

Job Satisfaction at the Workplace Concerning to Self Financing Colleges in Devakottai

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Abstract

Job satisfaction is one of the most challenges faced by employers today when it comes to managing their employees. Many researchers have demonstrated in their studies, the impact of job satisfaction on the motivation of employees, while the level of motivation has an impact on teaching, and hence also on the overall performance of educational institutions. This study represents job satisfaction of teachers.

Introduction

Job satisfaction was described as, “any combination of psychological, physiological and environmental circumstances that cause and person truthfully to say I am satisfied with my job.” [Hoppock 1935].

Job satisfaction refers to a person’s feeling towards their job which acts as a motivation to work. Job satisfaction is an individual’s feeling regarding his or her work. It can be influenced by various factors. Job satisfaction is under the influence of a series of factors such as the nature of work, Salary, Advancement opportunities, Management, Work groups and Work conditions.

Job satisfaction describes how content an individual is with his or her job. It is a relatively recent term since in previous centuries the jobs available to a particular person were often predetermined by the occupation of that person’s parent. There are a variety of factors that can influence a person’s level of job satisfaction. Some of these factors include the level of pay and benefits, the perceived fairness of the promotion system within a company, the quality of the working conditions, leadership and social relationships, the job itself (the variety of tasks involved, the interest and challenge generates, and the clarity of the job description/requirements). The happier people are in their job, the more satisfied they are said to be.

Determinants of Job Satisfaction

Various authors have identified the different factors that influenced job satisfaction. These include but not limited to: Salaries and benefits, organizational climate, autonomy, achievement, recognition, job security, workplace flexibility, the degree of professionalism, communication, working conditions, interpersonal relationships, job importance, and others.

Literature Review

Spector (1997) Job satisfaction is the degree to which people like their jobs.

Bauer (2004) showed that higher involvement of workers in high-performance workplace organizations associated with a high level of job satisfaction. This positive effect dominated by worker's participation a flexible work system, workers related with opportunities in the organization regarding functional autonomy and coordination among workers. Job satisfaction and dissatisfaction not only depends on the nature of the job, but it also depends on the expectation what's the job supply to an employee (Hussami, 2008]

Akbar (2011) identified that employee empowerment has a positive and impact on job satisfaction they also found that there existed a significant difference between male and female employees regarding job satisfaction level, male employees found to be more satisfied with their jobs. Hassan (2013) found that compensation was the most important factor for job satisfaction whereas employee empowerment was also a significant factor in employee loyalty.

Objectives

- To assess the job satisfaction of employees working in self-financing institutions.
- To identify the factors which influence the job satisfaction of employees
- To find out the aspect which improves the satisfaction level of employees

Limitations

The survey subjected to the bias and prejudices of the respondents. Hence 100 percent accuracy is not assured. The study conducted over a short span of time.

Methodology

A descriptive research design with the survey method applied in this study. The researcher has used both primary and secondary data for the study.

Universe

120 Assistant and Associate professors were randomly selected using a convenient random sampling method.

Analysis and Representation

Table 1 Socio-Demographic Profile of the employees

S.No	Variables	Particulars	No. of Respondents	% of Respondents	
1	Age	25-30	18	120	15
		30-35	36		28
		35-40	41		34
		40 Above	27		23
2	Gender	Male	55	120	46
		Female	65		54
3	Marital Status	Married	72	120	60
		Unmarried	48		40
4.	Experience	Up to five years	16	120	13
		5 – 10 years	28		24
		10 - 15 years	46		31
		Above 15 years	30		32

Source: Primary Data

Table 2 Impact on factors influencing Job satisfaction

Factor	Highly Agree	Agree	Neutral	Disagree	Highly Disagree	Total
Good interpersonal relations in the workplace	24.1	31.73	22.75	12.30	09.12	100
Compliments from the employer for good work	26.25	21.25	37.5	11.25	3.75	100
The possibility of autonomy at work	14.50	18.30	38.20	21.00	08.00	100
Higher Salary	06.70	12.35	25.85	38.42	16.68	100
The possibility of equal treatment among employees	21.25	28.43	15.74	18.17	16.41	100
The chance of diverse work	32.45	26.12	18.75	21.22	01.46	100
Satisfaction of Job	22.73	29.21	12.87	17.49	17.07	100
Employees Safety is assured	08.75	19.13	21.45	21.25	29.42	100
Feel proud to work in College	41.45	23.28	14.87	11.39	09.01	100

Source: Primary Data

Findings and Results

Table 1: Represents the socio-demographic profile of the employees of the self-financing colleges.

- Nearly 23 percent of employees are still working in self-financing colleges after having crossed above 40 years old.
- 65 percent of them are female, and especially 78 percent of them are married.
- 32 percent of employees are working nearly 15 years of service.

Table 2: Represents the motivational factors influencing job satisfaction.

- Approximately 55.83 percent Assistant and Associate professors agreed that they have an interpersonal relationship among them and with the management people. Only 9 percent of them denied.
- Exactly 47.5 percent of them agreed that they could have compliments and rewards from the employer when their works recognized.
- 32.8 percent of them felt that they didn't have autonomy at their work, while the same portion of them not answered. 29 percent of them agreed on the factor.
- Nearly 50 percent of them accepted that there is no partial treatment among the employees in the institution while 34 percent of them denied the factor.
- Nearly 59 percent of the respondents agreed that there is a possibility of diversified work.
- More than 50 percent of the respondents are satisfied with their job.
- With regret, nearly the same 50 percent of the respondents felt that they did not have job security.
- 64 percent of the workers agreed that they felt proud for selection of this career and to work in the institution.

Conclusion

Job satisfaction is one of the challenges faced by the managers today. At the same time, this fact is necessary for developing an educational institution. The condition for successful management of employees in the organization reflected in the support for high motivation and satisfaction of employees at different ages. Motivation and satisfaction of employees also build friendly

relationships and effectively cooperate with each other. The satisfied employees show a high level of efficiency and performance; on the other, the employees who are in dissatisfaction illustrate abnormal organizational behavior. This paper supports employees' requirements based on different motivators to attain job satisfaction at a workplace. The educational institution should provide an appropriate condition for employees and try to satisfy them based on policy and strategies.

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