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முனைவர் க.சித்ரா

THE EFFECT OF CAREER DEVELOPMENT, COMPENSATION, WORK ENVIRONMENT ON JOB SATISFACTION WITH SPECIAL REFERENCE TO TIRUPATTUR DISTRICT

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ABSTRACT

The purpose of the study was to determine the effect of career development, compensation, work environment on job satisfaction in the government college faculty member at Tirupattur District in Tami Nadu. This type of research is explanatory and Empirical method. The population of this study is the Government college faculty members. The Non-probability sampling of convenient random sampling method was used in the present study. The sample in this study were 200 respondents. The research instrument was a questionnaire distributed to respondents. The analysis tool used is Simple Percentage Analysis, Regression Weights, Path Analysis. The results of this study career development, compensation, work environment and satisfaction have a positive and significant effect on job satisfaction in the Government college faculty member in Tirupattur District.

Keywords: Career Development, Compensation, Work Environment, Job Satisfaction.

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.

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

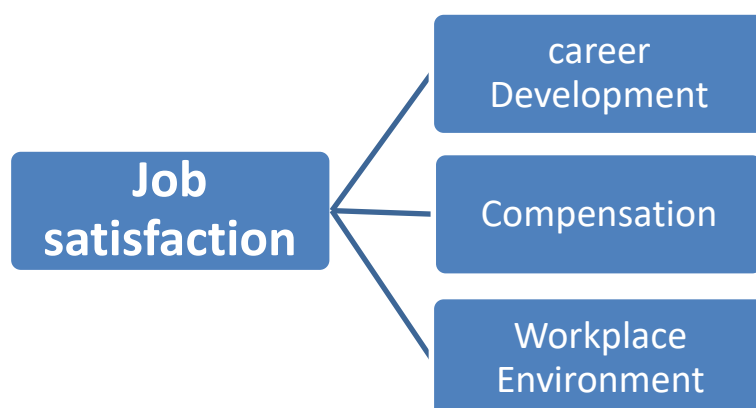
and ability to adjust oneself to unpleasant circumstances. There are three important dimensions to job satisfaction first; job satisfaction is an emotional response to a job situation. As such, it cannot be seen it can only be inferred. Second, job satisfaction is often determined by how well outcomes 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.

Compensation refers to all the provided monetary and non-monetary rewards an employee receives from the employer as part of the employment relationship. Compensation as a systematic approach to providing monetary value to employees in exchange for work performed. Compensation may achieve several purposes like assisting in recruitment, job performance, and job satisfaction. It can be said that compensation is the "glue" that binds the employee and the employer together in the organized sector, which is further codified in the form of a contract or a mutually binding legal document that spells out exactly how much should be paid to the employee and the components of the compensation package.

Workplace Condition, Compensation, career development and job satisfaction opportunity management are important functions within the organization and it is usually the responsibility of the human resources part. These factors affect faculty performance is because the forms of Workplace Condition, Infrastructure compensation, work engagement, and career development opportunities provided would motivate faculty to work better due to their higher level of job satisfaction.

Review of literature

Muhardani et al., (2020) The study found that compensation and career development opportunities have positive significant effects on work engagement. **Tobing D.S.K., (2016)** The results showed that compensation had significant effects on job satisfaction. Then again, career development did not significantly affect job satisfaction. **Handoko and Rambe (2018)** stated that career development had a positive effect on job satisfaction. **Malahayatie et al., (2023)** The results of the study show that compensation and career development variables have a positive and significant effect on job satisfaction. **Budiningsih et al., (2017)**, Handoko and Rambe (2018) The results of the study show that compensation has a significant positive effect on job satisfaction. In contrast to the research findings of **Saputra (2021)** which found that compensation has a negative and insignificant effect on job satisfaction, this is a research gap in this study. **Rizki Tri Putra (2022)** The results showed that Compensation and Career Development positively and significantly impact Job Satisfaction. In addition, compensation and Career Development have a positive and significant effect on employees' job satisfaction. **Air Minum Giri Menang Ltd. Oseanita Winda et al. (2017)** The findings of this study showed Compensation and Career Development had a significant effect towards Job Satisfaction.

