



Comparison Of Job Satisfaction Along Age And Gender: A Study Of Constituent And Affiliated College Teachers

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Abstract:

The main focus of the present study is to examine the effect of age and gender on the level of job satisfaction of constituent and affiliated college teachers. The study was conducted on a randomly selected sample of 200 teachers from different constituent and 200 from affiliated colleges of Jai Prakash University, Chapra, Bihar. The Minnesota Satisfaction Questionnaire (MSQ), developed by David J. Weiss et al. (1967), was applied to assess the level of job satisfaction of teachers. The obtained data were analysed with suitable statistical methods. The results showed that teachers of constituent and affiliated colleges significantly differ in their job satisfaction. The impact of age and gender was not found on job satisfaction in teachers of constituent and affiliated colleges, as they were not found to differ significantly along age groups and gender.

Keywords: Age, Gender, Job satisfaction, Constituent college teachers, Affiliated college teachers.

I. Introduction

India has the distinction of being one of the largest Higher Education (HE) systems in the world. Higher educational institutions play a crucial role in the development of the human resources of a country. In achieving the goal of higher education, teachers play a very vital role. It has been widely believed that a satisfied and better-performing teacher can contribute a lot to the well-being of his/her pupils and thus accelerate the pace of national development. Job satisfaction implies the overall adjustment to the work situation. The most important information to have regarding an employee in an institution is a validated measure of his/her level of job satisfaction. A better understanding of job satisfaction and factors associated with it is helpful to guide employees' activities in a desired direction.

Job Satisfaction

Job satisfaction is a complex variable and is influenced by situational factors of the job as well as the dispositional characteristics of the individual (Sharma & Ghose, 2006). However, the term 'job satisfaction' lacks adequate definition (Hertzberg et. al., 1957) as well as a satisfactory theory about its meaning. In brief, job satisfaction is difficult to define because it is a highly subjective concept. Locke (1976) gives a comprehensive definition involving cognitive, affective, and evaluative reactions or attitudes and states that "job satisfaction is a pleasurable or positive emotional state resulting from the appraisal of one's job that fulfils or allows the fulfilment of one's important job values, providing and to the degree that satisfaction is affected by several aspects of the job." Employees job satisfaction is affected by several aspects of the job, including working conditions, security, compensation, achievement, etc. Job satisfaction is therefore determined jointly by job characteristics as well as employee characteristics (I. Khan, 2011).

II. Review of Literature:

There have been many investigations into the relationship between age and different forms of job satisfaction. Significant variations across age are commonly found, with older employees tending to report higher satisfaction than younger ones (e.g. Doering, Rhodes & Schuster, 1983; Glenn, Taylor & Weaver, 1977; Warr, 1992). Observed age differences in overall job satisfaction are greater than those associated with gender, education, ethnic background or income (Clark, 1993; Weaver, 1980).

There is a discrepancy between early and more recent findings. Herzberg, Mausner, Peterson & Capwell (1957) suggested that 'in general, morale is high among young workers. It tends to go down during the first few years of employment. The low point is reached when workers are in their middle and late twenties or early thirties. After this period, job morale climbs steadily with age'. This U-shaped pattern was interpreted in terms of new entrants to the labour market feeling positively about their novel situation and their transition to adulthood; however, increasing boredom and a perception of decreasing opportunities was thought to lead to some reduction in job satisfaction during subsequent years.

Most of the studies have consistently found that age was positively correlated to job satisfaction (Steers, 1977; Angle and Perry, 1981; Bateman and Strasser, 1984; Mowday et al., 1982; Cohen, 1993). Karsh et al. (2006), in their study of 6584 nursing home employees, found that unlike younger employees, older employees displayed higher continuance commitment and found it difficult to leave due to factors such as financial obligations to family, among other things. Price and Mueller (1981) found that younger employees were more likely to turnover than older employees because they had the most routine jobs, participated less in the decision-making process, lacked knowledge about their jobs, had fewer friends, and received less pay. Studies on the relationship between gender and job satisfaction have found weak and inconsistent correlations. Mathieu and Zajac (1990) found a weak correlation between gender and organizational commitment and job satisfaction, with women being more committed to the organization than men. Since women have had to overcome more barriers to attain their positions in the organization, they may place greater value on their organizations and jobs than do their male counterparts (Lincoln and Kalleberg, 1990; Mowday et al., 1982; Grusky, 1966; Morris, Wood, and Yaacob, 2001). Women tend to feel more satisfied

with the public sector than the private sector due to the flexibility of work provided, which helps them to balance both family and work. Men look for more challenging and promotional opportunities in work, which tends to make them feel restless in the environment that lacks it.

