

Available online at <http://www.ijims.com>

ISSN: 2348 – 0343

Job Satisfaction and Personal Interest of College Teachers in Teaching: A Study in Hailakandi District

Bahar Uddin Laskar* and Swapan Kumar Dutta,
Dept. of Education, Assam University, Silchar , India

*Corresponding author: Bahar Uddin Laskar

Abstract

The quality of a nation is assessed by the quality of its citizens and the quality of the citizens is mostly determined by the educational system of a nation. The educational system in turn depends upon the quality and personal interest of the teachers in their job. The present study is conducted to investigate the personal interest of the college teachers in their job / teaching in Hailakandi district. A survey is conducted with 89 numbers of teacher i.e. Asstt. Professors of seven degree colleges in Hailakandi district and accordingly a self developed tool (questionnaire) is prepared to collect data from these colleges. Here simple random sampling technique has been followed. The analysis of data revealed that most of the college teachers feel interested in teaching, consider that teaching is an ideal job, feel that teaching is a passion and also consider that teaching is more prestigious job than others when the personal interest of college teachers in their job is concerned.

Keywords: - Job Satisfaction, College Teachers, Personal Interest, Teaching.

Introduction

Teacher is an instrumental and dynamic factor in the teaching learning process. No teaching can take place, no adequate knowledge can be provided and no proper development of pupils' individuality can take place without him. They occupy a place of paramount importance in any system of education. No other aspect of education is so vital for its progress as the teachers. They are the pivot of the educational system. The whole educational system revolves around them. It is they who have to select and interpret the curriculum and aids of instruction. They have to influence our boys and girls by their conduct and behaviour. They are required to take up constructive leadership in reorienting education to meet national needs. Their task is not only confined into the class room and to preserve, interpret and transmit our culture to the coming generation but also they play a vital role in bringing about social change. Dr. Radhakrishnan has aptly remarked "The teacher's place in the society is of vital importance. He acts as the points for the transmission of intellectual tradition and technical skill from generation to generation and helps to keep the lamp of civilization burning."

It is well known to us that successful educational system requires a shining, reputed and high quality teaching staff. The role of teachers is very much important as they employ the most effective teaching learning skills and strategies to enable students to make progress especially in practical life.

The expectations of society depend upon the successful running of the education system. The success of the educational system depends upon the involvement, effort and the contribution of the academic staff or their professional expertise. Job satisfaction, retention and the organization are essential for all the academic institutions. Higher job satisfaction of the faculty results in the healthy and positive climate of the institute. Positive climate of the college's commitment to not only increase the job satisfaction of the staff but also the overall productivity of the institution of higher education.

Kothari Commission rightly remarked, "The destiny of the nation is being shaped in her class room." In short, Teachers are born and also made. The number of the borned teachers are too less to cope up with the 'student – explosion' with new outlook. It is the college teachers who engage themselves or who are obligated to engage themselves in the process of modifying the student's behaviour to cope up with the challenging contemporary situation of the class and institution positively. So the issue of job satisfaction of college teacher becomes an important challenging issue automatically. College teachers should be made saturated psychological aspects, economical aspects, social aspects and also should be kept free from political torture.

Job satisfaction has been the centre of the concentration for researchers over a few decades. The reasons for such concentration are manifold. Therefore, the investigator is interested to make a study on the Job satisfaction of college teachers in Hailakandi District in regards personal interests in teaching.

Concept of Job Satisfaction

Job satisfaction is a generalized attitude towards the job which is the result of many specific job factors, individual characteristics and group relationships outside the current job. More importantly what an employee wants in a job will depend among others on the individual's age, desires, level of aspiration, social status, recreational outlets, family relations, education, job level and tenure and so on. Five other related attitudes that represent if most important characteristics of the job about which people have affective responses are work itself, pay, promotion opportunities, supervision and co-workers.

Job satisfaction comprises satisfaction with work, pay supervision, benefits and promotions, opportunities, working conditions, co-workers and organizations practices. Job satisfaction is the total of the sentiments related with the job conducted. If the worker perceives that his / her values are realized within the job he / she exhibit a positive attitude towards his / her job and acquire job satisfaction.

Formally defined job satisfaction is the degree to which individuals feel positively or negatively about their jobs. It is an emotional response to one's tasks as well as to the physical and social conditions of the work place. Rao (1970) defined, "Job satisfaction is a complex phenomenon having multiple inter correlated casual factors: personal, social, cultural and economic."

Review of Related Literature

Here an attempt has been made to review the related studies highlighting a study on the job satisfaction of college teachers in Hailakandi district in regards to personal interest of teaching.

