



A STUDY ON JOB SATISFACTION OF THE FACULTY MEMBERS OF HIGHER EDUCATIONAL INSTITUTIONS IN TAMIL NADU

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Abstract

Higher educational institutes are bearing the highest cost in case of managing the human capital of faculty. The level of satisfaction, which guarantees a successful higher educational institute, backed by the number factors like strong interactive process, inherent attraction for quality brains, likeliness to stay on job and feelings of empowerment. The job satisfaction dimensions of pay and benefits, work place values and environment, teaching and learning, performance appraisal and infrastructure and facilities are positively and highly correlated with overall job satisfaction of the faculty members of higher educational institutions. In order to satisfy the faculty members of higher educational institutions, the management should give sufficient work break for enrichment of personal life and provide an opportunity for faculty members to participate in decision making that affects them. Besides, the management should recognize the faculty members for their accomplishment in teaching. In addition, the higher educational institutions should improve the infrastructure facilities such as modern teaching aids, internet, computer, library, bus and canteen facilities.

Key Words: Faculty Members, Higher Educational Institutions, Job Satisfaction.

INTRODUCTION

Education has always been considered as the only key component of human development and greatest liberating force. It is considered as fundamental to all round development of the individual both at material and spiritual levels. Education is an essential tool for achieving sustainability. People around the world recognize that current economic development trends are not sustainable and that public awareness, education, and training are very important to moving society toward sustainability. Education creates human capital which is the core of economic progress and assumes that the externalities generated by human capital are the source of self-sustaining economic process. In order to become prosperous in global economy within first five ranks, India has to qualitatively strengthen higher and technical education. In this regard, higher education has significant role in supporting knowledge driven economic growth strategies.

The higher educational institutions are made of people who possess skills, ability, aptitudes that create competitive advantage for it. Various functions of higher educational institute is planned, executed and controlled by human resource. So it is essential for the higher educational institutions to do proper management of human resource in order to achieve its objectives efficiently and effectively. The management of human resource plays a key role in opening up new opportunities for promoting the growth of both individual and higher educational institutions.

Thus, the faculty members' contributions towards the successful implementation and execution of their work are very important. This can happen once the faculty member involved feels that his / her expectations are taken care of by the management. His / her level of satisfaction makes a big difference in his contributions for the development or the growth of the institution.

Higher educational institutes are bearing the highest cost in case of managing the human capital of faculty. The level of satisfaction, which guarantees a successful higher educational institute, backed by the number factors like strong interactive process, inherent attraction for quality brains, likeliness to stay on job and feelings of empowerment. Satisfaction also develops high level of institutional commitment and desire to show substantial performance. The high performance do not only based on job satisfaction, but also requires satisfaction with career in education, which positively influences teaching effectiveness and resultantly, students learning. It is necessary that he / she should be

satisfied with their job and factors contributing to the job satisfaction (Truell et al 1998). With this background, the present research is attempted to study job satisfaction of the faculty members of higher educational institutions in Tamil Nadu.

METHODOLOGY

The Tamil Nadu state has been purposively selected for the present study. There are 12 municipal corporations in Tamil Nadu state namely, Chennai, Madurai, Coimbatore, Tiruchirappalli, Tirunelveli, Erode, Salem, Thoothukudi, Vellore, Tirupur, Thanjavur and Dindigul. These municipal corporations in Tamil Nadu have been purposively selected for the present study. The 20 self-financing higher educational institutions have been selected randomly from each municipal corporation. One faculty member in each department of Tamil, English, Commerce, Management and Science in each higher educational institution has been again selected randomly. The faculty members have been selected by adopting multi stage random sampling technique. The 100 faculty members from each municipal corporation have been selected for the present study. Thus, the total sample size is 1200 (12 x 100). In order to examine the socio-economic profile of faculty members, the frequency and percentage analysis have been worked out. In order to study the job satisfaction dimensions of the faculty members of higher educational institutions, mean and standard deviation have been applied. In order to study the relationship between job satisfaction dimensions and overall job satisfaction of the faculty members of higher educational institutions, the correlation analysis has been employed.

RESULTS AND DISCUSSION

SOCIO-ECONOMIC PROFILE OF THE FACULTY MEMBERS OF HIGHER EDUCATIONAL INSTITUTIONS

The socio-economic profile of the faculty members of higher educational institutions was analyzed and the results are presented in Table 1.

