

A Study of Job Satisfaction among Government and Private College Teachers of Jammu District

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ABSTRACT

The present study was carried on job satisfaction among teachers serving in Government and Private colleges of Jammu city. In the present study, the investigator was concerned about the job satisfaction of teachers. Teachers play key role in the improvement of education. Professor K.G. Saiyidain rightly observes, “that teaching is still an unattractive profession which many persons take up as last resort”. The learned educationists attribute this fact to two reasons. Poor financial prospects which discourage ambitious and intelligent people from financing it and lack of social esteem for the profession. The present study is concerned with job satisfaction among college teachers. It is generally found that job satisfaction is closely related to one’s efficiency. A dissatisfied worker may not be able to do his job efficiently inspite of his ability to do it well. The teaching community which is one of the largest work forces in the country affords the lives of thousands of people and ultimately the destiny of nation itself. If there is no job satisfaction among the teaching community, it will led the nation towards destruction and no other member of the community can uplift the dignity and honour of the nation. The objectives if the study were to study the significance of differences in Job Satisfaction between Government and private college teachers, to study that the teachers reach at that position according to their qualification and abilities and to study the interactional difference in Job satisfaction of gender and type of colleges. In the present investigation the sample was selected randomly from the teachers working in Govt. and private colleges in Jammu city. The total sample of the teachers is 100 (50 male and 50 female college teachers). For testing of significant differences in the Job-satisfaction scores of male and female teachers working in Govt. and Private colleges. The investigation applied the technique of Two-Way Analysis of Variance. Job satisfaction scale was administered to the teachers working in Govt. and Private colleges. The conclusions can be drawn on the basis of the results obtained in present study is there is no significant difference in the Job satisfaction between Govt. and Private college teachers. There is no significant difference in the Job satisfaction between male and female teachers and there are no significant

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interactional difference in (level of teaching and sex) when job satisfaction is taken as criterion.

Keywords: *Job Satisfaction, Government, Private, Teachers*

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 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".

Concept and Meaning of Job-Satisfaction

Job-satisfaction occupies important role in today's work oriented society as large part of individual's time is spent at Job.

"Job" according to Bhargava's dictionary (1985) means a piece of work undertaken for profit (Satisfaction). In Layman's language, "Job satisfaction is the whole matrix of job factors that make a person "Like" his work situation and be "willing" to head for it without distaste at the beginning of his work day". The studies on job satisfaction began as early as in 1980 with Elton Mayo but the actual credit for bringing this term into currency goes to Hoppock (1935). He defined job satisfaction as any combination 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 perceived 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 particularly in Government jobs. The trends and the techniques of teaching are improved in

the modern times. New innovations, technologies in teaching are raising their heads high now-a-days, and engrossing the people more and 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 impart knowledge, develop understanding and skill. Every man 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. Each human being makes an attempt to have an integrated personality and successful integration is the result of successful adjustment. There are three areas of adjustment.

- (a) **Adjustment to self:-** The person should accept himself to his physical, mental, social and other status.
- (b) **Adjustment to society:-** Man is a social animal he lived in and for society. In order to adjust himself in the society he has to accept the norms and taboos of the society.
- (c) **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 shown that employer gets greater output only when his man is satisfied with his work. When a person is satisfied he is likely to benefit having a high moral in life. It is generally seen by researchers that the fair sex i.e women are more satisfied with their jobs than men. The professional working women have a very broad vision of life. They do not care for everyone and about anything. Job involvement of the women minimizes the responsibility of the husband. The job satisfaction is very important for the success of teachers. There is more satisfaction in skilled person than semi-skilled person. In the opinion of the Commission, it is necessary that intensive, and continued efforts be made to raise the economic, social and professional status of the teachers in order to attract young men and women of ability to the profession and to retain them in it as dedicated, enthusiastic and contented workers. This can be done in a very limited extent only through appealing to motives such as love of children or of teaching interest in academic work of research, idealism and desire for service, which attract a small proportion of able young person to the teaching profession. The sum of the opinions is that job satisfaction is a favourableness with which workers view their job. It results when there is a fit between job requirements and the wants and expectations of employees. In other words it expresses the extent of match between worker's expectations and the rewards of the job provides and the value it creates and get cherished. (Singh & Sharma, 1986)

Concept of Teachers

“TEACHER AND GOD BOTH ARE STANDING BEFORE ME
WHOM SHOW I PAY MY OBEISANCE?
I BOW TO YOU MY TEACHER
WHO GUIDED ME TO GOD”.

