

## **A Comparative Study of Job Satisfaction of Lecturers of Granted and Non Granted Senior Colleges Affiliated to Gondwana University, Gadchiroli**

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### **1.0 Introduction**

**T**eachers work towards developing the new generation of the nation and hence, they need to possess teaching skills. Similarly, the effectiveness of the teachers plays important role in the overall teaching process. Many higher education programs demand that teachers have certain personal and professional qualities that have direct impact on learning outcome of the student. The lecturers working in colleges have to face many challenges that affect their job satisfaction in general and the learning process of students in particular. Thus, academic success of the student is outcome of effective teaching.

Generally, speaking, teaching is a developmental process. A teacher has to convey information regarding various subjects to the student, but only conveying information is not teaching. Teaching is a process that drives thought. Teaching is the process of getting a student's expected response through specific skills. It is imperative to create study events and study activities in the classroom to get the desired response. Teaching process can be fully accomplished after receiving the correct response.

The factors affecting teaching process are both external as well as internal. Examples include, their education, financial status, mental health, college environment, family situation, physical environment, governance system, personality, and teacher-student relations, occupation of other work, lack of educational resources and vocational skills and lack of professional skills are to name a few. Incentives, regular training, welfare and self-acceptance are the positive factors. The factors that adversely affect teaching are the growth of the

teachers, the ability of the teachers, the expression, the activity of the teachers and their mental health. Thus, the success of the job depends on the interest in it. Similarly, job satisfaction depends on success. The person gains success in the job only when he fully concentrates, diligent and honest and he uses all three factors only when the person is satisfied with his job. When he gains satisfaction in his profession, he does not just perform his duties as a duty but he is exhaustive. He strives to make his teaching work effective and chooses the kind of teaching method by which the ultimate goal of education can be achieved. Comparing the development of education in various types (granted and non-granted in this study) of educational institutions is important to identify the positive as well as negative aspects of those institutions. In view of the above, this study was carried out to compare the job satisfaction of lecturers of granted and non-granted senior colleges affiliated to Gondwana University, Gadchiroli.

### **2.0 Research Methodology**

#### **2.1 Research Tools**

The researcher has chosen a certified questionnaire, as a research tool to study the job satisfaction of the lecturers working in senior colleges affiliated to Gondwana University, Gadchiroli. According to the research topic, a survey was conducted and a structured questionnaire was used to collect information about the level of job satisfaction vis-à-vis various aspects of it (job satisfaction) among the lecturers. Study area of present study was restricted up to the senior colleges present in the Chandrapur and Gadchiroli Districts of Vidarbha region of Maharashtra.

#### **2.2 Population of the Study**

In the present study all the lecturers working in the granted and non-granted senior colleges of

Chandrapur and Gadchiroli were considered as the population of the study.

**2.3 Sampling and Sample Selection**

In all 150 lecturers each from the granted as well as non-granted colleges of Chandrapur and Gadchiroli districts were randomly selected.

**2.4 Statistical Analysis of Facts and Interpretation**

Various statistical tests were specially used and the conclusions were drawn on the basis of these results. From the collected data, frequency, mode and percentages were calculated. The Chi-Square test was used as a means of inferential statistics tool. The significance level was selected to be 0.05.

**Results and Discussion**

**3.1 Intrinsic Aspect of the Job**

**Table 1:** Comparative assessment of Job Satisfaction (intrinsic aspect of job) of Senior College lecturers of Gondwana University, Gadchiroli

Satisfaction Level	Lecturers of			
	Granted College		Non Granted Colleges	
	Nos.	Per	Nos.	Per
<b>Low</b>	39	26.0	76	50.7
<b>Average</b>	87	58.0	62	41.3
<b>High</b>	24	16.0	12	8.0
<b>Total</b>	<b>150</b>	<b>100.0</b>	<b>150</b>	<b>100.0</b>

Chi-square 20.099; df: 2, P=<0.05; Table Value: 5.99

**Table 1** presents information pertaining to Job satisfaction level (intrinsic aspect of job) of Senior College lecturers of Gondwana University, Gadchiroli. Study data shows that 26.0% lecturers of granted colleges and 50.7% lecturers of non-granted colleges are very less satisfied with the intrinsic aspect of their job. In addition to this, 58.0% lecturers of granted colleges and 41.3% lecturers of non granted colleges are averagely satisfied with their job. Furthermore 16.0% lecturers of granted colleges and 8.0% lecturers of non granted colleges are highly satisfied with intrinsic aspect of their job.

