

Job Satisfaction of Higher Secondary College Teachers and Its Impact on Worklife**1. Dr. Pawar Pandurang Tukaram**

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E-Mail: mundadaprem@gmail.com**Abstract:**

This study is related to evaluate the job satisfaction level of higher secondary college teachers. data was collected for this study by structured questionnaire. The study shows that the higher secondary college teachers are satisfied or not satisfied with their job. Salary remuneration is also one of the major factor which effects on the job satisfaction of higher secondary college teachers. The unwanted stress level among the higher secondary college teachers should have to be reduced If the college development committee or management are ready creating positive environment among the higher secondary college teachers in a friendly manner then the unwanted stress will be managed. Stressful interpersonal relation with colleague disturbs job satisfaction. The study explores various factors influencing teachers' satisfaction, including work environment, compensation, job autonomy and administrative support. Additionally, it studies how job satisfaction relates with teachers' mental health, stress levels, productivity, and overall quality of life.

Keywords: Job Satisfaction, Job Security, Promotion, Remuneration, Teachers.

Introduction:

Satisfaction is the thing for which each and every person is working. Many times we consider satisfaction in material facts but there is another side of coin, several people find their satisfaction in immaterial facts. The higher secondary education system plays a crucial role in shaping young minds, and the teachers in this segment have a significant responsibility in ensuring academic and personal development. However, teacher satisfaction can significantly influence their work-life quality, which directly impacts teaching effectiveness and overall student success. Work is the way to find our own satisfaction of Life. Empowerment of Nation depends on the education of its people.

Job should be satisfying, which is the source of employees' satisfaction. If the job can't satisfy the employee, such unsatisfied employee can't give optimum results. Therefore, at least in the interest of preferred performance, the entrepreneurs should be careful enough about job satisfaction. As gentle point of view is that, human resource should not be

considered as just a force to achieve maximum possible productivity but their satisfaction and welfare are also the main issues. So, job satisfaction to employees should be recognized as important aspect for the success of all desired results.

Objectives of Study:

1. To know the level of job satisfaction of higher secondary college teachers.
2. To examine the impact of job satisfaction on work life of higher secondary college teachers.
3. To understand the factors which influence the job satisfaction of higher secondary college teachers.
4. To identify the level of job satisfaction of Aided higher secondary college teachers.

Hypothesis of the study:**Hypothesis 1:**

H0 – Unaided Higher secondary college teachers are not satisfied with their job as compare to Aided.

H1- Unaided Higher secondary college teachers are satisfied with their job as compare to Aided.

Hypothesis 2:

H0- Remuneration does not affect on satisfaction level of higher secondary college teachers.

H0- Remuneration affects on satisfaction level of higher secondary college teachers.

Review Of Literature:

(MuhammadAzmi, Agustina Hanafi and Mohamad Adam, 2021) studied “Mediating Role of Job Satisfaction in the Effect of Work-Life Balance and Work Passion on Turnover Intention.” Census method used to collect data from 67 respondents who were divided into Badan Layanan Umum and contract employees at one of the University Faculty in South Sumatra, Indonesia. Structural Equation Modeling (SEM-PLS) method with Smart PLS 3 software was used to analyse the data. The study found that work-life balance and work passion has a positive and significant direct effect on job satisfaction. Work- life balance and work passion have a direct and significant positive impact on turnover intention; job satisfaction can significantly mediate the effect between work-life balance and work passion for turnover intention.

(Roshan Lal and Sarabjit Singh Shergill, 2012) conducted “A Comparative Study of Job Satisfaction and Attitude towards Education among Male and Female Teachers of Degree Colleges.” The sample size was 200 and quota sampling technique was applied to collect data. Independent sample ‘t’ test was applied to analyse the data. The study reveals that there was no significant difference between the job satisfaction of male and female teachers of degree colleges. The study further concluded that both the male and female teachers teaching in degree colleges have unfavorable attitude towards education.

(Uma Shankar, 2016) studied “Job Satisfaction between Government and Nongovernment Secondary School Teachers.” A sample comprising of 200 respondents was selected through simple random sampling method. The findings of the study shows that there was no major difference of job satisfaction between urban and rural male and female secondary school teachers, and there was major difference of job satisfaction between government and non-government secondary school teachers.

Research Methodology:

a) Primary data collection:

This research has tried to collect most of the related data with tools like Primary and secondary collection of data. Primary data is original, collected by researcher through well-structured questionnaire for the first time for any investigation and used for statistical analysis. The primary data collection is made by personally visiting to the higher secondary college teachers.

b) Secondary data collection:

Collection of secondary data is a purposive gathering of information relevant to the subject matter of the study from the units under investigation. Secondary data are means data collected by other persons. It is mostly published in newspapers, periodicals Journals and authentic websites etc. Secondary data has been collected from the websites, annual reports.

