

A STUDY OF JOB SATISFACTION OF COLLEGE TEACHERS IN ORISSA

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ABSTRACT

In the present study an attempt has been made to study the job satisfaction of college teachers. The study was carried out on 9 districts out of 30 districts of Orissa under Utkal University (In each district 35 college teachers) in total 315 teachers were selected randomly constituted the sample. The data were collected through Job satisfaction scale for college Teachers developed by the investigators themselves. The simple percentage (%) analysis was calculated to study the job satisfaction of college teachers. The results of the investigation reveal that most of the college teachers were strongly agree on the statements comes under the factor like working condition, salary security, promotional avenues, social status, institutional plan and procedure, satisfaction with the authority competence and function of job satisfaction.

Teaching is the noblest of all professions. It is most rewarding too not in terms of luxurious but regarded as best profession. Acharya Rammurti Committee (1990) has rightly remarked "Economic benefits, job security and freedom of work are generally perceived as necessary conditions for improvement in the social status of teachers. How ever increase in material benefits is not sufficient, cultivation of professional competence, capacity of inspire and motivate students, devotion to duty, good scholarship and academic record and quest for knowledge and experience are all equally significant unless the level of professional competence rises along with betterment of material condition the status of teachers will not improve. On the other hand the teaching of a teacher largely depends upon the level of job satisfaction, involvement and profession or if his status as internal, personal factors as feel helplessness.

This helplessness will lead to a state that in some ways to reasonable the depression, low self concept and lack of confidence, inferiority complex, anxiety and passive. These negative characteristics will hamper the day to day life and also will fall in dissatisfaction. Another way of a person is not fully involved in an activity he will perceive dissatisfaction with that activity.

Special measures must be taken by the state authorities and administrative of the institutions to provide them with a national buffer, campus, housing a descent salary, medical facility and certain amount of respect, as the degree of satisfaction, job involvement affect the whole educational process in general and teaching and learning in particular.

Objective of the Study :

1. To study the job satisfaction of college teachers in Orissa.

Methodology :

The Sample and Sampling Technique :

The investigators selected 9 districts out of 30 districts of Orissa under Utkal University (In each district 35 teachers) in total 315 teachers were selected randomly constituted the sample of the present study.

Tool used :

For measuring the job satisfaction of college teachers, Job satisfaction scale for college teachers developed by the investigators.

Procedure of Data collection:

The teachers were given questionnaire with giving instructions to fill it properly without leaving any questions. The rather has marked correct sign either one on the five point scale text. The filled up questionnaire were collected to analyse and interpret the data so as to evaluate the necessary conclusion.

Statistical Techniques Used :

In order to interpret the collected data and describe meaningfulness of the results, the data were analysed with the help of percentage (%) statistical techniques.

Findings :

It was found that 100% teachers were strongly agree on the statements that teaching job gives immediate satisfaction to them, they feel proud of their job, teaching is an ideal job for them, they feel fortunate in getting this job, if opportunity comes with same salary they will not prefer other job than teaching, they would never like to leave their present job, teaching in colleges is quite contrary to their philosophy of life, teaching in colleges is a noble job, there is ample scope for knowledge up gradation in teaching profession for college teacher, there is ample scope for young teachers to undertake research activities for their professional growth. 100% teachers were agree on the statements that teaching adolescent boys and girls is a matter of pleasure for them, now as days working condition in colleges are congenial, teaching job provides opportunities for innovating new ideas skills, techniques for social development and they are not satisfied with the promotional benefit of their job. 100% teachers were disagree on the statements that their circumstances had compelled them to take up this job, without getting any alternative scope they have joined this profession, day by day work culture in colleges are decreasing, there is no inspiration for teachers in the teaching profession and the teachers are not exposed to participate in various professional development programmes. Whereas 69.84% teachers were disagree on the statements that they are not satisfied with the present salary of their job and they are not getting promotion in due time. 100% teachers were strongly discharge on the statements that they are eagerly waiting for another job other than teaching, they are not fit for teaching in colleges and teaching in Higher Education is not a wise decision for genuine students.