Ramakrishnaiah, D. (1989) conducted "Job Satisfaction of College Teachers" with a view to estimate the general level of job satisfaction among college teachers; to identify factors with which the teachers were satisfied / dissatisfied; and to identify personality factors which influence the level of job satisfaction.

"A Critical Study of the Job Satisfaction of the Primary Teachers" was done by Gonsalves, F. (1989) with a view to study and compare the job satisfaction of the teachers belonging to Zilla Parishad and Private schools; and to compare the job satisfaction of male and female teachers.

"A Study of Secondary School Teachers' Job Satisfaction and Job Motivation in Cuttack District of Orissa" was made by Das, Bijoy Laxmi (1988) with a view to study the extent of job satisfaction in and motivation of; (i) Rural and Urban teachers; (ii) trained and untrained teachers; (iii) male and female teachers; (iv) Govt. School and Privately managed school teachers and (v) teachers from different age groups.

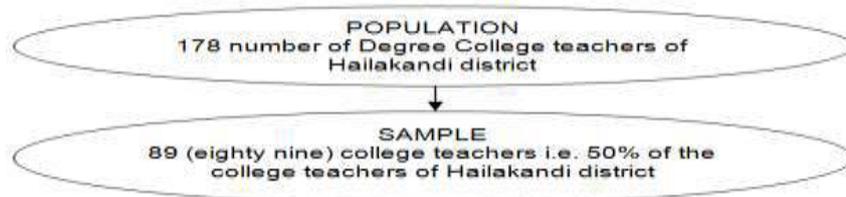
Agarwal, Meenakshi (1991) conducted "Job Satisfaction of Teachers in Relation to some Demographic Variables and Values" with a view to study the job satisfaction of teachers in relation to their achieved characteristics; to study the job satisfaction of teachers in relation to their ascribed characteristics and; to study the values of teachers having high job satisfaction and poor satisfaction.

"A Study of Teachers' Values and Job Satisfaction in Relation to their Teaching Effectiveness at Degree College Level", was made by Atreya, Jai Shankar (1989) with the object to identify teachers of high, average and low teaching effectiveness; to find out the values and magnitude of job satisfaction associated with teachers of high, average and low teaching effectiveness and; to find out the degree of influence of teachers' values and job satisfaction on teaching effectiveness. The study was an ex-post facto research wherein 600 teachers from 11 colleges of Meerut University were selected through random sampling.

Method of Study: - The present study employed descriptive survey method. In this study a survey is conducted with 89 (eighty nine) teachers i.e. Asstt. Professors of 7 (seven) degree colleges in Hailakandi district under Assam University, Silchar. A tool (questionnaire) is prepared by the investigator to collect the data from the 7 (seven) degree colleges of Hailakandi district.

Population: - The population in the present study comprises all the teachers (Asstt. Professors) of 7 (seven) degree colleges of Hailakandi district under Assam University, Silchar.

Sample: - There are 7 (seven) degree colleges in Hailakandi district under Assam University, Silchar, with a good numbers of teachers (Asstt. Professors). It is not possible to collect information from the incumbents of all the colleges. So, 50% of the total strength are selected as the sample of the present study.



Here, simple random sampling technique has been followed.

Analysis and Interpretation of Data: -

In the present study the obtain data are analyzed in terms of percentage. Analysis of data related with personal interest of the teachers in job.

Table No. 1
Teaching Temperament of Teachers

Sl. No.	Response	No. of Teachers	Percentage
1	Yes	66	74.16%
2	No	23	25.84%
Total		89	100%

From the above table it shows that out of 89 number of teachers, majority of the teachers (74.16%) feel themselves temperamentally fit for teaching where as 23 number of teachers (25.84%) feel that they are not temperamentally fit for teaching.

Table No. 2
Teachers' Pleasure in Teaching

Sl. No.	Response	No. of Teachers	Percentage
1	Yes	68	76.40%
2	No	21	23.60%
Total		89	100%

The above table indicates that out of 89 numbers of teachers, 76.40% of the college teachers feel pleasure in teaching. Only 23.60% teachers are not feeling pleasure in teaching.

Table No. 3
Teachers' Proud In Profession

Sl. No.	Response	No. of Teachers	Percentage
1	Yes	69	77.53%
2	No	20	22.47%
Total		89	100%

From the study it reveals that 77.53% of the college teachers are feeling proud of their profession but 22.47% teachers are not feeling proud of their profession. It also reveals that 63.64% college teachers feel fortunate in getting this job but 36.36% teachers are not feel fortunate in getting this job.