Scope of Study:

The Scope of the study is restricted to the Latur City only. In this study researcher has assessed the job satisfaction level among the higher secondary college teachers working in Latur city. The findings of the study and conclusions are drawn on the basis of information collected by using questionnaire and personal communication with 200 respondents.

a) Periodical Scope:

For this research study, the data has been collected from the past 10 years for the Secondary data, and 5 years for the primary data.

b) Geographical Scope:

The data for this research is collected from Latur city. The researcher taken into consideration selected higher secondary college teachers for the study.

c) Operational Scope:

The study concentrates on perceptions and views of higher secondary college teachers regarding job satisfaction and their impact on worklife.

Limitation of the Study

1. The present study is limited to Latur city only and has redirected the thinking of respondents of the said area and which may be different from the thinking of the other city.
2. Only 10 higher secondary college teachers has been taken into consideration for this research work from last 10 years.
3. Only higher secondary college teachers data taken into consideration for this research work for primary data collection.
4. Convenience sampling method has been followed for primary data collection; if complete survey method is implemented for the study and findings may be different.

only 24 respondents (12%) were answered with the option as 'above Rs.60,000/-' to the question about their monthly income. it means most of the respondents are below Rs.40000/- monthly salary

2. Level of Job Satisfaction

Sr. No.	Level of Job Satisfaction	No. of Respondents	Percentage
1	Highly Satisfied	14	07.00%
2	Partially Satisfied	28	14.00%
3	Satisfied	49	24.50%
4	Not Satisfied	107	53.50%
5	Can't Say	02	01.00%
Total		200	100.00%

➤ Data Collection & Interpretation:

1. Monthly Income of the respondents

Sr. No.	Monthly Income	No. of Respondents	Percentage
1	Below Rs. 20000	46	23.00%
2	Rs. 20001 to 40000	73	36.50%
3	Rs. 40001 to 60000	57	28.50%
4	Above Rs. 60000	24	12.00%
Total		200	100%

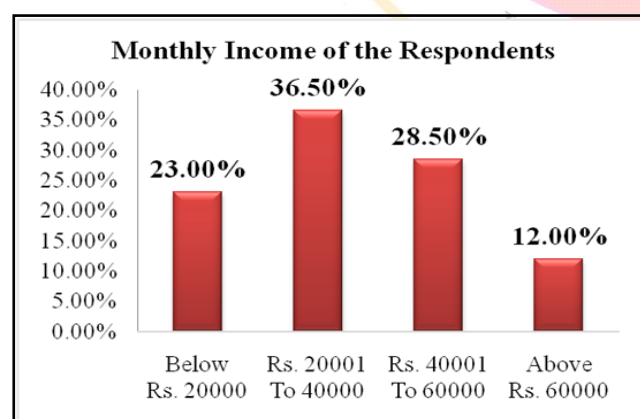


Table No.1 shows the information about the monthly income of the respondents. Out of the total 200 respondents, 46 respondents (23%) were answered with the option as 'Below Rs. 20,000/-', 73 respondents (36.50%) were replied with option 'Rs. 20,001/- to Rs.40000/-', 57 respondents (28.50%) were given answer as 'Rs.40,001/- to Rs.60,000/-' and

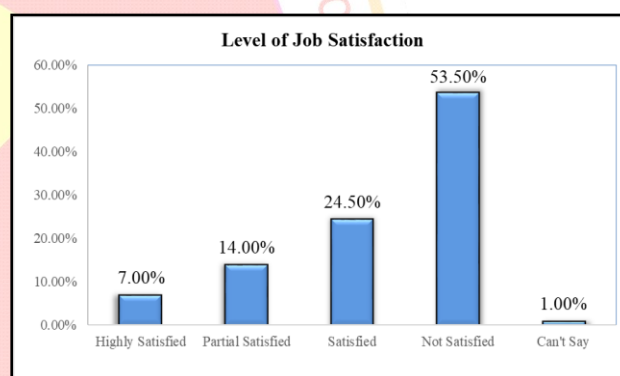


Table No.2 shows the information about the level of job satisfaction of the respondents. Out of the total 200 respondents, 107 respondents (53.5 %) are Answered that they are not satisfied with their job, 49 respondents (24.5%) are replied that they are satisfied, 28 respondents (14%) are Answered that they partially satisfied, 14 respondents (7.00%) replied they are highly satisfied and only 02 respondents (1.00%) are Answered that they cannot say anything about their job satisfaction. It inferred from the above data that, majority of the respondent's Answered that they are not satisfied with their job.

