

Research Paper

Impact of Self-Esteem and Work Motivation on Job Satisfaction Among Newly Appointed Assistant Professors in Chhattisgarh State

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ABSTRACT

Background: Any society's educational advancement greatly benefits from the contributions of assistant professors. It is crucial for them to be satisfied with their work. Job satisfaction has been proven to be positively impacted by both work motivation and self-esteem. **Aim:** The study's objective was to examine how self-esteem and work motivation among newly hired assistant professors in the state of Chhattisgarh influenced their job satisfaction. **Setting and Design:** The state government organized an orientation program for newly appointed assistant professors where data was collected. All 154 assistant professors present in the orientation program were included in the study sample. Co-relational design was used for present research. **Methods and Material:** Data were collected via questionnaires. Job satisfaction questionnaire constructed by Dr. Amar Singh and Dr T R Sharma, Work Motivation Scale constructed by Dr Poorva Jain and Satish Suyawanshi and Rosenberg Self-esteem Scale by Rosenberg were applied. **Statistical Analysis:** Statistics like Pearson's product moment correlation and multiple regression analysis were utilized to examine the data. Work motivation ($x = 27.01$) was moderate while self-esteem ($x = 69.27$) and job satisfaction ($x = 76.38$) of the respondents were high. **Results and Conclusion:** The study found that the respondents' job satisfaction is significantly influenced by their level of work motivation and self-esteem. ($F = 102.58$; $df = 2; 151$; $p < 0.001$). The study further revealed that 57.6% (Adj. $R^2 = 0.576$) of the total variance in job satisfaction of the assistant professors was accounted for by their work motivation and self-esteem.

Keywords: Job Satisfaction, Self-Esteem, Work Motivation, Assistant Professors

Assistant Professors are professionals who teach students, conduct research work, and organize various academic activities in colleges and universities. They spend their time in investigations and studies with assisting professors in lectures and research projects. They also play a vital role in supervising and guiding graduates in their studies. Assistant professors also help students in course selection by evaluating their capabilities. They monitor student's performance through various exams and assessments, to improve their knowledge. They are also responsible to conduct seminars, workshops, and conferences. They publish research papers, monologues, minor and major research projects. They are also engaged in preparing syllabus and conducting exams for the academic year.

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Putting in a nutshell Assistant professors play a major role in building our nation academically strong and driving our nation's young generation to the correct path to live a healthy and meaningful life. They help and guide youths to achieve their ambitions in every moment of their course duration. They inculcate confidence in students to achieve excellence in their moral, social, and educational domain.

Thousands of youth dream of becoming an assistant professor in the higher education sector. In Chhattisgarh state the appointment of assistant professor is done through PSC exam. Assistant professors have been recruited in all subjects for the year 2021-22. Newly appointed Assistant Professors have started working in their respective institutes. Assistant professors, being such an important part of a nation's overall developmental process should be satisfied with their duties and responsibility, thus complete job satisfaction is very important and should always be kept in priority.

In order to properly perform a job and to become master in it one should be satisfied with his/her job and what they are getting paid for it. A perfect definition about job satisfaction was given by Locke (1976) as "a gratifying or optimistic emotional status acquired from the evaluation of an individual's work or job experience". In addition to this job satisfaction has three key elements as cognitive, behavioral, and emotional. The cognitive element refers to beliefs related to an individual's job. The behaviors and actions towards one's job are covered under behavioral element. The emotional element covers the feelings related to an individual's job. According to Tnay et al. (2013) "Job satisfaction is a mixture of type of environment and psychological status that makes an individual feel satisfied with the work he does".

Alavi and Askaripur (2003) stated that decline in the amount of job satisfaction is related to a decline in self-esteem. According to Judge et al (1997) self-esteem is the basic expression of one's positive thoughts about self or internal self-evaluation is the essence of job satisfaction. Garcez (2006) explained that, many professionals believed in a strong positive relation between job satisfaction and self-esteem like the chicken and egg comparison theory.

