

Faculty Members' Level of Job Satisfaction in Private and Government Institutions

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Abstract -- The study examines the level of job satisfaction among faculty members working in private and government Institutes in Noida District of Uttar Pradesh, India. The study also compares the level of job satisfaction among faculty members working in private and public institutes.

Selected variables for the research are monetary and non-monetary benefits in the form of salary, responsibilities, relation with colleagues, reward, rules, and regulations to get the measure of the level of job satisfaction, using a Five-Point Likert Scale. A total of 200 faculty members selected from private and government institutes were included in the sample by using purposive sampling for this study. The Chi-Square test is used to assess the level of job satisfaction among faculty members. One-Way ANOVA is used to investigate the difference between the level of job satisfaction.

The study reveals that there is a significant impact of monetary and non-monetary benefits in the form of salary, responsibilities, relationship with colleagues, rewards, rules, and regulations on the level of job satisfaction for faculty members of private as well as government institutes. It was found that there is no significant difference between the job satisfaction among faculty members of private and government institutes.

The study will assist the administration of private and government institutes in framing policies for faculty members besides understanding the factors by which job satisfaction can be increased. This investigation makes a substantial contribution to the existing literature on the topic of working faculty members' job satisfaction in private and government institutes.

Keywords: Job satisfaction, Faculty members, Monetary benefits, Non-monetary benefits

I. INTRODUCTION

AN organization's success depends on the satisfaction of its employees. While a job is a set of roles that have essentially the same duties, responsibilities, skills, and knowledge, job satisfaction is the result of a person being assigned a set of tasks and responsibilities, and the sense of accomplishment that comes with the performance of these activities. Teaching is a job that requires commitment, dedication, and continuous learning [1].

As a result of organizational changes and current globalization processes, exposure to psychological elements in the

professional realm has become more regular and intensive. When these are detrimental to the development of professional activity and the individual's quality of life, they result in increased stress for the professional. Monitoring of job satisfaction is very significant for the growth of educational institutes whether it is private or government. Job satisfaction of faculty members working in institutes is an exemplary motivation for the advancement of the higher education institutes in the achievement of efficiency and effectiveness in the journey of learning and education. Many of the Institutes pay more attention to the job satisfaction of their faculty members because it has a positive impact on achieving the psychological adjustment of the employee, it raises productivity level, reduces the level of mental stress, and also increases the outcome among faculty members. Job satisfaction is high when it is associated with the work environment of the institute rather than the monetary benefits being gained by the employee.

Job satisfaction is directly associated with the productivity of the organization as the employees are the ones which work on the achievement of the objective. How an individual feels about the organization enhances productivity and job satisfaction which is critical for the performance of the institute and of the individual. When an employee has a high level of job satisfaction then he/she has a positive attitude towards the job, and vice versa.

Environmental pressures, health care costs, workplace stress, the relationship between employer and employee is a challenge for the organization to be maintained. Teaching and academics require a great deal of thoroughness and commitment, so in teaching and academics, it is more significant and holds utmost importance to have mental commitment and loyalty than physical presence in the institute.

It was difficult to get the questionnaire filled by the faculty members due to their hectic schedules. The faculty members were not ready to fill it at once, the researcher visited the institute, again and again, to get it filled. Results of the study cannot be generalized to the other areas of the country because this study is only restricted to the Noida District of Uttar Pradesh.

II. LITERATURE REVIEW

Job satisfaction is the positive emotional expression of the workers about their work and their work experience. Armstrong [2] defines job satisfaction as people's attitudes and feelings about work. A positive attitude and a liking for work indicate job satisfaction. The unfavorable attitude expressed discontent. An individual joins the organization with specific expectations. When these expectations are met, the individual is satisfied with their organization and work, which will improve the efficiency and job performance of employees.