Table No. 4
Teachers' Interest in Teaching

Sl. No.	Response	No. of Teachers	Percentage
1	Yes	71	79.78%
2	No	18	20.22%
Total		89	100%

From the above table it shows that 79.78% college teachers are interested in teaching where as 20.22% teachers are not interested in teaching.

Table No. 5
Teaching is an Ideal Job

Sl. No.	Response	No. of Teachers	Percentage
1	Yes	59	66.29%
2	No	30	33.71%
Total		89	100%

From the study it is found that 66.29% college teachers feel that teaching is an ideal job and 33.71% feel that teaching is not an ideal job.

Table No. 6
Teaching is a Passion

Sl. No.	Response	No. of Teachers	Percentage
1	Yes	55	61.80%
2	No	34	38.20%
Total		89	100%

The above table shows that 61.80% college teachers feel that teaching is a passion while 38.20% teachers feel that teaching is not a passion.

Table No. 7
Teaching is a Prestigious Job

Sl. No.	Response	No. of Teachers	Percentage
1	Yes	56	62.92%
2	No	33	37.08%
Total		89	100%

The study shows that 62.92% college teachers feel that teaching is more prestigious job but 37.08% teachers feel that teaching is not more prestigious job than others.

Table No. 8
Teaching is an Onerous Job

Sl. No.	Response	No. of Teachers	Percentage
1	Yes	43	48.31%
2	No	46	51.69%
Total		89	100%

The above table shows that out of 89 teachers 48.31% feel that teaching is an onerous job while 51.69% teachers feel that teaching is not an onerous job.

Table No. 9
Teachers' Sense of Humor

Sl. No.	Response	No. of Teachers	Percentage
1	Yes	74	83.15%
2	No	15	16.85%
Total		89	100%

The table shows that 83.15% college teachers think that teacher should have a sense of humor but 16.85% teachers think that teacher should not have a sense of humor.

Major Findings: -

On the basis of the analysis and interpretation of data, the following major findings of the study are identified: -

- ❖ The study reveals that most of the college teachers feel interested in teaching, consider that teaching is an ideal job, feel themselves fortunate in getting that job, feel that teaching is a passion and also consider that teaching is more prestigious job than others, think that a teacher should have a sense humor when the personal interest of teachers in job is concerned.
- ❖ The study reveals that 51.69% college teachers feel that teaching is not an onerous job.

Conclusion

Now a days there is, however, a general feeling that the teachers do not have satisfaction in their job. But the present study reveals that the college teachers of Hailakandi district have satisfaction in their job and consider that teaching is an ideal job and more prestigious job than others. Their positive personal interest in teaching is a green signal for the effective classroom communication as well as to attain the national goals. Job satisfaction and personal interest of college teachers in teaching are the influential factors to enrich the human resources of the living world.

References

- Santhapparaj, A.S., Alam, S.S. Job Satisfaction Among Academic Staff in Private Universities in Malaysia, *Journal of Social Science*, 2005, 19 : 547 – 559.
- Narimawati, S. E. U. The influence of Work Satisfaction, Organizational Commitment and Turnover Intention Towards the Performance of Lecturers at West Java's Private Higher Education Institution. *Journal of Applied Sciences Research*, 2002, 3(7) : 549 – 557.
- Karim, N. H. A. Investigating the Correlates and Predictors of Job Satisfaction Among Malaysian Academics Librarians. *Malaysian Journal of Library & information Science*, 2008, 13(2): 69 – 88.

- Seth, N. K., Swaran Pratap & Gupta Naveen Kumar. Job Satisfaction and organizational climate among University teachers. *Journal of Higher Education*, 1983, 9(2).
- R. Natarajan. School Organizational Climate and Job Satisfaction of Teachers : A Study. *Journal of Indian Education*, 2011, XXVII (2) : 36 – 43.
- Dr. Mathur S. S. *Teacher And Secondary Education*. Agra: Vinod Pustak Mandir; 2002.
- Koul, Lokesh. *Methodology of Educational Research*. New Delhi : Vikash Publishing House Pvt. Ltd.; 1984.
- Kochhar, S.K. *Research Methodology*. New Delhi : Wiley Eastern Ltd.; 1991.
- Siddhu, K. Singh. *Methodology of Research in Education*. New Delhi : Sterling Publishing Pvt. Ltd.; 1987.
- Buch, M. B. *Fourth Survey of Research in Education*, Vol. II : 1991
- NCERT. *Fifth Survey of Research in Education*, Vol. I : 1997.
- NCERT. *Fifth Survey of Research in Education*, Vol. II : 2000.