A person's overall emotional evaluation of his or her own worth is called self-esteem. It is one's judgment or mentality about self and sum total of self-belief and self-respect (Branden, 2001). Every human has an opinion about himself that he has the capability to face the challenges of life and efficiency to solve the problems of his own life. And they have the right to achieve satisfaction in what they are doing. Fitzmaurice (2012) stated that self-esteem is an essential characteristic in predicting job satisfaction. Nweke and Nwofor (2000) concluded that a person performs his jobs and duties more efficiently and stays motivated when his self-esteem is good. According to Dodgson and Wood (1998) person with high self-esteem stays optimistic even in disappointments and in negative situations which increases the chances of more future success. People with high self-esteem remain positive in every obstacle of life and job. However, people with low self-esteem suffers from negativity like inferiority, undeserving, incomplete and lack of confidence which badly affects their performance resulting in poor output. Hence many researchers mandate self-esteem as the key element of success and believed that it is beneficial for the welfare of an individual and society (Krueger, Vohs & Baumeister 2008).

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Motivation is considered as a concept which is neither definable nor visible also it is not possible to measure one's level of motivation. Though it is difficult to get a broadly agreed definition of motivation, Deci & Ryan (2000) defined motivation as an individual's internal drive to do something. Work motivation is a desire that emerge in a person intentionally or un-intentionally to insist action with a particular objective. Motivation is a vital element which is required in academics, work or to maintain a good lifestyle. Motivational energy plays an important part to make any job or task easier and faster.

Assessment of work motivation decides the objective, behavioral consistency and work-associated passion preferred by an organization (Virgiawan et al, 2021; Arshadia, 2010). Job satisfaction and motivation are two wide theories yet very important for any individual employee, organization, or society. In order to achieve mastery and fulfillment in any job motivation and job satisfaction is inevitable (Van den Broeck. Lens, De Witte, & Van Coillie. 2013). High level of job satisfaction also helps in reducing employee absents or not turning to work due to illness as employees who are happy with their jobs very rarely take leave from their work even if they are not feeling well as compared to employees who are discontented (Dwyer & Ganster, 1991; Wegge, Schmidt, Parkes & Dick 2007).

Objective of the Study

The main objective of this study is to inspect the impact of work motivation and self-esteem on Job Satisfaction among newly appointed Assistant Professors in Chhattisgarh State.

Hypotheses

The following null hypotheses were formulated

1. There is no significant relationship between work motivation and Job Satisfaction of newly appointed Assistant Professors in Chhattisgarh State.
2. There is no significant relationship between self-esteem and Job Satisfaction of newly appointed Assistant Professors in Chhattisgarh State.
3. Work motivation and self-esteem will not have significant effects on Job Satisfaction of newly appointed Assistant Professors in Chhattisgarh State.

Research Design

The study adopted the co-relational design. The method was utilized in exploring how work motivation and self-esteem impacts Job Satisfaction of newly appointed Assistant Professors in Chhattisgarh State.

Population And Sample Size of the Study

The targeted population of this study comprised of 154 assistant professors who have been appointed at different government colleges of Chhattisgarh state in the year 2021-22. Age ranges from 24 to 38 years. Out of total 154 participants 48 are males and 106 are females.

Gender	Frequency	Percentage
Male	48	31.16 %
Female	106	68.83 %
Total	154	100 %

Research Instrument

Three questionnaires were implemented as research tools for present research. To measure job satisfaction a questionnaire constructed by Dr. Amar Singh and Dr. T R Sharma was

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used. It is comprised of 30 statements each contains five options for response. The test-retest reliability of the scale is 0.978 and validity coefficient is 0.74.

To measure self-esteem of the participants Rosenberg Self-esteem Scale was employed. The self-esteem scale by Rosenberg has indicated significant internal consistency ranging from 0.8 to 0.84. It is a self-report inventory consisting of 10 items. It is calculated on a four-point Likert scale that varies from “strongly agree” to “strongly disagree.” Five of the ten items are positive and the other five are negative and hence reversed scored.