“A teacher can never truly teach unless he is still learning himself. A lamp can never light another lamp unless it continues to burn its own flame”.

- Rabindra Nath Tagore

It is rightly said that the whole system of education depend upon teacher. Teachers play an important role in Nation building that is why he is also as Nation Builder. Teacher gives all his education to his student without something behind for himself. The school without the teacher is the soulless body. He is the spiritual and intellectual father of the student. He leads the students from the darkness of ignorance to the light of knowledge and understanding and helps to keep the lamp of civilization burning. He converts the base of pupils in to gold. It is the teacher who makes one's life worth living.

The teacher is the custodian of our future. As Mrs. Indira Gandhi, Late Prime Minister states, “The nation's well being depends on teacher's well being. Our two million teachers are the custodian of our future. We talk of honouring and cherishing teachers, but do our actions match our words? We have no right to hold teachers along to a vow of self-sacrifice”. The teacher is the architect of our future. No society can afford to neglect him. Teaching is a honourable profession “Guru” has always hold as a high pivotal position. Even the more precious aid do not help if the teacher is not devoted. The farmer takes pride in growing crops. The industrialization in his manufactured products, the artists in his creative master piece but the teacher feels proud when he is succeeded in bringing desirable changes in his students. Dreams, aspirations and hopes of modern Indian depends upon the quality of teachers so it is the teacher who has to play an important role in shaping the personality of a child just as an incompetent teacher is much more dangerous to the nation. Several prominent personalities of east and west recognized the superiority of the teacher:

1. Manu's view “Manu, the ancient Indian sage says, “A teacher is the image of Brahma, a father is the image of Prajapati, a mother is the image of the Earth.”. He further says, “By devotion to his mother, the child obtains this world, by devotion to his father, the middle world, by devotion to his teacher the Brahmana world”.
2. In Indian Prayer: “The teacher is Brahma; the creator; he is God Vishnu, he is God Maheshwara. He is the entire universe, salutation to him”.

According to Radha Krishanan, “Teacher is of the prime importance in system of education. The whole system of education revolves around the teacher. He is the spiritual and intellectual father of the students from darkness.

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 & Bhatia (2011) mentioned that the level of job satisfaction and attitude of the teachers towards teaching is least affected by the gender, the marital status, minimum qualification and income group of physical Education teachers to compare the job satisfaction among Physical Education teachers and their attitude towards teaching.

Mehta (2012) investigated on job satisfaction among teachers to know whether the perception of job satisfaction among teachers was affected by the type of organization (private vs. Govt.) and the gender (male vs. female). Descriptive analysis was made to study the perception of job satisfaction of male vs. female and t-test was used. Result showed that there would be significant difference in the level of job satisfaction of Govt. and 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

“A study of job-satisfaction among government and private college teachers of Jammu city”

Operational Terms Used

1. **Job Satisfaction:-** Job satisfaction means the satisfaction which people experience in the jobs. Job satisfaction is the result of various attitudes possessed by an employee towards his job. Job satisfaction may be defined as an attitude which results from a balancing summation of many specific likes and dislikes experienced in connection with job.
2. **Types of institutions:-** College is the institution where the learner get education or knowledge from teachers/professors. It is the most formal way of education. Two types of institutions were taken into consideration in the present study.
 - a) **Government College:-** The college or educational institutions which is run by state and central government is known as Government college.
 - b) **Private College:-** As the name indicates, these formal means of education are private undertakings. These are mainly co-educational. In these colleges, students have to pay more fees for their education as compare to Government colleges. The students studying in these colleges generally come from rich or middle class families.
3. **Gender:-** In the present study, Gender consists of both male and female teachers teaching in various types of colleges.

