

## Study of Job Satisfaction of B.Ed College Teachers in Relation to their Nature of Appointment, Socio -Economic Status and Marital Status

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### Abstract

The study was undertaken to examine the job satisfaction of B.Ed. College teachers in relation to their nature of Appointment, Socio- Economic status and Marital status. Data was collected by random sampling technique from a sample of 120 teachers from eight colleges of Education. The tools used in this study were job satisfaction questionnaire by Pramod kumar and D.N. Mutha, Socio-economic status scale by Rajeev Lochan Bhardwaj and a Background Questionnaire prepared by the investigator. The data was analyzed by employing ANOVA. Results showed that there exists no significant difference between the Permanent teachers and their adhoc counterparts on the job satisfaction measure. It was further found that there exists no significant difference between socio – economic status related to job satisfaction and marital status related to job satisfaction of college teachers. The interaction between nature of appointment x Socio-economic status; socio-economic status x nature of appointment x marital status; nature of appointment x marital status did not show any significant difference on job satisfaction.

**KEYWORDS** :- Job satisfaction, socio- Economic status, marital status, B.Ed. college teachers.

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### INTRODUCTION :-

Job Satisfaction refers to a set of attitudes that employees have about their jobs. We may describe it as a psychological disposition of people toward their jobs – how they feel about the work, which involves the collection of numerous attitudes or feelings. Job satisfaction is a set of favorable and unfavorable feelings with which employees view their work. It is an effective attitude - feeling of relative likes or dislikes. It is pleasurable positive emotional state, which results from the appraisal of one's job or job experiences. It results when there is congruence between job requirements and wants and expectations of employees.

The level of job satisfaction across groups is not constant, but it is related to a number of variables. Job satisfaction varies as a function of age, marital status, socio-economic status, nature of appointment, family relationships, emotional stability etc. Job satisfaction is dynamic for it can decline even more quickly than it develops. It gives happiness, efficiency and success in one's professional activity. The degree of satisfaction is determined by the ratio between what we have and what we want.

### JOB SATISFACTION

Job Satisfaction was brought to limelight by Hoopick in 1935 for whom job satisfaction

is a combination of psychological, physiological, and environmental circumstances that cause a person truth to say “ I am satisfied with my job”.

Webster Dictionary (1976) defined job satisfaction as a combination of two words, job and satisfaction. The word ‘job’ refers to collection of tasks, duties and responsibilities which as a whole is regarded as the established assignment to individual in return for monetary reward while satisfaction means the fulfillment of a need or desire. Job is an occupational activity performed by an individual for monetary award, while satisfaction is a word difficult to define.

### **JOB SATISFACTION AMONG TEACHERS.**

In the schools and colleges job satisfaction in the teachers is essential for the purpose of effective teaching. The teacher being the cornerstone of the arch of education must be satisfied with his job so that he delivers the good to the best of his ability. It is essential to see that the teachers are satisfied with their occupation, so that they produce the citizens who can become the backbone of future society.

### **NATURE OF APPOINTMENT.**

Appointment means selection for a particular task or job. The appointment period is defined in the appointment letter, in which these terms of appointment are incorporated by reference. All appointments are subject to the continuing availability of appropriated funds.

Appointments can be permanent or adhoc and government or private. The teachers are highly dissatisfied because of low salary, inconsistency between academic qualifications and the job, corruption as well as mismanagement in career prospects and gender biased society. In adhoc appointments, job security is less, salary is low and work load is more. One the other hand, in permanent and government jobs, it is secured. Secured in the sense that the payment is regular and financial benefit after retirement is guaranteed. These factors make maximum teachers satisfied and they have been retaining in good jobs.

### **SOCIO ECONOMIC STATUS**

Status is a prestige, position or rank within a group. It may be formally imposed by a group i.e. organizationally imposed through titles or amenities. Status may be informally acquired by such characteristics as education, age, sex, skill or experience. Anything can have status value, if others in the group evaluate it such. Status refers to the prestige of an individual which he holds in the society. It refers to the social and economic position. A person who has high position in community and has good income lives in a well furnished house of a good quality is said to have a good socio Economic status (SES)

**Champins (1928)** “ Socio – economic status is the position that an individual or family occupies with reference to prevailing average standards of cultural possessions and participation in group activities of the community.”