3. Nature of Job of Respondents

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Sr. No.	Nature	No. of Respondents	Percentage
1	Aided	78	39.00%
2	Unaided	122	61.00%
Total		200	100.00%

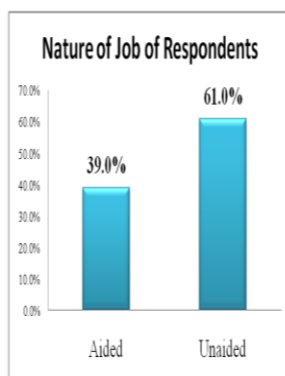


Table No. 3 & Graph No 3 shows the information about nature of job. Out of 200 respondents 122 respondents (61%) are unaided /contract basis and only 78 respondents (39%) are aided it means Most of the Respondents are Unaided.

4. Senior Authority Take Sincere Attempts to Reduce Dissatisfaction

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Sr. No.	Particulars	No. of Respondents	Percentage
1	Yes	84	42%
2	No	116	58%
Total		200	100%

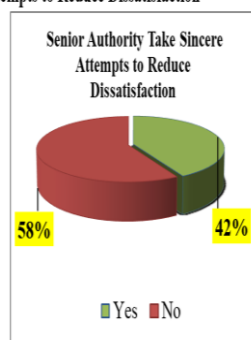


Table No.4 shows the information about the sincere attempts of the senior authority to reduce dissatisfaction. Out of the total 200 respondents, 116 respondents (58%) were answered No as senior authority can't take sincere attempts to reduce dissatisfaction of junior colleagues, 84 respondents (42%) were replied yes as senior authority takes sincere attempts to reduce dissatisfaction of junior colleagues.

5. Factors Affecting Job Satisfaction

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Sr. No.	Factors	No. of Respondents	Percentage
1	Remuneration	73	36.5%
2	Job Security	38	19.0%
3	Promotion	46	23.0%
4	Work Environment	34	17.0%
5	Others	09	04.5%
Total		200	100%

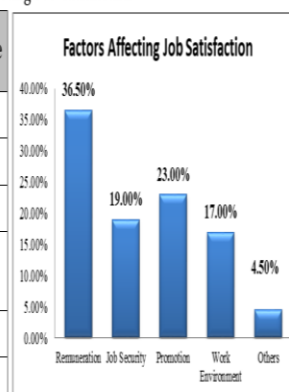


Table No. 05 shows the information about the factors affecting job satisfaction of the respondents. Out of the total 200 respondents, 73 respondents (36.5%) were answered that remuneration is the factor gives more affect on job satisfaction, 38 respondents (19%) were replied that job security also affect job satisfaction, 46 respondents (23%) were answered that the promotion scheme also affect on job satisfaction, 34 respondents (17%) were answered that the work environment affect on job satisfaction and 09 respondents (4.5%) were answered that any other factors like employee welfare scheme, infrastructure facility, etc affect on job satisfaction.

6. Regular Promotion Affects on Job Satisfaction

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Sr. No.	Particulars	No. of Respondents	Percentage
1	Completely	76	38.0%
2	Upto Great Extent	57	28.5%
3	Partial	34	17.0%
4	Doesn't Affect	29	14.5%
5	Can't Say	04	02.0%
Total		200	100%

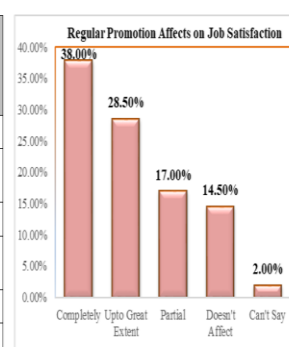


Table No. 06 shows the information about regular promotion affects on job satisfaction. A promotion is an intrinsic motivation which helps to improve the performance of employee. Hence to get this information about promotion scheme so this question asked to the respondents. For this following responses have been received. 76 respondents (38%)

answered that regular promotion scheme affects completely on job satisfaction, 57 respondents (28.5%) answered that it affects up to great extent on job satisfaction, 34 respondents (17%) answered it affects partially on job satisfaction, 29 respondents (14.5%) answered it affects regular payment did not affect on job satisfaction and only 04 respondents (2%) cannot say about this. It means most of the respondents says that promotion affects on job satisfaction.

7.Impact of Job Satisfaction on worklife

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Sr. No.	Particulars	No. of Respondents	Percent age
1	Completely	112	56.0%
2	Upto Great Extent	59	29.5%
3	Partial	19	09.5%
4	Doesn't Affect	08	04.0%
5	Can't Say	02	01.0%
Total		200	100%

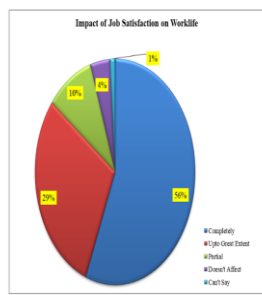


Table No. 07 shows the information about job satisfaction gives impact on work life. To know at which level job satisfaction gives impact on work life this question is asked to the respondents. For this following responses have been received. 112 respondents (56%) answered that job satisfaction gives impact on work life completely, 59 respondents (29.5%) answered that it affects up to great extent on work life, 19 respondents (9.5%) answered it affects partially on work life, 08 respondents (4%) answered it did not affect on work life and only 02 respondents (1%) said cannot say about this. It means most of the respondents says that job satisfaction give completely affect on work life.

