NET	7.58	1.06	3.303	0.050*
	M.PHIL.,	7.25	1.03		
	PH.D.	7.27	1.02		
Environment	P.G. with SLET/NET	13.00	1.60	3.107	0.041*
	M.PHIL.,	12.80	1.33		
	PH.D.	12.79	1.48		
Timings	P.G. with SLET/NET	7.97	1.07	1.131	0.324
	M.PHIL.,	7.85	1.04		
	PH.D.	7.68	1.03		
Nature of Student	P.G. with SLET/NET	18.94	1.28	1.131	0.324
	M.PHIL.,	18.81	1.17		
	PH.D.	17.3	1.26		
Career Advancement	P.G. with SLET/NET	19.12	1.79	3.343	0.003**
	M.PHIL.,	19.05	1.39		
	PH.D.	18.91	1.33		
Overall Impact of educational qualification on Job Satisfaction. variables	P.G. with SLET/NET	58.62	2.97	3.685	0.005**
	M.PHIL.,	57.90	2.93		
	PH.D.	57.91	3.04		

Source: Computed from primary data

Table 3 depicts the relationship between educational qualifications of faculty members with their job satisfaction variables. Women academicians especially faculty of a college should have completed post-graduation with NET or SLET or M.Phil., The teaching fraternity is very much interested to pursue research degree to step up in their career ladder. Hence educational qualifications play a predominant role in the women academicians' state of mind. The expectations are less when they are not qualified as they are most concerned about job security. Qualified academicians consider many variables for their satisfaction. The null hypothesis is rejected with high f-value at 5 per cent level of significance. The analysis of table 3 shows that salary, environment and career advancement have significant relationship with educational qualifications which is evident from p-value. In other words, depending upon the qualification of a person the job satisfaction level varies. Among the educational qualification category, P.G. with SLET/NET scores a high mean value.

Table – 4,ANOVA for significant difference between Experience with respect to Job Satisfaction Variables

Job Satisfaction Variables	Experience	Mean	S.D	F value	P value
Salary	Less than 5 years	7.21	0.97	3.648	0.044*
	5 – 10	7.20	1.04		
	11 – 15	7.36	1.61		
	More than 15	7.22	1.06		
Environment	Less than 5 years	12.59	1.30	3.106	0.046*
	5 – 10	12.77	1.24		
	11 – 15	13.01	1.55		
	More than 15	12.74	1.16		
Timings	Less than 5 years	13.15	1.28	3.545	0.034*
	5 – 10	18.62	1.33		
	11 – 15	18.50	1.25		
	More than 15	18.79	1.30		
Nature of Student	Less than 5 years	18.41	1.31	0.312	0.732
	5 – 10	18.77	1.30		
	11 – 15	18.95	1.81		
	More than 15	18.62	1.19		
Career Advancement	Less than 5 years	18.95	1.84	3.243	0.024*
	5 – 10	18.93	1.81		
	11 – 15	18.96	1.82		
	More than 15	18.43	1.46		
Overall Impact of Age on Job Satisfaction variables	Less than 5 years	57.64	2.63	3.636	0.038*
	5 – 10	57.35	2.54		
	11 – 15	58.91	3.08		
	More than 15	57.36	2.89		

Source: Computed from primary data

The relationship between the job satisfaction variables and experience of faculty members has been analysed in the table 4. It is a common knowledge that the experience is one of the powerful navigators of one's job satisfaction. It is manifest that the length of experience one gains over the years sharpens the performance excellence. A close glance at table 4 reveals that salary, environment, timings and career advancement has a significant impact with the experience which rejects the null hypothesis. Further among the experience category, a high mean score is depicted for faculty members with more than 10 years of experience. In the light of above discussion, it can be said that the length of experience of women employees has a wholesome effect on the job satisfaction.

CONCLUSION

Women academicians prefers teaching profession as a gainful employment in the job market to climb up the economic ladder fast, for getting recognition in the society and have satisfaction in utilizing their unutilized innate potential. Nevertheless, the problems thrown by the management, challenges posed by the students, difficulties of balancing work life makes it complicated for a women to survive long in their job. Hence this study makes an attempt to analyse the influence of demographic factors on the job satisfaction of women academicians in self financing colleges. The results of the analysis reveal that demographic variable namely age, educational qualification and experience plays a significant impact on the job satisfaction variables. The results of the analysis help the management and policy makers to frame appropriate strategies to retain an academicians with the educational institution.



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