Table - 1, Socio-Economic Profile of the Faculty Members of Higher Educational Institutions

Socio-Economic Profile	Frequency	Percentage
Gender		
Male	493	41.08
Female	707	58.92
Age Group		
Below 30 Years	270	22.50
31 – 35 Years	439	36.58
36 – 40 Years	227	18.92
41 – 45 Years	216	18.00
Above 45 Years	48	4.00
Educational Qualification		
PG Only	65	5.42
PG with SLET / NET	228	19.00
M.Phil	322	26.83
M.Phil with SLET / NET	297	24.75
Ph.D.	192	16.00
Ph.D. with SLET / NET	96	8.00
Designation		
Assistant Professor	601	50.08
Associate Professor	264	22.00
Professor	159	13.25

Head of the Department	82	6.83
Principal	60	5.00
Director	34	2.84
Monthly Salary		
Less than Rs.10,000	200	16.67
Rs.10,001 – Rs.20,000	192	16.00
Rs.20,001 – Rs.30,000	319	26.58
Rs.30,001 – Rs.40,000	284	23.67
More than Rs.40,000	205	17.08

The results show that about 58.92 per cent of faculty members are females and the remaining 41.08 per cent are males. The results indicate that about 36.58 per cent of faculty members belong to the age group of 31 – 35 years followed by below 30 years (22.50 per cent), 36 – 40 years (18.92 per cent), 41 – 45 years (18.00 per cent) and above 45 years (4.00 per cent).

The results reveal that about 26.83 per cent of faculty members have the educational qualification of M.Phil followed by SLET / NET (24.75 per cent), PG with SLET / NET (19.00 per cent), Ph.D. (16.00 per cent), Ph.D. with SLET / NET (8.00 per cent) and PG only (5.42 per cent). It is apparent that about 50.08 per cent of faculty members are assistant professors followed by associate professors (22.00 per cent), professors (13.25 per cent), heads of departments (6.83 per cent), principals (5.00 per cent) and directors (2.84 per cent).

The results show that about 26.58 per cent of faculty members belong to the group with a monthly salary of Rs.20,001 – Rs.30,000 followed by Rs.30,001 – Rs.40,000 (23.67 per cent), more than Rs.40,000 (17.08 per cent), less than Rs.10,000 (16.67 per cent) and Rs.10,001 – Rs.20,000 (16.00 per cent).

JOB SATISFACTION DIMENSIONS OF THE FACULTY MEMBERS OF HIGHER EDUCATIONAL INSTITUTIONS

The job satisfaction dimensions of the faculty members of higher educational institutions was analyzed and the results are hereunder presented

PAY AND BENEFITS

The satisfaction about pay and benefits of the faculty members of higher educational institutions was analyzed and the results are presented in Table 2.

Table – 2, Pay and Benefits

Pay and Benefits	Mean Score	Standard Deviation
I feel happy with my salary and increment	3.42	0.53
Adequate leave benefits are offered (Casual, Maternity, Medical)	3.98	0.75
There is sufficient work break for enrichment of personal life	3.46	0.65
My financial needs are adequately fulfilled	3.36	0.57

The results show that the faculty members of higher educational institutions are agreed with adequate leave benefits are offered (Casual, Maternity, Medical), while, they are neutral with they feel happy with their salary and increment, there is sufficient work break for enrichment of personal life and their financial needs are adequately fulfilled.

WORK PLACE VALUES AND ENVIRONMENT

The work place values and environment of the faculty members of higher educational institutions were analyzed and the results are presented in Table 3.

Table - 3, Work Place Values And Environment

Work Place Values and Environment	Mean Score	Standard Deviation
I am given opportunity to participate in decision making that affects me	3.77	0.48
I feel that my job is secured	4.09	0.71
I have scope for professional development	4.18	0.54
I get proper reward for my abilities	3.94	0.73

The results indicate that the faculty members of higher educational institutions agreed that they are given opportunity to participate in decision making that affects them, they feel that their job is secured, they have scope for professional development and they get proper reward for their abilities.

TEACHING AND LEARNING

The teaching and learning of the faculty members of higher educational institutions were analyzed and the results are presented in Table 4.

