

Effect of Socio-Demographic Variables on Job Satisfaction of College Teachers

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ABSTRACT

The present study aimed at understanding the impact of socio-demographic variables on job satisfaction of the teachers working in different constituent and affiliated colleges of Jai Prakash University, Chapra. The main objective of the study was to conduct a comparison between the teachers of constituent colleges and affiliated colleges in terms of the impact of socio-demographic factors on the level of their job satisfaction. For the purpose of the study a sample of 400 college teachers were drawn from different constituent and affiliated colleges of Jai Prakash University, Chapra by stratified random sampling technique. The empirical information about socio-demographic characteristics of the respondents was collected by sending PDF format of questionnaire containing questions related to socio-demographic factors. To assess the level of job satisfaction Minnesota Satisfaction Questionnaire (MSQ) developed by David J. Weiss et al. (1967) was applied. On the basis of statistical treatment, it was found that the job satisfaction of the teachers varies across various sub categories of demographic variables, such as, age, gender, tenure, and education. The chi-square test was applied to explore association between demographic variables and job satisfaction. Statistical treatment of the data revealed that socio-demographic variables have more or less significant impact on the level of job satisfaction of college teachers whether working in constituent colleges or affiliated colleges.

Keywords: Demographical variables, Job Satisfaction, Constituent college teachers, Affiliated college teachers.

It is a universal fact that Higher education institutions play a crucial role in the development of the human resources of a country. Consequently, universities are expected to train high-level human resources to participate in national developmental tasks; to teach and create new knowledge through research and advanced training; to act as a conduit for transfer, adaptation, and dissemination of knowledge; and to respond to the demands of national development and emerging socio-economic needs with a view to finding solutions to problems facing the country. The Education Commission (1964-1966) had aptly remarked that “*the destiny of India is being shaped in her classroom.*” Furthermore, “*No people can rise above the level of its teachers.*” provided extra fuel to the flame of effort put by teaching community in making our nation world leader once more.

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Job Satisfaction

The concept of job satisfaction is central to organizational behaviour. Efforts have been made independently and collectively by all concerned including management practitioners, behavioural scientists, researchers, etc. to explore the role of job satisfaction in determining the work performance of an employee to job and its performance (Roberts, 1973). More specifically, job satisfaction is the degree to which an individual feels positively and negatively about various facets of job-tasks, the work setting, and the relationship with co-workers. It may be affected by many factors such as company policy, supervision, working conditions, relationship with peers, responsibility, advancement, and achievement. (Cheng, Yang and Liu, 2000). Thus, it can be said that job satisfaction is the outcome of convergence of individual expectations and perceived accomplishments from different factors of the job. The more equivalence between expectation and actual accomplishments stemming from a job, the greater is the satisfaction derived from it.

Job Satisfaction is a complex variable and is influenced by situational factors of the job as well as the dispositional characteristics of the individual (Sharma & Ghose, 2006). It is defined as “*the positive emotional response to the job situation resulting from attaining what the employee wants from the job*”. It implies that job satisfaction can be captured by either a one-dimensional concept of Global Job satisfaction or a multi-dimensional faceted construct capturing different aspects of job satisfaction that can vary independently.

One of the most widely used definitions in organizational research is that of Locke (1976), who defines job satisfaction as “*a pleasurable or positive emotional state resulting from the appraisal of one's job or job experiences.*” It results from the perception that one's job fulfils or allows the fulfilment of one's important job values, providing to the degree that the values are congruent with one's needs. Employees job satisfaction is indeed affected by several components of job including ability utilization, achievement, compensation, working conditions etc. Job satisfaction therefore, is determined by job characteristics as well as demographic variables.

REVIEW OF LITERATURE

Job satisfaction has been most important ingredient of productivity as it determines the perception, attitude and ultimately the behavioural pattern of organisational participants. Taking this into consideration, several valuable studies have been conducted by the scholars in India and abroad on the various aspects of job satisfaction and a brief abstract of those studies particularly related to higher education is presented in the preceding paras.

