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Factors affecting on the job satisfaction of the public sector university teachers

Fauzia Khurshid and Mahwish Hassan
National University of Modern Languages, Islamabad.

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ABSTRACT

The study was designed to identify various factors which affect the job satisfaction of the public sector university teachers. Population of the study comprised of all teachers teaching at the public sector universities of Islamabad. A stratified random sample of 100 male and female teachers was collected from 3 leading universities of Islamabad through a 35 items research questionnaire with six dimensions. Collected data was analyzed through SPSS, results revealed that overall university teachers are satisfied with opportunities of advancement in their profession, satisfied with their management and coworker, but they are unsatisfied with workload, physical work environment and with their present pay structure. Analysis of demographics depicted that female teachers are satisfied with their job as compared to male teachers. Younger university teachers have higher job satisfaction as compared to older ones whereas married teachers are less satisfied with their salaries and unmarried are less satisfied with physical work environment.

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Introduction

Personal, sociological and institutions' environmental factors are directly proportional to the teaching competencies, which is mainly depending upon the teachers' psychological state of mind and attitude towards work. Job satisfaction is a positive feeling of the employees' attachment to their organizations, resulting from an evaluation of its characteristics. Job is not only based on delegated duties but interaction with managers or coworkers, following organizational rule, norms and living with organizational working conditions play an important role in determining once attitude towards work. Dissatisfaction has a significant effect on once psychological, mental and physical health. Facets of performance, such as creativity and classroom management techniques may suffer when teachers experience job dissatisfaction (Fletcher, as cited in Verma 1998).

It has been repeatedly identified that job satisfaction is a vital variable in understanding employees' work behaviours. Recent findings have indicated that dissatisfaction may not only result in decreased teachers' productivity but also decrease student academic achievement and increase staff turnover and higher absenteeism (Cohen & others 1993).

Expansion of communication, industrialization, globalization and rapid technological changes have led to structural changes that have affected people's expectations, time horizons, awareness and their willingness to accept the status quo. One great challenge of learning is to give people tools to live with this dynamism. Therefore, teacher has to play a vital role in passing on current knowledge to the nation's youth (Verma, 1998).

Teaching learning process is triangular process with three focal factors such as, student, subject matter and teacher. There is a close relationship among these factors and in all three; teacher is most the important factor that determines the quality of education and its contribution to national development. The success of educational endeavors ultimately depends on teachers' personal qualities, character, and professional

competence and In fact, all factors that influence the quality of education and contribution to national development competence and character of teachers, are undoubtedly most significant. Nothing is more important than securing sufficient supply of high quality recruits to the teaching profession, providing them the best possible professional preparation and creating satisfactory conditions of work in which they could perform up to the best of their effectiveness (Chauhan, 1990).

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Teachers considered the builder of nation as they play a significant role in capacity building of nation in facing challenges and tough environment. They are the ones who translate educational theories and policies into practice by implementing them in practical situations. The role of teachers in any society is vital and no other profession has earned as much respect as teaching profession (Mohanty, 2000).

A university has always taken front seat in educational system; it is the highest abode of education, learning and enlightenment. The universities may teach in such a way as to promote the general power of mind with aim to producing not only specialists but also rather cultivate men and women by improving their standard of living, thinking and behaving in the community. The most important segment of university system is the teachers. The job of a teacher is a very creative endeavor that establishes a vital and enduring link between teachers and the taught. A teacher teaches not only through his lectures, but he also teaches through his actions. Whatever the teacher may teach, it carried on in the context of an interpersonal setting. Teacher attitude towards work plays a mediating role in teaching learning process. The establishment of a genuinely good

Tele:

E-mail addresses: dr_f_khurshid@yahoo.com

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Working relationship between teacher and pupil thus requires an interaction not only at the intellectual level but also at the level of personality (Khurshid, 2012).

Teachers belong to one of the largest professional group in Pakistan. Because of its nature and level of efforts required, teaching profession attracts only those people who are competent, committed, use their knowledge and mental capabilities for enhancing the skills of their learners. It requires mastery of a considerable use of skills such as leadership, counseling, coaching, effective communication, motivation, up-to-date knowledge of the subject matter and possesses job satisfaction.

Satisfaction is the inner state of a person which is also known as contentment which is the degree of contentment that makes person calm or unrest till he does not have what he want or what is required. Factors that affect the job satisfaction of the employees includes, physical environment of the organization, relationship with co-workers, relationship with management of the organization, facilities provided to the employees, opportunities for job enrichment, financial non- financial benefits and workload.