**3.2 Salary, Promotional avenues and service conditions**

**Table 2:** Comparison of Job satisfaction (with respect to Salary, Promotional avenues and service conditions) of Senior College lecturers of Gondwana University, Gadchiroli

Satisfaction Level	Lecturers of			
	Granted College		Non Granted Colleges	
	Nos.	Per	Nos.	Per
<b>Low</b>	14	9.3	78	52.0
<b>Average</b>	37	24.7	57	38.0
<b>High</b>	99	66.0	15	10.0
<b>Total</b>	<b>150</b>	<b>100.0</b>	<b>150</b>	<b>100.0</b>

Chi-square 110.672; df: 2, P=<0.05; Table Value: 5.99

Above **Table 2** presents information pertaining to job satisfaction level (with respect to Salary, Promotional avenues and service conditions) of Senior College lecturers of Gondwana University, Gadchiroli. Study data shows that 9.3% lecturers of granted colleges and 52.0% lecturers of non-granted colleges are less satisfied with the Salary, Promotional avenues and service conditions. In addition to this, 24.7% lecturers of granted colleges while 38.0% lecturers of non granted colleges are averagely satisfied with their job. Furthermore 66.0% lecturers of granted colleges and 10.0% lecturers of non granted colleges are highly satisfied with the Salary, Promotional avenues and service conditions.

**3.3 Physical Facilities**

**Table 3:** Comparative assessment of job satisfaction (with respect to physical facilities) of Senior College lecturers of Gondwana University, Gadchiroli

Satisfaction Level	Lecturers of			
	Granted College		Non Granted Colleges	
	Nos.	Per	Nos.	Per
<b>Low</b>	42	28.0	59	39.3
<b>Average</b>	85	56.7	74	49.3
<b>High</b>	23	15.3	17	11.3
<b>Total</b>	<b>150</b>	<b>100.0</b>	<b>150</b>	<b>100.0</b>

Chi-square 4.522; df: 2, P=Not Significant; Table Value: 5.99

Above **Table 3** presents information pertaining to job satisfaction level (with respect to physical facilities) of Senior College lecturers of Gondwana University, Gadchiroli. Study data shows that 28.0% lecturers of granted colleges and 39.3% lecturers of non-granted colleges are less satisfied with the physical facilities of their college. In addition to this, 56.7% lecturers of granted colleges

and 49.3% lecturers of non granted colleges are averagely satisfied with the physical facilities. Furthermore 15.3% lecturers of granted colleges and 11.3% lecturers of non granted colleges are highly satisfied with the physical facilities available at their college.

**3.4 Institutional Plans and Policies**

**Table 4:** Comparison of job satisfaction (with respect to institutional plans and policies) of Senior College lecturers of Gondwana University, Gadchiroli

Satisfaction Level	Lecturers of			
	Granted College		Non Granted Colleges	
	Nos.	Per	Nos.	Per
Low	33	22.0	69	46.0
Average	69	46.0	52	34.7
High	48	32.0	29	19.3
Total	150	100.0	150	100.0

Chi-square 19.783; df: 2, P=<0.05; Table Value: 5.99

Above **Table 4** presents information pertaining to job satisfaction level (with respect to institutional plans and policies) of Senior College lecturers of Gondwana University, Gadchiroli. Study data shows that 22.0% lecturers of granted senior colleges and 46.0% lecturers of non-granted senior colleges are less satisfied with the institutional plans and policies of their college. In addition to this, 46.0% lecturers of granted senior colleges and 34.7% lecturers of non granted senior colleges are averagely satisfied with the institutional plans and policies. Furthermore 32.0% lecturers of granted senior colleges and 19.3% lecturers of non granted senior colleges are highly satisfied with the institutional plans and policies of their college.

