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SIGNIFICANTS BETWEEN JOB SATISFACTION AND JOB MOTIVATION OF ARTS & SCIENCE FACULTY MEMBERS

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ABSTRACT

Job satisfaction is a positive attitude through which an employee learns to work with positive feelings. Teaching is a noble profession and teachers are always a boon to the society. Teaching has an influence in developing one's own mind and character. This study is discussing about the



Job satisfaction and Job Motivation of the Faculty Members of Arts & Science College. The researcher has collected data from 120 Faculty Members of the Affiliated College of Bharathidasan University in Tiruchirappalli District by following convenient sampling method through a set of questionnaire issued to 150

Faculty Members. The study reveals that the most important factors that are responsible for job satisfaction and job motivation among Faculty Members like Salary, Monetary Growth, Hygiene, Infrastructure, Coordination, Cooperation, Interpersonal Relationship and Unbiased Administration. The study concludes that there is a positive association between Job Motivation and Job Satisfaction of teachers.

KEYWORDS :Job Satisfaction, Job Motivation, Faculty Members, Affiliated College.

INTRODUCTION

Job satisfaction is the mental feeling of an individual. It can be felt only by experience but cannot be seen. The term job satisfaction is usually an interchangeable attitude. Positive attitudes well lead towards job satisfaction where as the negative attitudes surely will lead towards the job dissatisfaction. Job satisfaction refers to a person's feeling of satisfaction on the job, which acts as a motivation to work. It is not self-satisfaction, happiness or self-contentment but satisfaction on the

job. The word satisfaction refers the simple feeling of the attainment of any goal where as the dissatisfaction refers the feeling of the absence of motivation at word.

OBJECTIVE

To study the significant relationship between the Job Satisfaction and Job Motivation of the Faculty Members of Affiliated Colleges of Bharathidasan University in Tiruchirappalli District.

REVIEW

Khalid Latif 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.

Ronit Bogler (2001) studied "The influence of leadership style of Teachers' job satisfaction". This study disclosed the effects of principals' leadership style ie., transformational or transactional, Principals' decision making strategy it., autocratic leader versus participative and Teachers occupation perceptions on teachers satisfaction from the job. More specifically, it attempts to find out how much of the variation in teachers' job satisfaction can be attributed to their perceptions of their occupation, as compared to their perceptions about their Principals' leadership style and decision making strategy.

Sarita Maharjan(2012) in his study, "Association between Work Motivation and Job Satisfaction of College Teachers", Colleges should motivate the teachers for their job satisfaction in order to enhance the performance of the organizations. This paper examines the association between work motivation and job satisfaction of teachers. With convenient sampling technique, only 112 responses are usable out of 150 questionnaires distribution to the teachers of university constituent, affiliated and plus two campuses/ colleges in Kathmandu valley. Using descriptive statistics and correlation analysis, the study analyses the work motivation and job satisfaction of the teachers. The study concludes that there is a positive association between work motivation and job satisfaction of teachers.

JOB SATISFACTION

According to E. A. Locke , "Job Satisfaction is a pleasurable or positive emotional state from the appraisal of one's Job or Experience".The term Job satisfaction relates to the total relationship between an individual and the employer for which he/she is paid. Satisfaction does mean the simple feeling state accompanying the attainment of any goal; the end state is feeling accompanying the attainment by an impulse of its objectives. Job dissatisfaction does mean absence of motivation at work. Research workers differently described the factors contributing to job satisfaction and job dissatisfaction. Hoppock describes job satisfaction as "any combination of Psychological, Physiological and Environmental circumstances that causes any person truthfully to say that I am satisfied with my job."

MOTIVATION

Motivation is derived from the word 'Motive'. "A motive is an inner state that energizes, activates or moves and directs or channels behaviour towards goals". Motivation represents an unsatisfied need which creates a state of tension or disequilibrium, causing the individual to move in a goal directed pattern towards restoring a state of equilibrium by stratifying the need. According to the

Encyclopaedia of Management , “Motivation refers to the degree of readiness of an organization to pursue some designated goal and implies the determination of the nature and locus of the forces, including the degree of readiness”.

According to Harold Koontz , “Motivation is a general term applying to the entire class of drives, desires, needs, wishes and similar forces. To say that Managers motivate the Subordinates is to say that they do these things which they hope will satisfy these drives and desires and induce the subordinates to act in a desired manner”.

METHODS

This study was conducted based on primary data by issuing a set of questionnaire to the Faculty Members of Affiliated Colleges of Bharathidasan University, Tiruchirappalli District. Convenient sampling method has been applied in this study. 120 questionnaires were collected out of 150 questionnaires issued. It is 80% of the total expected respondents.

