

A Study on Job Satisfaction among Government College Teachers in Jammu

Bindu Jamwal^{1*}, Dr. Mohd. Zubair Kales²

ABSTRACT

The present study was carried on job satisfaction among college teachers serving in Government colleges of Jammu city. College Teachers are the most important group of experts for our country's future. In this manner, it is astounding to realize that even today huge numbers of the school educators are disappointed with their occupations. Employment fulfillment among school educators is great for themselves as well as society all in all. It expands profitability and classroom execution in the school. Prosperity of any general public relies on the pretended by the instructor. Teachers are the wellspring of direction in all the critical strides in the scholastic existence of the understudies. At the point when instructors are happy with their activity they can play out their obligations with more focus and commitment. For a similar reason an examination was embraced to recognize the variables which sway the dimension of fulfillment of college teachers in Jammu and Kashmir. The information utilized in this paper is essential in nature and gathered through close to personal meetings as survey from an example of 98 college teachers chose from the five Government Colleges of Jammu. Two kinds of statistical tools are utilized in the present investigation for examination 1) percentage analysis 2) chi-square analysis. Research demonstrates that female college teachers are more satisfies with their activity than male teachers and income per annum is an important factor affecting the dimension of occupation fulfillment.

Keywords: *Job satisfaction, College teachers, Performance, Job security, Quality education.*

There are many professions which can give good status for living and satisfaction to the learned person. The teaching profession is the most noblest and rewarding profession as it leads to the service of humanity. Teaching is a highly skilled job and therefore, required adequate training and preparation on the part of teacher. In the past, teacher was respected next to God. The pupils lived with him but now the teacher has not much respect. The teacher is the eye opener of the knowledge to the pupils. The teacher should possess some definite qualities. He should be an ideal man in society. So that pupils may follow him. The teacher serves the nation. He is the guide of everyone. He can make good society which can serve the nation. He should have high qualities so that he may imbibe high values of life. It is rightly said that the whole system of education depends upon teacher. Teacher gives all his education

¹ Dept. of Education, Mewar University, Gangrar, Chittorgarg, Rajasthan, India

² Associate Professor, Govt. College of Education, Jammu, India

*[Responding Author](#)

Received: February 11, 2019; Revision Received: March 23, 2019; Accepted: March 31, 2019

© 2019, B Jamwal & M Z Kales; licensee IJIP. This is an Open Access Research distributed under the terms of the Creative Commons Attribution License (www.creativecommons.org/licenses/by/2.0), which permits unrestricted use, distribution, and reproduction in any Medium, provided the original work is properly cited.

to his student without having something behind for himself. An American Commission said, "The quality of a nation depends upon the quality of its citizen. The quality of their citizens not exclusively but in critical measure depends upon the quality of their education. The quality of their education depends more than any single factor upon the quality of their teachers".

Students are one of the essential resources of any general public. Well-being of society relies on its students in light of the fact that these are the general population who will assume the liability of the achievement of the general public in future and in accomplishing this objective instructor's job is critical. Teachers are the wellspring of direction in all the pivotal strides in scholarly existence of the understudies. Individuals are intrigued to work in the organizations just as in the administrations where they feel fulfilled. Job dissatisfaction leads to reduced level of performance (Bretz & Thomas, 1992); it increases turnover and turnover intentions (Motowidlo, 1983) and also leads to absenteeism (Weiner, 1980). But in reality how far such job satisfaction is ensured in college teachers' jobs is an important issue in recent times. At the point when teachers are happy with their activity they can play out their duties with more focus and commitment.

In this worldwide world, job satisfaction has been an imperative issue. It is significant to the long-term development of any instructive framework around the globe. Job satisfaction in this setting is the capacity of the teaching occupation to address teacher's issues and enhance their job/teaching execution. Knowledge, aptitudes and capabilities happen when one feels fulfilled in one's conduct. Therefore, satisfaction is needed in the behaviour of a college teacher if he/she has to perform productive activities in the college.