Objectives Of The Study

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

1. To study the significance of differences in Job Satisfaction between Government and private college teachers.
2. To study that the teachers reach at that position according to their qualification and abilities.
3. To study the interactional difference in Job satisfaction of gender and type of college.

Hypotheses Of The Study

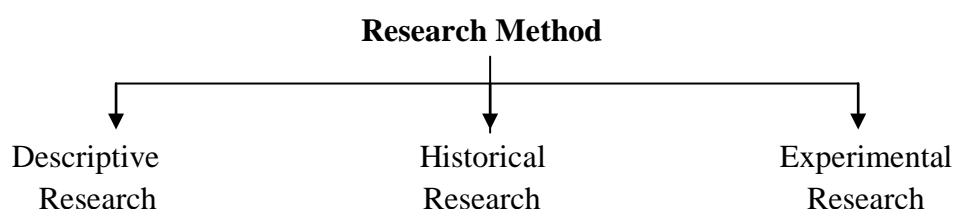
1. There will be no significant differences in Job Satisfaction between government and private college teachers when Job Satisfaction is taken as an independent variable.
2. There will be no significant interactional (sex category) differences in Job Satisfaction of teachers based on sex and type of college.

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.

Method Used:

Selection of research method is one of the almost important in the research process. It refers to the general strategy followed in the collecting and analyzing the necessary data for solving the problems. Research method is the various procedures, schemes used in research. They include the theoretical procedures; equip mental studies, numerical schemes and statistical approaches. Research methods help us to collect samples data and find a solution to a problem. The research method is generally classified in three categories.



Descriptive Research:

In the present study the researcher has used the descriptive method of research. Descriptive research studies are designed to obtained pertinent and precise information concerning the current status phenomena and whenever possible, to draw valid general conclusion from the facts discovered. Descriptive studies are more than just a collection of data; they involve measurement, classification analysis, comparison and interpretation. The purpose of descriptive research is to observe, describe and document aspects of a situation as it naturally occurs. This involves the collection of data that will provide an account or description of individuals, groups or situations. An instrument used to obtain in descriptive studies includes:-

- Questionnaire
- Interview (closed question)
- Observation (check-list etc.)

Selection of the Sample

Sampling is the essence of research. Sampling generally refers to the process of selecting a small part of specimen of something in order to determine some quality or characteristic of the whole sample. Sampling is the soul of all kinds of research on the one hand. “The universe is too vast and complex to be treated as a whole, so a manageable part of it must be choosen for observation”. The method of selecting sample for study the individuals or a portion of the universe in sets is called sampling. The size of sample varies from study to study, method and nature of population. Random sampling is basic to all sampling procedure. Sampling is both necessary and advantageous. It enables us to generalize from a sample to some larger population of which the sample is a part. It saves investigator’s money and precious time and energy as well, the investigator select sample from Jammu City. In the present study both male and female teachers are drawn at random from Government and Private Colleges of Jammu City. The size of the sample selected for the study was 100: 50 Government college teachers and 50 private college teachers.

Variables studied

(a) Independent Variables

- (i) Sex: Males and Females
- (ii) Teachers teaching in different colleges: Government and Private college

(b) Dependent Variable: Job satisfaction scores

Tool Employed

In the present study, the tool employed for the college teachers was a questionnaire based on the “Job Satisfaction of Teachers”. This questionnaire consisted of 26 highly discriminating items on the various aspects of job satisfaction of college teachers.

Administration of the Tools:

Data collection is an essential part of the research process. After preparing the questionnaire, the researcher located various government and private college of Jammu City. Then, for collection of data the investigator visited the colleges of Jammu City. After entering the college the investigator sought the permission of the principal of the college by promising his/her not to take much time of the teachers and not creating any disturbances and then the research again promised confidentiality to the teachers. Every respondent was very helpful and cooperative and thus, the researcher collected data from the sample smoothly with the active cooperation of subjects. Every subject in the sample selected was contacted and then the questionnaire was administered to him in groups and individually whenever and college teacher faced difficulty in printed instructions, individual assistance was paid. It was stressed that no item should be omitted and there is nothing ‘right’ or ‘wrong’ about these question. It was assured that their replies would be kept confidential. In the end, the investigator thanked each teacher personally and in this way collected the data by making contacts with the teacher on personal basis.