Ganguly (1953) observed that the attitude of workers towards management to be more favourable either with increase in age and pay or due to low education and intelligence. **Schaffer (1953)** concluded that the pay increase did not have a significant effect on teacher's job satisfaction. Furthermore, he found that after pay increase, teachers with high academic attainment were significantly less satisfied with their teaching profession than teachers with low academic attainments. **Singh and Singh (1980)** found that job satisfaction is related to age, income, tenure, marital status, education, and number of dependents. Results of their research revealed higher job satisfaction during the initial few years of the job but decreased or increased with experience and marital status not at all affect job satisfaction. **Ramasodi Banyana (2010)** found that there is no significant association of age, gender, education, marital status with job satisfaction. **Shallu Sehgal (2012)** reported that socio-economic variables which include age, income, sex are significantly correlated with job satisfaction of employees. The scholar also mentioned that employee in old age group

were more satisfied than others. **Brown and Todd (1999)** "A better understanding of job satisfaction and factors associated with it is helpful to guide employee's activities in a desired direction". **Khan (2011)** found that nearly everyone is influenced by the needs for job security, promotion, and approval of peers and/or leaders. Hence there are wide arrays of forces steering the direction of job satisfaction of college teachers.

MATERIALS AND METHODS

Objectives

The main objective of this study was to find out the impact of socio-demographic variables, such as, age, gender, tenure, and education on the job satisfaction. In this backdrop the following hypotheses were formulated and tested;

Hypotheses

H₁ There would be a significant association between age and job satisfaction.

H₂ Association between job satisfaction and gender would be significant.

H₃: Relationship between tenure and job satisfaction would be significant.

H₄ There will be significant relationship between education and job satisfaction.

Participants

The sample consists of 400 college teachers (200 constituent college teachers and remaining 200 affiliated college teachers) drawn by using stratified random sampling technique from different constituent and affiliated colleges of Jai Prakash University, Chapra.

Materials

The following scales were applied to fetch relevant data for further statistical treatment.

- Minnesota Satisfaction Questionnaire (MSQ) developed by David J. Weiss et al. (1967) was applied to assess the level of job satisfaction.
- Personal Data Sheet was employed to get relevant information regarding respondent's backgrounds.

Data Collection

Data were collected with the help of emailing the PDF format of the above-mentioned scale and questionnaire. Since, it was not possible to meet personally with the participants during Covid-19 pandemic. As it was clearly directed by the government authority to maintain Covid -19 protocols.

Scoring

The obtained data were analyzed with the help of appropriate statistical measures. Goodness of fit test was calculated for all the variables. For testing the association chi square was calculated.

RESULT AND DISCUSSION

Table-1 shows that out of the 400 respondents 200 were from the constituent colleges while remaining 200 were from affiliated colleges. Majority of the respondents were below the age of 40 followed by between 40-49 years of age. More than 65 percent of the respondents were male and out of all the respondent's majority had the job tenure below 5 years. It was intended to only take into consideration those employees who were regular and had more than 1 year of work experience in the institution. Majority respondents were Post Graduates followed by Doctorate degree holders.

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Table –1 Summary of demographic characteristics of the respondents (both constituent and affiliated units of Jai Prakash University, Chapra)

Demographic Variables	Constituent College Teachers	Affiliated College Teachers
Total No. of Respondents		
	200	200
Age		
Below 40	96	72
40 - 49	48	63
50 - 59	37	40
Above 60	19	25
Gender		
Male	133	128
Female	67	72
Job Tenure		
Below 5	70	57
5 – 10	39	46
11 – 15	28	40
16 – 20	30	32
Above 20	33	25
Education		
Post Graduate	90	138
Doctorate	110	62

Since, the present study is a comparative study, it tends to compare degree of the impact of socio-demographic variables on job satisfaction of constituent college teachers and affiliated college teachers of Jai Prakash University, Chapra. Keeping in view the objectives of study stratified random sample was collected from the population. Table-1 display the distribution of respondents based on their socio-demographic characteristics.

