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A Study about “The Various Factors Influencing Job Satisfaction of Mba Teachers in Colleges with Special Reference to Madurai District, India”

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Abstract- Teaching is regarded as one of the noble professions. Job satisfaction, despite being one of the most common areas researched, still continues to fascinate. It is therefore important that people who join the teaching profession should be dedicated, competent and satisfied in their work. Every profession has certain aspects responsible for job satisfaction; teaching too is not an exception unless and until a teacher derives satisfaction on job performance, he/she cannot initiate desirable outcomes to cater to the needs of the society. Only satisfied and well-adjusted teachers can think of the well-being of their pupils. The teachers are responsible for imparting education and guidance to students and also for undertaking research development in their respective fields for enriching the quality of teaching and research. Therefore the aim of this study is to analyze the job satisfaction level and the factors that influence them among the teachers in MBA Colleges.

Keywords: Teaching, Job Satisfaction, Relationship Factors.

I INTRODUCTION

The most used research definition of job satisfaction is by Locke who defined it as “a pleasurable or positive emotional state resulting from the appraisal of one’s job or job experiences.” Job satisfaction simply put is how content an individual is with his or her job, in other words, whether or not they like the job or individual aspects or facets of jobs, such as nature of work or supervision. Others believe it is not so simplistic as this definition suggests and instead that multidimensional psychological responses to one's job are involved. Researchers have also noted that job satisfaction measures vary in the extent to which they measure feelings about the job (affective job satisfaction) or cognitions about the job (cognitive job satisfaction).

The quality of education depends upon the quality of the teachers. Thus, the role of the teachers is very important in making the nation. If the teachers are versatile, intellectually enlightened, morally strong, emotionally balanced, socially and culturally advanced then the nation will have enlightened and excellent citizens. Job satisfaction plays a very important role in our everyday life, both for employees and organizations. Organizations have significant effects on all employees and how they feel at work is reflected in their jobs as well. Based on many studies, when employees are satisfied with their jobs they will be more committed to their employer and will be more productive. Job satisfaction impacts employee productivity, well-being and consequently impacts job quality. Job satisfaction is a result of employees’ perception of how well their job provides those things that are considered important from their side. There are three dimensions of job satisfaction such as emotional respond to the work situation, the fitness between yield and their expectation and the individual attitude that reflects a relationship among employees. Source: European Journal of Social Sciences – Volume 18, Number 1 (2010).

OBJECTIVES OF THE STUDY

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- To study about the Factors Influencing Job Satisfaction
- Relationship between Factors Influencing and Job Satisfaction
- To study about theoretical background
- To arrive at various Findings, Recommendations & Suggestions from the study.

LITERATURE REVIEW

Frederick Herzberg's two-factor theory (also known as motivator-hygiene theory) attempts to explain satisfaction and motivation in the workplace. This theory states that satisfaction and dissatisfaction are driven by different factors – motivation and hygiene factors, respectively. An employee's motivation to work is continually related to job satisfaction of a subordinate. Motivation can be seen as an inner force that drives individuals to attain personal and organizational goals (Hoskinson, Porter, & Wrench, p. 133).

Motivating factors are those aspects of the job that make people want to perform, and provide people with satisfaction, for example achievement in work, recognition, promotion opportunities. These motivating factors are considered to be intrinsic to the job, or the work carried out. Hygiene factors include aspects of the working environment such as pay, company policies, supervisory practices, and other working conditions.

While Herzberg's model has stimulated much research, researchers have been unable to reliably empirically prove the model, with Hackman & Oldham suggesting that Herzberg's original formulation of the model may have been a methodological artifact.

Furthermore, the theory does not consider individual differences, conversely predicting all employees will react in an identical manner to changes in motivating/hygiene factors. Finally, the model has been criticised in that it does not specify how motivating/hygiene factors are to be measured.

Research on teachers' job satisfaction suggests that educators are most satisfied from the teaching itself and their supervision and dissatisfied from their salary and promotional opportunities (Dinham and Scott, 2000).

II THEORETICAL BACKGROUND

An employee's overall satisfaction with his job is the result of a combination of factors -- and financial compensation is only one of them. Management's role in enhancing employees' job satisfaction is to make sure the work environment is positive, morale is high and employees have the resources they need to accomplish the tasks they have been assigned

Working Conditions

Because employees spend so much time in their work environment each week, it's important for companies to try to optimize working conditions. Such things as providing spacious work areas rather than cramped ones, adequate lighting and comfortable work stations contribute to favorable work conditions. Providing productivity tools such as upgraded information technology to help employees accomplish tasks more efficiently contributes to job satisfaction as well.

Opportunity for Advancement

Employees are more satisfied with their current job if they see a path available to move up the ranks in the company and be given more responsibility and along with it higher compensation. Many companies encourage employees to acquire more advanced skills that will lead to the chance of promotion. Companies often pay the cost of tuition for employees taking university courses, for example. During an employee's annual performance review, a supervisor should map out a path showing her what she needs to accomplish and what new skills she needs to develop in order to be on a track to advancement within the organization.

