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## Teachers' job satisfaction in degree colleges of greater Guwahati and its impact on students' academic performance

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### Abstract:

*The changing time and situation always demand to know the teachers' job satisfaction level and the job satisfaction survey is the best way to investigate and analyze the various causes and factors of satisfaction or dissatisfaction of the teachers towards their job environment. Present study tried to trace out the level of job satisfaction of the teachers and the academic performance of the students in degree colleges of greater Guwahati and the relationship between these two was also studied. The main objectives of the study are- 1) To measure the level of the Teachers' Job Satisfaction in degree colleges of greater Guwahati, 2) To measure the Academic performance of the students in degree colleges of greater Guwahati, and 3) To study the relationship between the Teachers' Job Satisfaction and Academic performance of the students in degree colleges of greater Guwahati. With the help of the self structured job satisfaction questionnaire and the data gathering schedule the necessary data have been collected and the quantitative data have been analyzed with the help of the statistical techniques like mean, standard deviation and Pearson's co relation.*

### KEYWORDS

Job satisfaction, Academic achievement, Teachers, Degree colleges

### INTRODUCTION;

Education has continued to evolve diversity and extend its reach and coverage since the existence of human history. Every country of the world develops its system of education to express and promote its unique socio- cultural identity and also to meet the challenges of the times. Higher education occupies a special position in the educational system of any nation, as it is at the apex of the entire educational structure and thus influences all levels of education. In fact by providing manpower for many areas of production, planning, management and technological development, it influences practically every important national activity.

Education plays an important role in bringing about social change, a suitable system of education is required and at the same time it should be clearly mentioned that the success of any educational system largely depends upon the teachers. The distinctive contribution made by the teaching community to development of the standard in higher education has long been recognized worldwide.

A person joins an organization with certain hopes, expectation, drives and needs which affects his performance. Sometimes it seems to be difficult to ascertain. This varies from person to person. However it is highly useful to understand as to how the need create tension, which stimulates the effort to perform and how effectively performance brings satisfaction.

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Job satisfaction is the result of various attitudes possessed by an employee towards his job. These attitudes may be related to job factors such as wage, job security, job environment, nature of work, opportunity for promotion, prompt removal of grievance, opportunity for participation in decision making and other fringe benefits. Job satisfaction may thus be defined as an attitude which results from a balancing and summation of many specific likes and dislikes experienced by an employee in the performance of his job (Bullock, 1952) or an employee's judgment of how well his job on the whole, provides opportunities to satisfy his needs (Smith 1961).

The term job satisfaction has been variously defined since it was brought to lime light by Hoppock (1935) in which he says that "Job satisfaction is a combination of psychological, physiological and environmental circumstances that causes a person to say I am satisfy with my job."

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. Teachers play a significant role in the field of education in a nation. It is the teachers who deal with all the policies and programmers of education. Thus job satisfaction of teachers is of crucial importance. This relates to his identification with the profession and his willingness to be effective. 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 teachers is positively related with the effectiveness of the teachers and the academic achievement of the students.

The word 'achievement' means 'performing successfully or things have done successfully, especially with effort and skill', and 'academic' means 'of schools and education'. Thus 'academic achievement' refers to educational performance of the students studying in schools. It indicates how far they are successful in acquiring knowledge, understanding and skills in different subjects imparted to them in the schools. (Hazarika, M. 1998)

A. Biswas and J.C. Agarwal (197, p-7) define academic achievement as the knowledge acquired and skills developed in school subjects, generally indicated by marks obtained in tests. Academic achievement refers not only to the performance of the students in different examination but also to their performance in social activities, cultural activities, activities related to games and sports etc. conducted by the school. The term academic achievement is used in somewhat a narrower sense. It refers to one's grasp of some body of knowledge and expressed in the form of scores, grades, percentage or any other point scale. (Hazarika, M. 1998).

Present study is an attempt to focus the impact of teachers' job satisfaction on academic performance of the students in degree colleges of greater Guwahati. Here the teachers' job satisfaction level and the students' academic performance is tried to find out and the relationship between these two is studied.

#### **OBJECTIVE OF THE STUDY**

1. To measure the level of the Teachers' Job Satisfaction in degree colleges of greater Guwahati
2. To measure the Academic performance of the students in degree colleges of greater Guwahati.
3. To study the relationship between the Teachers' Job Satisfaction and Academic performance of the students in degree colleges of greater Guwahati.

