

A Study on Job Satisfaction Level of Faculty Members of Government and Private Colleges of Nagaland In Relation To Use of Skills and Abilities

*Ranjit Paul, Asst. Professor, Dr. Horen Goowalla, Associate Prof.

Corresponding Author: Ranjit Paul

ABSTRACT

Education Commission (1964-66) has rightly remarked that, "The destiny of India is now being shaped in her classroom". Moreover, it is truth that, "No people can rise above the level of its teachers", as mentioned in the National Policy on Education, 1986. The curriculum remains useless unless until imparted into life by the right kind of teachers with their different methods of their teaching. This can be successfully only by the satisfied faculty members. If the teachers are satisfied enough to accomplish their goals effectively, then only they will be motivates to contribute effectively towards higher education. For this purpose well satisfied teaching faculty is required. The study aims to focus the present level of job satisfaction among the private and government college faculty members of Nagaland in relation to use of skills and abilities. In this research, 75 governments and 75 privates, 150 in total working in different government and private colleges in Nagaland having more than 5 year services of faculty members were examined. The data received were analyzed and the findings of the study were generalized with the aid of chi square test of independence of attributes. Conclusions were also provided and the results showed that there was an insignificant relationship between government and private college faculty members in relation to use of skills and abilities in Nagaland.

Keywords: Job Satisfaction, Factors affecting Job Satisfaction Faculty Members, and use of Skills and Abilities

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I. INTRODUCTION

Higher education institutions play fundamental role in the progress of any country. Students are of the important assets of any country. Well being of the country depends upon intellectual students in general and teaching faculties in particular. The role of teaching faculties is extremely valuable in shaping the younger generation as they employ the most effective teaching and learning skills and strategies to enable students to make progress especially in practical life.

JOB SAISFACTION: Job satisfaction is the mental feeling of favorableness which an individual has his job. DuBrinns has defined job satisfaction in terms of pleasure and contentment when he says, "Job satisfaction is the amount of pleasure or contentment associated a job. If you like your job intensely, you will experience high job satisfaction. If you dislike your job intensely you will experience job dissatisfaction". According to Rue and Byers (1994), job satisfaction is made up of five components:

- i. Attitude towards colleagues'
- ii. General working conditions
- iii. Attitude towards the education system

- iv. Financial benefits
- v. Attitude towards supervision

Oshagbemi (1996) believes that job satisfaction is an important subject because of its relevance to the physical and mental wellbeing of employees. Hence, an understanding of the factors relating to job satisfaction is important. It may affect absenteeism, turnover and job performance. Truell Price and Joyner (1998) state that "Highly satisfied faculty will generally be innovative and motivated to establish and maintain an environment conducive to learning". Job satisfaction, as defined by Locke (1976), is a "pleasurable or emotional state resulting from the appraisal of one's job experience"

BASIC ASSUMPTIONS OF THE STUDY: The basic assumptions include the following:

- i) There are certain factors that relate to the employment of faculty members that affect their job satisfaction..
- ii) Faculty members are more efficient and dynamic if they are satisfied with their jobs.
- iii) It is also assumed that respondents were truthful and straightforward in expressing attitudes and feelings towards their jobs.

iv) If the factors that cause unhappiness can be improved or eradicated, the value of findings will be increased considerably.

LIMITATIONS OF THE STUDY: The limitations of the study are the following:

- i) Study is geographically restricted to Nagaland state only.
- ii) In this study only those teachers are considered who are presently working in the colleges having five or more than five years of experiences.
- iii) The number of sample size is 150, hence findings cannot be generalized.
- iv) Findings are based on sample survey through questionnaire method and hence, there is a scope for the respondents to be biased.
- v) The study is limited to 150 full-time faculty members of government colleges and private colleges from different districts of Nagaland during the period February-March of academic year 2017-18.

OBJECTIVES OF THE STUDY: The following are the objectives framed for the study:

- i) To study the difference between faculty members serving in government colleges and private colleges in Nagaland in relation to opportunity to utilize skills and talents with regard to job satisfaction.
- ii) To study the difference between faculty members serving in government colleges and private colleges in Nagaland in relation to opportunity to learn new skills with regard to job satisfaction.
- iii) To study the difference between faculty members serving in government colleges and private colleges in Nagaland in relation to opportunity to learn independently with regard to job satisfaction
- iv) To study the difference between faculty members serving in government colleges and private colleges in Nagaland in relation to support for additional training and education with regard to job satisfaction.
- v) To study the difference between faculty members serving in government colleges and private colleges in Nagaland in relation to participative in decision making with regard to job satisfaction
- vi) To study the difference between faculty members serving in government colleges and private colleges in Nagaland in relation to opportunity to voice opinion with regard to job satisfaction.
- vii) To study the difference between faculty members serving in government colleges and private colleges in Nagaland in relation to

amount of praise receive for outstanding efforts with regard to job satisfaction.