Scoring Procedure:

After administration of the test, the next step was scoring. There were 26 items in the test. Scoring was done according to the scoring procedure developed by the investigator in consultation with the supervisor. In Job satisfaction questionnaire, the list has both positive and negative statement. Each item had to be answered in either “yes” or “no” response. All these items are given a score of ‘one’ mark for positive responses ‘yes’ and ‘zero’ for negative response. All these items are given a score of ‘one mark’ for +ve responses (yes) and ‘zero’ for –ve responses (No). The total scores given a quick measure of satisfaction/dissatisfaction of individuals towards their job by adding the scores of particular statement.

Statistical Technique Employed

The collected data is a readymade tool in the hands of the researcher and the statistics employed contribute a great deal to its analysis. The investigator employed the following statistical technique in order to analyses the data precisely. Two way ANOVA technique was

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employed to study the differences of job-satisfaction with regard to sex, and government and private college teachers. The design for computing analysis of variance was 2x2 factorial design.

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.

Table 1: Computation of Analysis of Variance Factorial Experiment 2x2

	Female (A ₁)						Male (A ₂)					
Govt. colleges (B ₁)	8	22	25	24	25	15	23	15	20	19	24	15
	24	26	21	5	10	6	16	11	12	21	19	18
	8	14	20	18	19	25	23	26	21	16	15	23
	7	21	25	26	25	5	12	11	25	25	26	21
	10						4					
	ΣA ₁ B ₁ =434 n ₁ =25						ΣA ₂ B ₁ =461 n ₃ =25					
Private colleges (B ₂)	25	20	3	14	12	34	6	24	18	2	22	25
	22	22	10	20	24	22	14	10	26	23	24	15
	19	14	25	18	14	15	13	18	20	24	26	15
	19	24	6	14	25	20	15	7	24	15	26	21
	18						25					
	ΣA ₁ B ₂ =459 n ₁ =25						ΣA ₂ B ₂ =479 N ₄ =25					
ΣA ₁ =893 NA ₁ =50						ΣA ₂ =940 NA ₂ =50			ΣxT=1833 NT=100			

$$\text{Correction or } C = \frac{(\Sigma XT)^2}{NT}$$

$$C = \frac{(1833)^2}{100}$$

$$C = \frac{3,359,889}{100}$$

$$C = 33598.89$$

Table 2: Square of Scores

	Female (A ₁) ²				Male (A ₂) ²			
Govt colleges (B ₁)	64	484	625	576	529	225	400	361
	625	676	576	441	576	256	121	144
	25	196	36	441	441	361	529	676
	164	324	461	625	441	256	225	121
	625	49	676	625	625	625	676	441
	25	400	100	225	225	324	529	144
	100				16			

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	Female (A_1) ²				Male (A_2) ²			
Private colleges (B_2)	625	400	196	144	576	324	529	484
	576	484	484	400	625	100	676	529
	576	484	361	625	576	225	400	576
	324	196	225	576	676	225	225	576
	196	625	400	324	225	676	441	625
	196	361	169	100	324	49	36	169
	36				196			
X^2	18047				19330		$\Sigma X^2=37,377$	

Sum of square for total (SS_T)

$$SS_T = \Sigma X^2 - C$$

$$SS_T = 37377 - 33598.89$$

$$SS_T = 3778.11$$

Sum of Square for A (SS_A)

$$SS_A = \frac{(\Sigma XA_1)^2}{NA_1} + \frac{(\Sigma XA_2)^2}{NA_2} - C$$

$$SS_A = \frac{(893)^2}{50} + \frac{(940)^2}{50} - 33598.89$$

$$SS_A = \frac{797449}{50} + \frac{883600}{50} - 33598.89$$

$$SS_A = 15948.98 + 17672 - 33598.89$$

$$SS_A = 33620.98 - 33598.89$$

$$SS_A = 22.09$$

Sum of Square for B (SS_B)