In narrating the impact of dissatisfaction Robbins & judge (2010) stated that dissatisfaction leads towards four responses, exit, voice, loyalty and neglect. In exit dissatisfaction expressed through turnovers, response of voice expressed through active and constructive attempts to improve conditions, whereas loyalty reflect in passively waiting for conditions to improve, finally response of neglect expressed through allowing conditions to worsen. Present study intended to explore various factors that are causing dissatisfaction among the public sector university teachers in Pakistani cultural context.

Statement of problem

The problem under consideration was to identify various factors that affect the satisfaction level of the public sector university teachers.

Objectives

The major objectives of the study were:

1. To investigate the factors that affect satisfaction of university teachers.
2. To study the role of demographic variation in determining the level of satisfaction in the public sectors university teachers.

Research questions

1. What are the factors that are causing dissatisfaction among the university teachers?
2. What is the role of demographic variation in determining the level of satisfaction among the university teachers?

Methodology

Keeping in view the nature of study the descriptive research design was used to collect data from the respondents.

Sample and Population

All the university teachers of the public sector were included in the population of the study. Stratified random sampling technique was used to collect the data from the three universities of Islamabad such as National University of Modern Languages (NUML), COMSATS and International Islamic University (IIUI).

Research Instrument

Keeping in view the nature of the current research study, a researcher based on 35 items and six sub scales was developed all questions were related to the factors of job satisfaction. The subscales of research questionnaire includes following categories,

1. Satisfaction with Opportunities of Advancement
2. Satisfaction with Pay
3. Satisfaction with Physical Environment
4. Satisfaction with Co-workers
5. Satisfaction with Management
6. Satisfaction with Workload

Data Collection

A questionnaire of closed ended questions was developed by the researcher to collect the data from the related respondents. Data was collected through personal visits of the researchers to the sampled universities.

Results

Table 1 highlight various factors that are causing job satisfaction and dissatisfaction among the university teachers, from this table we can see that university teachers are satisfied with opportunities of advancement in their profession, satisfied with their management and coworker, but they are unsatisfied with workload, physical environment and with their pay structure.

The table no 2 illustrate that teachers of COMSATS are overall satisfied with job with (169.4 Mean) as compared to the teachers of IIUI and NUML. After that NUML's teachers are satisfied with (168.69 Mean). Teachers of IIUI are least satisfied with their workload, pay and physical environment as compared to the other selected universities at the same time they are more satisfied with opportunities for advancement in job.

Table 3 depicted gender wise difference and it illustrate that overall female teachers are satisfied with their job as compared with male teachers, factors which are common in both are satisfaction with pay satisfaction with work environment and relationship with management male teachers are less satisfied with coworkers and opportunities of advancement in profession than female teachers.

Table no.4 show that younger teachers are more satisfied as compared to the older ones, in this group satisfaction level of teachers is low with pay and physical environment where they do job with Mean (158). Table is also providing us interesting information that job satisfaction is decrease with increase in age especially aged teachers are dissatisfied with advancement opportunities, pay and with the physical environment of their organization.

Table no. 5 illustrate that marital status of the university teachers had marginal difference on their satisfaction level with job as Mean of married teachers falls at (165.6) and Mean of unmarried teachers falls at (166). When compared factor wise differences its shows that married teachers are not satisfied with their pay whereas unmarried teachers are less satisfied with their physical environment.

Discussion

The present study was designed to investigate the factors the affect the satisfaction level of public sector university teachers. A stratified random sample of 100 male and female university teachers was collected from 3 public sector universities of Islamabad such as International Islamic University, National University of Modern Languages and COMSATS.

In this study a research questionnaire was develop to measure the level of job satisfaction. The data was collected by personal visits to the respondents and it was analyzed with the help of Package for Social Sciences (SPSS).

The results revealed that overall university teachers are satisfied with their job but they seem to be dissatisfied with their salaries, work environment and workload. The data was also analyzed to see the demographic variations of the variables as type of university, age, gender, marital status. The analyzed data shows that marital status has insignificant affects over teacher's satisfaction it has come to know that female teachers are more overall satisfied with their job as compared to the male teachers. Findings also illustrate that age effects on the satisfaction level, teachers whose age ranged above 50 are less satisfied when compared with teachers whose age ranged from 23-38 and 39-50 years.

