



## COMPARATIVE STUDY OF JOB SATISFACTION OF TEACHERS WORKING IN SELF FINANCED COLLEGES OF PUNJAB AND RAJASTHAN STATE

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### *Abstract*

*The aim of this study was to compare the job satisfaction self financed college teachers of Punjab and Rajasthan state. In this present study sample consisted of total 200 college teachers selected randomly from different colleges of Punjab and Rajasthan state. The data was collected by using Job satisfaction scale by Singh and Sharma (1986). The study revealed that there was significance difference in the job satisfaction of self financed college teachers of Punjab and Rajasthan state.*

**Key words:** *Job Satisfaction, Self Financed College teachers, Punjab and Rajasthan State.*



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### **JOB SATISFACTION**

Job satisfaction is a gratification or positive attitude or feeling towards the occupation. For a number of years, teacher job satisfaction has been acknowledged as extremely important for implementing any type of educational transformation, for involving the teacher in lasting learning for excellence in the teaching learning process and for satisfaction with life (Kaur, 2010).

Job satisfaction can be measured by finding out the gap between what a person experiences in actual condition and what he thinks should be there. It is the favorableness or unfavorableness with which people view their jobs. Vroom (1964) defines job satisfaction as "the positive orientation of an individual towards all aspects of work situation". So, the job satisfaction is resultant of a host of orientations to specific aspects of job and results when there is an agreement between job characteristics and wants of an employee. It expresses the amount of congruence between one's expectations and rewards.

According to Katznel (1964) job satisfaction is the verbal expression of an incumbent's evaluation of his job. The verbal evaluation is made operational by some form of attitude

questionnaire or scale by means of which the incumbent rates his job on a continuum of 'like-dislike', or approximate synonyms, such as 'satisfied-dissatisfied'.

### **TEACHER'S JOB SATISFACTION**

The teacher plays a central role in the learning process of the pupil. Without good teachers it is not possible to improve education. In the schools and colleges job satisfaction in teachers is essential for the purpose of effective teaching is the result of job satisfaction. The teacher who is unable to motivate his pupils to attain learning remains dissatisfied with his work.

In case of job satisfaction of teachers there are many factors. These factors are:

- a. Intrinsic aspect
- b. Salary, service conditions and promotion
- c. Physical facilities
- d. Institutional plans and policies
- e. Satisfaction with authorities
- f. Social status and family welfare
- g. Rapport with the students
- h. Relationship with co-workers.

### **SIGNIFICANCE OF THE STUDY**

Teaching profession is generally considered as a noble profession with lot of expectations from parents towards their children's education the development of their personalities and it is directly related to job satisfaction. Job satisfaction is, how much happy an individual is with his/her job. Job satisfaction influences teacher's attitude and performance.

As we generally observe, job satisfaction is relate with the psychology of the individual. Everyone should be satisfied from the job or work, he/she is doing, otherwise individual could not draw out his best. In case of teachers, it is more essential to be satisfied as teachers have to create nation builders; those are more effective, intelligent and creative to make the society better and progressive.

This study is important because the result of the study would help to comprehend, interpret and understand the level of the job satisfaction of college teachers in Punjab and

Rajasthan state. This study will also give the status of comparative scenario of the two neighboring states i.e. Punjab and Rajasthan.

### **STATEMENT OF THE PROBLEM**

Comparative Study of Job Satisfaction of Teachers Working in Self Financed Colleges of Punjab and Rajasthan State

### **OBJECTIVE OF THE STUDY**

To compare the difference in job satisfaction of teachers working in self financed colleges of Punjab and Rajasthan state.

### **HYPOTHESIS OF THE STUDY**

There is no significant difference in job satisfaction of teachers working in self financed colleges of Punjab and Rajasthan state.

### **DELIMITATIONS OF THE STUDY**

- The study was delimited to self financed college teachers of Punjab and Rajasthan state.
- Only 200 teachers were selected for present study.
- The study was delimited to of 4 districts of Punjab and Rajasthan state. The districts under study were Fazilka and Shri Muktsar Sahib in Punjab, and Sri Ganganagar and Hanumangarh in Rajasthan.

### **DESIGN OF THE STUDY**

Descriptive Survey Method was used in the present study for the investigation.

### **SAMPLE**

For the present study sample consisted of 200 self financed college teachers selected randomly from different colleges of Punjab and Rajasthan state.

### **TOOL USED**

Job satisfaction scale by Singh and Sharma (1986) was used for the present study.