III. Objectives and Hypotheses of the Study:

To compare the effect of age and gender on job satisfaction and to find out the difference in level of job satisfaction between constituent and affiliated college teachers. In keeping with the above objectives, the investigation proceeded to examine the following hypotheses:

H₁. There would be significant difference in the level of job satisfaction between constituent and affiliated college teachers.

H₂. There would be a significant effect of age on the level of job satisfaction of constituent college teachers.

H₃ There would be a significant effect of age on the level of job satisfaction of affiliated college teachers.

H₄ There would be a significant relationship between gender and level of job satisfaction of constituent and affiliated college and teachers.

IV. Research Methodology

a. **Sample:** The sample consists of 400 college teachers randomly drawn from different constituent and affiliated colleges of Jai Prakash University, Chapra. Out of these 400 respondents, 200 were constituent college teachers and remaining 200 were affiliated college teachers. Keeping in view the feasibility of available respondents' samples was drawn from five constituent and five affiliated colleges.

b. **Measuring Instruments:** For accessing level of job satisfaction Minnesota Satisfaction Questionnaire (MSQ) (developed by David J. Weiss et al.)1967(was administered.

c. **Statistical Techniques:** The Means and SDs values for the raw MSQ scores based on colleges were calculated, taking into account both age groups and gender. χ^2 values were calculated to find out the relationship in scores of age and gender of constituent and affiliated college teachers. Comparison of scores of job satisfaction across the variables.

V. Results and Discussion:

The study was divided in two sectors, constituent and affiliated college teachers of Jai Prakash University, Chapra, Bihar that was the universe of study and from where samples were drawn for the purpose of the study. The significance of the difference of job satisfaction among the teachers of the two categories of colleges was tested using independent samples t-test. The results of the test are presented in the Table 1 and 2 below.

Table 1

Mean, Standard Deviation and Standard Error of Mean

	Colleges	N	Mean	Standard Deviation.	Std. Error Mean	t-value	Sig. level
Job satisfaction	Constituent College Teachers	200	71.39	9.15	0.0647	14.03*	Significant
	Affiliated College Teachers	200	53.53	13.02	0.902		

Significant at 0.01*

Table 2

Level of Job satisfaction among constituent and affiliated college teachers

Job Satisfaction	College Teachers				Total	
	Constituent College Teachers		Affiliated College Teachers			
	Frequency	Percentage	Frequency	Percentage	Frequency	Percentage
Very satisfied	112	56	42	21	154	38.5
Satisfied	56	28	52	26	108	27
Dissatisfied	32	16	106	51	138	34.5
Total	200	100	200	100	400	100

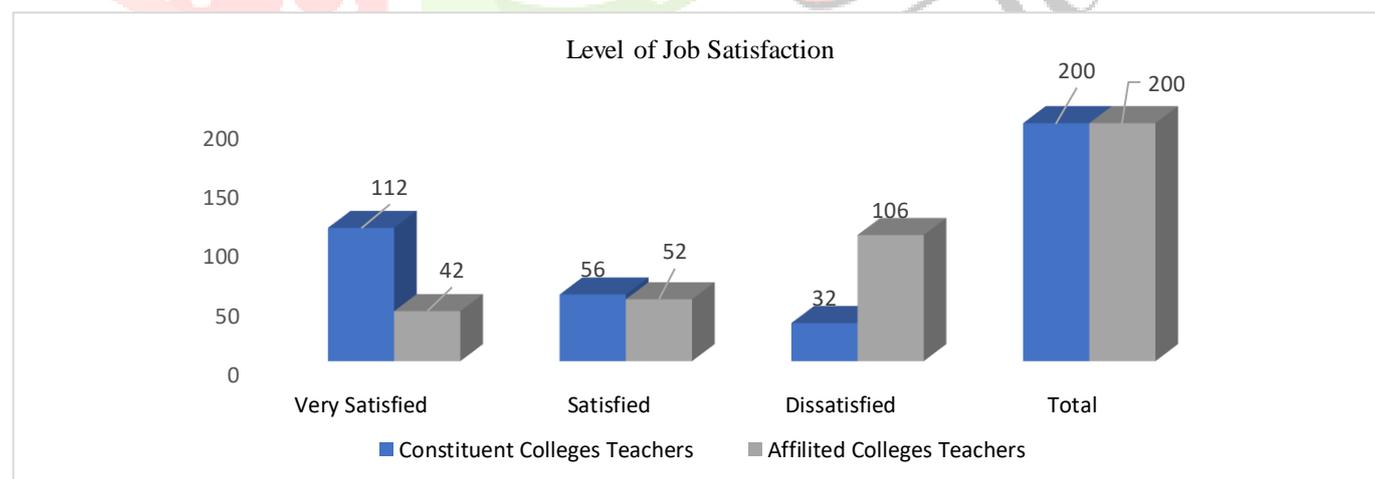


Fig 1 shows level of job satisfaction of affiliated and constituent colleges teachers
(Source: Authors generated using Microsoft Excel)