**Fontana (1986)** said” Socio economic status is usually determined by reference to

parental occupation.

## **MARITAL STATUS**

Marriage is a social, religious, spiritual or legal union of individuals. This union may also be called matrimony, while the ceremony that marks its beginning is usually called a wedding and the married status created is sometimes called wedlock. Marriage is an institution in which interpersonal relationships are acknowledged by the state or by religious authority.

## **REVIEW OF RELATED STUDIES :**

**Panda (2002)** Investigated that there was no effect to the different type of management on the job satisfaction of college teachers.

**Anjaneyulu (1968)** Studied job satisfaction of teachers in secondary schools. He reported that poor economic and social status were causes of dissatisfaction among teachers in secondary schools.

**Manita (1970)** Found that experience and gender were not related significantly with job satisfaction.

**Malhotra (1973)** reported that job satisfaction is influenced by one's family background. It was reported to be high among respondents whose fathers were more educated and were engaged in high prestige occupations.

**Mason (1981), Frances (1982)** reported worker of high socio-economic characteristics had weak influence on job satisfaction.

**Lavingia (1974)** in a study on job satisfaction of high school teachers found unmarried teachers were more job satisfied than the married teachers of both sexes.

**Porwal (1982)** supported the results.

**Gupta (1980)** reported marital status was not associated significantly with job satisfaction of primary and secondary teaches. But at the college level unmarried teachers were found to be more satisfied than married teachers.

## **NEED OF THE STUDY**

Teaching profession is regarded as one of the noblest profession. The heart and soul of educational process is the teacher. Job satisfaction of teachers is, therefore, an important factor to make the profession more functional. But teachers now a days are not satisfied with their job and are gaining more psychological disorders. That is why there is a dire need to study job satisfaction among teachers of education colleges in relation to nature of appointment, Socio-economic status and marital status.

## **STATEMENT OF THE PROBLEM**

Study of job satisfaction of B.Ed college teachers in Relation to their Nature of

appointment, Socio- Economic status and Marital status.

### **OBJECTIVES OF THE STUDY**

1. To compare the job satisfaction of adhoc and permanent teachers.
2. To study the job satisfaction of teachers with respect to socio-economic status.
3. To study the job satisfaction of teachers with respect to marital status.
4. To study the effect of nature of appointment and marital status on job satisfaction measure.
5. To study the effect of socio-economic status and nature of appointment on job satisfaction measure.
6. To study the effect of socio-economic status and marital status on job satisfaction measure.
7. To study the effect of socio- economic status, nature of appointment and marital status on job satisfaction measure.

### **HYPOTHESES.**

1. There exists no significant difference between the permanent teachers and their adhoc counterparts on the job satisfaction measure.
2. There exists no significant difference between the teachers of high socio-economic status and teachers of low socio-economic status on the job satisfaction measure.
3. There exists no significant difference between the married teachers and their unmarried counterparts on the job satisfaction measure.
4. The interaction nature of appointment x marital status does not contribute any significant difference on job satisfaction measure.
5. The interaction socio-economic status x nature of appointment does not contribute any significant difference on job satisfaction measure.
6. The interaction socio-economic status x marital status does not contribute any significant differences on job satisfaction measure.
7. The interaction socio-economic status x nature of appointment x marital status does not contribute any significant difference on job satisfaction measure.

### **METHOD**

Survey Method was used to collect the data

### **DESIGN OF THE STUDY**

The following design used.

### **SAMPLE**

A random sample of 120 teachers was drawn from eight colleges of education affiliated to Panjab university Chandigarh.

### **TOOLS USED.**

1. Job Satisfaction Questionnaire by Pramod Kumar and D.N Mutha (1985)

2. Socio- Economic status scale by Rajeev Lochan Bhardwaj (1971)
3. A Background Questionnaire prepared by the investigator.