- **Hypothesis Testing:-**The hypothesis is tested by using percentile method.

Hypothesis-1: Level of Job Satisfaction

H0 – Unaided Higher secondary college teachers are not satisfied with their job as compare to Aided.

H1- Unaided Higher secondary college teachers are satisfied with their job as compare to Aided.

Hypothesis-1								
Sr. No.	Level of Satisfaction	Aided Teachers	Level of Satisfaction (Aided)	Unaided Teachers	Level of Satisfaction (Unaided)	Satisfied Aided Respondents	Satisfied Unaided Respondents	Variance
1	Highly Satisfied	14	76	0	15	97.44%	12.30%	85.14%
2	Partial Satisfied	28		0				
3	Satisfied	34		15				
4	Not Satisfied	2	2	105	107			
5	Can't Say	0		2				
Total		78	78	122	122			

The unaided higher secondary college teacher's satisfaction level tested by using variance analysis method by comparing unaided higher secondary college teachers. Here, out of 78 aided respondents 76 are satisfied with their job whereas out of 122 unaided respondents 15 are only satisfied with their job. So 97.44% aided respondents are satisfied and 12.30% unaided respondents are satisfied. The variance between aided & unaided satisfied respondents is 85.14%.

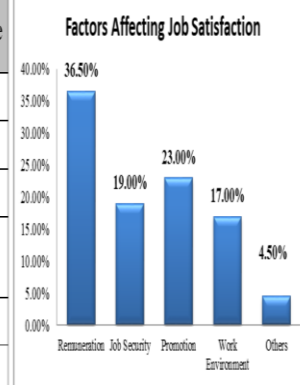
So, here Null hypothesis is accepted & Alternate hypothesis is rejected.

Hypothesis-2: Remuneration Affects on Job Satisfaction

H0 – Remuneration does not affect on satisfaction level of higher secondary college teachers.

H1- Remuneration affects on satisfaction level of higher secondary college teachers.

Sr. No.	Factors	No. of Respondents	Percentage
1	Remuneration	73	36.5%
2	Job Security	38	19.0%
3	Promotion	46	23.0%
4	Work Environment	34	17.0%
5	Others	09	04.5%
Total		200	100%



The Above table & graph shows the information about the factors affecting job satisfaction of the respondents. Out of the total 200 respondents, 73 respondents (36.5%) were answered that remuneration is the factor gives more affect on job satisfaction, 38 respondents (19%) were replied that job security also affect job satisfaction, 46 respondents (23%) were answered that the promotion scheme also affect on job satisfaction, 34 respondents (17%) were answered that the work environment affect on job satisfaction and 09 respondents (4.5%) were answered that any other factors like employee welfare scheme, infrastructure facility, etc affect on job satisfaction.

So. We may conclude that our null hypothesis is rejected and alternate hypothesis is accepted.

➤ Findings:

- The job satisfaction level of aided & unaided higher secondary college teachers is different from each other.
- As per study, the unaided higher secondary college teachers are dissatisfied with the job and working environment.
- Only 42.00% of senior authority take efforts to reduce dissatisfaction among higher secondary college teachers.
- 54.50% of the respondents are not satisfied with their job.
- As per 36.5% of respondents remuneration is the factor wick mostly affect on job satisfaction level of higher secondary college teachers.
- Stressful interpersonal relation with colleague disturbs job satisfaction.

➤ Conclusion of the study:

This study mainly focused on the satisfaction level of higher secondary college teachers. From this study it has been found that higher secondary college teachers are satisfied in some areas like work environment, cordial relationship with colleagues but at the same time dissatisfied in other areas like salary, promotion scheme, recognition of work, etc.

This study concludes that for accomplishment of institutional objective, there is need of satisfied workforce. Therefore, job

satisfaction of higher secondary college teacher is the urge of the time. Hence, Job satisfaction is the degree to which one feels good about job.

➤ Suggestions of the study:

- Proper efforts should be taken by the higher authority by introducing new facilities for security of job, salary regularisation, and extra benefits to the higher secondary teachers. teachers are the human resource for their college i.e. the asset of the college so that they need to be satisfied.
- Salary hike is one of the criteria which affects over the satisfaction level of higher secondary college teachers. Proper payment hike should be given on regular basis to teachers.
- Recognition of work and motivation are the essential management functions. Therefore, efficient employees should be recognized and motivated for further development.
- The unwanted stress level among the higher secondary college teachers should have to be reduced. If the higher authority are creating positive environment among the college teachers in a friendly manner then the unwanted stress will be managed.

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