II. RESEARCH METHODOLOGY:

Nature of Research: Inferential statistics has been used to measure the level of job satisfaction amongst the faculty members of government and private colleges in Nagaland. Inferential statistics are used to make inferences from data to more general conditions. Descriptive statistics uses the data to provide descriptions of the population either through numerical calculations or graphs or tables or percentages. Percentages are used to understand these figures because percentage can be easily interpreted. Most often descriptive statistics are percentages.

Sources of Data: Primary data has been collected with detailed formulated structure questionnaire as well as interview. The structure questionnaire has been prepared in such a way that it covers all the objectives of the study. A 3-point Likert-type scale was employed. The scale ranged from 1-3 representing (i) Satisfied (ii) Dissatisfied and (iii) Neutral. Secondary data has been collected from the existing literature such as research papers, website, books, journals, articles, and statistical report etc. The primary data for the study has been collected from the Asst. Professors of different colleges of Nagaland during the period 2016-2017.

Area of the Study: The target respondents are faculty members of different government and private colleges having minimum five years experience in teaching in Nagaland.

Statistical Tools: In carrying out this study, the data and information were collected from the questionnaires which were edited, summarized, analyzed and interpreted with the aid of inferential statistics such as chi-square test of independence of attributes to draw inferences about significant or insignificant relationship for job satisfaction level amongst the faculty members of government and private colleges in relation to use of skills and abilities in Nagaland.

Research Design and Size of Sample: The study is based on primary data collected from 20 colleges out of total 63 colleges (i.e., 32 percent approximately). Here, a sample of 75 faculty members of government colleges and 75 faculty members of private colleges from different districts of Nagaland is representative of the population of faculty members.

ANALYSIS WITH CHI-SQUARE OF INDEPENDENCE OF ATTRIBUTES:

To identify if there is any significant differences in the level of job satisfaction of respondents of government and private colleges on each factor, a χ^2 -test of independence of attributes is applied.

The test statistic is

$$\chi^2 = \sum \frac{(O - E)^2}{E}$$

Where, O= Observed frequency,

E =Expected frequency = (Corresponding row total) (Corresponding column total) ÷ (Grand total)

This is a right tailed test. And if the calculated value of χ^2 is greater than the tabulated value, the null hypothesis (H_0) is rejected, otherwise accepted.

Summary of Test of Hypotheses with the help of Chi-Square

Sl.No.	Factors	Level of significance	Degree of freedom	Calculated value of χ^2	Tabulated value of χ^2	Result.
1	Opportunity to utilize skills and talents	0.05	(2-1) (2-1)=1	2.34	3.841	Insignificant
2	Opportunity to learn new skill	0.05	(2-1) (2-1)=1	1.619	3.841	Insignificant
3	Opportunity to work independently	0.05	(2-1) (2-1)=1	29.108	3.841	Significant
4	Support for additional training and education	0.05	(2-1) (2-1)=1	23.499	3.841	Significant
5	Participative in decision making	0.05	(2-1) (2-1)=1	19.302	3.841	Significant
6	Opportunity to voice opinion	0.05	(2-1) (2-1)=1	30.688	3.841	Significant
7	Amount of praise receive for outstanding efforts	0.05	2-1) (2-1)=1	3.776	3.841	Insignificant

1. Opportunity to utilize skills and talents: Here, the null hypothesis is

H_0 : There exists no significant difference between faculty members serving in government and private

OBSERVED FREQUENCY

Attribute	Government	Private	Total
Satisfied	51	45	96
Dissatisfied	12	20	32
Total	63	65	128

$$\chi^2 = \sum \frac{(O - E)^2}{E}$$

$$= 0.298 + 0.288 + 0.893 + 0.865 = 2.34$$

Tabulated χ^2 at 5% level of significance for (2-1) (2-1) = 1 d.f. is 3.841

Decision:The calculated value of χ^2 is less than the tabulated value of χ^2 and hence the hypothesis holds true. There is no enough evidence to reject H_0 .

colleges in Nagaland in relation to their opportunity to utilize skills and talents.

EXPECTED FREQUENCY

Attribute	Government	Private	Total
Satisfied	47.25	48.75	96
Dissatisfied	15.75	16.25	32
Total	63	65	128

Therefore, it can be concluded that there exists no significant difference between the faculty members serving in government and private colleges in Nagaland in relation to their opportunity to utilize skills and talents.