Concept and Meaning of Job-Satisfaction

Job satisfaction possesses essential job in the present work situated society as extensive piece of person's time is spent at Job. "Job" as indicated by Bhargava's lexicon (1985) implies a bit of work embraced revenue driven (Satisfaction). In Layman's language, "Job satisfaction is the entire grid of employment factors that make an individual "Like" his work circumstance and be "willing" to set out toward it without aversion toward the start of his work day". The studies on Job satisfaction started as ahead of schedule as in 1980 with Elton Mayo however the genuine credit for conveying this term into cash goes to Hoppock (1935). He characterized Job satisfaction as any mix of physiological, psychological and emotional circumstances that cause a person to truthfully "I am satisfied with my job".

Sinha and Aggarwal (1971) defined job satisfaction as a persistent effective state which has arisen in the individual as a function of the perceive characteristics of his job in relation to his frame of reference. One of the latest definition of job satisfaction has been adopted from Hausen (1976) which is as follows "Job satisfaction results from interaction between the worker and his job satisfaction". The degree to which the needs of worker are met is his level of job satisfaction. Job is the first requisite for proper adjustment in the modern society.

Now-a-days, the people are moving towards teaching profession and feel satisfaction in it especially in Government occupations. The patterns and the systems of teaching are enhanced in the cutting edge times. New advancements, advances in teaching are raising their heads high now-a-days, and immersing the general population increasingly more in this profession. Their quest to know more and more about teaching techniques is rising every day. Actually teaching is an important part of the process of education. Its special function is to import knowledge, develop understanding and skill. Everymen or woman likes to have a suitable job

for proper life adjustment. The adjustment to work depends upon the satisfaction one gets with the work. Every individual makes an endeavor to have an incorporated identity and effective coordination is the aftereffect of fruitful change. There are three areas of adjustment.

- 1) **Adjustment to self:-** The individual ought to acknowledge himself to his physical, mental, social and different status.
- 2) **Adjustment to society:-** Man is a social creature he lived in and for society. So as to modify himself in the general public he needs to acknowledge the standards and taboos of the general public.
- 3) **Adjustment to work:-** The first and the most requisite of adjustment to work is satisfaction with the work of a person is satisfied with the kind of work he has to do, he has more chances of success. It is rightly said that job satisfaction is the whole matrix of job factor that makes a person like his work situation be willing to head for it without distaste at the beginning of his work day.

This means that job-satisfaction includes two aspects:-

1. Liking and enjoying the job.
2. Going to one's job head erect and with smiles.

So the job satisfaction is the result of the various attitudes possessed by an employee towards his job. The job satisfaction is important to the employees, the workers and the community. The investigations have demonstrated that business gets more noteworthy yield just when his man is happy with his work. At the point when an individual is fulfilled he is probably going to profit having a high good throughout everyday life. It is for the most part observed by analysts that the reasonable sex i.e. ladies are happier with their occupations than men. The professional working ladies have an extremely wide vision of life. They couldn't care less for everybody and about anything. Job contribution of the ladies limits the obligation of the spouse. The activity fulfillment is critical for the achievement of instructors. There is more fulfillments in gifted individual than semi-talented individual. In the feeling of the Commission, it is fundamental that concentrated and proceeded with endeavors be made to raise the monetary, social and expert status of the instructors so as to draw in young fellows and ladies of capacity to the calling and to hold them in it as devoted, energetic and fought specialists. This should be possible in a restricted degree just through speaking to thought processes, for example, love of youngsters or of training enthusiasm for scholastic work of research, optimism and want for administration, which pull in a little extent of capable youngster to the instructing calling. The whole of the sentiments is that activity fulfillment is a favorableness with which specialists see their activity. It results when there is a fit between occupation prerequisites and the needs and desires for representatives. As such it communicates the degree of match between specialist's desires and the prizes of the activity gives and the esteem it makes and get cherished. (Singh and Sharma, 1986)

REVIEW OF LITERATURE

Ray (1992) also conducted that the mental health of teachers was positively correlated with job-satisfaction and attitude towards pupils.

Matto and Chand (1992) found that single teacher/two teachers primary schools also affect their satisfaction of the job in teaching sometime a single teacher in a school have to teach all the classes which can increase burden and effect his satisfaction to be teachers.

Kukerti (1992) attempted to find the psychological correlation of teaching efficiency. It means that the efficiency of the teachers to a large extent depends upon the psychological factors.