**3.5 Satisfaction with Authorities**

**Table 5:** Comparative assessment of job satisfaction (with respect to satisfaction with authorities) of Senior College lecturers of Gondwana University, Gadchiroli

Satisfaction Level	Lecturers of			
	Granted College		Non Granted Colleges	
	Nos.	Per	Nos.	Per
Low	62	41.3	82	54.7
Average	74	49.3	58	38.7
High	14	9.3	10	6.7
Total	150	100.0	150	100.0

Chi-square 5.384; df: 2, P=Not Significant; Table Value: 5.99

Above **Table 5** presents information pertaining to job satisfaction level (with respect to satisfaction with authorities) of Senior College lecturers of Gondwana University, Gadchiroli. Study data shows that 41.3% lecturers of granted senior colleges and 54.7% lecturers of non-granted senior colleges are less satisfied with the authority of their college. In addition to this, 49.3% lecturers of granted senior colleges and 38.7% lecturers of non granted senior colleges are averagely satisfied with the authority. Furthermore 9.3% lecturers of granted senior colleges and 6.7% lecturers of non granted senior colleges are highly satisfied with the authority of their college.

**3.6 Satisfaction with social status and family welfare**

**Table 6:** Comparative assessment of job satisfaction (with respect to social status and family welfare) of Senior College lecturers of Gondwana University, Gadchiroli

Satisfaction Level	Lecturers of			
	Granted College		Non Granted Colleges	
	Nos.	Per	Nos.	Per
Low	22	14.7	42	28.0
Average	54	36.0	46	30.7
High	74	49.3	62	41.3
Total	150	100.0	150	100.0

Chi-square 7.949; df: 2, P=<0.05; Table Value: 5.99

Above **Table 6** presents information pertaining to job satisfaction level (with respect to social status and family welfare) of Senior College lecturers of Gondwana University, Gadchiroli. Study data shows that 14.7% lecturers of granted senior colleges and 28.0% lecturers of non-granted senior colleges are less satisfied with their social status and family welfare. In addition to this 36.0% lecturers of granted senior colleges and 30.7% lecturers of non granted senior colleges are averagely satisfied with the their social status and family welfare. Furthermore 49.3% lecturers of granted senior colleges and 41.3% lecturers of non granted senior colleges are highly satisfied with their social status and family welfare.

**3.7 Rapport with students**

**Table 7:** Comparative assessment of job satisfaction (with respect to rapport with students) of Senior College lecturers of Gondwana University, Gadchiroli

Satisfaction Level	Lecturers of			
	Granted College		Non Granted Colleges	
	Nos.	Per	Nos.	Per
<b>Low</b>	39	26.0	19	12.7
<b>Average</b>	65	43.3	52	34.7
<b>High</b>	46	30.7	79	52.7
<b>Total</b>	<b>150</b>	<b>100.0</b>	<b>150</b>	<b>100.0</b>

Chi-square 17.053; df: 2, P=<0.05; Table Value: 5.99

Above **Table 7** presents information pertaining to job satisfaction level (with respect to rapport with students) of Senior College lecturers of Gondwana University, Gadchiroli. Study data shows that 26.0% lecturers of granted senior colleges and 12.7% lecturers of non-granted senior colleges are less satisfied with respect to rapport with students. In addition to this, 43.3% lecturers of granted senior colleges and 34.7% lecturers of non granted senior colleges are averagely satisfied with respect to rapport with students. Furthermore, 30.7% lecturers of granted senior colleges and 52.7% lecturers of non granted senior colleges are highly satisfied with respect to rapport with students.