#### **HYPOTHESES**

- H1 The level of the Teachers' Job satisfaction in degree colleges of greater Guwahati is very high.
- H2 The Academic performance of the students in degree colleges of greater Guwahati is very high.
- H3 There exists no significant relationship between the Teachers' Job Satisfaction and Academic performance of the students in degree colleges of greater Guwahati

#### **RESEARCH DESIGN:**

##### **METHODS USED**

Present study falls under 'Descriptive survey method'. This is the most widely used research method in education. Descriptive method attempts to describe and interpret what exists at present in the form of conditions, practices, processes, trends, effects, attitudes, beliefs etc. This method has been adopted for the present study to study the teachers' job satisfaction and academic achievement of the students in

Assamese medium secondary schools.

**POPULATION AND SAMPLE**

The population of the present study comprises all the degree colleges and the teachers working in these degree colleges of greater Guwahati, however the sample has been confined to 10 colleges and 80 teachers. For the present study the sample was selected in two stages. Firstly 10 colleges were selected. In the second stage 80 teachers were selected from the sample schools where 8 teachers from each sample colleges were selected randomly (4 male teachers and 4 female teachers).

**TOOLS USED**

In this study data collection has been facilitated with the help of the following research tools –

1. Self structured job satisfaction questionnaire
2. A 'Data Gathering Schedule' prepared by the investigator to collect different school related data.
3. Interview

**DESCRIPTION OF THE TOOL**

Self structured job satisfaction questionnaire: The investigator developed a job satisfaction questionnaire with 30 items which was used for measuring degree of job satisfaction of the college teachers. This is a four point scale which was developed to measure satisfaction with different aspects of job. It is a self-administered scale and can be used for groups of any reasonable size. It may also be used individually. The scoring of the scale is on a four point scale from one to four. For the response of 'Strongly Disagree' scoring is 1 and for 'Disagree' it is 2, for 'Agree' the scoring is 3 and for 'Strongly Agree' it is 4. The reliability and validity of the questionnaire was done.

**STATISTICAL TECHNIQUES USED**

The analysis of the data has been done both qualitatively and quantitatively. For the quantitative analysis of the data the following statistical techniques-

1. Tables
2. Percentage
3. Pie.
4. Mean
5. Standard deviation
6. Pearson's correlation

**DELIMITATION OF THE STUDY**

1. The first delimitation of the study is that it only covers the area greater Guwahati only.
2. The present study restricts to the degree colleges
3. The study includes the Science, Arts and Commerce colleges only.

Analysis and interpretation of data

The data collected for the present study were analyzed and interpreted objective by objective in the following way.

**Objective no. 1:** To measure the level of the Teachers' Job Satisfaction in degree colleges of greater Guwahati.

In order to serve the purpose of this objective the investigator in the very first step administered the Job satisfaction questionnaire to the sample teachers. Each individual teacher's scores were calculated. After getting individual scores the Mean and the Standard Deviation were calculated which is presented in table-1

**Table-1**

**Mean and Standard Deviation of the teachers' job satisfaction Score**

	N	Min.	Max.	Mean	Std. Deviation
TJSS	80	34	96	56.47	5.34

From table-1 it is found that the Mean job satisfaction score of the teachers is 56.47. As per the norms prepared for the questionnaire the mean job satisfaction score can be categorized as 'Good Degree'. Here it can be interpreted that the teachers of degree colleges in greater Guwahati have a good degree of satisfaction as a whole.

Objective no. 2: To measure the Academic performance of the Students in degree colleges of greater Guwahati.

In order to meet the need of this objective the investigator collected necessary information and the data from each sample college with the help of the self structured Data Gathering Schedule. The pass percentage of the students in the B.A./B.Sc./B.Com final Examination is considered as the index of Academic performance of the students. The investigator found out the academic performance scores in each college and calculated the average academic performance of the Students in 10 sample schools which is considered as the academic performance scores in degree colleges of greater Guwahati. To serve this objective the investigator calculated the Mean of the academic performance scores which is presented in Table-2

**Table-2**

**Mean and Standard Deviation of the academic performance scores of 10 sample schools.**

	N	Mean	SD
Academic performance scores	10	61.79	4.03

Table-2 shows that the mean Academic Achievement score is 61.79 which can be considered as satisfactory or good. It can be interpreted that the academic performance of the students in degree colleges of greater Guwahati is good as the pass percentage is above 60%.