Table – 4, Teaching and Learning

Teaching and Learning	Mean Score	Standard Deviation
I am encouraged to use modern teaching aids	4.15	0.76
Development of teaching and learning is supported	4.18	0.71
Accomplishment in teaching is recognized	4.10	0.74
I am distinct from my colleagues in my teaching methodology	3.72	0.79

The results show that the faculty members of higher educational institutions agreed that they are encouraged to use modern teaching aids, development of teaching and learning is supported, accomplishment in teaching is recognized and they are distinct from their colleagues in their teaching methodology.

PERFORMANCE APPRAISAL

The performance appraisal of the faculty members of higher educational institutions was analyzed and the results are presented in Table 5.

Table - 5, Performance Appraisal

Performance Appraisal	Mean Score	Standard Deviation
The annual review process is transparent	4.22	0.23
I am clearly explained about the review process	3.78	0.21
My performance is accountable for increment and promotion	3.26	0.25
Performance appraisal has little impact on class room teaching	3.96	0.29

The results indicate that the faculty members of higher educational institutions agreed with the idea that the annual review process is transparent, they are clearly explained about the review process and performance appraisal has little impact on class room teaching, while, they are neutral with their performance is accountable for increment and promotion.

INFRASTRUCTURE AND FACILITIES

The infrastructure and facilities of the faculty members of higher educational institutions was analyzed and the results are presented in Table 6.

Table - 6, Infrastructure and Facilities

Infrastructure and Facilities	Mean Score	Standard Deviation
Class rooms are spacious and sophisticated with modern teaching aids	3.98	0.90
Staff rooms are equipped with academic facilities (Books, Computer, Internet)	3.93	0.94
The institution has well equipped library and state-of-art computer lab	3.75	0.85
The institution provides free bus and canteen facilities	3.38	0.87

The results show that the faculty members of higher educational institutions agreed that class rooms are spacious and sophisticated with modern teaching aids, staff rooms are equipped with academic facilities (Books, Computer, Internet) and the institution has well equipped library and state-of-art computer lab, while they are neutral with the institution provides free bus and canteen facilities.

RELATIONSHIP BETWEEN JOB SATISFACTION DIMENSIONS AND OVERALL JOB SATISFACTION OF THE FACULTY MEMBERS OF HIGHER EDUCATIONAL INSTITUTIONS

In order to study the relationship between job satisfaction dimensions and overall job satisfaction of the faculty members of higher educational institutions, the correlation analysis has been applied and the results are presented in Table 7.

Table -7, Relationship between Job Satisfaction Dimensions and Overall Job Satisfaction of the Faculty Members of Higher Educational Institutions

Job Satisfaction Dimensions	Correlation Co-efficient
Pay and Benefits	0.80**
Work Place Values and Environment	0.68**
Teaching and Learning	0.65**
Performance Appraisal	0.70**
Infrastructure and Facilities	0.78**

** indicates significant at one per cent level

The results show that the correlation coefficient between pay and benefits and overall job satisfaction is 0.80, which is positively and highly associated with each other at one per cent level of significance. The results indicate that work place values and environment and overall job satisfaction is also positively and highly correlated with each other with the value of 0.68, which is significant at one per cent level.

The results show that the correlation coefficient between teaching and learning and overall job satisfaction is 0.65, which is also positively and highly associated with each other at one per cent level of significance. The results indicate that performance appraisal and overall job satisfaction are also positively and highly correlated with each other with the value of 0.70, which is significant at one per cent level. The results reveal that the correlation coefficient between infrastructure and facilities and overall job satisfaction is 0.78, which is also positively and highly associated with each other at one per cent level of significance.

CONCLUSION

The job satisfaction dimensions of pay and benefits, work place values and environment, teaching and learning, performance appraisal and infrastructure and facilities are positively and highly correlated with overall job satisfaction of the faculty members of higher educational institutions.

In order to satisfy the faculty members of higher educational institutions, the management should give sufficient work break for enrichment of personal life and provide an opportunity for faculty members to participate in decision making that affects them. Besides, the management should recognize the faculty members for their accomplishment in teaching. In addition, timely salary payment can be helpful in increase the job satisfaction.

The management should ensure faculty members the annual review process is transparent and faculty members' performance is accountable for increment and promotion. Besides, the higher educational institutions should improve the infrastructure facilities such as modern teaching aids, internet, computer, library, bus and canteen facilities.

The management of higher educational institutions should provide their faculty members access to information, opportunity in designing and planning, authority for decision making in related areas of operation so that the faculty members can develop their capabilities.

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