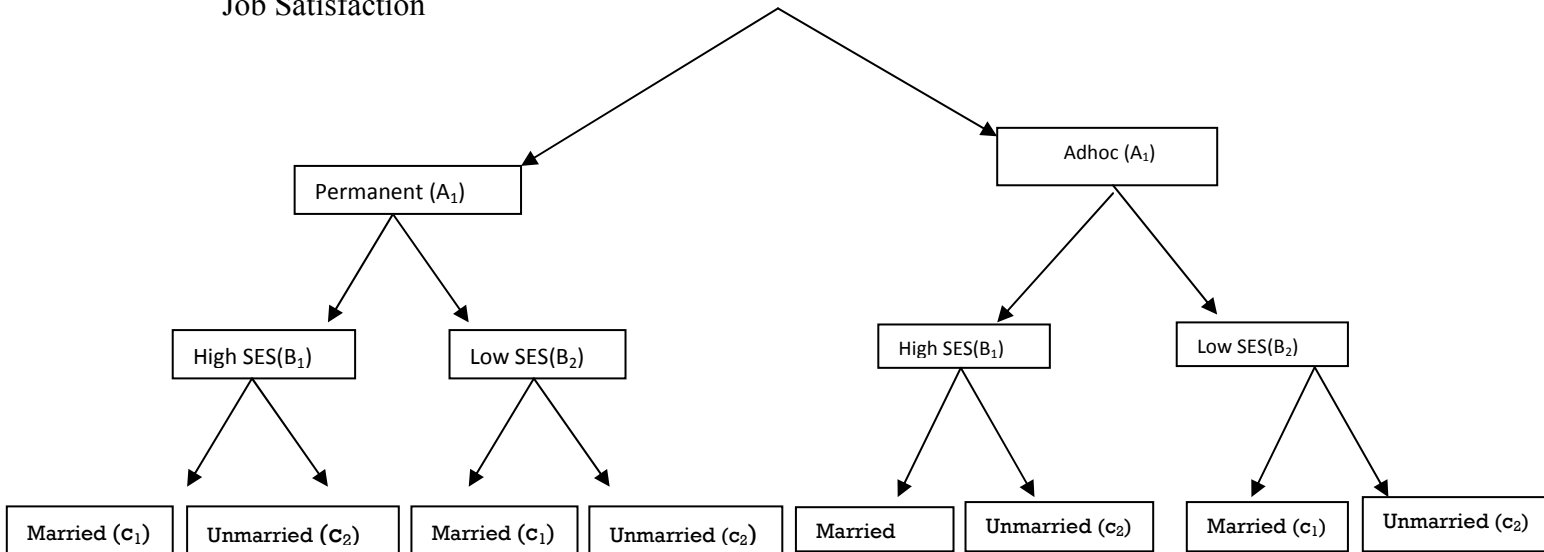
**STATISTICAL TEAHNIQUES :-**

1. K-S test has been used to test the normality of the data.
2. Bartlett’s test to test the homogeneity of variance, among the groups.
3. A 2x2x2 Analysis of variance (ANOVA) to see the significant differences among the groups of subjects.

**ANALYSIS AND INTERPREATION OF RESULTS**

The data obtained after the administration of the research tools concerning the independent and dependent measures were subjected to 2x2x2 factorial analysis of variance with unequal cells. The independent variables were nature of appointment, socio-economic status and marital status and the dependent measure was job satisfaction. The 2<sup>3</sup> design of the study has been described in Table.

Description of the Design 2x2x2 Eight fold Structure 2x2x2 ( Eight cell combination )  
Job Satisfaction



Combination	Description
A <sub>1</sub> B <sub>1</sub> C <sub>1</sub>	Permanent – High SES- Married
A <sub>1</sub> B <sub>1</sub> C <sub>2</sub>	Permanent – High SES- Unmarried
A <sub>1</sub> B <sub>2</sub> C <sub>1</sub>	Permanent – Low SES- Married
A <sub>1</sub> B <sub>2</sub> C <sub>2</sub>	Permanent – Low SES- Unmarried
A <sub>2</sub> B <sub>1</sub> C <sub>1</sub>	Adhoc- High SES – Married
A <sub>2</sub> B <sub>1</sub> C <sub>2</sub>	Adhoc – High SES- Unmarried
A <sub>2</sub> B <sub>2</sub> C <sub>1</sub>	Adhoc- Low SES- Married
A <sub>2</sub> B <sub>2</sub> C <sub>2</sub>	Adhoc – Low- Unmarried

It is clear from the table given above that it is a three way (2x2x2 Fold structure) factorial design. The scores obtained on 120 college teachers were then organized into this eight

cell structure in order to use 2x2x2 factorial analysis of variances.

