

**A STUDY ON DETERMINANTS FACTORS OF JOB SATISFACTION TOWARDS
WOMEN FACULTY MEMBERS IN SELF FINANCE COLLEGE AT TIRUPATTUR
DISTRICT**

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ABSTRACT

The present study was conducted to study the determinants factors of job satisfaction towards of women faculty members in self finance College. The study based on the Financial and Non-Financial Factors. Financial Factors based on Annual Increment, Leave salary available, Advance salary available etc. Non-Financial Factors based on Special awards for publication, Promotions, official appreciation in recognition of services etc. The Non-probability sampling of convenient random sampling method was used in the present study. The sample of the study comprised of 50 women teachers selected from Tirupattur District. The data were analyzed using descriptive analyses (Mean, Standard Deviation), Correlation analyses (co-efficient of correlation 'r'). The finding of the study revealed that annual increment is the first and foremost important financial factors for job satisfaction which the female faculty respondents consider it as important, followed by Leave salary, advance salary, provident fund, etc. Special award for publications is the first non -financial factor which influences the job satisfaction, followed by promotion, Official appreciation in recognition of services, providing additional responsibility, Sanction of OD, etc. The study revealed that there is a moderate correlation between Financial incentives and non- financial incentives ($r=.548$), financial incentives and job satisfaction ($r=.518$) and non-financial incentives and job satisfaction ($r=.540$)

KEYWORDS: Job Satisfaction, women faculty, Financial and Non -Financial Factors.

INTRODUCTION:

Job satisfaction is the extent to which people like or dislike their jobs. It is a worker's sense of achievement as success on the job. Job satisfaction contributes to the efficiency and effectiveness of business firms. Positive and favorable attitudes towards the job indicate job satisfaction Negative and unfavorable attitudes towards the job indicate job dissatisfaction. Job satisfaction implies doing a job one enjoys, doing it well and being rewarded for efforts. It means enthusiasm and happiness with one's work. Job satisfaction leads to recognition, income, promotion, and achievement of goals resulting in a feeling of fulfillment.

There is drastic gap between the salaries of the teachers from government colleges and not Government colleges. Not only there are many factors which influence the job satisfaction of the faculty members in the present scenario. The job satisfaction factors may be financial and non -financial depending upon the psychological level if the faculty members. In such a case the factors determining the job satisfaction of women faculties who are working in self finance college also played very important role.

Definition: Hoppock, "any combination of psychological, physiological and environmental circumstances that cause a person to truthfully say I am satisfied with my job".

According to Robbins and Sanghi (2006) "Job satisfaction is collection of feelings that an individual holds toward his or her job." The same was contributed by Masud Ibn Rahman (2008) "Job satisfaction is defined as a general attitude toward one's job"

Factors Influencing Job Satisfaction



Personal Factors: Age, Gender, Educational Qualification, Experience, Capacity, Fulfillment of expectation.

Organizational Factors: Working Condition, Growth Opportunities, Work Load, Stress, Interpersonal relationship, Fair remuneration, Job Security, Nature of the Job.

The study of Hoppock (1935) showed that job satisfaction is related to many things other than financial returns. Some of these factors, according to him are relations, social status, relationship with the superiors and associates on the job, nature of the work, hours of work, opportunities for advancement, variety, freedom from close supervision, visible, the satisfaction of doing good work, opportunities for service to others, environment freedom to live where one chooses, responsibility, vacation, excitement, opportunity for self-expression, competition opportunity of traveling, appreciation of work, security and ability to adjust oneself to unpleasant circumstances. There are three important dimensions to job satisfaction. First; job satisfaction is an emotional response to a job situation. As such, it cannot be seen it can only be inferred. Second, job satisfaction is often determined by how well outcomes meet or exceed expectations. For example, if organizational participants feel that they are working much harder than others in the department but are receiving fewer rewards, they will probably have a negative attitude toward the work, the boss, and coworkers. They will be dissatisfied. On the other hand, if they feel they are being treated very well and are being paid equitably, they are likely to have a positive attitude toward the job. They will be job satisfied. Third, job satisfaction represents several related attitudes.

REVIEW OF LITERATURE

The following are some of the review of Literature related to job satisfaction.

Verma, Mahawar, & Narayan (2009) concluded that practicing on Quality Management is the most important factor to achieve the full job satisfaction among library professionals of Govind Ballabh Pant University of agriculture and technology, Pantnagar library.

Ramana (2009) in a study concluded that the Elementary school teachers observed that changes in the level of Job Satisfaction, Job Involvement and Values in Teaching by the changes of the importance of the personality traits.

Ganapati and Hosmani (2012) "Pay and job satisfaction among library professionals" the study concluded that job satisfaction of university and college library professionals In Gulbarga city. 40 numbers of respondents from ten college libraries were selected for the study. The research finding shows that the job satisfaction of employees in the library is good and about 80 percent of the

employees are satisfied with their job and remaining are less satisfied, and dissatisfied. It shows that the administration is profoundly energetic in keeping employees satisfied. The overall view of the study found that the majority of employees are happy with the organization and still want to be part of the organization.