Previous studies showed that employees who are satisfied with their work are more likely to be creative, innovative, and initiate advancements that can improve their performance at work. Job satisfaction increased productivity, reduced churn, increased retention, improved morale, and improved creativity. However, dissatisfaction harms many aspects of work-life, such as personal development, workload, and pressure, study, and professional development. The educational system is one of the key factors in national development. It is generally believed that teachers considered engineers of the human soul play an important role in society. In the current situation, teachers voluntarily choose their performance; they believe that teaching is a respectable profession. Teachers who are dissatisfied with their work will become irritable and nervous, which will lead to inefficiency in the student's learning process and other negative effects. Therefore, strategic planning must be carried out for the education system to provide quality education.

To provide quality education, institutes must have well-trained and knowledgeable teachers. The quality of teachers is also based on the perceived level of motivation and their level of job satisfaction. Shabbir *et al.* [3] suggested that for teachers to achieve complete satisfaction in their school, there must be sufficient facilities, sufficient teaching materials, strong security measures, fair contract conditions, and a fully functional school community. A good school environment involves key people who support the well-being of teachers, such as administrators, students and parents. These attributes help foster confidence and enthusiasm among educators, which are characteristics related to employee experience job satisfaction, and sense of accomplishment.

Nayak and Nayak [4] conducted a study to determine the job satisfaction of university professors working at the School of Management in Delhi and investigated various demographic factors (such as gender, marital status) for their job satisfaction grade of influence. This study was conducted with 234 teachers working in a management school in Delhi. The results showed that important factors affecting job satisfaction are supervision, relationship with colleagues, current salary, nature of work, and promotion opportunities. Testing demographic variables to find associations between job satisfaction and various demographic variables. Result of the survey shows that married teachers are

more satisfied than single teachers. No effect of gender on job satisfaction was found.

Professors working in 4,444 government universities are more satisfied. Contextual job satisfaction factors (*i.e.* salary satisfaction, activities, environment, and safety) describe employee job satisfaction better than content factors *i.e.* Work, customer interaction, promotion. Pathak [5] analyzed the job satisfaction of 4,444 commercial bank employees, taking into account 4,444 differences in gender, age, and experience. The survey found that nearly 66% of employees are satisfied or very satisfied with their jobs, people. Job security is the most important factor in the satisfaction of Nepal Commercial Bank employees with their work. There is no significant difference in the level of satisfaction between male and female employees at the position.

However, there are significant differences in job satisfaction among employees of different age groups. Deshwal [6] also found that labor conditions, organizational policies, independence, promotion opportunities, labor diversity, creativity, salary, work itself, cooperation of colleagues, responsibility, social labor status, job security, performance, and student interactions are related to job satisfaction..

Job satisfaction: It focuses on employees' satisfaction with promotions, contingent incentives, and the quality of their jobs, as well as their working conditions, fringe benefits, supervisors, coworkers, contact, motivating factors, and compensation. An individual is satisfied when he or she feels that the needs, wants, hopes, and goals are getting fulfilled. According to Garcia *et al.* [7] supervisor support helps compilation of employees' feelings and ideas regarding their current job. An employee's level of job satisfaction might range from extremely satisfied to extremely dissatisfied. In addition to having an attitude toward his profession as a whole, an employee can have an attitude toward certain components of his employment, such as the type of work to be done, his interactions with coworkers and supervisors, and the compensation and benefits.

Research gap: Although much research has been undertaken on the subject in the past, only a few have examined the impact of job satisfaction on faculty members working in private and government institutes. However, none of the studies compare the level of job satisfaction of faculty members working in private and government institutes. This research study is an attempt to assess the level of job satisfaction among the faculty members of private and government institutes, also to analyze the difference between the level of job satisfaction.

III. RESEARCH OBJECTIVE

1. To analyze the impact of monetary benefits and non-monetary benefits on the level of job satisfaction among faculty members of private institutes.

2. To analyze the impact of monetary benefits and non-monetary benefits on the level of job satisfaction among faculty members of government institutes.
3. To investigate the difference between the job satisfaction among faculty members of private and government institutes.

