

Vol 5 Issue 6 Dec 2015

ISSN No :2231-5063

International Multidisciplinary Research Journal

Golden Research Thoughts

Chief Editor
Dr.Tukaram Narayan Shinde

Publisher
Mrs.Laxmi Ashok Yakkaldevi

Associate Editor
Dr.Rajani Dalvi

Honorary
Mr.Ashok Yakkaldevi

Welcome to GRT

RNI MAHMUL/2011/38595

ISSN No.2231-5063

Golden Research Thoughts Journal is a multidisciplinary research journal, published monthly in English, Hindi & Marathi Language. All research papers submitted to the journal will be double - blind peer reviewed referred by members of the editorial board. Readers will include investigator in universities, research institutes government and industry with research interest in the general subjects.

Regional Editor

Manichander Thammishetty
Ph.d Research Scholar, Faculty of Education IASE, Osmania University, Hyderabad

International Advisory Board

Kamani Perera Regional Center For Strategic Studies, Sri Lanka	Mohammad Hailat Dept. of Mathematical Sciences, University of South Carolina Aiken	Hasan Baktir English Language and Literature Department, Kayseri
Janaki Sinnasamy Librarian, University of Malaya	Abdullah Sabbagh Engineering Studies, Sydney	Ghayoor Abbas Chotana Dept of Chemistry, Lahore University of Management Sciences[PK]
Romona Mihaila Spiru Haret University, Romania	Ecaterina Patrascu Spiru Haret University, Bucharest	Anna Maria Constantinovici AL. I. Cuza University, Romania
Delia Serbescu Spiru Haret University, Bucharest, Romania	Loredana Bosca Spiru Haret University, Romania	Ilie Pintea, Spiru Haret University, Romania
Anurag Misra DBS College, Kanpur	Fabricio Moraes de Almeida Federal University of Rondonia, Brazil	Xiaohua Yang PhD, USA
Titus PopPhD, Partium Christian University, Oradea,Romania	George - Calin SERITAN Faculty of Philosophy and Socio-Political Sciences AL. I. Cuza University, IasiMore

Editorial Board

Pratap Vyamktrao Naikwade ASP College Devrukh,Ratnagiri,MS India	Iresh Swami Ex - VC. Solapur University, Solapur	Rajendra Shendge Director, B.C.U.D. Solapur University, Solapur
R. R. Patil Head Geology Department Solapur University,Solapur	N.S. Dhaygude Ex. Prin. Dayanand College, Solapur	R. R. Yaliker Director Managment Institute, Solapur
Rama Bhosale Prin. and Jt. Director Higher Education, Panvel	Narendra Kadu Jt. Director Higher Education, Pune	Umesh Rajderkar Head Humanities & Social Science YCMOU,Nashik
Salve R. N. Department of Sociology, Shivaji University,Kolhapur	K. M. Bhandarkar Praful Patel College of Education, Gondia	S. R. Pandya Head Education Dept. Mumbai University, Mumbai
Govind P. Shinde Bharati Vidyapeeth School of Distance Education Center, Navi Mumbai	Sonal Singh Vikram University, Ujjain	Alka Darshan Shrivastava Shaskiya Snatkottar Mahavidyalaya, Dhar
Chakane Sanjay Dnyaneshwar Arts, Science & Commerce College, Indapur, Pune	G. P. Patankar S. D. M. Degree College, Honavar, Karnataka	Rahul Shriram Sudke Devi Ahilya Vishwavidyalaya, Indore
Awadhesh Kumar Shirotriya Secretary,Play India Play,Meerut(U.P.)	Maj. S. Bakhtiar Choudhary Director,Hyderabad AP India.	S.KANNAN Annamalai University,TN
	S.Parvathi Devi Ph.D.-University of Allahabad	Satish Kumar Kalhotra Maulana Azad National Urdu University
	Sonal Singh, Vikram University, Ujjain	

Address:-Ashok Yakkaldevi 258/34, Raviwar Peth, Solapur - 413 005 Maharashtra, India
Cell : 9595 359 435, Ph No: 02172372010 Email: ayisrj@yahoo.in Website: www.aygrt.isrj.org



“A STUDY ON JOB SATISFACTION AMONG THE FEMALE TEACHERS WITH THE INFLUENCES OF PAY BENEFITS AND WORKING CONDITIONS TOWARDS ARTS AND SCIENCE COLLEGES FOR WOMEN, AFFILIATED TO BHARATHIDASAN UNIVERSITY, TIRUCHIRAPPALLI, TAMIL NADU”

P. John Victor¹ and S. Kavitha²

¹Ph.D Research Scholar, Department of Commerce, J.J.College of Arts & Science (Autonomous), Pudukkottai .