KaberiSaha (2012) has conducted a study on job satisfaction of the junior college teachers of Assam in relation to some selected variables. The main objectives of the study were to find out the difference in the job satisfaction of Junior college teachers based on their gender. The study revealed that the female junior college teachers have got more job satisfaction than that of the male teachers.

Bhatti and Khoso (2013) the study revealed that job satisfaction among Govt. and non-Govt. employees of Hyderabad city. The researchers selected 100 respondents comprising Government (N=50) and Non-Government (N=50) employees of Hyderabad, among them 52 numbers of males and 48 of the female. A further sample was categorized into the same number of senior and junior (N=25) from both Government and Non-Government employees respectively. The exploration discoveries state, "There is no difference in Job Satisfaction among Government and non-Government workers of Hyderabad." Again, "there is no difference in senior & junior, male & female in job satisfaction in Government & Non-Government Organizations" (Bhatti & Khoso, 2013).

Madhu Gupta and ManjuGhalawat (2013) have conducted a study on job satisfaction and work motivation of secondary school teachers in relation to some demographic variable. The multi-stage stratified random sampling technique has been utilized to select a sample of 400 secondary school teachers working in school affiliated to HBSC located in Rohtak, Jhajjar and Sonapat cities. The main objective of the study were to find out the difference in the job satisfaction among secondary school teachers based on their gender, type of school, teaching experience and educational qualification. The study revealed that the female teachers have got more job satisfaction than that of the male teachers. The teachers working in private school have got more job satisfaction than that of the teachers working in government school. Further the study revealed that the less experienced teachers have got more job satisfaction than that of the more experienced teachers. Based on their educational qualification the graduate teachers have got more job satisfaction than that of the post graduate teachers.

Madhab Ghosh (2013) has conducted a study on job satisfaction of teachers working at the primary school. The main objectives of the study were to find out the difference in the job satisfaction of primary school teachers based on their gender, locality, type of management and educational qualification. The study revealed that female teachers have got more job satisfaction than male teachers. The teachers working in rural areas have got more job satisfaction than that of the teachers working in urban teachers. The teachers working in government has got more job satisfaction than that of the teachers working in private school. The undergraduate teachers have got more job satisfaction than that of the postgraduate teachers.

Indira Dhull and PreetiYadar (2014) have conducted a study on job satisfaction among senior secondary school teachers in relation to their personality and some demographic variables. The simple random sampling technique has been utilized to select a sample of 200 senior secondary school teachers from Delhi. The main objectives of the study were to find out the difference in job satisfaction among senior secondary school teachers based on their gender and locality. The study revealed that male teachers have got more job satisfaction than that of the female teachers. Further, the study revealed that the teachers working in urban area have got more job satisfaction than that of the teachers in rural.

STATEMENT OF PROBLEM

Job satisfaction is not only for the employees but, the society as a whole. College Teachers are the most important group of professionals for our nation's future. As compared to other levels of educational system in the society, higher education has a much bigger role to play. As Therefore, it is astonishing to know that even today many of the college teachers are dissatisfied with their jobs. To

know the job satisfaction level of teachers is very important since it increases productivity and classroom performance in the college.

Self -finance colleges are playing very important role in providing higher education in our nation. The number courses and staff employed in self finance colleges are remarkable. The salary structure and other facilities provided to self- finance staff are different from government college teachers. So it makes us necessary to study the job satisfaction of self -finance college teachers. In Tirupattur District, there are good number of self- finance colleges where women faculty members are working more. So determinants factors of job satisfaction towards of women faculty members in self finance college at tirupattur district has carried out.

OBJECTIVE OF THE STUDY

1. To study the Financial Factors influencing Job Satisfaction
2. To study the Relationship between Financial, Non- Financial Incentives and Job Satisfaction
3. To study the Impact of Job satisfaction on Financial and non-Financial incentives on Job satisfaction

LIMITATION OF THE STUDY

1. The Study was conducted only Women faculty members working self- financing Arts and Science College at Tirupattur district only.
2. The Number of respondents limited to 50 members only

AREA OF THE STUDY: Tirupattur District.

METHODOLOGY

Sample Design: 50 samples were selected from self -finance Arts and Science College Teachers from Tirupattur district. Only women's faculty members were considered for the study. 5 colleges were selected. Convenient Random Sampling method used for the study.

Data Collection

Primary data was collected through questionnaire.

Secondary data was collected from journals, book, magazines, records and websites.

