

A Comparative Study on Job Satisfaction of Teachers between GJU and PDM

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Abstract: - Job satisfaction is widely discussed topic in organization behavior, personnel management, and human resource management. Teaching requires a lot of thoroughness and commitment. So in the profession of the teaching is very aggravating. The aim of the study is to find out the job satisfaction level among GJU (Government University) and PDM (Private University).

Key Words: — *Organization behavior, Personnel management, Human resource management.*

I. INTRODUCTION

Work plays an important role in individual life style. Nobody can get full satisfaction in his works, though job satisfaction might be personal matter to individual but satisfaction and dissatisfaction in individual job exert a strong influence upon the efficiency of the worker, even lots dissatisfaction make the workers loses faith in him as well as in his job.

Teacher is important part of the society. Teacher is bound by constitutional goals directive principal of the state policy, growth of knowledge etc. To make teacher efficient we have to influence them with great thoughts.

If we need good future of our children, we have to build up the environment in education sector. Teachers are center for imparting good education. The teacher is basic structure of education sector, we need to motivate the teachers and provide positive environment to them. So, they can perform their job up to the mark. The satisfaction in job gives them confidence and courage. If the teacher is satisfied with his job, he will be loyal to his job and work.

II. REVIEW OF LITERATURE

Raziq and Maulabakhsh (2015) stated non-trivial factors for job satisfaction and motivation and those factors are social workplace, occupation, growth options and achievements in their work.

Machado-Taylor et al. (2016) valuated several demographic factors like employee age, gender and their psychology that can affects level of job satisfaction.

Shafi M (2016) concluded that nearly half of the teaching employees were not satisfied with and their job due to their stunted salary, abeyance in promotion, lack of association, improper facilities in the college and imbalance in work life.

Spencer & Byrne (2016) showed that junior level managers have low level of satisfaction then senior level managers.

Robertson & Kee (2016) valuated satisfaction at workplace due to use of social media in a computer – mediated context. This study pointed out that there is positive correlation between quantities of time spends on Facebook and level of satisfaction in employees.

R. Ganapathi (2017) showed that almost all the members of faculty in self- financing college were not satisfied with their job due to many resources like job insecurity, delay in promotion, improper management and abeyance in increment.

Sunanda Sharma (2017) evaluated that female’s teachers have low level of satisfaction than male teachers in Malwa region of Punjab. It pointed out that may be due different domestic responsibilities different vantage point of view towards their job and different emotional situation of female’s mind can cause lack of job satisfaction.

Okele & Mtyuda (2017) evaluated many factors that can cause dissatisfaction among teachers and some of them are lack of resources, improper management leading to too much crowd, disengagement among teachers and filled among ambiguity, in their job.

Troesh & Bauer (2017) research outcomes should that first career teachers have low level of job satisfaction than second career teachers and also determined the role of self – efficacy in this context.

Waaiker et al, (2017) stated that non – permanent employment decreases the level of satisfaction among employees take temporary jobs to be staircase to permanent job.

Clara Viñas-Bardolet (2018) evaluated that erudite employees are more satisfied than employees with less knowledge. The financial and non – financial rewards given by the firm increases the level of satisfaction among erudite employees.

III. OBJECTIVES AND RESEARCH METHODOLOGIES

A. Objectives

- To study the various factors that affecting the job satisfaction level.
- To compare the level of job satisfaction of GJU (Government university) and PDM (Private university).

B. Research Methodology

The research method depends upon the objective of the study, as in this study “survey method” is used. In this study we tried to find out the satisfaction level through the factors of job satisfaction among Guru Jambheswar University and Prabhu Dayal Memorial Religious & Educational Association University. This study based upon primary data. We take 20 teachers (management and commerce) from GJU and 20 teachers (management and commerce) from PDM University.

Hypothesis 1: There is a positive relation between job satisfaction and salary.

Hypothesis 2: There is significant distinction between in the job satisfaction level of GJU and PDM.