$$SS_B = \frac{(\Sigma XB_1)^2}{NB_1} + \frac{(\Sigma XB_2)^2}{NB_2} - C$$

$$SS_B = \frac{(895)^2}{50} + \frac{(938)^2}{50} - 33598.89$$

$$SS_B = \frac{801025}{50} + \frac{879844}{50} - 33598.89$$

$$SS_B = 16025.5 + 17596.88 - 33598.89$$

$$SS_B = 33617.38 - 33598.89$$

$$SS_B = 18.49$$

Sum of Square for Between (SS_{Bet}^{cells})

$$SS_{Bet} = \frac{(\Sigma A_1B_1)^2}{N_1} + \frac{(\Sigma A_2B_2)^2}{N_2} + \frac{(\Sigma A_1B_1)^2}{N_3} + \frac{(\Sigma A_2B_1)^2}{N_4} - C$$

$$= \frac{(434)^2}{25} + \frac{(459)^2}{25} + \frac{(461)^2}{25} + \frac{(479)^2}{25} - 33598.89$$

$$= 188356 + 210681 + 212521 + 229441 - 33598.89$$

$$= 7334.24 + 8427.24 + 8500.84 + 9177.64 - 33598.89$$

$$= 33639.96 - 33598.89$$

$$SS_{Bet} = 41.07$$

Sum of Square for interaction ($SS_{A \times B}$)

$$SS_{A \times B} = SS_{Bet} - (SS_A + SS_B)$$

$$SS_{A \times B} = 41.07 - (22.09 + 18.49)$$

$$SS_{A \times B} = 41.07 - 40.58$$

$$SS_{A \times B} = 0.49$$

Sum of Square for within (SS_{within})

$$SS_{within} = SS_T - SS_{Bet}$$

$$SS_{within} = 3778.11 - 0.49$$

$$SS_{within} = 3777.62$$

Table 3: Summary of 2x2 ANOVA

Source of Variance	SS	Df	MS	F	Significance
A	22.09	1	22.09	0.56	Non Significant
B	18.49	1	18.49	0.46	Non Significant
AxB	0.49	1	0.49	0.12	Non-Significant
Within	3777.62	96	39.35		
Total	3818.69				

Table 4: Showing Mean values of Male and female of Government and Private College teachers in Job Satisfaction

Male	Female	Government	Private
18.8	17.86	17.9	18.76

INTERPRETATION

Table 1 reveals that F-ratio for the main effect A i.e. Sex (male and female) has been found not significant as the calculated value is 0.56 against 1 and 96. It can be interpreted that male and female college teachers do not differ in job-satisfaction. It suggests that they are alike in their job-satisfaction irrespective of their working at different levels of education. Thus, the first hypothesis of no difference stand accepted.

F-ratio against another main factor B (category of college) i.e. Government and Private college teachers has not been found statistically not significant as the calculated value is 0.46 against 1 and 96. It can be interpreted that Govt. and Private college teacher do not differ in job-satisfaction irrespective of their working at different level of education. Thus, the second hypothesis of no difference stand accepted.

Further the mean value show that Government college teachers have mean value of 17.86 in comparison to private college teachers showing mean value of 18.76 respectively. The Government teachers shows higher job-satisfaction than private college teachers but not significant.

F-ratio against interactional effect of teachers teaching in different colleges and sex has come insignificant. It shows that the male and female college teachers teaching in Government and private do not differ significantly from each other on the basis of interaction in the dependent variable. Both these independent factors do not seem to influence the job satisfaction of college teachers when their joint impact is seen. Thus, the third hypothesis of no difference stands accepted.

MAIN FINDINGS

In the light of analysis and interpretation of the data as given in the previous chapter, interpretation of the results plays a vital role in any piece of research. Similarly the formations of conclusion. Conclusions demand keen observation and absolutely objective thinking thus, enabling the researchers an opportunity to take maximum precautions in arriving at any stage of generation. The following conclusions can be drawn on the basis of the results obtained in present study.

1. F-ratio value for the main effect: Sex has been found to be insignificant, when job satisfaction is a dependent variable. There is found no significant difference between male and female college teachers in their job satisfaction.
2. F-ratio variable for another main effect: teachers teaching in different college have been found to be insignificant, when job satisfaction is a dependent variable. It means that the teachers working in Govt. and private Colleges do not differ significantly from each other on job satisfaction.
3. F-ratio variable for the interactional effect of sex and college teachers teaching in different Colleges has come insignificant when job satisfaction is a dependent variable. It means that the male and female college teachers teaching in Govt. and private colleges do not differ significantly from each other on job satisfaction, when their joint influence is seen.

