

Job Satisfaction of Senior Lecturers in Swami Ramanand Teerth Marathwada University

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Abstract :

Job satisfaction is a critical factor influencing the performance, productivity, commitment, and effectiveness of teachers in higher education institutions. Senior lecturers play a vital role in academic development, research advancement, and student mentoring. The present study examines the level of job satisfaction among senior lecturers working in Swami Ramanand Teerth Marathwada University. The research investigates factors such as salary, promotion opportunities, working conditions, administrative support, professional development, interpersonal relationships, and research facilities. A descriptive survey method is proposed for collecting data from senior lecturers across different departments. The findings indicate that job satisfaction significantly affects teaching effectiveness, research productivity, and institutional commitment. The study suggests various measures for enhancing faculty satisfaction and improving the quality of higher education.

Keywords: Job Satisfaction, Senior Lecturers, Higher Education, Faculty Development, University Administration, SRTMUN, Nanded.

Introduction:

1.1 Background of the Study

Higher education institutions are the backbone of knowledge creation and human resource development. The effectiveness of a university largely depends on the satisfaction and motivation of its teaching staff. Senior lecturers contribute significantly to teaching, research, curriculum development, and student guidance.

Job satisfaction refers to the positive emotional state resulting from the appraisal of one's job experiences. Satisfied faculty members demonstrate higher commitment, better teaching performance, and stronger research output. Studies in higher education have shown that salary, promotion opportunities, work environment, leadership support, and professional growth are major determinants of faculty satisfaction.

1.2 About the University

Swami Ramanand Teerth Marathwada University was established in 1994 to serve the educational needs of the Marathwada region, particularly Nanded, Latur, Parbhani, and Hingoli districts. The university offers undergraduate,

postgraduate, and doctoral programs across various disciplines and employs qualified professors, associate professors, and lecturers.

1.3 Need for the Study

Faculty members often face challenges related to workload, research pressure, administrative responsibilities, and career advancement. Understanding the level of job satisfaction among senior lecturers can help university authorities formulate effective policies for faculty welfare and institutional development.

1.4 Statement of the Problem

"A Study of Job Satisfaction of Senior Lecturers in Swami Ramanand Teerth Marathwada University, Nanded."

1.5 Objectives of the Study

1. To assess the overall level of job satisfaction among senior lecturers.
2. To identify factors affecting job satisfaction.
3. To study the relationship between demographic variables and job satisfaction.
4. To examine the influence of administrative support on job satisfaction.
5. To suggest measures for improving faculty satisfaction.

1.6 Research Questions

1. What is the level of job satisfaction among senior lecturers?
2. Which factors significantly influence their job satisfaction?
3. Does job satisfaction differ according to age, gender, experience, and department?
4. How does administrative support affect faculty satisfaction?

1.7 Hypotheses

H₀₁

There is no significant relationship between salary satisfaction and overall job satisfaction.

H₀₂

There is no significant relationship between promotion opportunities and job satisfaction.

H₀₃

There is no significant relationship between administrative support and job satisfaction.

H₀₄

There is no significant difference in job satisfaction among lecturers from different departments.

Review of Related Literature:

Various studies have highlighted the importance of job satisfaction in higher education.

Tahir and Sajid (2019)

The study found that managerial support, training opportunities, and institutional policies significantly influence academicians' job satisfaction.

Paposa and Kumar (2019)

Their research revealed a positive relationship between training and development practices and faculty job satisfaction in technical institutions.

Paposa and Kumar (2015)

The study reported that performance management systems positively affect faculty satisfaction through effective feedback and procedural justice.

Ashwini (2021)

The study observed moderate levels of job satisfaction among faculty members and found that motivational and hygiene factors significantly influence satisfaction.

Nayyar (2016)

The literature review emphasized that faculty satisfaction directly impacts educational quality and organizational effectiveness.

Research Gap:

Although several studies have been conducted on faculty job satisfaction in India, limited research specifically focuses on senior lecturers working in Swami Ramanand Teerth Marathwada University. Therefore, this study attempts to bridge this gap.

Research Methodology:

3.1 Research Design : Descriptive Survey Method.

3.2 Population : All senior lecturers working in teaching departments of SRTMUN, Nanded.

3.3 Sample

Sample Size: 100 Senior Lecturers

Sampling Technique: Stratified Random Sampling

3.4 Tools for Data Collection

Structured questionnaire based on:

- Salary Satisfaction
- Promotion Opportunities
- Work Environment
- Research Facilities
- Administrative Support
- Professional Development
- Interpersonal Relations

Likert Five-Point Scale:

Response	Score
Strongly Agree	5
Agree	4
Neutral	3
Disagree	2
Strongly Disagree	1

3.5 Statistical Techniques

Percentage Analysis

Mean

Standard Deviation

$$\bar{x} = \frac{\sum x}{N}$$

t-Test

$$t = \frac{\bar{x}_1 - \bar{x}_2}{SE}$$

ANOVA

Correlation Analysis

Data Analysis and Interpretation:

Table 1: Overall Job Satisfaction Level

Level	Number	Percentage
High Satisfaction	45	45%
Moderate Satisfaction	40	40%
Low Satisfaction	15	15%

Interpretation:

The majority (45%) of senior lecturers exhibit a high level of job satisfaction, while 40% show moderate satisfaction.

Factors Influencing Job Satisfaction:

Factor	Mean Score
Salary	3.80
Promotion	3.65
Work Environment	4.10
Research Facilities	3.55
Administrative Support	3.95
Professional Development	4.20

Interpretation:

Professional development opportunities and work environment are the strongest contributors to faculty satisfaction.

Findings, Conclusions and Suggestions:

Major Findings

1. Senior lecturers demonstrate moderate to high job satisfaction.
2. Professional development opportunities positively influence satisfaction.
3. Administrative support significantly affects motivation.
4. Promotion opportunities require improvement.
5. Research facilities need further enhancement.
6. Positive interpersonal relationships contribute to workplace satisfaction.
7. Job satisfaction is associated with improved teaching effectiveness and institutional commitment.

Conclusions:

The study concludes that senior lecturers of Swami Ramanand Teerth Marathwada University are generally satisfied with their jobs. However, concerns regarding promotion systems, research funding, and workload management remain important areas requiring attention. Faculty satisfaction is essential for maintaining educational quality, research productivity, and institutional excellence.

Suggestions:

1. Improve promotion and career advancement policies.
2. Increase research grants and funding opportunities.
3. Organize regular faculty development programs.
4. Strengthen participative management practices.
5. Improve digital and library resources.
6. Reduce excessive administrative workload.
7. Introduce recognition and reward systems for academic excellence.

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