Age and Job Satisfaction

Table No – 2 Age of Constituent College Teachers and Job Satisfaction

Job satisfaction	Age in years				Total
	< 40	40 - 49	50 – 59	> 60	
Very Satisfaction	60	26	21	15	122
	58.56	29.28	22.57	11.59	
Satisfied	24	14	12	2	52
	24.96	12.48	9.62	4.94	
Dissatisfied	12	8	4	2	26
	12.48	6.24	4.81	2.47	
Total	96	48	37	19	200

df = 6

$\chi^2 = 120.25$

*** p < 0.01**

Significant at 0.01

It is obvious from perusal of data noted in Table-2 that there is significant impact of age on the level of job satisfaction of constituent college teachers. The calculated $\chi^2 = 120.25$ is much more than the critical value 16.812 at 0.01 significance level of probability which indicates that there is significant relationship between age and job satisfaction among

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constituent college teachers. Hence, the hypothesis i.e., *there is significant relationship between age and job satisfaction is accepted.*

Table No. 3 Age of (respondents) Affiliated College Teachers and Job Satisfaction

Job satisfaction	Age in years				Total
	< 40	40 - 49	50 – 59	> 60	
Very Satisfaction	14	12	10	6	42
	15.12	13.23	8.4	5.25	
Satisfied	18	17	7	6	48
	17.28	15.12	9.6	6	
Dissatisfied	40	34	23	13	110
	39.6	34.65	22	13.75	
Total	72	63	40	25	200

df = 6 $\chi^2 = 112.78$ p < 0.01 Significant

The calculated value of $\chi^2 = 112.78$ is more than the table value 16.81 at 0.01 significance level of probability which indicates that there is significant relation between age and levels of job satisfaction. Hence, *the hypothesis, there is significant relationship between age and job satisfaction is also proved with respect affiliated college teachers.*

Gender and Job Satisfaction

Table No. 4 Gender of Constituent College Teachers and Job Satisfaction

Job Satisfaction	Gender		Total
	Male	Female	
Very Satisfied	86	36	122
	81.13	40.87	
Satisfied	31	21	52
	34.58	17.42	
Dissatisfied	16	10	26
	17.29	8.71	
Total	133	67	200

df= 2 $\chi^2 = 118.32$ p < 0.01 Significant

From the analysis of data mentioned in Table-4, it is clear that gender has significant effect upon job satisfaction. This observation is also supported by the calculated value of chi-square, $\chi^2 = 118.32$ which is more than the critical value 9.21 at 0.01 which confirms that gender is significantly associated with the job satisfaction. Therefore, the hypothesis *there is significant relationship between gender and job satisfaction, is accepted.*

Table No. 5 Gender of Affiliated College Teachers and Job Satisfaction

Job satisfaction	Gender		Total
	Male	Female	
Very Satisfied	32	10	30
	26.88	15.12	
Satisfied	28	20	40
	30.72	17.28	
Dissatisfied	68	42	130
	70.4	39.6	

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Total	128	72	200
df= 2	$\chi^2 = 119.08$	$p < 0.01$	Significant

Analysis of data mentioned in Table-5 reveals that gender has significant impact upon job satisfaction of affiliated college teachers. This observation is also supported by the calculated value of chi-square, $\chi^2 = 119.08$ which is more than the critical value 9.21 at 0.01 significance level and which confirms that gender is significantly associated with the level of job satisfaction. Therefore, the hypothesis *there is significant relationship between gender and level of job satisfaction, is accepted.*