Kour (2000) conducted research work on a study of job-satisfaction among the teachers of Central Government Schools in respect to their sex and qualification and found that there is no significant difference in the job-satisfaction of teachers of Central and State School teachers on the basis of qualification.

Pardeep (2001) conducted a study on job-satisfaction among Government and Private School Teachers and found that the teachers working in government and private schools do not differ significantly with each other on job-satisfaction.

Gupta (2002) conducted study on job-satisfaction among teachers in government and private schools in relation to their educational qualification and sex and found that the male and female teachers significantly differ in the job-satisfaction in government and private schools. The male teachers are found to be more job-satisfied than females.

Kumar and Bhatia (2011) stated that the dimension of job satisfaction and attitude of the teachers towards teaching is least influenced by the sexual orientation, the marital status, least capability and pay gathering of physical education teachers to look at the specific type of employment fulfillment among Physical Education teachers and their demeanor towards teaching.

Mehta (2012) researched on job satisfaction among teachers to know whether the view of job satisfaction among teachers was influenced by the kind of association (Private versus Govt.) and the gender orientation (male versus female). Descriptive analysis was made to think about the view of job satisfaction of male versus female and t-test was utilized. Result demonstrated that there would be significant difference in the dimension of job satisfaction of Govt. also, private school teachers.

Iqbal and Akhtar (2013) examined the job satisfaction of male and female secondary school teachers. The population comprises all public sector secondary school teachers working in district Lahore. They found no significant differences between male and female school teachers.

Statement of the Problem

The purpose of the study is to know the factors impacting job satisfaction among the college teachers in Jammu, because, it may have a direct effect on student learning of the colleges. The quality of instruction received by students may be impacted by the level of job satisfaction a teacher experiences (Perie & Baker, 1997). Considering the possible correlation between teacher job satisfaction and the quality of student instruction/teaching, it is important to understand the factors that may affect job satisfaction. Most of the research of job satisfaction is related to management of industrial, banking and business organization. The study of college teachers' job satisfaction is not many. Thus, more research is required in college teacher's job satisfaction, on the off chance that we are intrigued to give quality training to our students at the college level. This study is hoped to contribute to that extent.

Operational Terms Used

- a. Job Satisfaction:-** Job fulfillment implies the fulfillment which individuals involvement in the occupations. Job satisfaction is the aftereffect of different dispositions controlled by a worker towards his activity. Occupation fulfillment might

A Study on Job Satisfaction among Government College Teachers in Jammu

be characterized as a frame of mind which results from an adjusting summation of numerous particular preferences experienced regarding work.

- b. Government College:-** The college or educational organizations which is controlled by state and central government is known as Government college.
- c. Gender:-** In the present study, Gender comprises of both male and female teachers instructing in colleges.

Objectives of the Study

The following are the objectives of the study undertaken by the investigator:

1. To know the level of job satisfaction of the college teachers with respect to; designations, gender, income, earning members in the family and family size.
2. To know, whether female college teachers are more satisfied than male college teachers or not.
3. To identify the factors which impact the job satisfaction of the college teachers.

Hypotheses of the Study

The following research hypotheses were formulated to direct the study:

Hypothesis 1 “There is no significant relationship between the Designation of the College Teachers and their level of satisfaction”.

The first hypothesis proposed to test was that whether the designations of the college teachers have any impact on the level of satisfaction or not.

Hypothesis 2 “Female College Teachers are more satisfied with their job than their male counterpart”.

Research has revealed contradictory evidences on the relationship between gender and job satisfaction. Several studies have reported that female teachers have higher job satisfaction than male teachers (Ma & MacMillan, 1999; Michaelowa 2002; Spear, Gould, & Lee, 2000). In contrast, Bishay (1996) and Mwamwenda (1997) found that female teachers were less satisfied with their jobs than male teachers. However, some other studies (Gosnell 2000; Sargent & Hannum, 2003) found no relationship between gender and teachers’ job satisfaction. In this study, it was proposed to test the hypothesis that female college teachers are more satisfied than that of male college teachers.

HYPOTHESIS 3 “There is no significant relationship between the income per annum and the level of satisfaction”.