Work Motivation Scale constructed by Dr Poorva Jain and Satish Suyawanshi was applied to measure work motivation level of the participants. Total No of items in this scale are 23 and test-retest reliability is 0.91. Positive items are scored on 5,4,3,2,1 pattern and negative items are scored on 1, 2,3,4,5 pattern.

Method of Data Analysis

The descriptive statistics of analysis such as mean, percentage, frequency, standard deviation and the inferential statistics such as Pearson Product Moment Correlation, and regression analysis in Statistical Package for the Social Science (SPSS) software were applied to investigate the data collected for the research.

Data Analysis

The present study examined how self-esteem & work motivation (independent variables) affected job satisfaction (dependent variable) of the participants. The significance was tested at 0.05 levels with the help of three null hypotheses. The very first hypothesis of the study is that there is no significant relationship between work motivation and job satisfaction of newly appointed assistant teachers in Chhattisgarh State.

Table 1: Relationship between work motivation and Job Satisfaction of the respondents

Variable	Mean	SD	N	r	P value
Work motivation	27.01	4.97	154	0.64	0.01
Job Satisfaction	76.38	12.26	154		

Table 1 indicates that a significant positive relationship exists between work motivation and job satisfaction of newly appointed assistant professors of Chhattisgarh state ($r = 0.64$, $p < 0.01$). The positive correlation shows that work motivation of newly appointed assistant professors is associated with their job satisfaction. The significance of the result indicates that work motivation is the most important factor in achieving job satisfaction among the newly appointed Assistant Professors.

The second hypothesis of the study is that there is no significant relationship between self-esteem and Job Satisfaction of newly appointed Assistant Professors in Chhattisgarh State.

Table 2: Relationship between self-esteem and Job Satisfaction of the respondents.

Variable	Mean	SD	N	r	P value
Self Esteem	69.27	15.44	154	0.72	0.01
Job Satisfaction	76.38	12.26	154		

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Table 2 shows a significant positive relationship between self-esteem and job satisfaction of newly appointed assistant professors of Chhattisgarh state ($r = 0.72$, $p < 0.01$). The inference to be drawn from this result is that, the self-esteem of assistant professors is very important for their job satisfaction.

Table 3: Relationship between self-esteem and work motivation of the respondents.

Variable	Mean	SD	N	r	P value
Self Esteem	69.27	15.44	154	0.67	0.01
Work Motivation	27.01	4.97	154		

Table 3 examines a significant positive relationship between self-esteem and work motivation of newly appointed assistant professors of Chhattisgarh state ($r = 0.67$, $p < 0.01$). This positive correlation helps to understand that self-esteem is a very essential factor of work motivation.

Further It can be concluded here that both independent variables (work motivation and self-esteem) together contributed a coefficient of multiple regression (R) of 0.75% and a multiple correlation square (R²) of 0.576, and finally an adjusted multiple correlation square (Adjusted R²) of 0.57. Thus, combined effect included both variables responsible for adjustment is 57% (Table 4)

Table 4: Multiple regression summary table showing the joint contribution of the independent variables to the outcome measure

R	0.759
R²	0.576
R Adjusted	0.570
Std Error	8.036

Table 5: Anova analysis

	df	SS	MS	F	Significant F
Regression	2	13250.56	6625.28	102.58	P<0.001
Residual	151	9752.05	64.58		
Total	153	23002.62			

Table 5 specified that F ratio value of overall regression model of multiple regression data is significant at 0.001 level of significance ($F = 102.58$; $p < 0.001$)

Table 6. Relative effects of the work motivation and self-esteem on Job Satisfaction

Variable	Un-standardized regression coefficients		standardized regression coefficients	T	Sig. P
	(B)	standard error	Beta		
Model					
Constant	24.941	3.66	-	6.813	0.000
Self esteem	1.32	0.177	0.538	7.487	0.000
Work motivation	0.22	0.057	0.283	3.942	0.000