It was revealed that 100% teachers were strongly agree on the statements that promotion is based on skill and efficiency. There is a provision for extra remuneration for extra work on their profession and they never feel overburden with their work. Also 100% teachers were agree on the statements that promotion is based on qualification and there is less chance of transfer in their job. Whereas 69.84% teachers were agree on the statement that their income

is not sufficient and convenient to maintain the standard of leaving. Teachers were discharge 100% on the statements that the post retirement benefit is less their job is not satisfactory, there is less accountability in their profession and they are not satisfied with the working hour of their job.

It was found that cent teachers were strongly agree on the statements that the college teachers have special recognition and respect in the present society, the social contribution of college teachers are widely acclaimed, the college teachers play vital role in transmitting the cultural values of the society and community as a whole gives a sort of special treatment to college teachers. Also teachers were agree 100% on the statements that their profession is helpful for providing right education to their children and guiding others, their colleagues always extent their support and co-operation as and where they need and they feel relaxed while sharing their sorrows and happiness among the colleagues. Whereas teachers were 100% disagree on the statements that the college teachers do not contribute to the personality development of adolescents, the parents do not extend cordial relations with the college teachers and the students do not feel indebted to the teachers by whom they are being taught in colleges. Also teachers were strongly disagree 100% on the statement that their friends and relatives do not appreciate their job.

It was revealed that 100% teachers were strongly on the statements that the institution provides opportunities for their academic development, they are proud of their institution and plan & policies of the Govt. is implemented in related manner in their profession. Also 63.49% teachers were agree on the statements that they are getting adequate opportunity for giving advise and suggestion in the institutional works, they are satisfied with the planning and administration of the institution, the present plan and policy is sufficient to prove the accountability of the teachers. Whereas 69.84% teachers were disagree on the statement that they are satisfied with the present plan and policy of the Govt. related to their job. Also 63.49% teachers were disagreeing on the statement that they are not satisfied with the general working condition of their institution. On the other hand 100% teachers were disagreeing on the statement that the plan and policies are not inspiring for the professional development of the teachers.

It was found that 100% teachers were strongly agreed on the statement that the authority of the institution is co-operative. Also 100% teachers were agree on the statements that the head of the institution is an impartial person, their authority is never pressurized while taking any decision, in the matter of principle their institution is an example for others, they are satisfied with the decision making policy of the authority, every teachers expresses their grievances before the authority without any hesitation and there is a culture of staff meeting to facilitate democratic administration. Whereas 100% teachers were disagree on the statements that the authority do not take interest for the welfare of the staff and students, the authority do not possess genuine interest for the development of the institution, the administrative mechanism of the authority is not accepted by the staff and they are not satisfied with the problem solving ability of the authority.

It is revealed that most of the teachers are satisfied with motivating incentives like reward, promotional benefit, revision of pay scale, self appraisal report, citation, honour, recognition, publication in reputed journals; National, International, involvement in team work and exposure to research environment in team work and exposure to research environment for enhancing professional development to a large extent. Whereas some of the teachers are satisfied with the motivating incentives like publication of books, text books and perusing post-doctoral work for enhancing professional development.

It is revealed that most of the college teachers are strongly agree and agree on the statements that comes under the factor like working condition, salary security promotional avenues, social status, institutional plan & procedure, satisfaction with the authority, competence etc. helps job satisfaction.

CONCLUSION

The teacher's salary scales, living conditions and academic environment in the institution are important determinants of teachers' performance and should be kept under constant review for periodic up gradation, because negative effect due to disincentives, under expectations, lack of interpersonal support, absence of atmosphere for peer-group learning and poor follow-up action and supervision can greatly diminish the effects of the job satisfaction programmes. The authorities of the college should be co-operative, take interest for the welfare of the staff and give the chance to express their grievances without hesitation, so that the teachers will be able to solve their problems in complete freedom manner. Thus negative interpretation of teachers stress is regarded as another issue contributing to job satisfaction of teachers. The colleges should be free from political interference, professional autonomy and autocratic attitude of the authority so that the teachers will be stress free and will be move satisfied in their jobs.

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