²Professor and Research Supervisor , Department of Commerce, J.J.College of Arts & Science (Autonomous), Pudukkottai .



P. John Victor

ABSTRACT

This study analyses how the factors of job satisfaction influences among the female teachers who are working in the women’s colleges. This study is conducted from the Arts and Science Colleges for Women, Affiliated to Bharathidasan University, Tiruchirappalli, Tamil Nadu. The sample of the study is

130 Female Teachers who are working only in the women’s colleges. The sampling techniques used here was the convenient sampling. A well informative questionnaire was prepared to measure the job satisfaction of the Female Teachers, especially the factors of Pay Benefits and Working Conditions that influence in job satisfaction. The data was collected and analysed by using Chi-square Test. From this study the researcher identified that most of the Female Teachers were satisfied but a few only not satisfied in some aspects. The satisfied Teachers show very good result in their subjects and all other activities where as this status reduced to the Teachers whose satisfaction is low level.

KEYWORDS :Job Satisfaction, Female Teachers, Pay Benefits,



Working Condition, Arts and Science Colleges.

INTRODUCTION :

Job satisfaction is related with the effectiveness of the employees where ever they work and the result of satisfaction will be identified through the beneficiary of the particular work. The teaching profession is one of the holy services where the benefits of the service will be realized through

producing good results and promoting the students at the highest level. This status is possible only when the teachers are satisfied in their job. The teaching profession is more suitable to the women community than the man community, because of the only reason that they are women. As they give more care and show the real affection to their children at home, they too show the same in the schools, colleges and all kind of educational institutions. The modern trend is that the women are playing major roll in every nook and corner of the world as Educators, Scientists, Politicians, National Leaders, Chief Ministers, Prime Ministers, Presidents, IAS and IPS Officers. They can prove their efficiency and talents even in the higher educational institutions and can help the government in framing good educational policies which are applicable to the present need of the education. The Female Teachers are to be satisfied at the most level by giving proper reorganization to their service through offering good salary and proper working condition with all the basic needs.

PAY BENEFITS:

Job satisfaction is impacted by an employee's views about the fairness of the Companies/Organizations/Institutions wage scale as well as the current compensation he/she may be receiving. Companies need to have a mechanism in place to evaluate employees' performance and provide salary increases to top performers. Opportunities to earn special incentives, such as bonus, extra paid time off or vacations, also bring excitement and higher job satisfaction to the workplace. According to Herzberg's Motivation factor theory, "Pay, Recognition, Responsibilities, Promotion opportunities and Achievement need to be met in order to be satisfied with work".

WORKING CONDITIONS:

Because employees spend so much time in their work environment every day, it is very important for Companies/Organizations/Institutions to try to optimize working conditions. Such things as providing spacious work areas rather than cramped ones, adequate lighting and comfortable work stations contribute to favourable work conditions. Providing productivity tools such as upgraded information technology to help employees accomplish tasks more efficiently contributes to job satisfaction as well. According to Herzberg's Hygiene factor theory, "Working conditions, Company policies, Job security, Interaction with colleagues and Quality of management are associated with job dissatisfaction.

STATEMENT OF THE PROBLEM:

The college education is the important part of the life of the students' community. Especially to the girl students who are entering not only in to the college education but also they lay the foundation for their future and for the nation. The female teachers who are working in the women's colleges are the most responsible to those girl students in teaching education and supporting in the characters building. Job satisfaction is the only way to work in such kind with efficiency and talents. Some of the institutions are not offering good salary and related benefit and also not projecting good working conditions. This conditions will definitely affect both the female teachers and as well as the girl students in the concern institutions. So the female teachers are not getting satisfaction and they are not able to serve in better conditions. These conditions must be eradicated and even the self-financing women's colleges should offer good salary and good working conditions. The main idea of this study is to evaluate the job satisfaction related to the pay benefits and working conditions.