Tools used: Mean, Std. Deviation, Correlation, Co-efficient of Correlation was used for presenting the data

Demographic Profile of the respondents

In the Demographic profile of the respondents, the basic profiles of the faculty respondents like age, marital status, educational qualification and monthly salary were determined with the help of Percentage analysis

Table No. 1

Demographic Profile of the Female Faculty Respondents

	Particulars	Frequency	Percent
Age	below 30 years	19	38.0
	31 to 40 years	30	60.0
	40 years above	1	2.0
	Total	50	100.0
Marital Status	Married	40	80.0
	Unmarried	10	20.0
	Total	50	100.0
Educational qualification	PG Only	8	16.0
	M.Phil	31	62.0
	Ph.D	11	22.0
	Total	50	100.0
Monthly Salary	Below 8000	14	28.0

	8001-10000	10	20.0
	10001-15000	7	14.0
	15001 above	19	38.0
	Total	50	100.0

Source: computed data

From the above table it can be inferred that 38% of the faculty respondents were below the age group 30 years, 60% of the respondents were in the age group of 31-40 years and 2% were in the age group of above 40 years. 80% of the respondents were married and 20% were unmarried. 16% of the female faculty respondents have the educational qualification of Post graduate degree, 62 % have completed M. Phil and 22% of the respondents have completed the Ph.D. As far as monthly salary is concerned, 28% of the respondents earn less than Rs.8000, 20% of the respondents earn Rs.8,001-Rs.10,000, 14% earn Rs.10,001-Rs.15,000 and 38% earn above 15,001.

Financial Factors influencing Job Satisfaction

In order to find out the important financial factors influencing job satisfaction among the female faculty members, mean values are found out and the ranks are assigned based on the mean values.

Financial Incentives influencing Job Satisfaction

financial incentive factors	Mean	Std. Deviation	Rank based on mean scores
Annual Increment	4.30	0.61	1
Leave salary available	4.18	0.87	2
Advance salary available	4.14	0.73	3
Provision of provident funds	4.10	0.81	4
Cash awards for academic excellence	4.08	0.85	5

The above table reveals that annual increment is the first and foremost important financial factors for job satisfaction, followed by Leave salary, advance salary, provident fund and Cash awards for academic excellence. The least important is cash awards for academic excellence.

Non- Financial Factors influencing Job Satisfaction

Mean values are found out and ranks are assigned for Non-financial factors influencing job satisfaction among the female faculty members.

Non-Financial Incentives influencing Job Satisfaction

Particulars	Mean	Std. Deviation	Rank based on mean scores
Promotions	4.02	0.82	2
Providing additional responsibility	3.88	0.94	4
Official appreciation in recognition of services	3.96	0.90	3
Special awards for publication	4.04	0.78	1
Encouraging to attend the FDP	3.48	0.99	6
Sanction of OD for attending government program	3.82	0.92	5

The above table reveals that, special awards for publication is the first important non financial factor, followed by promotion, Official appreciation in recognition of services, providing additional responsibility, Sanction of OD for attending government program and finally encouraging attending the FDP which influence job satisfaction.

Relationship between Financial and Non -Financial Incentives with Job Satisfaction

In order to test the strength of relationship between financial incentives, non-financial incentives and Jobs satisfaction level, correlation analysis is performed.

	Financial incentives	Non-Financial Incentives	Job Satisfaction
Financial Incentives	1	.548**	.518**
Non-Financial Incentives	.548**	1	.540**
Job Satisfaction	.518**	.540**	1

**. Correlation is significant at the 0.01 level (2-tailed).

It can be noticed from the above correlation table that there is a moderate correlation between Financial incentives and non- financial incentives ($r=.548$), financial incentives and job satisfaction ($r=.518$) and non-financial incentives and job satisfaction ($r=.540$) at 1% level of significance.

Impact of Job satisfaction on Financial and non-Financial incentives on Job satisfaction

In order to find out the impact of financial and non-financial factors on Job satisfaction, multiple regression analysis is used. Where Financial and non-financial factors are independent variables and Job satisfaction is the dependent variable.

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-.814	.853		-.955	.345
	Fin incentives	.512	.225	.318	2.280	.027
	Non Financial Incentives	.565	.215	.366	2.631	.011
R =.602		R ² =.363				
F value =13.370		df = 2	P value=0.000			

From the above regression table it can be inferred that 36.3% of the financial and non-financial factors (Dependent Variables) are explained by the Job satisfaction (independent variable). The ANOVA table predicts shows that the independent variables statistically significantly predict the dependent variable, $F(4, 49) = 13.370$, $p < .0000$. It can further be seen that the two variables namely financial and non-financial incentives were significantly predicted by job satisfaction factor.

CONCLUSION:

It can be concluded as job satisfaction differs from person to person, place to place. The determining factors job satisfaction also differs on the basis of individual. Since women faculty members have more work schedule, finding job satisfaction played important role. It can be noticed from the above study that there is a moderate correlation between financial incentives and non-financial incentives. So not only financial factors, but also non financial factors determine the job satisfaction of women faculty members. But both have moderate influence only.

Scope for further Research

The following are some of the scope for further research base on the above study

1. The study on job satisfaction determining factors between Men and Women faculty members.
2. The study on impact of organizational factors towards job satisfaction on teaching faculty.

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