EDUCATIONAL IMPLICATIONS

Job satisfaction is the prime factor in any of the job and for the national development the right person at the right place should be its motto. But the general impression is that people do not find the job as for as their merits and plans but by chance. So one has to always seek adjustment to be in satisfactory condition. It is also admitted fact that if there will be a satisfactory from job person would be happy to discharge his duty that is without any fear and prejudice. The teacher is also one of it and the same criterion applies to it.

It is well known fact that teachers shape the destiny of a nation in classroom but if they are not themselves satisfied with their job then they will not guide the younger generation in a better way. Teacher is the builder who moulds the children into proper shape so as to enable them to lead successful life. If the teacher is dissatisfied with his job the product of such college teachers cannot sustain the challenge of the world they grow up. Had the class strength been manageable and facilitation for effective teaching provided for the situation would have been entirely different, with better standard of education and greater job-satisfaction for the teacher, which would in turn further improve his efficiency. Thus, there is

a need for improving the working conditions of college teachers, which could make their job decent and respectful. The governing authority should solve their problems by helping them in raising the social as well as economic status. The government should also give the promotions in due time to the deserving male college teachers otherwise the college teachers if disgusted with their jobs may not do proper justice to the students in the teaching-learning process.

Teacher is also a part of the society and demand and desires and also working in him/her. So it is natural to the teachers who are more educated they may be expecting higher salary and incentive in order to be satisfied in the job. The teacher expects that economically as well as socially he should not be neglected in comparison of other profession where simpler qualification is required. It is not only disturbs psychologically but brings lot of mental pressure on him. Therefore creating dissatisfaction on him for the job. It may be one of the reasons the teacher today are not highly paid and quality education is not also there. Can there be a correlation between the teacher job salary and quality of education?

The results that that job-satisfaction varies from person to person and also with kind of education. It seems job satisfaction and also with kind of education. It seems job satisfaction is a phenomenon which is dependent on certain cause of effect relationship. It means that conditions are to be made such in the institution that every teacher irrespective of the qualification and type of college should be job satisfied because it the base of every activity which stems out of the teacher.

So satisfaction of teacher if it is to be best judged, is only possible when teacher is fully job satisfied. The job-satisfaction simply does not come out of the air, rather it cultures when there is no feeling of jealousy and the teacher has freedom of work and freedom of expression. A teacher is having no power by still he or she may be given autonomy in taking the decision which may proves better in long run of the students. Such decisions are always to be welcomed and it will be first step for the culture of satisfaction.

So, all policy makers and educationist should see that all the teachers may be job satisfied in their own place, because more than monetary satisfaction teacher requires stability, piece of mind which will ultimately turn into job satisfaction. In the present study no significant differences were found in the job-satisfaction on the basis of sex and type of colleges which indicates that the college teachers are similar in their job satisfaction. It is good sign for improving efficiency of teachers there is a need to explore other factors which may affect job-satisfaction.

SUGGESTIONS FOR FURTHER STUDY

Any research work is incomplete if it does not make suggestions for the utilization of the conclusions drawn and proposals for further research. Therefore some suggestions are offered as under:-

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1. The present study deals with Government and Private college teachers. Same type of work can be done on medical colleges, engineering colleges and some other professional college teachers also.
2. Work should be taken up to study the differences in job-satisfaction between college teachers, who remain away from their homes and how are posted in far or near their home places.
3. The study can also be undertaken in other district since it was confined to Jammu city only.
4. A sample of 100 teachers was taken in the present study. Same study can be done on the large sample also.
5. In addition to sex, level and teaching experience, other variable can also be considered viz, intelligence socio-economic status, Risk-taking behavior, teaching experience etc.
6. A wider coverage in regard to geography and population may consider.
7. The present study was confined to teachers of urban areas only. Rural areas can also be included in order to find out the locality differences.

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Conflict of Interest

There is no conflict of interest.

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