REVIEW OF LITERATURE:

Abdul Qayyum Chaudhry (2013) revealed a study of job satisfaction among female teachers at college level. This study is concerned with the female teacher's job satisfaction or dissatisfaction with their profession. An attempt has been made in this study to discover the percentage of satisfied and dissatisfied teachers. It was disclosed that most of the teachers were satisfied with many aspects of their profession but in some aspects, they were dissatisfied. Broad general and important conclusions draw from different factors. The conclusions based on the responses of the teachers. A majority of teachers were dissatisfied with pay scale. They dissatisfied because their pay was not fulfilled their needs. However, some were satisfied with the pay scale. Majority of teachers were satisfied with the role of administration. But some were dissatisfied. Majority teachers were satisfied with interpersonal relationship and they agreed that had pleasant relationship with their colleagues.

Sabarinathan and Nandha Kumar (2013) explores a study on job satisfaction among the College faculty in erode. The study was conducted in the private colleges. The results of the investigation depicts terrible picture of overall job satisfaction among college faculty. The faculty has shown satisfaction with the job motivator and hygiene factors of satisfaction. The response of the male and female faculty was more or less similar for the professional progress, relationship. A considerable number of female faculty members has remained undecided regarding various factors of job satisfaction and understandably so that in our society the female faculty does not always show their true opinion about the level of job satisfaction.

Saqib Usman and et al., (2013) conducted a study on effect of salary and stress on job satisfaction of teachers. This study was conducted and concluded that management of these colleges should pay high attention to financial rewards of teachers. It has been observed in this area that teachers in private sector colleges quickly move from one college to the other due to salary and supervision of the management is not so good.

Tilak Raj and Lalita (2013) carry out a study on job satisfaction among teachers of private and government school: a comparative analysis. Results show that male respondents were found more satisfied than their female counterparts. The study also revealed that govt. school teachers are more satisfied than the private school teachers. This is due to the flexibility, security of job, high wage and independence enjoyed by govt. school teachers. Study shows that private school teachers are very sensitive as regards wage payment. The Private Sector should revise the salary structure. The authorities should include teachers at the time of restructuring their salary. At the same time, both private and govt. schools teachers are dissatisfied on fair promotion procedures.

Khalid Latif and et al., (2011) conducted a study on job satisfaction among public and private college teachers of District Faisalabad, Pakistan: A Comparative Analysis" The study aims to focus firstly, on influential factors contributing to job satisfaction and dissatisfaction of college teachers of district Faisalabad, Pakistan. And secondly it examines the level of job satisfaction of teachers in public and private sector colleges. The results showed that there were significant differences in job satisfaction between public and private college teachers. Public college teaches are more satisfied with the six components (educational qualifications, nature of work, pay, job security, promotional opportunities and family & work life balance) of job satisfaction while private college teachers were not satisfied.

OBJECTIVES OF THE STUDY:

- + To study the level of job satisfaction of the female teachers about the Pay benefits
- + To know the level of job satisfaction of the female teachers about the working conditions
- + To identify the overall job satisfaction of the female teachers about both Pay and Working

conditions

HYPOTHESIS OF THE STUDY:

- + There is no relationship between Nature of Subject and Job Satisfaction with Pay benefits.
- + There is a definite relationship between Age group of the respondents and Job Satisfaction with Working Conditions.

RESEARCH METHODOLOGY:

This aim of the study is to examine the Job Satisfaction among the Female Teachers with regard to their influences of Pay Benefits and Working Conditions. The population of the study is only the female teachers those who are working in Arts and Science Colleges for Women in Tiruchirappalli District of Tamil Nadu. By adopting convenient sampling techniques the researcher selected 130 female teachers for the present study. The data were collected with 5 point scale questionnaire. The information related to the present study was collected through semi structured questionnaire. After the collection of data it was arranged and analysed by using simple percentage method and chi-square test.