DATA ANALYSIS

Out of the respondents from whom the questionnaire was collected, 20% are Government College Faculty Members, 10% are Autonomous College Faculty Members 15% are constituent College Faculty Members and 55% are Self Financing College Faculty Members. Likewise, 74% of the Faculty Members are Male and 26% of the Faculty Members are Female. Most of the faculty members are Assistant Professor which consisted of 65% , 25% of the respondents are Associate Professor and 10% are Professor. Similarly 12% are Ph.D., qualified persons, 10% are qualified with NET/SLET, 68% are qualified with M.Phil., qualification and 10% of the respondents are qualified with only PG degree. 70% of the respondents are in the age group of 30-40, 20% are below 30 years and 10% are above the age group of 40 years.

Table – 1: Factors of Job Satisfaction

Factors	Mean	S.D.	S.E.	T-Value	P-Value
Pay Scale Scheme	2.634	1.115	0.105	-3.475	0.001
Working Condition	3.723	0.951	0.090	8.047	0.000
Good Management	3.205	1.032	0.098	2.105	0.038
Interpersonal Relationship	3.795	0.892	0.084	9.430	0.000
Self Development	3.473	0.920	0.087	5.444	0.000

Source: Primary Data

The above table – 1 shows the factors of job satisfaction. According to this table the mean score of all the factors are significant at 5% level as the P-Values of all the factors of Job satisfaction are less than 0.05. The mean score of Inter-personal Relationship is 3.795 which is the highest value out of those 5 factors. It shows that the Faculty members are highly satisfied with Inter-personal Relationship factor. On the opposite side, the mean score of Pay scale is 2.634 which is the lowest value out of those 5 factors. It shows that the Faculty members are not satisfied with Pay scale scheme.

Table – 2: Job Motivation Factors

Factors	Mean	S.D.	S.E.	T-Value	P-Value
Improve standard of life	3.393	0.971	0.092	4.281	0.000
Job creativity	3.884	0.888	0.084	10.537	0.000
Job security	3.125	1.309	0.124	1.010	0.314
Good images	4.170	0.879	0.083	14.081	0.000
Fringe benefits	2.866	1.219	0.115	-1.163	0.248

Sources: Primary data

The above table – 2 insists about the job motivation factors. Out of those 5 motivational factors, P-values are less than 0.01 (ie., $0.000 < 0.01$) except the factors of Job security and Fringe benefits. The mean value of the factor Good images is 4.170 which is the highest value. It shows that the Faculty Members are highly satisfied and motivated with Good images. The mean value of the factor Improve standard of life is 3.393 which shows that the Faculty members are not motivated up to the level. The mean value of the factor Fringe benefits is 2.866 which is the lowest factors among the listed factors. It shows that there is no significance as it is > 0.01 value and also it is not affecting the level of motivation of the Faculty members.

FINDINGS & SUGGESTION

- Government and Autonomous college Faculty members are satisfied and motivated by Pay scale scheme but the Self Financing College Faculty members are not so. Pay scale scheme may be revised and improved for the Self financing College Faculty Members.
- Fringe benefits don't affect the Faculty Members under any circumstances. Every staff members may be considered for any kind of fringe benefits.
- Faculty members who are working in the Self-financing colleges feel the job insecurity which demotivates and gives dissatisfaction. Job security may be assured for the Faculty Members
- Interpersonal relationship is in very good condition among the faculty members. It may be improved more even in the future by organizing several programme like staff development.
- Working as College Faculty Members, it creates good images in the society. So they get motivation.

CONCLUSION

The study report reveals the fact that the faculty members are getting more satisfaction with the factors of "Interpersonal Relationship and Working Condition" but they get less satisfaction with "Pay Scale Scheme". The real factor is that the Pay Scheme is the main factor which gives satisfaction and a pleasurable life. Similarly, the Faculty Members are mainly getting motivation through offering different fringe benefits. As most of the Faculty Members don't get the fringe benefits that gives very less motivation where as creation of "Good Images" motivates the Faculty Members at the maximum level. According to this study there is a relationship between the "Job Satisfaction and Job Motivation". When a Faculty Member is motivated, he/she is satisfied; and when a Faculty Member is satisfied, he/she is motivated. So the head of the institutions may consider different factors which give satisfaction and motivates them especially the "Pay Scale and Fringe Benefits" may be increased which plays a major role in the Job Motivation and Job Satisfaction.

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