Workload and Stress Level

Dealing with a workload that is far too heavy and deadlines that are impossible to reach can cause job satisfaction to erode for even the most dedicated employee. Falling short of deadlines results in conflict between employees and supervisors and raises the stress level of the workplace. Many times, this environment is caused by ineffective management and poor planning. The office operates in a crisis mode because supervisors don't allow enough time for employees to perform their assigned tasks effectively or because staff levels are inadequate.

Respect from Co-Workers

Employees seek to be treated with respect by those they work with. A hostile work environment -- with rude or unpleasant coworkers -- is one that usually has lower job satisfaction. In an August 2011 survey published by FoxBusiness.com, 50 percent of those responding said they had personally experienced a great amount of workplace incivility. Fifty percent also believe morale is poor where they work. Managers need to step in and mediate conflicts before they escalate into more serious problems requiring disciplinary action. Employees may need to be reminded what behaviors are considered inappropriate when interacting with coworkers.

Relationship with Supervisors

Effective managers know their employees need recognition and praise for their efforts and accomplishments. Employees also need to know their supervisor's door is always open for them to discuss any concerns they have that are affecting their ability to do their jobs effectively and impeding their satisfaction at the office.

Financial Rewards

Job satisfaction is impacted by an employee's views about the fairness of the company wage scale as well as the current compensation she may be receiving. Companies need to have a mechanism in place to evaluate employee performance and provide salary increases to top performers. Opportunities to earn special incentives, such as bonuses, extra paid time off or vacations, also bring excitement and higher job satisfaction to the workplace.

Common aspects of job satisfaction include (Agarwal and Umesh, 1978)

- Satisfaction with Pay.
- Satisfaction with Tasks.
- Satisfaction with Supervision.
- Satisfaction with Co-workers.
- Satisfaction with the Work Setting.
- Satisfaction with Advancement Opportunities.

HYPOTHESIS TO BE TESTED

- There is no relationship between **Career Growth** and **Job Satisfaction**
- There is no relationship between **Financial Growth** and **Job Satisfaction**
- There is no relationship between **Working Condition** and **Job Satisfaction**
- There is no relationship between **Demographic Factors** and **Job Satisfaction**
- There is no relationship between **Recognition** and **Job Satisfaction**

METHODOLOGY

- **Design:** Exploratory Research
- **Sampling:** Non-probability/ Convenience sampling
- **Sample Size :** 50
- **Data collection:**
 - Primary - Structured Questionnaire
 - Secondary - Books, Journals, Magazines, Published Research Papers, etc.
- **Target Respondents:** MBA College Teachers in Madurai district
- **Tools:**
 - *Chi-Square Test*

Chi-square is a statistical test commonly used to compare observed data with data we would expect to obtain according to a specific hypothesis. For example, if, according to Mendel's laws, you expected 10 of 20 offspring from a cross to be male and the actual observed number was 8 males, then you might want to know about the "goodness to fit" between the observed and expected. Were the deviations (differences between observed and expected) the result of chance, or were they due to other factors. How much deviation can occur before you, the investigator, must conclude that something other than chance is at work, causing the observed to differ from the expected.

The chi-square test is always testing what scientists call the **null hypothesis**, which states that there is no significant difference between the expected and observed result.

Chi-square is the sum of the squared difference between observed (o) and the expected (e) data (or the deviation, d), divided by the expected data in all possible categories.

- **Karl Pearson Correlation Coefficient**

The common usage of the word **correlation** refers to a relationship between two or more objects (ideas, variables...). In statistics, the word correlation refers to the relationship between two variables. We wish to be able to **quantify** this relationship, measure its strength, **develop an equation** for predicting scores, and ultimately **draw testable conclusion** about the parent population. This lesson focuses on measuring its strength, with the equation coming in the next lesson, and testing conclusions much later.

$$r = \frac{n \sum xy - (\sum x)(\sum y)}{\sqrt{[n(\sum x^2) - (\sum x)^2]} \cdot \sqrt{[n(\sum y^2) - (\sum y)^2]}}$$

FREQUENCY ANALYSIS USING SPSS

Frequency Variables: Age, Marital Status, Gender, Relationship between Employers

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Frequencies

Statistics

		Age	marital status	gender	smooth relationship
N	Valid	50	50	50	50
	Missing	1	1	1	1