DATA ANALYSIS AND INTERPRETATION:

TABLE – 1: Demographic Factors of Respondents

AGE	NO. OF RESPONDENTS	% OF RESPONDENTS
25 – 35	50	38.45
35 – 45	60	46.15
45 and above	20	15.4
TOTAL	130	100
EDUCATIONAL QUALIFICATION	NO. OF RESPONDENTS	% OF RESPONDENTS
M.Phil.,	75	57.69
M.Phil., with SET/NET	30	23.08
Ph.D.,	25	19.23
TOTAL	130	100
NATURE OF THE SUBJECT	NO. OF RESPONDENTS	% OF RESPONDENTS
ARTS	51	39.23
SCIENCE	60	46.15
MANAGEMENT	19	14.62
TOTAL	130	100
MONTHLY INCOME	NO. OF RESPONDENTS	% OF RESPONDENTS
UP TO 10,000	20	15.4
10,000 - 20,000	30	23.07
20,000 - 30,000	25	19.23
30,000 - 40,000	30	23.07
ABOVE 40,000	25	19.23
TOTAL	130	100

"A STUDY ON JOB SATISFACTION AMONG THE FEMALE TEACHERS WITH THE INFLUENCES OF PAY BENEFITS....."

EXPERIENCE	NO. OF RESPONDENTS	% OF RESPONDENTS
< 5 YEARS	40	30.76
5 - 10 YEARS	35	26.92
10 - 15 YEARS	25	19.23
15 - 20 YEARS	20	15.4
> 20 YEARS	10	7.69
TOTAL	130	100
SATISFACTION WITH PAY BENEFITS	NO. OF RESPONDENTS	% OF RESPONDENTS
HIGHLY SATISFIED	33	25.38
SATISFIED	50	38.46
NO COMMENTS	20	15.4
DISSATISFIED	15	11.53
HIGHLY DISSATISFIED	12	9.23
TOTAL	130	100
SATISFACTION WITH WORKING CONDITION	NO. OF RESPONDENTS	% OF RESPONDENTS
HIGHLY SATISFIED	25	19.23
SATISFIED	48	36.92
NO COMMENTS	17	13.08
DISSATISFIED	26	20
HIGHLY DISSATISFIED	14	10.77
TOTAL	130	100

The above table indicates that 38.45% of the population is in the age group of 25 – 35 years old, 46.15% of the population is in the age group of 35 – 55 years old and above 15.4% of the population is in the age group of above 45 years old

From the above table, it is identified that 57.69% of the population completed M.Phil., degree, 23.08% of the population completed M.Phil., with SET /NET and 19.23% of the population qualified with Ph.D.

From the above table, it could be realized that 39.23% of the respondents are belonging to Arts Subject, 46.15% of the respondents are belonging to Science Subject and 14.62% of the respondents are belonging to Management Subject.

From the above table, it is indexed that 15.4% of the respondents are earning up to Rs.10,000 as monthly income, 23.07% of the respondents are earning Rs.10,000 – Rs.20,000, 19.23% of the respondents are earning Rs.20,000 – Rs.30,000, 23.07% of the respondents are earning Rs.30,000 – Rs.40,000 and 19.23% of the respondents are earning above Rs.40,000 as monthly income.

From the above table, the fact revealed that 30.76% of the respondent are having experience for less than 5 years, 26.92% of the respondent are having experience from 5 to 10 years, 19.23% of the respondent are having experience from 10 to 15 years, 15.4% of the respondent are having experience from 15 to 20 years and 7.69% of the respondent are having experience for above 20 years.

From the above table, it is indicated that 25.38% of the respondents are highly satisfied with pay benefits, 38.46% of the respondents are satisfied with pay benefits, 15.4% of the respondents has given no comments on satisfaction with pay benefits, 11.53% of the respondents are dissatisfied with pay benefits, and 9.23% of the respondents are highly dissatisfied with pay benefits.

From the above table, it is identified that 19.23% of the respondents are highly satisfied with working condition, 36.92% of the respondents are satisfied with working condition, 13.08% of the

respondents has given no comments on satisfaction with working condition, 20% of the respondents are dissatisfied with working condition, and 10.77% of the respondents are highly dissatisfied with working condition.