IV. DATA ANALYSIS

PDM University

Strongly Agree-1 Agree-2 Neutral-3 Disagree-4 Strongly Disagree-5

Employees Commerce Department	Salary	Safety and security	Retirement plan benefits	Working conditions	Promotion	Moral and motivation	Administration clearly define policy	Opportunity to use a variety of skills
1	4	3	5	1	3	3	3	2
2	4	4	5	4	3	1	4	3
3	5	5	5	2	2	1	2	1
4	4	4	4	4	3	1	3	1
5	3	5	5	3	3	2	4	1
6	3	3	4	4	2	2	4	2
7	4	5	5	2	3	2	2	1
8	5	3	4	2	1	1	4	1
9	2	2	4	2	2	2	2	2
10	5	3	5	2	5	3	4	3
Mean	3.9	3.7	4.6	2.6	2.7	1.8	3.2	1.7

The data concluded that the employees are not satisfied with salary. On the basis of Average Mean Method, employees are disagreed regarding to salary and security. In case of safety and security, employees are neutral and disagreed. For retirement benefit plan, employees are strongly disagreed and disagreed. In case of promotion, according to average mean method, employees are neutral. In moral and motivation and opportunity to use a variety of skills, employees are strongly agreed and agreed. For administration policies, employees are neutral and disagreed.

PDM University

Strongly Agree-1 Agree-2 Neutral-3 Disagree-4 Strongly Disagree-5

Employees Mgt. Department	Salary	Safety and security	Retirement plan benefits	Working conditions	Promotion	Moral and motivation	Administration clearly define policy	Opportunity to use a variety of skills
1	4	4	5	2	3	1	2	2
2	3	1	3	3	2	2	3	3
3	2	1	3	2	1	1	2	2
4	3	3	4	3	3	2	4	2
5	2	3	3	3	1	1	3	1
6	4	3	5	1	3	1	1	1
7	2	2	5	5	1	2	2	1
8	3	2	4	2	3	1	3	1
9	5	2	3	1	4	1	2	1
10	2	3	5	3	5	3	3	3
Mean	3.0	2.4	4.0	2.5	2.6	1.5	2.5	1.7

The above table displays that the employees are neutral in case of salary. In safety and security, working conditions and promotion the employees are agreed and neutral. For retirement benefit plan, the employees are disagreed. In case of moral and motivation and opportunity to use a variety of skills employees are strongly agreed and agreed. In case of administration policy, employees are agreed and neutral.

GJU University

Strongly Agree-1 Agree-2 Neutral-3 Disagree-4 Strongly Disagree-5

Employees Commerce Department	Salary	Safety and security	Retirement plan benefits	Working conditions	Promotion	Moral and motivation	Administration clearly define policy	Opportunity to use a variety of skills
1	1	1	4	3	3	2	2	2
2	3	1	1	1	1	1	1	1
3	2	3	4	2	2	2	3	2
4	2	2	2	2	2	2	3	2
5	2	2	4	2	3	1	2	2
6	4	3	4	2	3	1	3	2
7	3	2	3	3	2	1	3	2
8	2	1	5	4	3	1	4	1
9	2	3	4	3	2	2	2	2
10	1	2	2	1	3	3	3	3
Mean	2.2	2.0	3.3	2.3	2.4	1.6	2.6	1.9

The above data reveal that the employees are agreed with salary. In case of safety and security, according for average mean method, employees are agreed for retirement plan benefits, employees are neutral and disagreed. In case of working conditions, promotion and administration policies, employees are agreed and neutral. In moral and motivation and opportunity to use a variety of skills, employees are agreed and strongly agreed.

GJU University

Strongly Agree-1 Agree-2 Neutral-3 Disagree-4 Strongly Disagree-5

Employees Mgt. Department	Salary	Safety and security	Retirement plan benefits	Working conditions	Promotion	Moral and motivation	Administration clearly define policy	Opportunity to use a variety of skills
1	4	2	5	2	3	2	2	2
2	2	2	2	1	1	1	2	2
3	2	1	2	1	2	2	2	1
4	2	1	2	1	2	1	2	1
5	4	2	4	1	2	1	2	1
6	2	2	2	1	1	1	2	1
7	3	2	3	3	2	2	3	1
8	4	3	3	2	2	2	2	3
9	2	2	3	2	3	2	2	3
10	1	1	1	3	4	1	1	2
Mean	2.6	1.8	2.7	1.7	2.2	1.5	2.0	1.7

The table display that the employees are agreed and neutral. In case of safety and security and working conditions, employees are agreed and strongly agreed. For retirement plan benefits and promotion, the employees are agreed and neutral. According to average mean method, in case of the administration clearly define policy, the employees are agreed. In opportunity to use a variety of skills the employees are agreed and strongly agreed.

V. CONCLUSION

The study concludes that the GJU University teachers are more satisfied than the PDM University teachers. The result shows that the level of satisfaction is high of the Government University teachers as compared to Private University teachers as regarding to salary and retirement benefit plans. The result shows that the both university are satisfied with moral & motivation and opportunity to use a variety of skills.

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