Frequency Table

age

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	below 25	38	74.5	76.0	76.0
	25-35	4	7.8	8.0	84.0
	35-45	5	9.8	10.0	94.0
	above 50	3	5.9	6.0	100.0
	Total	50	98.0	100.0	
Missing	System	1	2.0		
Total		51	100.0		

marital status

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	married	40	78.4	80.0	80.0
	single	10	19.6	20.0	100.0
	Total	50	98.0	100.0	
Missing	System	1	2.0		
Total		51	100.0		

gender

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	male	39	76.5	78.0	78.0
	female	11	21.6	22.0	100.0
	Total	50	98.0	100.0	
Missing	System	1	2.0		
Total		51	100.0		

smooth relationship

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	yes	18	35.3	36.0	36.0
	no	32	62.7	64.0	100.0
	Total	50	98.0	100.0	
Missing	System	1	2.0		
Total		51	100.0		

experience

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0-5	33	64.7	66.0	66.0
	5-10	10	19.6	20.0	86.0
	10-15	2	3.9	4.0	90.0
	above 15 yrs	5	9.8	10.0	100.0
	Total	50	98.0	100.0	

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Missing System	1	2.0	
Total	51	100.0	

current pay

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	satisfied	5	9.8	10.0
	neutral	13	25.5	26.0
	dissatisfied	32	62.7	64.0
	Total	50	98.0	100.0
Missing System	1	2.0		
Total	51	100.0		

working condition

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	satisfied	37	72.5	74.0
	neutral	9	17.6	92.0
	dissatisfied	4	7.8	100.0
	Total	50	98.0	100.0
Missing System	1	2.0		
Total	51	100.0		

Recognitionforworkdone

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	always	37	72.5	74.0
	sometimes	10	19.6	94.0
	no	3	5.9	100.0
	Total	50	98.0	100.0
Missing System	1	2.0		
Total	51	100.0		

CORRELATION ANALYSIS USING SPSS

Correlations

		working condition	Recognitionforworkdone	Currentpay
working condition	Pearson Correlation	1	-.247	.280*
	Sig. (2-tailed)		.084	.049
Recognitionforworkdone	Pearson Correlation	-.247	1	.121
	Sig. (2-tailed)	.084		.401
Currentpay	Pearson Correlation	.280*	.121	1
	Sig. (2-tailed)	.049	.401	

*. Correlation is significant at the 0.05 level (2-tailed).

b. Listwise N=50

FINDINGS OF THE STUDY

General Findings

1. Majority of the Respondents are **Male**
2. Majority of the Respondents possess **PGdegree** as their Qualification
3. Majority of the Respondents are **Married**
4. Majority of the Respondents Possess an experience of **0-5 years**
5. Majority of the Respondents Possess a **previous work experience**
6. Majority of the Respondents are between the age group of **25 to 35**
7. Majority of the Respondents feel **Dissatisfied** about their current pay

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8. Majority of the Respondents express that they **do not have smooth relationship** with their heads
9. Majority of the Respondents feel **satisfied** about their working condition
10. Majority of the Respondents express that they are **being recognised** for their achievements like producing 100% results or publishing research articles by the management and their heads.

Statistical Findings

11. It is inferred from the Chi Square testing that there is a connection/relationship between job satisfaction and Demographic factors
12. The following findings were arrived at from the Correlation Testing
 - There is a **positive relationship** between opportunity for Career Growth and Job Satisfaction (Since the r value that is computed is of a Positive Value)
 - There is a **positive relationship** between Financial Rewards and Job Satisfaction (Since the r value that is computed is of a Positive Value)
 - There is a **positive relationship** between Working Condition and Job Satisfaction (Since the r value that is computed is of a Positive Value)
 - There is a **positive relationship** between Recognition and Job Satisfaction (Since the r value that is computed is of a Positive Value)

SUGGESTIONS OF THE STUDY

- Since Financial Rewards play a vital role in job satisfaction, it is suggested that the Current Pay system should be **revised** to achieve a desired level of Job satisfaction.
- It is found from the study that, in most of the institution there is **No Smooth Relationship** between the staff members and their heads / management. A smooth relationship should prevail in the premises at all levels to achieve a desired level of Job satisfaction.
- In most of the organisation though the Publication Work/ other Extracurricular Works of teachers are Recognised and Appreciated, they are **Not Financially Supported**. Management can sponsor for the faculty members to attend Seminars/ FDPs/ Conferences/ Publication of Journals etc. This would result not only in Job Satisfaction but also in Employee Retention which means an advantage for the employers (as this would indirectly result in Loyalty of employees etc.)

III CONCLUSION

Thus if the teachers are satisfied, their quality in teaching will considerably improve a lot and so will the job satisfaction. So, the top level authorities must not only focus on the students and their curriculum but also give equal importance, focus and attention to the teaching fraternity, so that they are satisfied in what they do. From the findings mentioned above we come to a conclusion that the key factors that contribute to the job satisfaction are promoting, pay, fairness, financial support and working conditions. At the end of the day all the people employed as teachers work for money. If they are given good pays, they will feel motivated and committed in their work. Healthy relations between staff members and their department heads/management motivate the teachers to do more, consequently increasing their performance levels. Instilling a positive attitude rests with fair treatment of teachers. The best outcome can only be achieved by treating the teachers with fairness which plays a pivotal role in ensuring job satisfaction. The management must also ensure that the employees/teachers are secure in their job and make them feel proud of the work that they do which is educating the future entrepreneurs and budding business magnates.

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