In the above table, the significance of the t-value is greater than the p-value (0.01); it can be concluded that the H_1 for the samples drawn from the two different sectors of colleges was significantly different. Thus, there exists a significant difference between the job satisfaction of the teachers of the constituent colleges

and the affiliated college. Table 2 shows the difference between the samples. The teachers of the constituent colleges were more highly satisfied than the teachers of affiliated colleges as shown in Figure 1.

Table 3

Effect of Age on the Job Satisfaction of Constituent College Teachers

Job Satisfaction	Age in years				Total
	Below 40	40-49	50-59	Above 60	
Very Satisfied	13	11	6	5	35
	16.80	11.20	4.03	2.10	
Satisfied	37	15	7	5	64
	30.72	20.48	7.36	5.44	
Dissatisfied	46	38	10	7	101
	48.48	32.32	11.62	8.59	
Total	96	48	23	17	200

df=6

 $\chi^2 = 2.47$

p > .01

Not Significant at 0.01

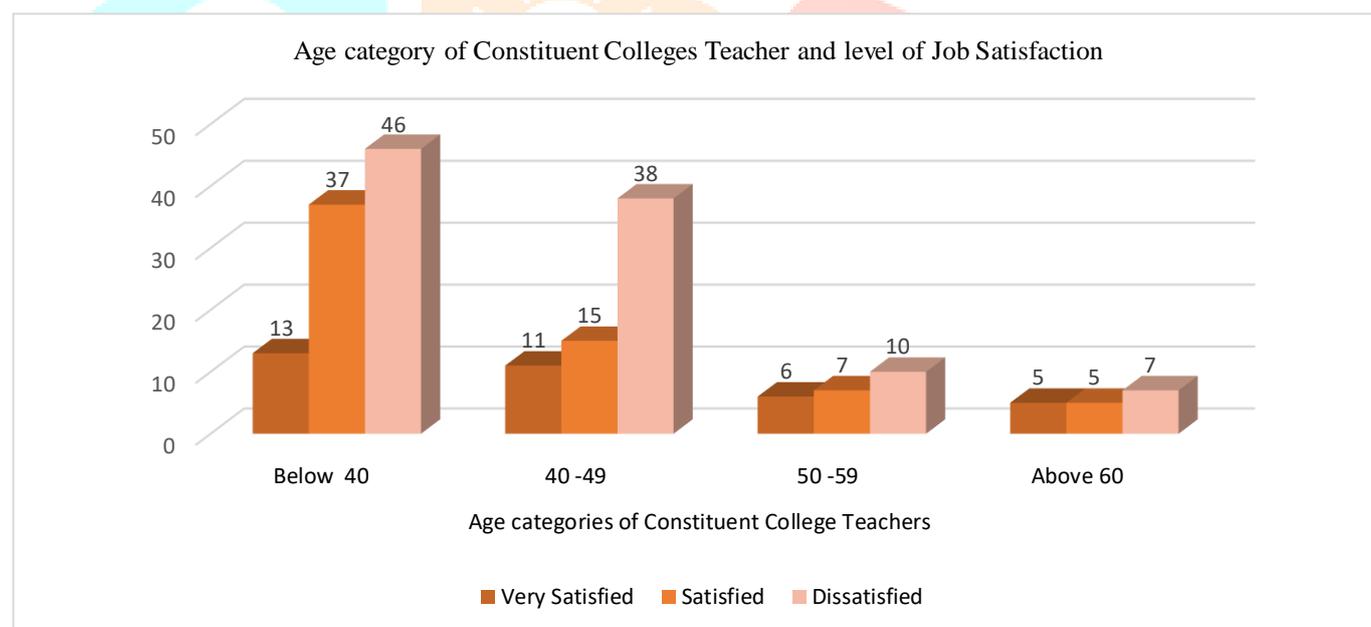


Fig 2 shows age categories of constituent colleges teachers and their effects on job satisfaction. (Source: Authors generated using Microsoft Excel)

