

A Study of Job Satisfaction among Female Teachers at College Level

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Abstract

This study investigates how organizational justice affects employee's job satisfaction among female teachers at college level. This research is consisted of female college teachers & selected conveniently from Women Degree Colleges of Lahore city. This study is useful for administrators; teachers and researchers for the betterment of job satisfaction of their job. It is a descriptive type of research. The population of this study was the female teachers of Women Degree College of Lahore city. The Sample of the study was consisted of 93 female teachers, selected conveniently from four women degree colleges of Lahore city. For the purposes of the study, the sample was selected on the basis of convenient sampling technique. The questionnaire was prepared for measuring the job satisfaction in the opinions of female teachers at college level. The data was collected from the related teachers. After the data collection, whole data was arranged and analyzed by using SPSS in terms of mean and Standard Deviation. Which shows that the most of the teachers were satisfied with many aspects of their profession but in some aspects they were dissatisfied? The study recommends certain measures, for the entire satisfaction of college teachers. Teachers should be encouraged from their heads for doing work. The successful teachers showing good results in their subjects and consequently, there should be an incentive for teachers to show satisfaction of their job/ work assignment.

Keywords: Profession, Job Satisfaction, Female Teachers, College.

1. INTRODUCTION

The satisfaction of teaching field as a career is an important since it is associated with teacher effectiveness, which ultimately affects the student's achievements. The teachers provide the opportunities for students to learn. The teaching profession is most suitable for women. At school-level, the female teachers can provide motherly love and attention to children and can teach comparatively better; the nature, habits and need of children. At college and university level, the women can teach, perhaps, more effectively as men. The female teachers can help to formulate the educational policies more effectively and establish a more productive human growth and stimulating the administrative system at higher level. The female teachers play a vital role in the society and very satisfactory with their job. The job satisfaction is generally recognized as one of the most frequently studied variable in the field of education and it has attractive and growing interested research among those who are concerned with the worth of employment life in institutions.

According to Kepler (1994) "Job Satisfaction (JS)" is in view to one's manner or level of mind about the environment of their work. JS can be prejudiced by a selection of factors. For example, the excellence of one's association with their administrator; the excellence of the bodily condition in which they work. JS is the fulfillment and gratification that comes from work. It is not the money, benefits or vacations. It is happened or worked, itself. Virtually, every job can provide a level of satisfaction. The public disagree in the level to which they convey the job satisfaction and the explanation of those disagreement lies in the jobs nature; performed by the workforce. Schultz (1982) defined "Job Satisfaction of People Towards Work"

"Herzberg (1973)": "Job attitudes are powerful force and functionally related to the productive stability and industrial work force. The positive effects of high attitudes are more effective than the negative effect of low attitudes." Sweeny and Mcfarlin (2002) said that the "prospects of job satisfaction are a result of the psychological comparison process". Basically, assess the extent to which various aspect of their job (e.g. pay, autonomy work load). The JS of this research, shows that personal characteristics such as are gender, educational level, and length of services experiences and influence of job satisfaction.

It is expected that the teachers satisfied with her jobs will render her duties efficiently. No doubt, such type of teachers is a very important asset for the society. It is generally observed that the output of our institutes is below to our expectations. There may be several causes for this but job satisfaction or dissatisfaction of a teacher contributes, a lot towards improvement or deterioration of education. The teacher's performance is directly related to the level of satisfaction of their jobs. So researchers were deeply interested to find out the factors, which influence the teacher's personality and make her satisfied or dissatisfied with the tasks that she is expected to perform.

2. Statement of the Problem

A study of job satisfaction among female teachers at college level in Lahore city of Pakistan

3. Objectives of the study

- To find out the factors, which contribute to the dissatisfaction of female teachers.
- To know the satisfaction of female teachers about their promotion criteria.
- To know the satisfaction of female teachers about working conditions in their institutions.
- To study the causes of dissatisfaction of female teachers about pay structure.

4. Hypotheses

The following hypothesis will be tested in the present study.

- There is no significant value to contribute to the dissatisfaction of female teachers.
- There is no considerable value in the promotion teachers.
- There is no considerable association working conditions in their institutions.
- There is no considerable association of pays and job satisfaction.

5. Literature Review

“The Job Satisfaction (JS)” is considered as one of the most vital indicators of victorious and level of operational of an establishment institutions and associations. The satisfied workers increase the efficiency and production. The female teachers of ‘JS’ as important as male teachers. The female teachers can provide more attention to children and can teach comparatively more devotedly than men. Psychologically, female teachers can better understand the nature, habits and need of the children. At college and university level, women can teach more effectively than men. The female teachers can help to formulate more effective educational policies and establish more productive human growth & stimulating administration system at higher level. The female teachers have been accorded a prestigious place in the society for her services, which are recognized as backbone of every society. The teacher’s performance is directly related to the plane of happiness or displeasure of their jobs. So researchers were deeply interested to find out the factors, which influence the teacher’s personality and make her satisfied or dissatisfied with the task that she is expected.