Tenure and Job Satisfaction

Table No. 6 Tenure of Constituent College Teachers and Job Satisfaction

Job Satisfaction	Tenure					Total
	< 5	5 - 10	11 - 15	16 - 20	> 20	
Very Satisfied	42	22	14	20	24	122
	42.7	23.79	17.08	18.30	20.13	
Satisfied	18	10	9	8	7	52
	18.2	10.14	7.28	7.80	8.58	
Dissatisfied	10	7	5	2	2	26
	9.1	5.07	3.64	3.90	4.29	
Total	70	39	28	30	33	200

df = 8 $\chi^2 = 120.52$ *p < 0.01 Significant

Data obtained after statistical treatment ($\chi^2 = 120.52$) is much more than the table value 20.09 at 0.01 level of confidence which explicitly implies that the tenure of work experience is significantly associated with job satisfaction of the respondents. Hence, the hypothesis formulated is accepted.

Table No. 7 Tenure of Affiliated College Teachers and Job Satisfaction

Job Satisfaction	Tenure					Total
	< 5	5 - 10	11 - 15	16 - 20	> 20	
Very Satisfied	11	10	8	7	6	42
	11.97	9.66	8.4	6.72	5.25	
Satisfied	15	13	9	7	4	48
	13.68	11.04	9.6	7.68	6	
Dissatisfied	31	23	23	18	15	110
	31.35	25.3	22	17.6	13.75	
Total	57	46	40	32	25	200

df = 8 $\chi^2 = 100.98$ p < 0.01 Significant

From the sampled respondents, it was observed that across five categories of working experience (tenure), in less than five years of experience group the number of *very satisfied* respondents was less than (6%). It is closely followed by those with 5-10 years of experience, whereas, the group with more than 20 years of tenure turned to be the minimum number of satisfied respondents (5%). The proportion of dissatisfied respondents is 55 percent across all these groups.

The chi-square value $\chi^2 = 100.98$ is less than the table value 20.09 at 0.01 level of probability which indicates that the duration of work experience is significantly associated

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with job satisfaction of the respondents. This finding further pointed out that the hypothesis i.e., *there is significant association between tenure and job satisfaction is accepted.*

Education and Job Satisfaction

Table No. 8 Education of Constituent Colleges Teachers and Job Satisfaction

Job Satisfaction	Education		Total
	Ph. D	Post Graduate	
Very Satisfied	64	58	122
	<i>67.10</i>	<i>54.90</i>	
Satisfied	28	24	52
	<i>28.6</i>	<i>23.4</i>	
Dissatisfied	18	8	26
	<i>14.3</i>	<i>11.7</i>	
Total	110	90	200

df= 2 $\chi^2 = 116.66$ p < 0.01 Significant

In above Table-8, it can be seen the calculated value of $\chi^2 = 116.66$ is more than the critical table value 9.21 at 0.01 significance level of probability which confirms that the education is closely associated with the level of job satisfaction. Thus, the hypothesis *there is significant relationship between education and job satisfaction holds true.*

Table No. 9 Education of Affiliated College Teachers and Job Satisfaction

Job satisfaction	Education		Total
	Ph. D	Post Graduate	
Very Satisfied	10	32	42
	<i>13.02</i>	<i>28.98</i>	
Satisfied	17	31	48
	<i>14.88</i>	<i>33.12</i>	
Dissatisfied	35	75	110
	<i>34.10</i>	<i>75.90</i>	
Total	62	138	200

df= 2 $\chi^2 = 69.93$ p < 0.01 Significant

Similarly, the calculated value of $\chi^2 = 69.93$ of data obtained from affiliated colleges teachers is also more than the critical table value of 9.21 at 0.01. which indicates that education is significantly associated with the job satisfaction. Thus, the hypothesis *there is significant relationship between education and job satisfaction is accepted.*

CONCLUSIONS

From the foregoing investigation it could be concluded that the socio-demographic factors have put significant impact on job satisfaction of college teachers both constituent and affiliated. It was found that socio – demographic factors put more significant impact upon the level of job satisfaction of constituent college teachers in comparison to affiliated college teachers.

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Conflict of Interest

The author(s) declared no conflict of interest.

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