Figure 1 Research Proposed Model**Limitation of the Study:**

1. A Study on Government College faculty members only.
2. The Study Covers only Tirupattur District.

Hypothesis:

H1: Career development has a positive and significant effect on job satisfaction

H2: Compensation has a positive and significant effect on job satisfaction

H3: The work environment has a positive and significant effect on job satisfaction.

Methodology:

This paper is blend of descriptive and empirical in nature. The convenient random sampling method used for the present study. The sample size for the study was 200 respondents. Primary and secondary data are used for the study. Primary data is collected from the respondents using a pre-structured questionnaire through online and directly meeting the respondents from faculty of various government colleges in Tami Nadu. The secondary data were collected from the journals, magazines, books and websites. The analysis tool used is Simple Percentage Analysis, Regression Weights, Path Analysis.

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	76	38.0
	31 to 40 years	120	60.0
	40 years above	4	2.0

	Total	200	100
Marital Status	Married	160	80.0
	Unmarried	40	20.0
	Total	200	100
Educational qualification	PG Only	32	16.0
	M.Phil	124	62.0
	Ph.D	44	22.0
	Total	200	100
Monthly Salary	Below 8000	56	28.0
	8001-10000	40	20.0
	10001-15000	28	14.0
	15001 above	76	38.0
	Total	200	100

From the above table it can be inferred that 38% of the faculty respondents were below the age group of below 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 programme. 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.

Job Satisfaction Factors

Following are the Job Satisfaction Factors taken for the study.

1. Annual increment (JSC1)
2. Provision of Provident fund is available (JSC2)
3. Cash awards or special gifts for academic excellence (JSC 3)
4. Promotions for best performances and official appreciation in recognition of services (JSC 4)

Job Satisfaction and Compensation (JSC)

Job Satisfaction and Compensation (JSC) factor constitutes of four items namely JSC 1, JSC 2, JSC 3 and JSC 4. The results for the fitness measures of JSC of are presented below.

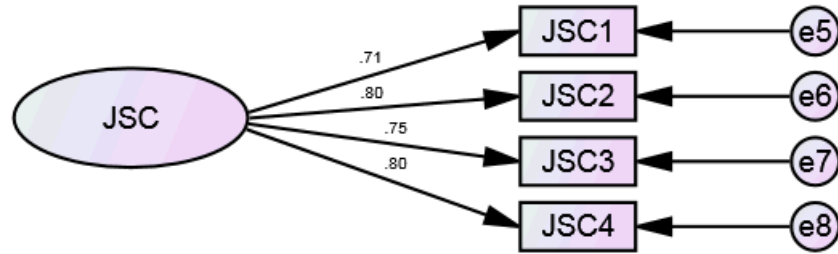
Path diagram for Job Satisfaction and Compensation

Table No.2

CFA results for Measurement Model – Job Satisfaction and Compensation

JSC					
GFI	NFI	CFI	RFI	IFI	TLI
.990	.988	.990	.963	.990	.971

Factor analysis shows that (JSC) measuring five item. There is annual increment (JSC1), Provision of Provident fund is available (JSC2), Cash awards or special gifts for academic excellence (JSC 3), Promotions for best performances and official appreciation in recognition of services (JSC 4). It can be seen that the results of good fit measures are met in the model.

Job Satisfaction and Workplace Condition (JSWC)

Job Satisfaction and Workplace Condition (JSWC) factor constitutes of four items namely JSWC1, JSWC2, JSWC3, JSWC4 and JSWC5. JSWC5 is eliminated to meet the requirements of the model. The results for the fitness measures of JSWC of are presented below.