TABLE – 2: Relationship between Nature of Subjects and Satisfaction with Pay Benefits:

NATURE OF SUBJECTS/ SATISFACTION WITH PAY BENEFITS	HS	S	NC	DS	HDS	TOTAL
ARTS	12	24	8	4	3	51
SCIENCE	18	21	10	5	6	60
MANAGEMENT	3	5	2	6	3	19
TOTAL	33	50	20	15	12	130

Table 8 is explaining about the relationship between nature of subjects and satisfaction with pay benefits. From this table, it is identified that 12 Arts group Teachers are highly satisfied with Pay benefits, 24 are satisfied with Pay benefits, 8 replied no comments, 4 are dissatisfied with Pay benefits and 3 are highly dissatisfied with Pay benefits. It is also identified from Science group Teachers that 18 are highly satisfied with Pay benefits, 21 are satisfied with Pay benefits, 10 replied no comments, 5 are dissatisfied with Pay benefits and 6 are highly dissatisfied with Pay benefits. According to the Management study Teachers, 18 are highly satisfied with Pay benefits, 21 are satisfied with Pay benefits, 10 replied no comments, 5 are dissatisfied with Pay benefits and 6 are highly dissatisfied with Pay benefits.

TESTING OF HYPOTHESIS :

H_0 : There is no Association between Nature of Subjects and Satisfaction with Pay Benefits

H_1 : There is Association between Nature of Subjects and Satisfaction with Pay Benefits

H_0 : $O_i = E_i$ and alternate hypothesis is H_1 : **O_i is not equal to E_i**

O is observed frequency and E is expected frequency

Level of significance = 0.05

Critical Region:

- + If the calculated value of Chi-square is less than the Critical/Table value, the null hypothesis is accepted.
- + If the calculated value of Chi-square is higher than the Critical/Table value, the null hypothesis is rejected.

TABLE – 2.a): APPLICATION OF CHI-SQUARE TEST

NATURE OF SUBJECT	LEVEL OF SATISFACTION	O	E	O-E	(O-E) ²	(O-E) ² /E
ARTS	Highly Satisfied	12	8	4	16	2
	Satisfied	24	26	-2	4	0.15
	No Comments	8	7	1	1	0.14
	Dissatisfied	4	6	-2	4	0.66
	Highly Dissatisfied	3	4	-1	1	0.25
SCIENCE	Highly Satisfied	18	10	8	64	6.4
	Satisfied	21	25	-4	16	0.64
	No Comments	10	14	-4	16	1.14
	Dissatisfied	5	7	-2	4	0.57
	Highly Dissatisfied	6	4	2	4	1
MANAGEMENT	Highly Satisfied	3	4	-1	1	0.25
	Satisfied	5	6	-1	1	0.16
	No Comments	2	3	-1	1	0.33
	Dissatisfied	6	4	2	4	1
	Highly Dissatisfied	3	2	1	1	0.5
TOTAL		130	130			15.19

THE DEGREE OF FREEDOM

$$= (r - 1)(c - 1) = (3 - 1)(5 - 1) = (2)(4) = 8$$

The critical value of X^2 for 8 degree of freedom at 0.05 levels is = 15.507

Since the calculated value of Chi-square is $X^2 = 15.19$ which is less than the critical value ie., 15.507 the null hypothesis is accepted.

Hence it is concluded that there is no relationship between Nature of Subjects and Satisfaction with Pay Benefits.

TABLE – 3: Relationship between Age Group and Satisfaction With Working Condition

AGE GROUP / WORKING CONDITION	HS	S	NC	DS	HDS	TOTAL
25 - 35	10	21	4	7	8	50
35 - 45	10	20	10	15	5	60
ABOVE 45	5	7	3	4	1	20
TOTAL	25	48	17	26	14	130

Table 10 is explaining about the relationship between age group and satisfaction with working conditions. From this table it is identified among the age group between 25-35 that 10 female teachers are highly satisfied with working conditions, 21 are satisfied, 4 replied no comments, 7 are dissatisfied and 8 are highly dissatisfied. According to the age group between 35–45, 10 female teachers are highly satisfied with working conditions, 20 are satisfied, 10 replied no comments, 15 are dissatisfied and 5 are highly dissatisfied with working conditions. It is also identified from the age group above 45, 5 female teachers are highly satisfied with working conditions, 7 are satisfied, 3 replied no comments, 4 are dissatisfied and 1 are highly dissatisfied with working conditions.

