

# Job Satisfaction Of College Teacher In Relation To Their Institutional Environment

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## Abstract-

The present study aims to find out the job satisfaction of the college teachers. A total of 400 teachers were selected using random sampling technique. The data was obtained through job satisfaction and Institutional environment. Results indicated a significant difference in organizational environment of male and female college teachers. Male and Female teachers differ significantly in job satisfaction and institutional environment. A positive high correlation found between job satisfaction and Institutional environment.

**Keywords-** Job Satisfaction, Institutional Environment, Motivation, Responsibilities, Favourable, Unfavourable, Mental Fitness.

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## Introduction-

Teachers are undoubtedly the most important group of professionals for our nation's future. Therefore it is disturbing to find that many of today's college teachers are dissatisfied with their jobs. A teacher's job is to help student to expand horizons of their awareness and to facilitate them into taking responsibility for their own actions, behaviour, attitude and learning. The teacher's role has changed in recent years. There has been a shift of emphasis from instructional techniques to developing learning techniques.

Teacher's role is to increase student motivation and develop the skills or strategies that make a student more competent and to structure the learning environment so that students are able to take responsibility of their own learning. The teachers henceforth, need to keep themselves updated along with understanding of the urgency of motivating themselves so that they can successfully discharge their responsibilities.

Job satisfaction has been defined as the degree to which employees have a positive affective orientation towards employment by the organization (Price,1997). Another defines Job satisfaction as an affective reaction to a job that results from the incumbent's comparison of actual

outcomes with those that are desired (Cranny, smith, stone 192).

Job satisfaction is the favourable or unfavourable subjective feeling with which employees view their work. It results when there is congruence between job requirement demands and expectation of employees. It expresses the extent of match between employees, expectation of the job reward that the job provides. Job satisfaction is effected by physical condition and social nature.

Job satisfaction consists of the total body of feelings about the nature of job promotion, nature of supervisor etc that an individual has about his job. If the sum of influence of these factors gives rise to feelings of satisfaction, the individual has job satisfaction.

Teaching professionalism is not just about salary, it is also about intrinsic benefits of teaching- the satisfaction derived from seeing learners developing for instance.

Education is the process of instruction aimed at developing the knowledge, skills, attitude or character of individuals for preparing them to live a meaningful life. It is education that makes an individual rational. In fact the training of human mind is not complete without it. Citizens education give strength to nation. Teachers believe that recognizing teaching as a profession and developing professional teachers is a possible

solution to teachers’ lack of motivation and satisfaction, professionalism and empowerment as well as teachers’ stress.

**Need and Significance of the Study-**

Specifically, teachers’ satisfaction with his or her career may influence the quality and stability of instruction given to students. Some researchers told that less motivated teachers do not feel supported in their work and in classroom also. As in the case of all white-collar position both intrinsic and extrinsic factors affect teachers’ satisfaction. While intrinsic forces may motivate people to become teachers. Extrinsic conditions in this position and their desire remain in teaching throughout their career.

In recent years government teacher’s organizations and other groups have sought to improve the public image of the teaching occupation so as to attract more people into the occupation.

The development of a transformation teaching profession requires a reinstatement of trust, at both local and global levels, enabling teachers to raise their motivation level to become better teachers in an environment of optimum stress, be satisfied with their job and allow teachers to act with autonomy to openly acknowledge their learning needs. So the present study was conducted to attain the following objectives

**Objectives of the study-**

- 1- To find out the significance of difference between the male and female teachers in relation to job satisfaction.

- 2- To find out the significance of difference between the male and female teachers in relation to Institutional environment.

**Hypotheses of the study-**

1. There is no significant difference between male and female teachers in relation to job satisfaction.
2. There is no significant difference between male and female teachers in relation to institutional environment.

**Methodology of the research-**

The investigator has used the descriptive survey method for the present study.

**Tools used in the study-**

The problem of the present study dictates the investigator to make use of the following relevant tools.

1. Institutional environment Description Questionnaire (by Sharma, 1978)
2. Self made inventory was used for measuring the job satisfaction of college’s teachers.

**Population and Sampling-**

The population of the present study comprises of all the teachers in colleges in Bareilly region. From the population the investigator has chosen 400 teachers using simple random sampling technique.

**Testing of Hypotheses-**

1. There is no significant difference between male and female teachers in relation to job satisfaction.

**Table - 1**

**Difference between male and female in relation to job satisfaction**

S.No.	Gender	N	Mean	SD	‘t’ Value	Level of significance
1-	Male	200	20.59	4.68	5.83	0.01**
2-	Female	200	16.63	4.91		

Since the calculated value 5.83 is greater than the table value at 1% level of significance, the null hypothesis is rejected. There is significant difference between male and female teachers in relation to job satisfaction.

2. There is significant difference between male and female teachers in relation to institutional environment.

**Table - 2**

**Difference between male and female teachers in relation to Institutional environment**

S.No.	Gender	N	Mean	SD	‘t’ Value	Level of significance
1-	Male	200	25.05	1.90	4.36	0.01**
2-	Female	200	17.11	18.11		

3.

Since the calculated value 4.36 is greater than the table value at 1% level of significance, the null hypotheses is rejected. There is significant difference between male and female teachers in relation to institutional environment.

#### **Major Findings-**

- There is significant difference found between male and female teachers in job satisfaction.
- There is significant difference between male and female teachers in their institutional environment. Male teachers are found superior to their female counterparts.

From the investigation of differential analysis, it is observed that there is significant difference between male and female teachers in their job satisfaction and institutional environment. Due to various reasons like improper working condition, average professional commitment found among them.

Person satisfied with Job can dispense problem and serve effectively. Mental fitness and emotional wellness is the sign of high Job satisfactions. An institutions can take perfection due to employees Job satisfaction.

Job satisfaction reflect in positive behaviour and job dissatisfaction reflect in negative behaviour. Third, job satisfaction can be an indicator of organizational operations. As. Spector (1997) believed that each one of the reasons is validation enough of the significance of job satisfaction and that the combination of the reasons provides an understanding of the focus on job satisfaction. From the above study reveals that institutional behaviour influences the job satisfaction.

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