IV. RESEARCH METHODOLOGY

A quantitative method has been used to analyze this study, the researchers prepared a questionnaire and distributed it to faculty members of the private and government institutes of the Noida District of Uttar Pradesh. The questionnaire consisted of two sections based on age group, and the selected variables of monetary and non-monetary benefits viz salary, responsibilities, relationship with colleagues, reward, rules, and regulations. Faculty members filled the survey form. The data was collected on Five Point Likert Scale and Chi-Square test Hypothesis testing is used to interpret the data using SPSS as the statistical analysis tool while descriptive statistics were calculated and used in the interpretation of findings. The ANOVA One Factor is used to investigate the difference between the level of job satisfaction among faculty members of private and government institutes.

Testing was performed using SPSS. The population of this study is approximately 200 working faculty members. Data for this study was collected through a Multi-Factor Questionnaire (MFQ) distributed to the faculty members working in the Selected private and government institutes. The Responses were taken on the Five Point Likert Scale for data analysis and interpretation. The collected data were analyzed using the Chi-Square test Hypothesis to investigate the job satisfaction.

V. HYPOTHESIS FOR THE STUDY

Statement 1: To analyze the impact of monetary benefits and non-monetary benefits on the level of job satisfaction among faculty members of private institutes.

H0 = There is no significant impact of monetary benefits and non-monetary benefits on the level of job satisfaction among faculty members of private institutes.

H1 = There is a significant impact of monetary benefits and non-monetary benefits on the level of job satisfaction among faculty members of private institutes.

Statement 2: To analyze the impact of monetary benefits and non-monetary benefits on the level of job satisfaction among faculty members of private institutes.

H0 = There is no significant impact of monetary benefits and non-monetary benefits on the level of job satisfaction among faculty members of private institutes.

H1 = There is a significant impact of monetary benefits and non-monetary benefits on the level of job satisfaction among faculty members of private institutes.

Statement 3: To investigate the difference between the job satisfaction among faculty members of private institutes.

H0 = There is no significant difference between the job satisfaction among faculty members of private institutes.

H1 = There is a significant difference between the job satisfaction among faculty members of private institutes.

Data Analysis

TABLE 1 -- DISTRIBUTION OF RESPONDENTS BASED ON AGE

Age Group	Nursing Staff (%)
18 – 23 Years	20
24 – 29 Years	31
30 – Above	49

TABLE 2 -- RESPONSES TO STATEMENTS FROM THE RESPONDENTS OF PRIVATE AND GOVERNMENT INSTITUTES ON THE FIVE POINT LIKERT SCALE.

(Abbreviations: P- Private Institute, G- Government Institute, SA- Strongly Agree, A- Agree, N- Neutral, D- Disagree, SD- Strongly Disagree)

S.N.	Responses to the statement	SA(%)		A(%)		N (%)		D(%)		SD(%)	
		P	G	P	G	P	G	P	G	P	G
	Institutes →										
1	I feel I am being paid a fair amount for the work I do	13	11	27	27	15	15	25	22	20	25
2	I am satisfied with the monetary benefits I receive	21	31	27	12	3	7	24	28	25	22
3	I am satisfied with the non-monetary benefits	20	21	31	33	4	18	37	9	8	19

4	My efforts are appreciated the way they should be	29	20	16	22	31	15	5	14	19	29
5	My seniors always help me	24	26	32	13	10	18	16	33	18	10
6	I have too much responsibility	32	37	40	21	1	2	18	27	9	13
7	I have too much work pressure.	24	16	41	36	9	8	10	25	16	15
8	I am comfortable working with my colleagues	33	17	37	29	11	21	7	26	12	7
9	I feel satisfied with the increment policy of the institute	27	22	29	30	13	3	18	19	13	26
10	Behavior of my Dean/Director is good in my institute	35	24	23	12	9	2	18	28	15	34
11	Many rules and regulations in my Institute make my job difficult	26	29	13	16	18	31	33	5	10	19
12	There is plenty of opportunity for faculty members in the administrative tasks and decision-making	37	14	21	32	2	20	27	16	13	18
13	My institute has a good grievance handling system	23	17	29	15	8	14	25	21	15	33
14	I am satisfied with the leave policy of my institute	27	9	8	16	29	33	24	20	12	22