TESTING OF HYPOTHESIS:

H₀: There is no Association between Nature of Subjects and Satisfaction with Pay Benefits

H₁: There is Association between Nature of Subjects and Satisfaction with Pay Benefits

H₀: O_i = E_i and alternate hypothesis is H₁: O_i is not equal to E_i

O is observed frequency and E is expected frequency

Level of significance = 0.05

Critical Region:

- + If the calculated value of Chi-square is less than the Critical/Table value, the null hypothesis is accepted.
- + If the calculated value of Chi-square is higher than the Critical/Table value, the null hypothesis is rejected.

TABLE – 3.a) : APPLICATION OF CHI-SQUARE TEST:

AGE	LEVEL OF SATISFACTION	O	E	O - E	(O - E) ²	(O - E) ² / E
25 - 35	Highly Satisfied	10	8	2	4	0.5
	Satisfied	21	15	6	36	2.4
	No Comments	4	8	-4	16	2
	Dissatisfied	7	6	1	1	0.16
	Highly Dissatisfied	8	13	-5	25	1.92
35 - 45	Highly Satisfied	10	15	-5	25	1.66
	Satisfied	20	23	-3	9	0.39
	No Comments	10	5	5	25	5
	Dissatisfied	15	10	5	25	2.5
	Highly Dissatisfied	5	7	-2	4	0.57
ABOVE 45	Highly Satisfied	5	7	-2	4	0.57
	Satisfied	7	5	2	4	0.8
	No Comments	3	4	-1	1	0.25
	Dissatisfied	4	2	2	4	2
	Highly Dissatisfied	1	2	-1	1	0.5
TOTAL		130	130			21.22

THE DEGREE OF FREEDOM

= (r - 1) (c - 1) = (3 - 1) (5 - 1) = (2) (4) = 8

The critical value of X² for 8 degree of freedom at 0.05 levels is = 15.507

Since the calculated value of Chi-square is X² = 21.22 which is higher than the critical value ie., 15.507 the null hypothesis is rejected.

Hence it is concluded that there is a definite relationship between the age group of the respondents and Satisfaction with working conditions.

FINDINGS AND SUGGESTION:

- + Only 38.45% of the population is in the age group of 25 – 35 years old, working in the women’s colleges. Opportunities for the young and energetic women must be given.
- + Less than 50% of the respondents are qualified with either SET/NET or Ph.D., as per the norms of the UGC. The eligibility of the faculty members should be reconsidered. Because many popular

personalities of the state, country and world have got degree by the teaching of the M.Phil. Qualified staff.

- + 40% of the population's income is below Rs.20,000 as most of those respondents are working in the self financing colleges. Minimum salary policy has to be proposed and applied to the self financing colleges while the students of the self financing colleges are earning higher salary than their teachers.
- + The majority among the respondents i.e., 36.7% are experienced less than 5 years and 7.69% of the population only having experience for more than 20 years.
- + 15.4% of the respondents are neutral on satisfaction with pay benefits and 20.76% of the respondents are openly stated that they are dissatisfied and highly dissatisfied with pay benefits. Adequate pay should be provided to the teachers.
- + 13.08% of the respondents are neutral on satisfaction with working condition but 30.77% of the respondents are openly stated that they are dissatisfied and highly dissatisfied with working condition. It is very essential to maintain proper working condition to fulfil all the basic needs.

LIMITATIONS OF THE STUDY:

- + This study was conducted only in Bharathidasan University Affiliated colleges and it may not applicable other University
- + Data collected from only 130 female teachers, so the opinion may be different from others
- + There are possibilities for bias statement.