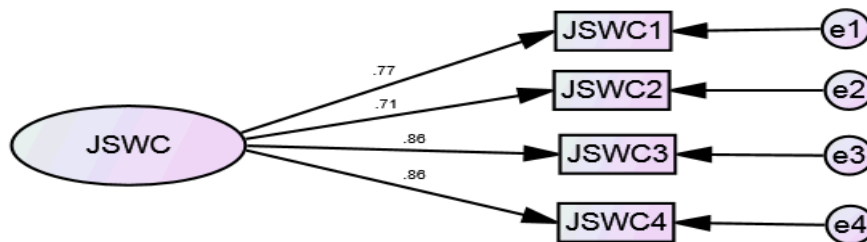
Path diagram for Job Satisfaction and Workplace Condition

Table No.3

CFA results for Measurement Model – Job Satisfaction and Workplace Condition

JSWC					
GFI	NFI	CFI	RFI	IFI	TLI
.984	.983	.985	.950	.985	.956

Factor analysis shows that (JSI) measuring five item. The management is supportive and encouraging (JSWC 1), there is a delegation and decentralization of work (JSWC 2), Sufficient time is given for lesson plan preparation, Assignment and Paper correction etc. (JSWC 3), Relationship with students is good (JSWC 4), One item viz, (JSWC 5) is removed to improve the model fit. It can be seen that the results of good fit measures are met in the model.

Job satisfaction and Professional Development (JSPD)

Job Satisfaction and Professional Development (JSPD) factor constitutes of four items namely JSPD1, JSPD2, JSPD3 and JSPD 4. The results for the fitness measures of JSPD are presented below.

Path diagram for Job satisfaction and Professional Development

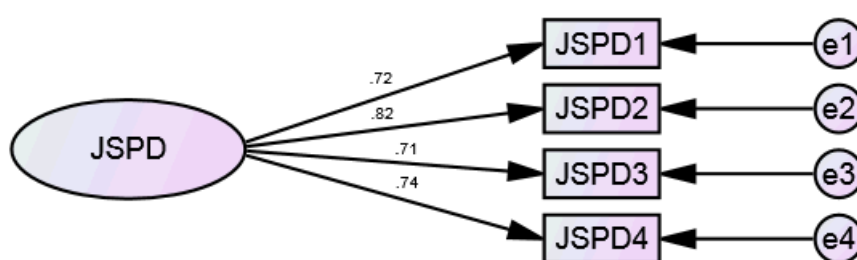


Table No.4

CFA results for Measurement Model – Job Satisfaction and Professional Development

JSPD					
GFI	NFI	CFI	RFI	IFI	TLI
.991	.988	.991	.964	.991	.973

Factor analysis shows that (JSPD) measuring four item. Easy concurrence for higher education (JSPD 1), Sanction of OD for attending FDP, Workshop, Seminar, Conference, etc (JSPD 2), Financial Assistance for Paper Publications and book publications (JSPD 3), Encouragement for publishing Papers and books (JSPD 4). It can be seen results of good fit measures are met in the model

The three factors determining Job satisfaction with respect to college teachers namely Job Satisfaction and Compensation (JSC) , Job satisfaction and Workplace Condition (JSWC) and Job satisfaction and Professional development (JSPD) . The measurement model is evaluated through parameter estimates adequacy level and by assessing model fit indices.

Table No.4

Regression Weights:

			Unstanda rdized Estimate	Standard ized Estimate	S.E.	C.R.	P	Inference
JS	<---	compensati on	.078	.101	.023	3.429	***	Significant
JS	<---	Career	.900	.863	.047	18.983	***	Significant

		Developme nt						
JS	<---	Workplace conditions	.153	.179	.023	6.743	***	Significant

Conclusion:

Based on the results of the hypothesis test it can be concluded that: Career development, compensation and work environment have a positive and significant effect on job satisfaction. This means that the better Career Development, Compensation, Work Environment, the more Job satisfaction increases. Government sectors in higher education should concentrate on the above factor to increase the job Satisfaction of the College Teachers.

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