TABLE 3 -- FINDINGS GOODNESS OF FIT CHI-SQUARE TEST

For Government Institutes	
Mean	301.78
Degree of Freedom	13
Chi-Square Statistic Value	29.5495
Chi-Square Tabulated Value Significance Level 5%	22.36
For Private Institutes	
Mean	329.92
Degree of Freedom	13
Chi-Square Statistic Value	23.711
Chi-Square Tabulated Value Significance Level 5%	22.36

ANOVA: Single Factor						
SUMMARY						
Groups	Count	Sum	Average	Variance		
277	13	3948	303.692	665.897		
288	13	4331	333.154	489.308		
ANOVA						
Source of Variation	SS	Df	MS	F	P-value	F _{crit}
Between Groups	5641.89	1	5641.89	9.76776	0.004599	4.259677
Within Groups	13862.5	24	577.603			
Total	19504.4	25				

Data Interpretation:

Chi-Square Tabulated Value at 5% Level of Significance with Degree of Freedom 13 is 22.36.

Chi-Square Calculated value for faculty members working in Government institutes is 29.54.

Chi-Square Calculated value for faculty members working in Private nursing institutes is 23.71.

For Government Institutes:

Chi-Square Calculated value > Chi-Square Tabulated value
i.e. $29.54 > 22.36$

For Private Institutes:

Chi-Square Calculated value > Chi-Square Tabulated value
i.e. $23.71 > 22.36$

ANOVA One Factor Analysis between faculty members of private and government institutes of Noida District of UP.

F Value > F Critical value $9.76 > 4.25$

Hence

Statement 1: To analyze the impact of monetary and non-monetary benefits on the level of job satisfaction among faculty members of private institutes.

H0 = Rejected, There is no significant impact of monetary and non-monetary benefits on the level of job satisfaction among faculty members of private institutes.

H1 = Accepted, There is a significant impact of monetary and non-monetary benefits on the level of job satisfaction among faculty members of private institutes.

Statement 2: To analyze the impact of monetary and non-monetary benefits on the level of job satisfaction among faculty members of government institutes.

H0 = Rejected, There is no significant impact of monetary benefits and non-monetary benefits on the level of job satisfaction among faculty members of government institutes.

H1 = Accepted, There is a significant impact of monetary benefits and non-monetary benefits on the level of job satisfaction among faculty members of government institutes.

For Statement 3: To investigate the difference between the job satisfaction among faculty members of private and government institutes.

H0 = Rejected, There is no significant difference between the job satisfaction among faculty members of

H1 = Accepted, There is a significant difference between the job satisfaction among faculty members of private and government institutes.

VI. RESULTS

There is a significant impact of monetary and non-monetary benefits on the level of job satisfaction among faculty members of private institutes. There is a significant impact of monetary benefits and non-monetary benefits on the level of job satisfaction among faculty members of government institutes. There is no significant difference between the job satisfaction among faculty members of private and government institutes.

VII. FINDINGS AND CONCLUSION

In the context of monetary benefits and non-monetary benefits of the private hospital faculty members, the results presented that $23.71 > 22.36$, which shows a significant impact on the level of job satisfaction. Whereas in the case of faculty members working in government institutes $29.5495 > 22.36$, which depicts a significant impact on the level of job satisfaction.

In the comparison of both, the faculty members of government institutes are more satisfied as compared to the faculty members working in private institutes. Based on ANOVA One-Factor Analysis, the F calculated value is 9.767762, and the F-critical value is 4.259677 (tabulated value). The probability of obtaining results at least as extreme as the observed results of a statistical hypothesis test is 0.004599. The results of ANOVA One-factor analysis show that there is a significant difference between the level of job satisfaction of private hospital faculty members and faculty members working in government institutes.

VIII. LIMITATIONS AND FUTURE SCOPE OF THE STUDY

The main limitation of the study is that it uses the subjects themselves, that is, faculty members, as respondents for understanding the level of job satisfaction. It would perhaps have been more pertinent to elicit the responses from other employees like deans, directors, HODs, or Coordinators. Another limitation of the study is the findings of the research study are based on the responses given by the faculty members of Noida District. The results of the study cannot be generalized for other areas of the country.

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