Conclusion

University teachers are more satisfied with opportunities of advancement in their profession, satisfied with their management and coworkers, but they are unsatisfied with workload, physical environment and with their pay structure.

1. The teachers of COMSATS are more overall satisfied with job with (169.4 Mean) as compared to the teachers of IIUI and NUML.

2. Overall female teachers are more satisfied with their job as compared to than male university teachers.

3. Younger teachers are more satisfied with their job outcome as compared to older ones.

4. On the whole marital status of the university teachers is producing very marginal differences on job satisfaction, but married teachers are less satisfied with pay and unmarried one is less satisfied with the physical environment.

Recommendations

As this study provide us very useful information regarding job satisfaction of public sector teachers. Keeping in view the results of the study, following are some recommendations.

The public sector universities may provide supportive and healthy work environment to the staff which may include all facilities related to their basic needs academic and technical assistance indiscriminately to gender.

Reward benefits, compensation or pay / salary packages play a vital role in the creating job satisfaction among the employees. In order to enhance job satisfaction management can raise the pay and benefits of the teachers.

The university teachers are not satisfied with the workload so workload, it may be realistic according the Higher Education Commission established criteria.

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Table 1 Factors Affecting Job satisfaction Of University teachers

Factors of Job Satisfaction	Mean	SD
1. Satisfaction with Opportunities of advancement	38.49	3.23
2. Satisfaction with Pay	20.44	1.9
3. Satisfaction with Coworkers	34.24	2.1
4. Satisfaction with physical Environment	11.05	3.2
5. Relationship with Management	42.31	2.3
6. Satisfaction with Workload	10.32	1.2

Table 2 University Wise Comparison of Job Satisfaction

Variables	IIUI		NUML		COMSATS	
	M	Std	M	Std	M	Std
Satisfaction With Opportunities for advancement in job	37.41	1.23	37.94	.98	38.4	1.13
Satisfaction with Pay	21.44	2.23	24.56	3.87	25.2	3.85
Satisfaction with Coworkers	34.24	1.63	34.67	2.66	34.2	2.31
Satisfaction with physical Environment	13.05	1.93	14.75	2.94	14.0	4.09
Relationship with Management	42.35	1.79	43.55	2.29	43.6	2.47
Total	160.08	11.08	168.69	15.29	169.4	15.75

Table 3 Gender Wise difference of Job Satisfaction

Gender				
Variable	Male		Female	
	M	SD	M	SD
Satisfaction With Opportunities for advancement in job	36.7	1.30	39.0	1.02
Satisfaction with pay	23.6	4.21	23.7	3.79
Satisfaction with Coworkers	30.7	1.72	35.0	2.51
Satisfaction with workload	13.2	2.61	12.5	2.28
Satisfaction with Physical Environment	13.4	2.93	14.4	3.24
Relation with Management	43.3	2.15	43.0	2.35
Total	160.9	14.94	167.6	15.19

Table 4 Age - Wise Comparison of Job Satisfaction

Age						
Variables	(23-38)		(39-50)		(Above 50)	
	M	SD	M	SD	M	SD
Satisfaction With Opportunities of advancement in job	38.1	1.09	37.1	1.04	35.0	2.82
Satisfaction with Pay	24.0	3.98	22.6	3.90	20.5	3.53
Satisfaction with Coworkers	34.4	2.29	34.1	2.14	34.0	1.41
Satisfaction with Management	43.3	2.34	42.5	1.86	42.5	.70
Satisfaction with Physical Environment	14.2	3.28	13.3	1.82	10.5	4.94
Satisfaction with Workload	13.0	2.23	12.1	3.25	14.0	2.82
Total	167	15.21	161.7	14.01	156	16.22

Table 5 Marital Status Wise Comparison of Job Satisfaction

Marital status				
variables	Married		Single	
	M	SD	M	SD
Satisfaction With Opportunities for advancement in job	38.7	1.17	38.1	1.16
Satisfaction with Pay	22.1	3.42	24.2	4.46
Satisfaction with Coworkers	34.5	1.89	34.2	2.54
Satisfaction with Management	44.3	2.12	42.9	2.38
Satisfaction with Physical Environment	15.0	2.48	13.9	3.69
Satisfaction with Workload	13.0	2.69	12.7	2.28
Total	165.6	13.77	166	16.51