Salary is the direct benefit the college teachers get from their jobs. It is also one of the important satisfying factors. Luis R. gomez-Mejia and David B. Balkin (1984), in their article entitled, “faculty satisfaction with pay and other job dimensions under union and non-union conditions”, found that the main determinant of job satisfaction among faculty members are pay level, tenure, and job experience. In the present study, it has been proposed to test that income per annum is an insignificant factor for making college teacher satisfied with their job.

HYPOTHESIS 4 “There is no significant relationship between the family size and the level of satisfaction”.

The fourth proposed hypothesis to test was that whether the number of members in the family is having any impact on the level of satisfaction of the college teachers or not.

HYPOTHESIS 5 “There is no significant relationship between the Earning Members in the Family and their level of satisfaction”.

The third proposed hypothesis to test was that whether the earning members in the family are having any impact on the level of satisfaction of the college teacher or not.

RESEARCH METHODOLOGY

Research methodology is a systematic way to solve a problem. It is a science of study how research is to be carried out. It may include publication research techniques and could include both present and historical information. Research methods are usually used to find the fact by collecting the data directly from population or sample. This study is an empirical research and based on the survey method.

Sample Design

Out of total 10 government colleges in Jammu district, we have selected five colleges (two women and three boys' colleges) by using convenience sampling method. The target population of this study consists of college teachers of the government colleges of Jammu and the size of the sample is 98 respondents.

Area of the Study

The present study covered the college teachers of five government colleges in Jammu city. They are Government College for Women Gandhi Nagar, Govt. M. A. M. College, Govt. Gandhi Memorial Science College, Govt. S. P. M. R. College of Commerce, Government Degree College Paloura and Govt. College for Women Parade. In this way the present study is confined to Jammu city only.

Tools of Data Collection

A well designed questionnaire was used for collecting data from the different colleges. The questionnaire consists of two parts:

1. First part of the questionnaire was containing information of the respondents regarding gender, designations, family size, salaries and earning members in the family.
2. The second part of the questionnaire was containing questions regarding job satisfaction of the college teachers. In this part, we had proposed seven factors (to seek the opinion of the college teachers) which may impact the level of job satisfaction of the college teachers. These are: handsome salary, job security, dignity and social status, job matching with academic qualification, favorable physical environment, vacations and fringe benefits and to work in a desired profession.

Statistical Technique Employed

We have used two types of analysis in the present study:

1. **Percentage Analysis:** To determine the characteristic features of the sample, we used percentage analysis.
2. **Chi-Square Analysis:** To test the framed hypotheses we used Chi-Square Analysis.

Analysis and Interpretation of Data

After the data has been collected and tabulated it must be processed and analyzed and to draw proper inferences. The most important step in any research project is the organization, analysis and interpretation of data to get a meaningful picture out of raw information collected. The raw scores collected with the help of the tools do not reveal the true picture unless sophisticated statistical techniques are applied in order to get meaningful picture of raw scores.

A Study on Job Satisfaction among Government College Teachers in Jammu

Table 1 Sample Respondents According To Their Designation

Designation	Frequency	Percentage
Assistant Professor	60	61.22%
Associate Professor	24	24.49%
Others	14	14.26%
Total	98	100%

Source: primary data

From the table above it is clear that 61.22 percent of the respondents belong to assistant professor, 24.49 percent of the respondents belonging to associate professor and 14.26 percent belonging to others category from the survey. In other category, we included those college teachers who are working on contract basis. It is concluded that majority of the respondents comes under assistant professor category.

Table 2 Sample Respondents According To Their Gender

Gender	Frequency	Percentage
Male	30	30.61%
Female	68	69.39%
Total	98	100%

Source: primary data

From the above table it has been observed that 69.36 percent of the respondents are female and 30.61 percent are male. It is concluded that majority of the respondents belong to female category.

Table 3 Sample Respondents According To Their Income Per Annum

Income (per annum)	Frequency	Percentage
Upto Rs. 4,00,000	20	20.41%
Rs. 4,00,000 to Rs. 8,00,000	62	63.26%
Above Rs. 8,00,000	16	16.33%
Total	98	100%

Source: primary data

From the above table it is clear that 20.41 percent of the respondents' income per annum is upto Rs. 4,00,000, 63.26 percent are having their income per annum from Rs. 4,00,000 to 8,00,000 and 16.33 percent of the respondents get income per annum above Rs. 8,00,000. It is concluded that most of the respondents get their income between Rs. 4,00,000 to Rs. 8,00,000.