It is interesting to observe that less than half (20%) of the constituent college teachers showed that they were very satisfied with their job across all four categories of age. It was followed by those who were simply satisfied. More than half (50%) of respondents were dissatisfied with their job across all the specified age categories. The calculated chi-square (χ^2) value = 2.47 is less than the critical value = 16.812 (0.01) and 12.592 (0.05) at the level of probability, which states that the null hypothesis is accepted and hence, the alternative H_2 is rejected. In the light of the above analysis, it can be concluded that there was no significant effect of age on job satisfaction of constituent college teachers across age categories that was observed.

Table 4

Effect of Age on the Job Satisfaction of Affiliated College Teachers

Job Satisfaction	Age in years				Total
	< 40	40-49	50-59	> 60	
Very Satisfied	14	12	10	06	42
	15.12	13.23	8.4	11.59	
Satisfied	18	17	7	6	48
	17.28	15.12	9.6	6	
Dissatisfied	40	34	23	13	110
	39.6	34.65	22	13.75	
Total	72	63	40	25	200

df=6

 $\chi^2 = 2.209$

p > .01

Not Significant at 0.01

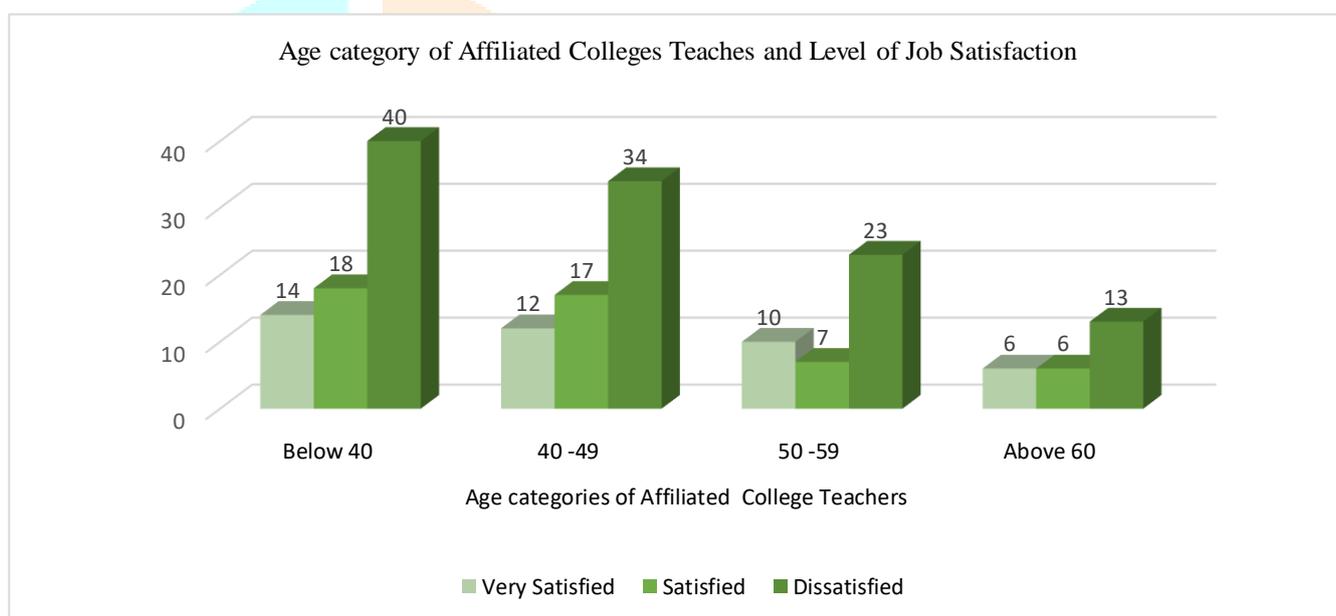


Fig 3 shows age categories of affiliated colleges teachers and their effects on job satisfaction. (Source: Authors generated using Microsoft Excel)

It is noticed that a little more than half (> 55%) of the affiliated college teachers showed that they were dissatisfied with their job across all four categories of age. It was followed by those who were simply satisfied. The very satisfied respondents accounted for just 21%. The calculated chi-square (χ^2) value = 2.209 is less than the critical value = 16.812 at the 0.01 and 12.592 (0.05) level of probability, which states that the null hypothesis is accepted and hence, the alternative H_3 is rejected. In the light of the above analysis, it could be concluded that there is no significant effect of age on job satisfaction of constituent college teachers across age categories that was observed.