2. Opportunity to learn new skill: Here, the null hypothesis is

H_0 : There exists no significant difference between faculty members serving in government and private colleges in Nagaland in relation to their opportunity to learn new skill.

OBSERVED FREQUENCY

Attribute	Government	Private	Total
Satisfied	42	37	79
Dissatisfied	24	33	57
Total	66	70	136

EXPECTED FREQUENCY

Attribute	Government	Private	Total
Satisfied	38.34	40.66	96
Dissatisfied	27.66	29.34	32
Total	66	70	136

Here,

$$\chi^2 = 1.619 \text{ (calculated)} \quad \text{and the tabulated}$$

$$\chi^2 \text{ at 5\% level of significance for 1 d.f. is 3.841}$$

Decision:The calculated value of χ^2 is less than the tabulated value of χ^2 and hence the hypothesis holds true. There is no enough evidence to reject H_0 . Therefore, it can be concluded that there exists no significant difference between the faculty members

serving in government and private colleges in Nagaland in relation to their opportunity to learn new skill.

3. Opportunity to work independently: Here, the null hypothesis is

H_0 : There exists no significant difference between faculty members serving in government and private colleges in Nagaland in relation to their opportunity to work independently.

OBSERVED FREQUENCY

Attribute	Government	Private	Total
Satisfied	48	22	70
Dissatisfied	9	40	49
Total	57	62	119

EXPECTED FREQUENCY

Attribute	Government	Private	Total
Satisfied	33.53	36.47	70
Dissatisfied	23.47	25.53	49
Total	57	62	119

Here,

$$\chi^2 = 29.108 \text{ (calculated)} \quad \text{and the tabulated}$$

$$\chi^2 \text{ at 5\% level of significance for 1 d.f. is 3.841}$$

Decision:The computed value of χ^2 is larger than the tabulated value of χ^2 and hence the hypothesis is rejected i.e., there is no evidence to support null hypothesis. Therefore, it can be concluded that there exists a significant difference between the faculty

members serving in government and private colleges in Nagaland in relation to their opportunity to work independently.

4. Support for additional training and education: Here the hypothesis is

H_0 : There exists no significant difference between faculty members serving in government and private colleges in Nagaland in relation to their support for additional training and education.

OBSERVED FREQUENCY

Attribute	Government	Private	Total
Satisfied	36	18	54
Dissatisfied	18	57	75
Total	54	75	129

EXPECTED FREQUENCY

Attribute	Government	Private	Total
Satisfied	22.6	31.4	54
Dissatisfied	31.4	43.6	75
Total	54	75	129

Here,

$$\chi^2 = 23.499 \text{ (calculated)} \quad \text{and the tabulated}$$

$$\chi^2 \text{ at 5\% level of significance for 1 d.f. is 3.841}$$

Decision:The computed value of χ^2 is larger than the tabulated value of χ^2 and hence the hypothesis is rejected. i.e., there is no evidence to support null hypothesis. Therefore, it can be concluded that there exists significant difference between the faculty members serving in government and private colleges

in Nagaland in relation to their support for additional training and education.

5. Participative in decision making : Here, the hypothesis is

H_0 : There exists no significant difference between faculty members serving in government and private colleges in Nagaland in relation to participative in decision making.

OBSERVED FREQUENCY

Attribute	Government	Private	Total
Satisfied	33	20	53
Dissatisfied	12	45	57
Total	45	65	110

EXPECTED FREQUENCY

Attribute	Government	Private	Total
Satisfied	21.68	31.32	53
Dissatisfied	23.32	33.68	57
Total	45	65	129

Here,

$\chi^2 = 19.302$ (calculated) and the tabulated

χ^2 at 5% level of significance for 1 d.f. is 3.841

Decision:The computed value of χ^2 is larger than the tabulated value of χ^2 and hence the hypothesis is rejected. i.e., there is no evidence to support null hypothesis. Therefore, it can be concluded that there exists significant difference between the faculty

OBSERVED FREQUENCY

Attribute	Government	Private	Total
Satisfied	51	18	69
Dissatisfied	12	40	52
Total	63	58	121

Here,

$\chi^2 = 30.688$ (calculated) and the tabulated

χ^2 at 5% level of significance for 1 d.f. is 3.841

Decision:The computed value of χ^2 is larger than the tabulated value of χ^2 and hence the hypothesis is rejected. i.e., there is no evidence to support null hypothesis. Therefore, it can be concluded that there exists significant difference between the faculty

OBSERVED FREQUENCY

Attribute	Government	Private	Total
Satisfied	36	45	81
Dissatisfied	6	20	26
Total	42	65	107

Here,

$\chi^2 = 3.776$ (calculated) and the tabulated χ^2 at 5% level of significance for 1 d.f. is 3.841

Decision:The calculated value of χ^2 is less than the tabulated value of χ^2 and hence the hypothesis holds true. There is no enough evidence to reject H_0 . So, it can be concluded that there exists no significant difference between the faculty members serving in government and private colleges in Nagaland in relation to the amount of praise receive for outstanding efforts.

members serving in government and private colleges in Nagaland in relation to the participative in decision making.