Objective no. 3: To study the relationship between the Teachers' Job Satisfaction and academic performance of the Students in degree colleges of greater Guwahati.

To serve this objective the investigator applied the statistics like Mean, Standard Deviation and Pearson's Correlation. The investigator calculated the Mean and Standard Deviation of Teachers' job satisfaction scores and Academic performance scores of the students, which is presented in the Table 3. (Each sample college's average job satisfaction score of teachers is considered as the index of job satisfaction of that particular college.

**Table-3**

**Mean and Std. Deviation of the teachers' job satisfaction scores and academic performance score of the students in degree colleges of greater Guwahati.**

	Mean	Std. Deviation	N
TJSS	56.47	5.34	10
AAS	61.79	4.03	10

**To study the significance of relationship between the teachers' job satisfaction and the academic performance of the students, Pearson's Correlation is applied and the result is shown in the Table-4**

**Table-4**

**Pearson's Correlation between the teachers' job satisfaction and academic performance of the students in degree colleges of greater Guwahati.**

	TJSS	Achievement
TJSS Pearson Correlation		.66
N	10	10
APS Pearson Correlation	.66	
N	10	10

TJSS-Teachers' job satisfaction score, APS- Academic performance score

The result presented in Table 4 shows that the Co-efficient of Correlation value is found to be 0.66 (2 tailed). It can be interpreted that there is high correlation between the teachers' job satisfaction and the academic performance of the students. We can conclude here that there exists significant relationship between the teachers' job satisfaction and the academic performance of the students in degree colleges of greater Guwahati. Teachers' job satisfaction impacts on the academic performance of the Students.

#### **FINDINGS OF THE STUDY**

- The study reveals that the teachers in degree colleges of greater Guwahati have a good degree of job satisfaction.
- The study reveals that the academic performance of the Students in degree colleges of greater Guwahati is found to be high.
- The academic performance of the students in degree colleges of greater Guwahati is high as the Mean academic performance score is found above 60%.
- It is found that there exists high correlation between the teachers' job satisfaction and the academic performance of the students in degree colleges of greater Guwahati.

#### **CONCLUSION**

Present study reveals that the teachers are found to have a good degree of satisfaction as a whole and the academic performance of the Students in degree colleges of greater Guwahati is also found high. The present study also shows that the relationship between Teachers' Job satisfaction and the academic performance of the students is high. Here it can be said that teachers' job satisfaction impacts on the academic performance of the students. It is expected that the findings and the suggestions of the present study will be helpful for the concerned persons and authorities, policy makers in bringing out sustainable improvement and development of the degree colleges in this area as a whole.

#### **Suggestions**

On the basis of this study the investigator forwards the following suggestions to attain high job satisfaction and increase the academic performance of the students in degree colleges of greater Guwahati.

- Efforts should be made to improve the infrastructure facilities like library, laboratory equipments, and classrooms, teaching technology, teaching aids for academic and professional development of the teachers.
- Necessary efforts from concerned management committees are required to introduce new schemes and modifications of the existing institutional plans and policies.
- An effective recruitment policy should be introduced.
- A common feature in educational institution is the absence of healthy motivation which generally results in lack of satisfaction of the teachers and disengagement among teachers. So a clear system of motivation, supported and sustained by an effective system of incentives has to be developed to reduce dissatisfaction of the teachers in their job.
- The "Performance Appraisal" is an effective measure to increase job satisfaction of the teachers.
- Arrangement to be made at the institutional level for job enrichment, job variation among the teachers in academic and related activities to break the monotony of work and to bring innovation.
- Both pre-service and in-service teachers' training is necessary for quality education in secondary level. The teachers should be given in-service training and as far as possible it should be made compulsory and mandatory.
- Except the pedagogical training which prepares teachers for effective classroom training, training in communication and management aspects of the school is quite unknown in our educational system. So the provisions should be made to organize training programs in communication and management of persons and training for professional growth of the teachers.

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