### **DESCRIPTION OF TOOL**

**Job Satisfaction Scale:** This scale is designed by Singh and Sharma (1986). This is design in Hindi Language. It has 30 statements. Each statement has five alternatives.

**Scoring:** The scale has both positive and negative statements. Items at Sr. No. 4,13,20,21,27 and 28 are negative and others are all positive. The positive statements carry a weightage of 4,3,2,1,0

and the negative ones a weightage of 0,1,2,3,4. The total scores gives quick measure of the satisfaction/dissatisfaction of a worker towards his job

**Reliability and Validity:** The test retest reliability is 0.978 with N=52 and a gap of 25 days. The scale compares favorably with Muthayya’s Job Satisfaction Questionnaire giving a validity coefficient of 0.743. Moreover the resemblance to the rating given to the employees on a 3 point scale Fully satisfied dissatisfied by the employees, The coefficient of correlation was 0.812 (n=52).

**PROCEDURE OF DATA COLLECTION**

The investigator contacted the Principals of the related colleges to seek their permission to collect data from the teachers. The principals were made aware regarding the utility of the test. Again they were assured that the data will be kept in confidence and the test will be used only for research purpose. After rapport establishment and clarifying the instructions of scale, the questionnaire was handed over personally to each teacher and the investigator explained the importance of filling the questionnaire truthfully.

**ANALYSIS OF DATA**

For the analysis of data Mean, Standard Deviation & t-ratio were calculated.

**RESULTS OF COMPARISON OF JOB SATISFACTION OF TEACHERS WORKING IN SELF FINANCED COLLEGES OF PUNJAB AND RAJASTHAN STATE**

Table 1.0 shows the summary of statistical calculation for obtaining t-ratio with regards to comparison of job satisfaction of teachers working in self financed colleges of Punjab and Rajasthan state.

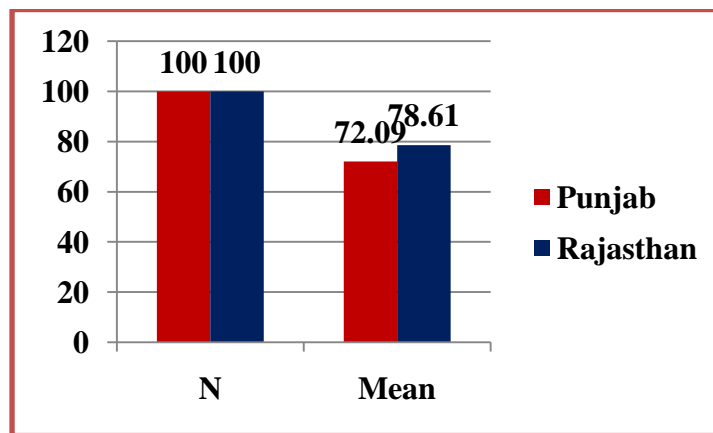
**Table 1.0: Showing t-ratio of job satisfaction of teachers working in self financed colleges of Punjab and Rajasthan state**

Sr. No.	Group	N	Mean	S.D.	SE <sub>D</sub>	df	t-ratio	p-value	Level of Significance at 0.05 and 0.01
1	Punjab	100	72.09	8.24	1.14	198	5.71	.000	Significant
2	Rajasthan	100	78.61	7.89					

Table 1.0 indicates that the computed p-value is  $.000 < 0.05 = \alpha$  and the computed value of t-ratio has come out to be 5.71 which is higher than the t-value 1.96 in table at .05 and 2.56 at .01 level of significance. Therefore, from the table it may be concluded that there is significant difference in the job satisfaction of teachers working in self financed colleges of Punjab and Rajasthan state. Hence our null hypothesis that there is no significant difference in job satisfaction of teachers working in self financed colleges of Punjab and Rajasthan state is not accepted.

Further, figure (1.0) shows that mean value (78.61) of job satisfaction of teachers working in self financed colleges of Rajasthan state is higher than mean value (72.09) of teachers working in self financed colleges of Punjab state, so it has been concluded that teachers working in self financed colleges of Rajasthan state are having more job satisfaction than teachers working in self financed colleges of Punjab state.

**Figure: 1.0: Showing comparison of mean scores of job satisfaction of teachers working in self financed colleges of Punjab and Rajasthan state**



### CONCLUSIONS

1. There is significant difference in job satisfaction of teachers working in self financed colleges of Punjab and Rajasthan state.
2. Teachers working in self financed colleges of Rajasthan state are having more job satisfaction than teachers working in self financed colleges of Punjab state.

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