Table 4 Sample Respondents According To Their Family Members

Family size	Frequency	Percentage
Upto 3 members	26	26.53%
3 to 5 members	52	53.06%
Above 5 members	20	20.41%
Total	98	100%

Source: primary data

From the above table 4 it is clear that 26.53 percent of the respondents have three or less than three members in their family, 53.06 percent have 3 to 5 members and 20.41 percent of the respondents more than five members in their family.

A Study on Job Satisfaction among Government College Teachers in Jammu

It can be concluded that majority of the respondents have 3 to 5 members in the family.

Table 5 Sample Respondents According To Their Earning Members In The Family

Earning Members in Family	Frequency	Percentage
1 Member	4	4.08%
2 Members	70	71.43%
3 Members	14	14.29%
> 3 Members	10	10.20%
Total	98	100%

Source: primary data

From the data given in table 5. 4.08 percent of the respondents have two or less than two earning members in their family, 71.43 percent of the respondents have two earning members in their family, 14.29 percent have three earning members in their family and 10.20 percent of the respondents belong to those families where more than 3 members are earning the income. It is concluded that in majority of the families two members are earning.

Table 6 Sample Respondents According To Their Designations And Level Of Satisfaction

Level of satisfaction				
Designation	High	Medium	Low	Total
Assistant Professor	40 (66.67)	18 (30.00)	02 (3.33)	60
Associate Professor	18 (75.00)	04 (16.67)	2 (8.33)	24
Others	0 (0.00)	08 (57.14)	6 (42.86)	14
Total	58	30	10	98

Figures in the parenthesis are percentage

Factor	Degree of Freedom	Calculated Chi-Square	Table value	Hypothesis
Designation	4	39.437	9.49	Rejected

The data from above table indicates that 66.67 percent of the sample respondents are belonging to assistant professor category and 75.00 percent of the sample respondents belonging to associate professor category are drawing high level of satisfaction from their jobs. The interested thing comes out from the data is that no respondent has been found in others category who is highly satisfied. The reason behind this is that the college teachers included in this category is working on contract basis, having no job security and full salary benefits.

Statistical analysis shows that at 5% level of significance for 4 d.f the table value of Chi-square = 9.49. Since the calculated value of Chi-square = 39.437 is more than the table value. Hence the difference is significance. Therefore 1st hypothesis (there is no significant relationship between the Designation of the College Teachers and their level of satisfaction) is rejected. It means that the satisfaction of the college teachers is not associated with their designation.

Table 7 Sample Respondents According To Their Gender And Level Of Satisfaction

Level of satisfaction				
Gender	High	Medium	Low	Total
Male	20 (66.67)	8 (33.33)	2 (0.00)	30
Female	38 (88.89)	24 (35.29)	6 (08.82)	68
Total	58	32	8	98

Figures in the parenthesis are percentage

Factor	Degree of Freedom	Calculated Chi-Square	Table value	Hypothesis
Gender	2	0.9999	5.99	Accepted

Statistical analysis shows that at 5% level of significance for 2 degree of freedom the table value of Chi-square = 5.99. Since the calculated value of Chi-square = 0.999 is less than the table value. Hence the difference is insignificant. Therefore 2nd hypothesis (Female College Teachers are more satisfied with their job than their male counterpart) is accepted.

It is concluded that Female College Teachers are more satisfied with their job than the Male College Teacher.

Table 8 Sample Respondents According To Their Income And Level Of Satisfaction

Level of satisfaction				
Income (per annum)	High	Medium	Low	Total
Upto Rs. 4,00,000	0 (0.00)	12 (60.00)	08 (40.00)	20
Rs. 4,00,000 to Rs. 8,00,000	40 (64.52)	20 (32.62)	02 (3.22)	62
Above Rs. 8,00,000	14 (87.50)	2 (12.50)	0 (0.00)	16
Total	54	34	10	98

Figures in the parenthesis are percentage

Factor	Degree of Freedom	Calculated Chi-Square	Table value	Hypothesis
Income per annum	4	43.137	9.49	Rejected

The data from above table indicates that 64.52 percent of the sample respondents are belonging to income category Rs, 4,00,000 to 8,00,000 and 87.50 percent of the sample respondents belonging to income category above Rs. 8,00,000 are getting high level of satisfaction from their income per annum.

