



A Study of Job Satisfaction of Assistant Professor Working in Self-Financed Teacher Training College.

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Abstract—

Job satisfaction is defined as the extent to which an employee feels self-motivated, content & satisfied with his/her job. Job satisfaction happens when an employee feels he or she is having job stability, career growth and a comfortable work life balance. But there is no stability, career growth and comfortable work life balance. Many self-financed colleges have opened in last 8-10 years. With all degree colleges there are large number of teacher training colleges in it. Numbers of Assistant Professors are working on very low wages in self –financed colleges. Even though the work, work method, working hours is completely same but on the one hand, a very generous salary (Government College) and on the other, not even enough to live on. What a tragedy? There is a close relationship between wages/salary and job satisfaction. Low wages get low satisfaction and high wages get high satisfaction. Researcher mentions one thing that Low/high wages is not only one factor that affects job satisfaction but also other factors may be responsible. But the factor wages emphasis more than other factors to job satisfaction. The main objectives of this research paper was to study to know job satisfaction of Assistant Professor working in self –financed teacher training colleges of Nagpur.

Keywords - Job satisfaction, Assistant Professor, Self-financed Teacher-Training colleges.

Introduction-

Teachers play a vital role to shape the destiny of our country. For that teacher must be trained and Assistant Professors play a pivotal role in making good school teachers so Assistant Professor of teacher-training colleges are arguably the most important for our nation's future. But no one (Government, Education Minister) pays attention to them. Therefore, it is disturbing to find that many of today's Assistant Professor of Teacher-Training colleges are dissatisfied with their jobs. A teacher, who is happy with his job, plays a pivotal role in the development of society. Well-adjusted and satisfied teacher can contribute a lot to the well-being of his/her pupils. An unsatisfied teacher can become irritable and may create tensions which can have negative influence on the students. " learning process and it consequently affects their academic growth. Job satisfaction implies the overall adjustment to work situation.

Job satisfaction-

Job satisfaction is a combination of psychological, physiological and environmental circumstances that cause a person to say "I am satisfied with my job.

It signifies the amount of agreement between one's expectations of the job and the rewards to the job provides. Job satisfaction is concerned with a person or a group in the organization. Job Satisfaction can be applicable more to parts of an individual's job. If each person is highly satisfied with his/her job then only it were considered as group job satisfaction.

Job Satisfaction is a very important motivation factor which can play a vital role not only in motivating the Assistant Professor in classroom performance but also in entire development of an educational institution or organization. Generally, it is found that those Assistant Professor are happier with their profession, can perform better than others who are not satisfied with their profession.

Importance of the study:-

The Assistant Professor is the active participants of improving quality of Higher education. Assistant Professor plays a significant role in the field of education in a nation. It is the Assistant Professor who deal with all the policies and programmers of education. Assistant Professors make good school teacher. But their salary is very low in self financed teacher colleges then how they satisfied? How they perform better? Therefore job satisfaction not only increases efficiency but also provides intrinsic motivation for work. It is necessary for the development of any educational organization because directly or indirectly it influence attitude, morale, and absenteeism and production level. Several studies suggest that job satisfaction of Assistant Professor is positively related with the effectiveness. Moreover, all types of works are not satisfying. Suitability of work therefore, is very important for job satisfaction and the general mental health of the individual.

Satisfaction is the biggest thing in our life. The person, who is satisfied with his life, is successful person. If teacher is satisfied both at family and job place automatically the teaching attitude will be positive. It will also affect the classroom environment and the students the personality of the teacher will play an influence on the minds of the students.

A self-financed college in India is one which does not receive any financial aid from the Central Government or from the State Government. They also do not get any financial grant from the UGC nor do they get any benefits from the UGC. Such an institute finances itself through the fees paid by the students who enroll for the courses

Research Methodology-

The main purpose of this work was to study the job satisfaction among Assistant Professor working in self-financed teacher training college. In the present study Survey Method was used to find out correlation between salary and job satisfaction among Assistant Professor working in self-financed teacher training college.

Objectives of the Study:-

1. To study the job satisfaction of Assistant Professor working in self-financed teacher training college located in Nagpur Maharashtra.
2. To study the job satisfaction of male and Female Assistant Professor working in self-financed teacher training college.
3. To compare job satisfaction between Assistant Professor of urban and rural self-financed teacher training college.

4. To compare the job satisfaction between male and female Assistant Professor working in self-financed teacher training college.

Hypotheses-

1. There is no significant difference between job satisfactions of Assistant Professor working in self-financed teacher training college of urban and rural areas.

2. There is no significant difference between job satisfactions of male and female Assistant Professor working in self-financed teacher training college

Population-

The Assistant Professor of self-financed teacher training college of district Nagpur of Maharashtra state constituted the population in the present study.

Sample-

The sample for the present research work was of 100 Assistant Professor working in self-financed teacher training college. 50 Assistant Professor working in self-financed teacher training college located in urban area Nagpur and 50 Assistant Professor working on self-financed teacher training college located in rural area Nagpur were selected by simple random sampling technique. There was equal number of male and female Assistant Professor of self-financed teacher training college.

The colleges were selected on the basis of convenient sampling whereas random sampling technique was followed to select the Assistant Professor.

No. of assistant professor in rural area	No. of assistant professor in urban area
50	
No. of assistant professor (Male)	
50	50

Statistical Techniques Used-

Statistical Techniques such as mean, standard deviation, Z-scores and t-test were used for the analysis and interpretation of the data. There are several methods for computation of Coefficient of Correlation. In the present study, Pearson's Product Moment Method was used to find coefficient of correlation between salary and job satisfaction among Assistant Professor of self-financed teacher training college

Analysis and Interpretation-

To study the Job satisfaction of Assistant Professor of self-financed teacher training college, raw scores obtained by administering the Job satisfaction scale on the sample were converted into standard scores and the number of Assistant Professor of self-financed teacher training college were counted at various levels of Job satisfaction

Finding –

Most of the Assistant Professors of self-financed teacher training Colleges were found under moderate level of job satisfaction. The Assistant Professor of urban self-financed teacher training College were found to be better satisfied in comparison to the Assistant Professor working in rural self-financed teacher training College. The female Assistant Professor of self-financed teacher training Colleges was found to be better satisfied than the male Assistant Professor of self-financed teacher training College.

The mean score of job satisfaction of male Assistant Professor of self-financed teacher training College is less than the mean score of job satisfaction of female Assistant Professor of self-financed teacher training College .The male and the female Assistant Professor of self-financed teacher training College do not differ significantly in their Job satisfaction scale.

Suggestions-

The work or working hours of Assistant professors of Government teacher training Colleges and self-financed teacher training Colleges are same but there is large difference in their wages/salary that's why Assistant Professors of self-financed teacher training Colleges were found under moderate level of job satisfaction .so there is a urgent need to change government policy.

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