**Score of college Teachers on job satisfaction**

$$\sum X = \sum X_1 + \dots + \sum X_8$$

$$\sum X = 313 + 232 + 202 + 228 + 229 + 189 + 211 + 253 = 1857$$

$$\begin{aligned} \sum X^2 &= \sum X_1^2 + \dots + \sum X_8^2 \\ &= 7839 + 5622 + 4324 + 5824 + 5485 + 4333 + 5097 + 5607 = 45131 \end{aligned}$$

$$C = \frac{(\sum X)^2}{N} = 43105.6125$$

**Total Sum of Squares**

$$\sum X^2 - (\sum X)^2 / N$$

$$\begin{aligned} \sum X^2 - C \\ = 2025.388 \end{aligned}$$

Sum of squares among the means of eight groups

$$= \frac{\sum X_1^2 + \dots + \sum X_8^2}{N_1} - \frac{(\sum X)^2}{N}$$

$$= \frac{(313)^2}{13} + \frac{(232)^2}{10} + \frac{(202)^2}{10} + \frac{(228)^2}{9} + \frac{(229)^2}{10} +$$

$$\frac{(189)^2}{9} + \frac{(211)^2}{9} + \frac{(253)^2}{10} - C$$

$$= 230.041$$

**Sum of squares with in groups**

**Total sum of squares – sum of squares among the means**

$$= 1795.347$$

$$= \frac{1}{K} \sum \frac{1}{N_k} = \frac{1}{8} (1 + \dots + 1) = \frac{1}{N_8}$$

$$= \frac{1}{8} \left( \frac{1}{13} + \frac{1}{10} + \frac{1}{10} + \frac{1}{9} + \frac{1}{10} + \frac{1}{9} + \frac{1}{9} + \frac{1}{10} + \dots \right)$$

$$=0.100875$$

$$= \frac{1}{K} \sum \frac{1}{N} \text{ ( Sum squares within groups)}$$

$$= 1795.347 \times 0.100875 = 181.1056$$

	Permanent	Adhoc	Total
High SES	47.27	43.9	91.17
Low SES	45.53	48.74	94.27
Total	92.8	92.64	185.44

Cells sum of squares

$$\frac{(47.27)^2}{2} + \frac{(43.9)^2}{2} + \frac{(45.53)^2}{2} + \frac{(48.74)^2}{2} + \frac{(185.44)^2}{8}$$

$$= 6.6165$$

Appointment sum of squares

$$\frac{(92.8)^2}{4} + \frac{(92.64)^2}{4} + \frac{(185.44)^2}{8}$$

$$= 0.003$$

SES sum of squares.

$$\frac{(91.17)^2}{4} + \frac{(94.27)^2}{4} + \frac{(185.44)^2}{8}$$

$$= 1.199$$

Appointment x SES Sum of Squares

$$= 6.6165 - 0.0032 - 1.199 = 5.4143$$

	Permanent	Adhoc	Total
Married	44.27	46.34	90.61
Unmarried	48.53	46.3	94.83
Total	92.8	92.64	185.44

Cell sum of squares.

$$\frac{(44.27)^2}{2} + \frac{(46.34)^2}{2} + \frac{(48.53)^2}{2} + \frac{(46.3)^2}{2} + \frac{(185.44)^2}{8}$$

=4.5404

Marital Status Sum of squares.

$$\frac{(90.61)^2}{4} + \frac{(94.83)^2}{4} + \frac{(185.44)^2}{8}$$

= 2.22

Marital Status x Appointment (SS)=4.5404-2.22-0.0032=2.3172

	High SMS	Low SMS	Total
Married	46.97	43.64	90.61
Unmarried	44	50.63	94.63
Total	90.97	94.27	185.24

Cells sum of squares

$$\frac{(46.97)^2}{2} + \frac{(43.64)^2}{2} + \frac{(44)^2}{2} + \frac{(50.63)^2}{2} + \frac{(185.44)^2}{8}$$

= 6.5145

SMS Sum of squares = 1.199

Marital Status Sum of Squares = 2.22

SESx Marital Status (ss) = 6.5145-2.22-1.99=3.0955

Cell sum of squares.