In the survey, it is found that not a single respondent belonging to others is highly satisfied with the income per annum they are getting.

Statistical analysis shows that at 5% level of significance for 4 degree of freedom the table value of Chi-square = 9.49. Since the calculated value of Chi-square = 43.137 is more than the table value. Hence the difference is significant. Therefore 3rd hypothesis (There is no significant relationship between the income per annum and the level of satisfaction) is also rejected.

It is concluded that there is significant relationship between the level of satisfaction of the college teachers and their per annum incomes.

Table 9 Sample Respondents According To Their Family Size And Level Of Satisfaction

Level of satisfaction				
Income (per annum)	High	Medium	Low	Total
Upto 3 Members	10 (38.46)	14 (53.85)	02 (7.69)	26
3 to 5 Members	38 (73.07)	12 (23.08)	02 (3.85)	52
Above 5 Members	06 (30.00)	10 (50.00)	04 (20.00)	20
Total	54	36	08	98

A Study on Job Satisfaction among Government College Teachers in Jammu

Figures in the parenthesis are percentage

Factor	Degree of Freedom	Calculated Chi-Square	Table value	Hypothesis
Members in the family	4	19.046	9.49	Rejected

From the above table it indicates that 38.46 percent of the sample respondents who have up to 3 members in their family, 73.07 percent the respondents belong to the category of having 3 to 5 members in their family and 30.00 percent of the respondents who are having above 5 members in the family are highly satisfied with their job.

The calculated value of Chi-square = 19.046 is more than the table value of Chi-square = 9.49 at 5% level of significance. Hence, the difference is significant. Therefore, the framed 4th hypothesis (there is no significant relationship between the family size and level of satisfaction) is rejected. It is concluded that the level of job satisfaction is not associated with the size of the family.

Table 10 Sample Respondents According To Their Earning Members In The Family And Level Of Satisfaction

Earning Members in the Family	Level of satisfaction			
	High	Medium	Low	Total
1 Member	02 (50.00)	02 (50.00)	00 (0.00)	04
2 Members	46 (65.71)	22 (31.43)	02 (2.86)	70
3 Members	06 (42.86)	06 (42.86)	02 (14.28)	14
> 3 Members	04 (40.00)	04 (40.0)	02 (20.00)	10
Total	58	34	06	98

Figures in the parenthesis are percentage

Factor	Degree of Freedom	Calculated Chi-Square	Table value	Hypothesis
Earning members in family	6	8.712	12.6	Accepted

Statistical analysis shows that at 5% level of significance for 6 degree of freedom the table value of Chi-square = 12.6. Since the calculated value of Chi-square = 8.712 is less than the table value. Hence the difference is insignificant. Therefore 5th hypothesis (there is no significant relationship between the Earning Members in the Family and their level of satisfaction) is accepted.

It is concluded that the level of satisfaction of the college teachers is independent of the earning members in the family.

Table 11 Sample Respondents' Opinion Regarding Factors Impacted Job Satisfaction

S. No.	Factors	Highly Impacted the Level of Job Satisfaction	
		Frequency	Percentage
1	Getting handsome salary is job satisfaction.	78	79.59
2	Having dignity and social status is job satisfaction	74	75.51
3	Job security (in terms of stability and permanency) is job satisfaction.	75	76.53

A Study on Job Satisfaction among Government College Teachers in Jammu

S. No.	Factors	Highly Impacted the Level of Job Satisfaction	
		Frequency	Percentage
4	Job matching with academic qualification is job satisfaction.	73	74.49
5	To get a favorable physical environment is job satisfaction.	54	55.10
6	Vacations and fringe benefits are job satisfaction.	40	40.82
7	To work in a desired profession is job satisfaction.	70	71.43

Source: Primary data.