6. Opportunity to voice opinion: Here the hypothesis is

H_0 : There exists no significant difference between faculty members serving in government and private colleges in Nagaland in relation to their opportunity to voice opinion.

EXPECTED FREQUENCY

Attribute	Government	Private	Total
Satisfied	35.93	33.07	69
Dissatisfied	27.07	24.93	52
Total	63	58	121

members serving in government and private colleges in Nagaland in relation to their opportunity to voice opinion.

7. Amount of praise receive for outstanding efforts

Here, the null hypothesis is

H_0 : There exists no significant difference between faculty members serving in government and private colleges in Nagaland in relation to the amount of praise receive for outstanding efforts

EXPECTED FREQUENCY

Attribute	Government	Private	Total
Satisfied	31.79	49.21	81
Dissatisfied	10.21	15.79	26
Total	42	65	107

III. MAJOR FINDINGS OF THE STUDY:

The major findings of the study have been summarized in the following heads:

1. 68 percent of the respondents are satisfied with the opportunity to utilize skill and talents with respect to the government colleges while 60 percent of the respondents are satisfied with the opportunity to utilize skill and talents with respect to the private colleges in the study area.
2. 56 percent of the respondents are satisfied with the opportunity to learn new skill with respect to the government colleges while 49.33 percent of the respondents are satisfied the opportunity to learn new skill with respect to the private colleges in the study area.

3. 64 percent of the respondents are satisfied with the opportunity to work independently with respect to the government colleges while 29.33 percent of the respondents are satisfied with the opportunity to work independently with respect to the private colleges in the study area.
4. 48 percent of the respondents are satisfied with the support for additional training and education with respect to the government colleges while only 24 percent of the respondents are satisfied with the support for additional training and education with respect to the private colleges in the study area.
5. 44 percent of the respondents are satisfied with the participative in decision making with respect to the government colleges while only 26.67 percent of the respondents are satisfied with the participative in decision making with respect to the private colleges in the study area.
6. 68 percent of the respondents are satisfied with the opportunity to voice opinion with respect to the government colleges while only 24 percent of the respondents are satisfied with the opportunity to voice opinion with respect to the private colleges in the study area.
7. 48 percent of the respondents are satisfied with the amount of praise receive for outstanding efforts with respect to the government colleges while 60 percent of the respondents are satisfied with the amount of praise receive for outstanding efforts with respect to the private colleges in the study area.

IV. RECOMMENDATIONS:

Based on the results of the study, the following simple, concrete and practical recommendations are forwarded:

1. It is strongly recommended that a proper and viable communication system come to play, as this is lacking in terms of communication and feedback.
2. Faculty members of private colleges may be motivated to show their skills and abilities, talents, etc.
3. Work activities such as variety of job responsibilities, degree of independence associated with work roles and adequate opportunity for periodic changes in duties also play a vital role in job satisfaction amongst faculty members.
4. Authorities should organize regular training programmes to enrich and equip teachers with latest developments.
5. Authorities should arrange regular formal meetings with faculty members to consider their suggestions and also try to value it.

6. Authorities should try to provide opportunity for career development off and on to the faculty members.
7. It is highly suggested that the faculty members must attend workshop and seminar to improve their talents, skills and knowledge.

V. CONCLUSION

Private college faculty members are more satisfied in comparison to government college faculty members in connected with the factor such as amount of praise receive for outstanding efforts in Nagaland.

Government college faculty members are more satisfied in comparison to private college faculty members in relate to the factors such as opportunity to utilize skills and talents, opportunity to learn new skill, opportunity to work independently, support for additional training and education, participative in decision making, opportunity to voice opinion in Nagaland .

There is a significant relationship between the faculty members serving in government and private colleges in Nagaland in relation to their opportunity to utilize skills and talents, the opportunity to learn new skill and the amount of praise receive for outstanding efforts.

There exists no association between the faculty members serving in government and private colleges in Nagaland in relation to their opportunity to work independently, the support for additional training and education, the participative in decision making and opportunity to voice opinion.

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