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One can deduct from Table 6 that work motivation and self-esteem simultaneously have significant effects on Job satisfaction of the respondents ($F = 102.58$; $df = 2; 151$; $p < 0.001$), adjusted $R = 0.570$, adjusted R square = 0.576 . The table, therefore, reveals the relative effects of the two independent variables (work motivation and self-esteem) to the dependent variable (job satisfaction) of the respondents, expressed as beta weights. The result shows that self-esteem as the greater relative effect on job satisfactions of subjects ($\beta = .538$) 53.0% while self-esteem has relative effect ($\beta = .283$) 28% on Job satisfaction among the assistant professors of Chhattisgarh state. The inference to be drawn from the foregoing result is that work motivation and self-esteem have great effects on Job satisfactions of the respondents.

DISCUSSION

The results of this research show that there is a very significant positive correlation between work motivation and job satisfaction among the newly assistant professors of the Chhattisgarh state. This result supports the earlier research which found that there is a significant correlation between work motivation and job satisfaction (Okpara et al., 2005). Maharjan's research (2012) also explained that work motivation correlates significantly with the job satisfaction. According to Lam & Gurland (2008) job satisfaction is a result of the work and is exhibited through work motivation. For the benefit of employee welfare, it is crucial to pay attention to work motivation because it is one of the variables that influences employee pleasure at work. According to Roos and Edden (2008), people who are motivated at work are more likely to meet the standards that have been established in order to get the best results, which will also increase their satisfaction for job. According to Cascio (2003), after needs are addressed, an employee's drive to do his tasks is a crucial component of the job itself and will have an impact on his level of satisfaction.

The result of the second hypothesis of the research shows a significant positive relationship between self-esteem and job satisfaction of newly appointed assistant professors of Chhattisgarh state. This result means that subjects who had high self-esteem had high job satisfaction. The outcome validates the core self-assessments paradigm put forth by Judge, Locke, and Durham (1997). Locke, McClellan, and Knight (1996) illustrated, "A person with high self-esteem will see a difficult task as a merited opportunity that he can master and profit from, whereas a person with low self-esteem is more likely to see it as an unearned opportunity or a chance to fail". Research indicates that people with high self-esteem remain optimistic in the face of failure, which increases the likelihood of future success and hence future satisfaction (Dodgson & Wood, 1998). According to the self-consistency theory (Korman, 1970), people are driven to act in a manner consistent with how they perceive themselves. Hence, the theory predicts that people with high self-esteem will work hard to uphold their favorable perception of themselves.

Finally, both the independent variables work motivation and self-esteem is correlated to job satisfaction. Ayankola (2020) discovered that career fulfillment among health information management staff at federal teaching hospitals in southern Nigeria was positively correlated with self-esteem and job motivation.

Although no prior study has combined the two independent variables for teachers, there are numerous other types of research that used one of the variables as the research objective and came to similar conclusions. According to Reilly's (2012) study, instructors who have high levels of self-esteem also report feeling satisfied in their work. Another study by Gul, Munir,

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Amin, and Farooq (2012) established a link between job satisfaction and self-esteem among those working in the education sector. Stronger self-esteem enables an individual to cultivate better relationships with others, be courteous, and become a successful person (Sapariyah, 2011). A person who feels so important and valuable is more likely to give their all to every work and obligation, both as an individual and as a part of the organization (Engko, 2008: 5).

The results of a related study that was carried out within the Saudi Arabian banking sector complement those of the current study. Jehnzeb, Rasheed, Rasheed, and Aamir (2012) completed the study, which was done among 568 personnel from the public and commercial sectors using a questionnaire as a data collection tool. According to the study, job satisfaction and employee motivation are significantly positively correlated.

CONCLUSION

The results of this study demonstrate that job satisfaction and work motivation have a significant direct correlation. The amount of job satisfaction increases as employee motivation at work increases. Consequently, it is crucial for organizational managers to increase their staff members' motivation. Workers with strong work motivation will be able to contribute the most to the organization by doing their duties to the best of their abilities, and the successful outcomes attained will make their work satisfying.

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Conflict of Interest

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