As per the opinion of the college teachers, the factors impacted highly to job satisfaction are: getting handsome salary (79.59 percent of the respondents voted in favour of high), having dignity and social status (75.51 percent), job security-in terms of stability and permanency (76.53 percent), job matching with academic qualification (74.49 percent), a favorable physical environment like big building, class rooms, furniture, teachers' room, toilets, etc. (55.10 percent), vacations and fringe benefits (40.82 percent) and to work in a desired profession (71.43 percent).

Findings

1. Survey shows that 30.61 percent were male and 69.39 percent females. It further indicates that 61.22 percent of the sample represented assistant professors, 24.49 percent associate professors and remaining 14.26 percent were come under others category. Therefore, majority of the respondents comes under assistant professor category.
2. It has been seen that majority of the respondents have 3 to 5 members in their families and two earning members are found in majority of the families.
3. On the income level. 63.26 percent of the respondents were getting between Rs. 4,00,000 to 8,00,000 per annum. 20.41 percent were getting up to 4,00,000 and 16.33 percent of the respondents were getting above 8,00,000 per annum. It is found that the majority of the respondents are having their income per annum between 4,00,000 to 8,00,000.
4. Female college teachers are more satisfied with their job than the male teachers.
5. Income per annum is an important factor on which the level of job satisfaction of the college teachers depends.
6. The satisfaction of the college teacher is not associated with their designations, family size (number of members in the family) and number of earning members in the family.
7. More than 75 percent of the respondents opined that handsome salary: dignity and social status and job security is job satisfaction.
8. It is found that more than 70 percent of the respondents opined that job matching with academic qualifications and to work in a desired profession is job satisfaction.

CONCLUSIONS AND SUGGESTIONS

It is concluded that job satisfaction is the degree to which one likes the activity. It is a pleasurable state coming about because of the examination of one's professional training. The dimension of job satisfaction may not be homogeneous. It might contrast from individual to individual, place to place, job to job and organization to organization. When all is said in done, pay rates, physical condition, employer stability, wanted profession, work coordinating

with scholastic capabilities, excursions and edges benefits and etc. affect the job satisfaction among the college teachers.

The study found that female college teachers are more satisfied with their job than the male teachers. One thing common in male and female is that both are satisfied with their income per annum and more than 75 percent of the respondents opined that handsome salary is job satisfaction. Majority of the respondents also sketch, dignity and social status, getting job security, job matching with qualifications, physical environment and to work in a desired profession is job satisfaction. The following suggestions will help in a great extent to improve the class room performance which in turn materialise the dream of quality education in the state.

1. The college teacher should have a separate room to prepare him for facing the class room effectively.
2. The teachers working on contract basis are dissatisfied with their job; and they should get at least the full salary benefits.
3. As the job of a college teacher in these colleges is transferable and which is a major among them; therefore, a transparent transfer policy should be practiced in displacing the teachers from one place to other, keeping in view the home places, family and health conditions.

REFERENCES

- Aggarwal, Meenakshi (1991). Job satisfaction of teacher in relation to the some demographic variables. Ph.D. Education, Agra University.
- Akhtar, Yasmeen (1997). A study of Job satisfaction of different categories of school teachers. M.A. Edu. Dissertation submitted to the Dept. of Education, University of Jammu.
- Atreya, Jai Shanker (1989). A study of teacher values and job-satisfaction in relationship to their teaching effectiveness at degree college level. Ph.D. Education, Agra University.
- Bishay, A (1996). Teacher Motivation and Career Satisfaction: A Study Employing the Experienced Sampling Method. *Psychology Journal of Undergraduate Science*, 3: 147-154.
- Blum, M. L. and Naylor, J. C (1968). *Industrial psychology: its theoretical and social foundation*. New York: Harper and Row.
- Bretz, R. D., and Thomas, S. L. (1992). Perceived Equity, Motivation, and final offer Arbitration in major league baseball. *Journal of Applied Psychology*, 77, 280-287.
- Bullock, A.P. (1952). *Social Factors related to Job satisfaction*, Research Monograph.
- Chopra, Seema (1990). Value pattern and Job-satisfaction of teachers in relation to organizational climate, M.Phil dissertation submitted to the Department of Education, University of Jammu.
- David, B. Balkin, Luis R. Gomez-Mejia (1987). Towards a Contingency Theory of Compensation Strategy. *Strategic Management Journal*, Vol. 8, 169-187.
- Gosnell, S (2000). Determinant of Career Satisfaction Among Federal Employees. Paper presented in Seminar on Public Policy. Georgia Institute of Technology. Atlanta, Georgia, U.S.A.
- Herzberg, F., Mausner, B., Peterson, R. O., and Capwell, D. F. (1957). *Job Attitudes: Review of Research and Opinion*. Pittsburgh: Psychological Service of Pittsburgh.
- Kochar, S.K. (1971). *Educational and vocational guidance in Secondary School*, Sterling Publishers Pvt. Ltd. Delhi-6
- Koul, L. (1984). Methodology of Educational Research, Department of Education, Himachal Pradesh University, Shimla.