$$\frac{(24.07)^2}{1} + \frac{(23.2)^2}{1} + \frac{(20.2)^2}{1} + \frac{(25.33)^2}{1} + \frac{(22.9)^2}{1}$$

$$\frac{(21)^2}{1} + \frac{(23.44)^2}{1} + \frac{(25.3)^2}{1} + \frac{(185.44)^2}{8}$$



= 23.6882

**SES X Marital Status x Appointment**

= 23.6882-0.0032-1.199-2.22-5.4143-2.3172-3.0955

=23.6882-14.2492=9.439

**Summary of ANOVA on job Satisfaction of college Teachers.**

Source of variance	Df	Sum of Squares	Mean Square Variance	F- Ratio
Nature of Appointment	1	.0032	.0032	0.00127
SES	1	1.199	1.199	0.47667
Marital Status	1	2.22	2.22	0.88258
Appointment x SES	1	5.4143	5.4143	2.5124
SES x M.S	1	3.0955	3.0955	1.2306
App. x M.S	1	2.3172	2.3172	0.9212
App. x SES x M.S	1	9.439	9.439	3.7525
With in Groups	72	181.1056	2.51535	

For  $df_1=1$ ,  $df_2=72$

**F=3.98 at 0.05 level**

**F= 7.01 at 0.01 level**

**It is clear from the table of summary of ANOVA that no value of F is significant at any level.**

### **TESTING OF HYPOTHESES**

The following are the results of the testing of hypotheses on job satisfaction of college teachers are:-

1. It is clear from the table the variable nature of appointment does not contribute any significant difference on job satisfaction of college teachers. It shows that permanent college teachers do not differ significantly from their adhoc counterparts. So the hypotheses of no difference between the two groups cannot be rejected at .05 level.
2. The hypothesis of no difference between teachers of high socio- economic status and teachers of low socio- economic status cannot be rejected at .05 level which gives that teachers of high socio-economic status do not differ significantly on job satisfaction.
3. It is clear form the table that the hypothesis of no difference between married and

unmarried college teachers on the job satisfaction cannot be rejected at .05 level which gives that married college teachers do not differ significantly from their unmarried counterparts on job satisfaction.

4. The interaction nature of appointment does not contribute to any significant difference on the job satisfaction of college teachers. The hypothesis of no difference cannot, therefore, be rejected at 0.05 level.
5. The interaction SES x marital status does not contribute to any significant difference on the job satisfaction of college teachers. The hypothesis of no difference concerning this interaction cannot be rejected at 0.05 levels.
6. The interaction nature of appointment x marital status does not contribute to any significant difference on the job satisfaction of college teachers. The hypothesis of no difference concerning this interaction cannot be rejected at 0.05 levels.
7. The interaction nature of appointment x SES x marital status does not contribute to any significant difference on the job satisfaction of college teachers. The hypothesis of no difference concerning this interaction cannot be rejected at 0.05 level.

### **Conclusion**

1. The data of the 120 college teachers has been found normally distributed. K-S test was used for normality of the distribution which shows good results.
2. Homogeneity of variance has been tested. The Bartlett's test has been used for homogeneity of variance. It is therefore, appropriate to use 2x2x2 analysis of variance for testing the hypotheses.
3. Nature of appointment has not been found to be related to the job satisfaction of college teachers.
4. Socio-economic status has not been found to be related to the job satisfaction of college teachers.
5. Marital status has not been found to be related to the job satisfaction of college teachers.
6. The interaction nature of appointment x socio-economic status does not contribute of any significant difference on the job satisfaction of college teachers.
7. The interaction socio-economic status x marital status does not contribute to any significant difference on the job satisfaction of college teachers.
8. The interaction nature of appointment x marital status does not contribute to any significant difference on the job satisfaction of college teachers.
9. The interaction nature of appointment x SES x marital status does not show any significant difference on job satisfaction of college teachers.

### **Suggestions for further study**

1. The study may be replicated on a large sample in order to get a better understanding of the effect of these variables on job satisfaction.
2. The present investigation may further be extended by studying the relationship of variables other than those reported in the present investigation that is variable other than nature of appointment, SES, marital status i.e. gender, locality, type of school.

3. In the present study job satisfaction of teachers of education colleges in relation to their nature of appointment, SES and marital status has been dealt with. Similarly, job satisfaction of other people like bank employees, business executives, scientists, doctors etc. can also be studies.

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