CONCLUSION:

Job satisfaction of the employees is very essential in order to increase the output with quality and reduce the turnover rate of the employees. More than that, offering maximum satisfaction is more important to the Teaching Faculty members especially the Female Teachers who are working in the women's colleges as they are involving in educating the girl students. There is a common saying "when a man studies, he alone enjoy the benefits where as when a woman studies, the whole family of her will be benefited". According to this report, pay benefits should be reasonable according to the present economical conditions and the working conditions very compulsorily to be increased like high-tech lab, library, class rooms, purified drinking water, quality canteen and toilet facilities. While these basic things are provided by the higher authority the female teachers will work with maximum satisfaction and the girl students' community will enjoy by learning in this environment.

REFERENCES:

1. Dr. Abdul Qayyum Chaudhry, Assistant Professor Maryam Maqbool, Huma Mushtaq & Beenish Hassan Khan, "A Study of Job Satisfaction among Female Teachers at College Level" European Journal of Business and Management, ISSN 2222-1905 (Paper) ISSN 2222-2839 (Online) Vol.5, No.15, 2013.
2. Mr.S.Sabarinathan and N.Nandha Kumar. Department of management studies, Erode "A Study On Job Satisfaction Among The College Faculty In Erode" IOSR Journal of Business and Management (IOSR-JBM) e-ISSN : 2278-487X, p-ISSN : 2319-7668, PP 16-18.
3. Saqib Usman, M. Tahir Akbar, Dr. Muhammed Ramzan (M Phil scholar) (M Phil scholar) (Ph. D) "Effect of Salary and Stress on Job Satisfaction of Teachers in District Sialkot, Pakistan" IOSR Journal Of Humanities And Social Science (IOSR-JHSS) Volume 15 , Issue 2 (Sep. - Oct. 2013), PP 68-74 e-ISSN: 2279-0837, p-ISSN: 2279-0845.
4. Tilak Raj and Lalita, Department of Commerce, M.D.U., Rohtak, "Job Satisfaction Among Teachers of

Private and Government School: A Comparative Analysis" International Journal of Social Science & Interdisciplinary Research (ISSN 2277 3630 IJSSIR), Vol. 2 (9), September – 2013.

5.Khalid Latif, Muhammad Naeem Shahid, Dr. Nadeem Sohail and Muhammad Shahbaz, Interdisciplinary Journal of Contemporary Research in Business, Vol.3, No.8, December 2011.

6.Robbin, S.P.(2003), Essentials of Organisational Behaviour, Singapore, Published by Pearson Education.

7.Prasad L.M., "Organisational Behaviour", Sultan Chand & Sons, New Delhi.

8.Subba Rao R., "Human Resource Management", Himalaya Publishing House, Mumbai.

9.P.Saravanel, "Research Methodology", KitabMahalPublilshers, Allahabad.

10.J.Jayasankar, "Principles of Management", Mrargham Publications, Chennai.

11.Dinkar Pagare, "Business Management", Sultan Chand & Sonns, 2003.

12.R.K.Sapru, "Administrative Theories and Management Thought", Prentice Hall of India, 2006.



S. Kavitha

Professor and Research Supervisor , Department of Commerce, J.J.College of Arts & Science (Autonomous), Pudukkottai .

Publish Research Article International Level Multidisciplinary Research Journal For All Subjects

Dear Sir/Mam,

We invite unpublished Research Paper, Summary of Research Project, Theses, Books and Book Review for publication, you will be pleased to know that our journals are

Associated and Indexed, India

- * International Scientific Journal Consortium
- * OPEN J-GATE

Associated and Indexed, USA

- EBSCO
- Index Copernicus
- Publication Index
- Academic Journal Database
- Contemporary Research Index
- Academic Paper Database
- Digital Journals Database
- Current Index to Scholarly Journals
- Elite Scientific Journal Archive
- Directory Of Academic Resources
- Scholar Journal Index
- Recent Science Index
- Scientific Resources Database
- Directory Of Research Journal Indexing

Golden Research Thoughts
258/34 Raviwar Peth Solapur-413005, Maharashtra
Contact-9595359435
E-Mail-ayisrj@yahoo.in/ayisrj2011@gmail.com
Website : www.aygrt.isrj.org