

Job Satisfaction of Teachers in Select Institutions of Higher Learning in India

Submitted by
Sumbul Tahir

Ph.D. Guide
Prof. S M Sajid

Job satisfaction, an evergreen topic of research has a number of beneficial effects for teachers. In India, studies delving in this field have been largely constricted to primary education. Like the rest of the world, teaching in India does not attract the most ambitious students and lately, the quality of teaching has been waning especially with demands of the industry on a rise. This is why a research in this field was crucial.

This research is a single cross-sectional survey carried out on the teachers of IIT, Delhi, IIM, Lucknow and Noida campuses, Delhi University and Jamia Millia Islamia. A total of 350 college teachers ranging in teaching experience from 2 to 44 years were selected for the study. Proportionate stratified sampling was selected as the method of sampling. Paula Lester's Teacher Job Satisfaction questionnaire was employed after modification. Job satisfaction was studied as a construct made of nine factors- pay, supervision, working conditions, work itself, recognition, advancement, responsibility, colleagues, and security. Environmental, socio-economic, personal and institutional factors were examined to understand their effect on job satisfaction. The highest numbers of teachers have shown 65-75% satisfaction with their jobs, with more than 25% teachers showing 75-85% job satisfaction, with 13.4% teachers showing an incredible satisfaction level of 85-95%. Only six teachers, that form 1.7% of the total sample, have declared themselves to be dissatisfied.

The study found job satisfaction levels to be higher for premier institute teachers as compared with their central university colleagues. All nine factors of job satisfaction considered in the study were found to be statistically related to the job satisfaction of teachers with Supervision, Work Itself, Recognition, and Colleagues showing the highest influence, in that order. Delhi University teachers scored lower than all the four institutes on all factors while Jamia Millia Islamia teachers rated the factors of work itself, working conditions, and pay lower than the population Mean Value. On analysing the factors with job satisfaction scores, it was found that Supervision, Work Itself and Colleagues explain 62.4%, 59.29% and 54.76%.

Respondents who were in the 46-52 years' and 59 and more years' age groups possessed the most numbers of highly satisfied respondents. Also, respondents who were less than 38 years of age were significantly less satisfied than those aged 59 years and more. Gender was not found to be significantly associated with job satisfaction. It was further discovered that teachers who have recently entered the profession have lower job satisfaction than teachers who have been working for more number of years.

Social sciences discipline had significantly lower job satisfaction scores from Management discipline. Sciences discipline also had significantly lower scores from management. Though, personal and institutional variables, acting together, did not exert any considerable influence on job satisfaction, environmental and socio-economic factors had a huge effect on it. Postgraduate teachers were significantly less satisfied than Ph.D. teachers. Both, Assistant and Associate Professors were significantly less satisfied than Professors.