Table 5

Effect of Gender on the Job Satisfaction of Constituent and Affiliated College Teachers

Job Satisfaction	Constituent College Teachers		Affiliated College Teachers		Total
	Male	Female	Male	Female	
Very Satisfied	86	36	32	10	164
Satisfied	31	21	28	20	100
Dissatisfied	16	10	68	42	136
Total	133	67	128	72	400

df=6

 $\chi^2 = 0.159$

p > .01

Not Significant at 0.01

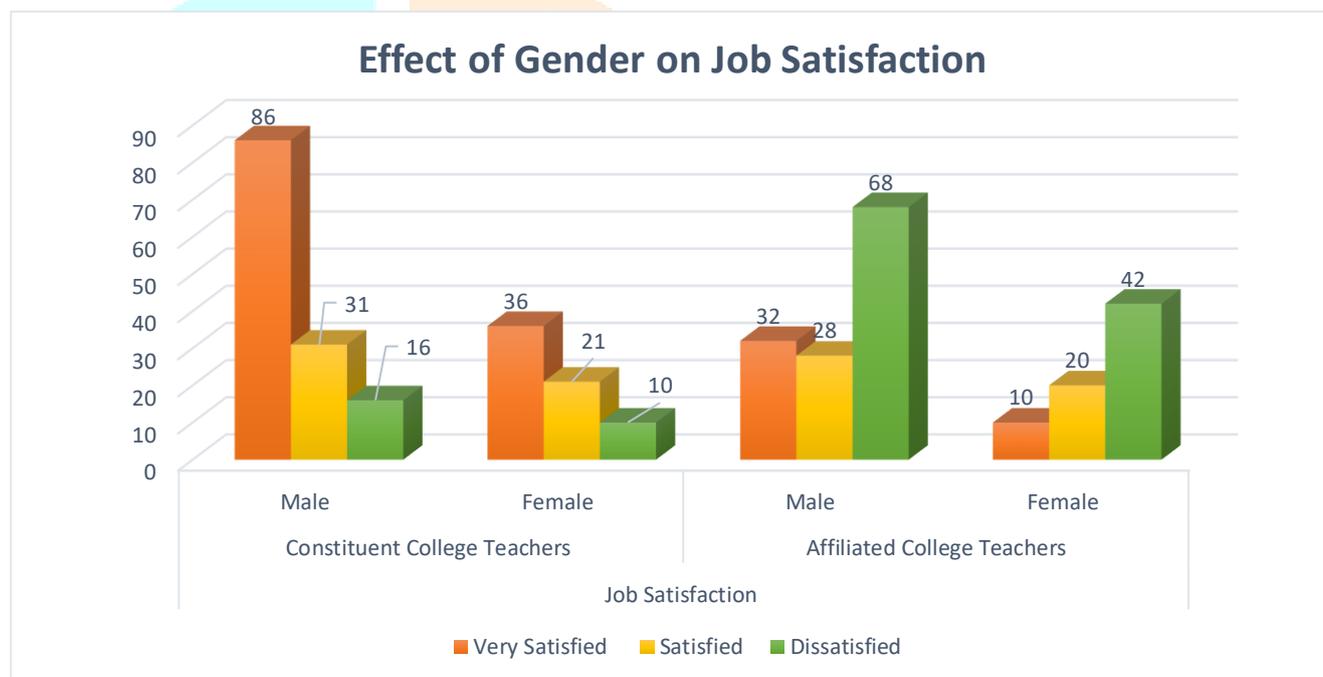


Fig 4 shows effect of gender on the level of job satisfaction of constituent and affiliated colleges teachers (Source: Authors generated using Microsoft Excel)

It is interesting to observe that across sub-categories of gender i.e. males and females; a very little difference was noticed among respondents under dissatisfied, satisfied and very satisfied categories with respect to their job satisfaction. This variation is not significant as the difference is less than 5 percent. It reveals that male and female teachers working in different constituent colleges as well as affiliated colleges of Jai Prakash University, Chapra, Bihar do not differ significantly in their level of job satisfaction. This observation is also supported by the calculated value of chi-square, $\chi^2 = 0.159$ which is less than the critical value 16.81 at 0.01 significance level and shows that gender is not significantly associated with the job satisfaction. Therefore, the null hypothesis i.e. there is no significant relationship between gender and job satisfaction, is proved and alternative hypothesis H_4 is rejected.

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