**3.8 Relationship with co-workers**

**Table 8:** Comparative assessment of job satisfaction (with respect to relationship with co-workers) of Senior College lecturers of Gondwana University, Gadchiroli

Satisfaction Level	Lecturers of			
	Granted College		Non Granted Colleges	
	Nos.	Per	Nos.	Per
<b>Low</b>	44	29.3	30	20.0
<b>Average</b>	69	46.0	75	50.0
<b>High</b>	37	24.7	45	30.0
<b>Total</b>	<b>150</b>	<b>100.0</b>	<b>150</b>	<b>100.0</b>

Chi-square 3.679; df: 2, P=<0.05; Table Value: 5.99

Above **Table 8** presents information pertaining to job satisfaction level (with respect to relationship with co-workers) of Senior College lecturers of Gondwana University, Gadchiroli. Study data shows that 29.3% lecturers of granted senior colleges and 20.0% lecturers of non-granted senior colleges are less satisfied with respect to relationship

with co-workers. In addition to this, 46.0% lecturers of granted senior colleges and 50.0% lecturers of non granted senior colleges are averagely satisfied with respect to relationship with co-workers. Furthermore 24.7% lecturers of granted senior colleges and 30.0% lecturers of non granted senior colleges are highly satisfied with respect to relationship with co-workers.

**3.9 Overall Job Satisfaction**

**Table 9:** Comparative assessment of Overall Job Satisfaction of Senior College lecturers of Gondwana University, Gadchiroli

Satisfaction Level	Lecturers of			
	Granted College		Non Granted Colleges	
	Nos.	Per	Nos.	Per
<b>Low</b>	34	22.7	74	49.3
<b>Average</b>	46	30.7	55	36.7
<b>High</b>	70	46.7	21	14.0
<b>Total</b>	<b>150</b>	<b>100.0</b>	<b>150</b>	<b>100.0</b>

Chi-square 42.001; df: 2, P=<0.05; Table Value: 5.99

**Table 9** presents information pertaining to overall job satisfaction level of Senior College lecturers of Gondwana University, Gadchiroli. Study data shows that 22.7% lecturers of granted senior colleges and 49.3% lecturers of non-granted senior colleges are less satisfied with their job. In addition to these 30.7% lecturers of granted senior colleges and 36.7% lecturers of non granted senior colleges are averagely satisfied with their job. Furthermore 46.7% lecturers of granted senior colleges and 14.0% lecturers of non granted senior colleges are highly satisfied with their job.

**4.0 Conclusions**

**4.1 Intrinsic Aspect of the Job**

- On the basis of study results it is evident that most of the lecturers of granted senior colleges are averagely satisfied while lecturers of non-granted senior colleges of Gondwana University, Gadchiroli are very less satisfied with the intrinsic aspect of job.

**4.2 Salary, Promotional avenues and service conditions**

- On the basis of study results it is evident that most of the lecturers of granted senior colleges are highly satisfied while lecturers of non-granted senior colleges of Gondwana University, Gadchiroli are very less satisfied with the Salary, Promotional avenues and service conditions.

**4.3 Physical Facilities**

- On the basis of study results it is evident that most of the lecturers of granted and non-granted senior colleges of Gondwana University, Gadchiroli are averagely satisfied with the physical facilities available at their college.

**3.4 Institutional Plans and Policies**

- On the basis of study results it is evident that most of the lecturers of granted senior colleges are averagely satisfied while lecturers of non granted senior colleges of Gondwana University, Gadchiroli are less satisfied with the institutional plans and policies of their college.

**4.5 Satisfaction with Authorities**

- On the basis of study results it is evident that most of the lecturers of granted senior colleges are averagely satisfied while lecturers of non granted senior colleges of Gondwana University, Gadchiroli are less satisfied with the authority of their college.

**4.6 Satisfaction with social status and family welfare**

- On the basis of study results it is evident that most of the lecturers of granted and non granted senior colleges of Gondwana University, Gadchiroli are highly satisfied with their social status and family welfare.

**4.7 Rapport with students**

- On the basis of study results it is evident that most of the lecturers of granted senior colleges are averagely satisfied while lecturers of non granted senior colleges of Gondwana University, Gadchiroli are highly satisfied with respect to rapport with students.

**4.8 Relationship with co-workers**

- On the basis of study results it is evident that most of the lecturers of granted and non granted senior colleges of Gondwana University, Gadchiroli are averagely satisfied with respect to relationship with co-workers.

**4.9 Overall Job Satisfaction**

- On the basis of study results it is evident that most of the lecturers of granted senior colleges are highly satisfied while lecturers of non granted senior colleges of Gondwana University, Gadchiroli are less satisfied with their job.

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