

CONFLICT MANAGEMENT STYLES AND JOB SATISFACTION OF THE PRINCIPALS OF DEGREE COLLEGES AFFILIATED TO MANIPUR UNIVERSITY

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Abstract

The present papers aims to find out the Conflict Management Styles and Job Satisfaction of the Principals of under graduate colleges affiliated to Manipur University. Conflict Management Style is one of the important variable which may affect the success of any institution. Conflict Management Styles stands for the unique way of dealing the conflicts in an organization by the Principals. Simultaneously Job Satisfaction is equally important for the Principals which may also affect the functioning of the Principals. In the Present paper 20 Principals from various colleges of Imphal East and Imphal West districts of Manipur were taken up. The sample consisted of 20 Principals out of which 10 are male and 10 are female Principals belonging to Government and Non-Government Colleges. To measure the Conflict Management Styles and Job Satisfaction the standardized tools were used and appropriate statistical techniques were used to analyze the data. To realize the objectives null hypothesis were framed.

Keywords: *Conflicts, Conflict Management Styles, Job Satisfaction*



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Introduction

The present paper aims to find out the principals Conflict Management Styles and Job Satisfaction of the Principals of colleges under the jurisdiction of Manipur University. Some study carried out by Khaled and Galal(2015), Lee (2018), Mbithe (2013), Momanyi (2016) revealed that Conflict Management Styles and Job Satisfaction were correlated to each other.

Wachira (2011) observed that Collaborating, Accommodating and Compromising style of Conflict Management had significant correlation with teacher's Job Satisfaction. On the

contrary, Alzahrani (2013) stated that there is no correlation between Conflict Management Styles and Job Satisfaction. None of these studies were conducted in the Manipur state. Since there is no study conducted on the college Principals in the Manipur state that is why it is an effort to find out Conflict Management Styles and Job Satisfaction of the Principals of the colleges of Imphal East and Imphal West district and simultaneously to find out relationship between the two.

The objective of the study is to find out the Conflict Management Styles and Job Satisfaction of the Principals of the colleges and to find out the relationship between the Conflict Management Styles and Job Satisfaction whether it is affected each other or not.

On the basis of previous research it cannot be asserting whether it is directional or non-directional, therefore the researcher has correlated the hypothesis in null form and the hypothesis is that there is no relationship between the Conflict Management Styles and Job Satisfaction of the college Principals.

The study is delimited only to the colleges affiliated to Manipur University having the degree courses. It is delimited only to the Principals of the colleges which teach graduate courses and professional courses.

To conduct this research the methodology which follows is descriptive study. To fulfill the objective of the study, the researcher has administered two standardized test to assess the Conflict Management Styles and Job Satisfaction of the Principals and after administering the scores are tabulated and the finding of the study is as follows:

Table No.1 indicates that both the variables of Conflict Management Styles and Job satisfaction are positively related to each other. The Co-efficient of Correlation is .57. It reflects that the Principals Conflict Management Styles and their Job Satisfaction were highly correlated. Thus, the Principals having high Conflict Management Style have high Job Satisfaction and Principals with low Conflict Management Style have low Job Satisfaction.

Table No.1 Relationship between Conflict Management Styles and Job satisfaction.

Variables Correlated	Coefficient of Correlation
Conflict Management Style	r = .57
Job Satisfaction	

The table No.2 shows that the mean score of female Principals is 76.00 with corresponding Standard Deviation of 18.06 while the Means score of male principals is 67.40 with corresponding Standard Deviation of 16.90. The calculated ‘t’ value is 1.08 which is not significant at any level of confidence. Since the table value is less than the calculated value, the null hypothesis is accepted. It reveals that male and female principals did not differ on the job satisfaction. The result indicates that gender does not affect the Principals job satisfaction.

Table No.2 Comparison of Means and Standard Deviations of male and female college principals in job satisfaction.

Principals	N	Mean	SD	‘t’ value	df	Level of Significance
Female	10	76.00	18.06			
Male	10	67.40	16.90	1.08	9	Not Significant

Fatima (2002), Sujit (2016) comes out similar findings that gender does not differ significantly in the job satisfaction. Present finding contradicts studies of Luddy (2005) and Brahmaiah (2010), Katoch (2012) who observed a significant difference in job satisfaction.

Table No.3 reflects the comparison of Means and Standard Deviations of the Government and the Private college principals on their job satisfaction. The tables highlight that the Mean score of the Government College principals is 73.80 with corresponding Standard Deviation is 14.32 while the Mean score of the Private College Principals is 59.40 with corresponding Standard Deviation is 8.93. The obtained ‘t’ value 2.79 which is significant at .05 level of confidence. So, the null hypothesis is rejected. The result reflects that the Government Principals have high level of job satisfaction than the Private College Principals. Sarbjit and Dinesh (2008) made similar finding that the Government College teachers have more job satisfaction than the Non-Government College teachers.

Table No.3 Comparison of Means and Standard Deviations of the Government and the Private college principals on their job satisfaction.

Principals	N	Mean	SD	‘t’ value	df	Level of Significance
Government	10	73.80	14.32			
Private	10	59.40	8.93	2.79	9	Not Significant

Table No.4 shows the comparison of Means and Standard Deviations of the College Principals’ place of origin towards job satisfaction. The Mean and Standard Deviation of the Principals form urban area are M= 68.00 and SD =12.71, whereas the Mean and Standard Deviation of the Principals from the rural area are M = 66.90 and SD = 17.04. The obtained ‘t’

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value is .20 which not significant at any level of confidence. The null hypothesis is accepted. The result reveals that Principals from urban and rural area do not affect on their job satisfaction.

Table No.4 Comparison of Mean and Standard Deviations of the Principals place of origin and their job satisfaction.

Principals	N	Mean	SD	't' value	df	Level of Significance
Urban	10	68.00	12.71	.20	9	Not Significant
Rural	10	66.90	17.04			

Conclusion

The result of the study reflects that highly significant correlation in between Conflict Management Style and Job Satisfaction exist among the Principals of the degree colleges of Manipur. The male and female Principals shown similarity on their job satisfaction in the colleges. Principals of Government College and Private College show difference on job satisfaction. The result further indicates that Principals from rural and urban area have no difference on the job satisfaction. Thus, from the result of the present study it can be concluded that Conflict Management Styles of the college Principals are highly correlated with and Job Satisfaction. Sex and Place of Origin of the College Principals does not influence on their Job Satisfaction. On the contrary, type of the college Principals differs on their job satisfaction.

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