A Study on Job Satisfaction among Government College Teachers in Jammu

- Kumari, Seema (2002). "A Study of Job satisfaction and of effectiveness among the teachers working in government and private schools of Tehsil Samba of Jammu District' Unpublished Dissertation, submitted to University of Jammu.
- Lacy, F. J & Sheehan, B. A (1997). Job Satisfaction among Academic Staff: An International Perspective. *Higher education*. 34: 305-322 Kluwer Academic Publishers.
- Locke, E. A. (1976). *The Natural Causes of Job Satisfaction*, (In) M.D Dunnette (Ed), Hand book of Industrial and Organisational, Rand McNally, Chicago, 1297-1343.
- Luis R. gomez-Mejia (1984). *Academy Management Journal*. Vol. 27, No. 3, pp 591-602.
- Ma, X. and MacMillan, R.B. (1999). Influence of Workplace Conditions on Teachers' Job Satisfaction. *The Journal of Educational Research*, 93 (1), 39-47.
- Michaelowa, K (2002). Teacher Career Satisfaction, Student Achievement, and the Cost of Primary Education in Francophone Sub-Saharan Africa. Hamburg Institute of International Economics.
- Mohd Imran Rasheed, *Journal of Management Research*, 2010 Vol-2.
- Motowidlo, S. J. (1983). Predicting sales turnover from pay satisfaction and expectation. *Journal of Applied Psychology*, 68 484-489.
- Mwamwenda, T. S (1997). *Teacher Gender Difference in Job Satisfaction in Tanskei*. Retrieved from <http://www.findArticles.com>.
- Ramakrishnaiah, D (1980). A Study of Job Satisfaction, attitudes towards teaching and job involvement of college teachers, M.Phil Dissertation, Sri Venkateswara University.
- Sargent T, Hannum E (2003). Keeping Teachers Happy: Career Satisfaction Among Primary School Teachers in Rural China. Paper prepared for the International Association Research Committee on Social Satisfaction and Mobility. New York University, New York City, U.S.A.
- Shamima Tasnim. Thesis submitted to Department of Administration and Organization Theory. University of Bergen, Norway. Spring 2006.
- Spear M, Gould K, Lee B (2000). Review of Literature on Teachers Motivation.. In: Who is a Teacher?: A Review of Factors Motivating and De-motivating Prospective Teachers. Slough: NFER.
- Ting, Yuan. (1997). Determinants of Job Satisfaction of Federal Government Employees. *Public Personnel Management Abstract*. 26, no. 3: 313.
- Verma, L.K. and Sharma, N.R. (1989). *Advanced statistics in Education and Psychology*, Jammu: Narendra Publishing House.
- Weiner, B (1980). *Human Motivation*. New York: Holt, Rinehart and Winston.

Acknowledgements

The author(s) profoundly appreciate all the people who have successfully contributed in ensuring this paper in place. Their contributions are acknowledged however their names cannot be mentioned.

Conflict of Interest

The authors carefully declare this paper to bear not conflict of interests

How to cite this article: B Jamwal & M Z Kales (2019). A Study on Job Satisfaction among Government College Teachers in Jammu. *International Journal of Indian Psychology*, 7(1), 913-925. DIP:18.01.103/20190701, DOI:10.25215/0701.103