Robbins (2003), in his research, “job satisfaction refers to an individual general attitude towards his job”. An individual having huge rank of JS possesses +ve mind-set regarding the occupation and but negative thoughts towards their employment. When people speak of employees attitude, more than not, they mean, job satisfaction” John(1995)describes, “one measure of a person’s relationship with his employer is job satisfaction that is the degree to which an individual feels positive or negative about his job.”

Mcshane & Glinow (2005) define “The job satisfaction represents a person’s evaluation of his job and work context. It is an appraisal of the perceived job characteristics, work environment, and emotional experience at work.” Some important theories are reviewed for clarifying the JS concepts.

The philosophy of employment alteration was outcome of the given assignment and the alteration projects initiated in 1957 at the “Minnesota Dawis” University. “Lofquist (1984)” saying: “Satisfaction with work represents a harmonious relationship between the individual and environment”. In this type of association, the workers meet the requirements of the job condition and surrounding works meets the employee’s wants.

According to “Dawis & Lofquist (1984)”: The new researchers have not established the association among JS & reward. “Herzberg. Mausner and Synderman (1959)”this lesson afraid, the employees sample, a variety of occupation in business, which is mixed in teaching supplies, employment supplies and employment itself. “Herberg et al (1959)” included return, a group of sanitation variables; they described those, which contribute into JS. The variables which were other than “Herzberg et.al”, scheduled as sanitation variables: interpersonal, direction, relationships amongst the employees, physical plant situation, administrative practice, group strategies, reimbursements and career safety that connected with self-actualization are labeled motivation and thoughts by Herzberg et.al, to add to JS variables measured as motivators, include attainment & gratitude, to do work a legal responsibility, occasion for progress and growth (Herzberg 1968). The association between return and JS comprise how well the worker perceives the reward and the real quantity of reward usual. “Milkevich & Newman (1990)” they told about the 2 theories which exemplify how equity theory work. The JS, “Adams” future that persons assess their outcomes and inputs to those of some connected with other, being powerful or not, and fairly treated as remuneration is just part of recompense. This is largely noticeable & easily adapted. Elliof jaques urbanized the second equity theory. He recommended that the feelings of inquiry are not needy on comparison that is made between workers within the same group and employee but rather by comparison the employees make population in other association measured related or alike to the one in which the worker is employed. There are different theories e.g. afraid with the human being needs and wants. The person’s needs and wants influenced the satisfaction of a worker as human being. If he cannot fulfill the need he will be

disgruntled. Even if some needs are fulfilled and some are not, it makes a human being displeased.

Expectancy theories offer possibly the most psychologically stylish explanation of human being performances. They also go to explain the entity acuity of performance. Expectancy theories point to the significance of entity expectancy of his job in determining the JS.

According to Dubrin (1984) "the most obvious example is the two factor theory, which is really a theory of both satisfaction and motivation. Similarly the expectancy / valence theory applies reasonably well to satisfaction as well as motivation." In general people knowledge satisfaction to the degree that their prospects are met. Herzberg (1959) argues that the pleasure and displeasure may not be conflicting that the stipulation of certain job benefits may only serve to reduce the dissatisfaction and will not boost up the happiness. For example, making satisfactory parking will create dissatisfaction, Herzberg maintain that as long as fringe benefits, nice benefits and good holiday plans serves above all to reduce dissatisfaction and to keep people in the group. It does not lead to or work or enhanced presentation.

The JS is most researchable, Why? Because of a +ve association among JS and output. In spite of this, the reality in defend of such association is not sure. "Smith, Kendall, & Hulin (1969)" said: no association among performance and JS. "Gruneberg (1979)" said: the productivity had a stronger +ve effect on JS than JS on productivity. "Barbash (1979)" said the association among JS and performance-allied actions have yet to be considerably verified. In spite of this, The JS may influence the output in some way of burnout, absence, lack of interest, income; amongst these, can lead, the work shortage of permanence. "Specter (1985)": "Attitudes have shown to relate to behavior although correlations are typically modest. Withdrawal behavior, turnover, absenteeism, and withdrawal intentions are expected to correlate with satisfaction. (p. 695)". "Bruce and Blackburn (1992)" said: "Satisfied employees are more likely to experience high internal work motivation, to give high quality work performance, and to have low absenteeism and turnover. (p. 6)". The benefits of worker can be influenced by his experiences on his duties. "Gruneberg (1979)", Approach of a person regarding the salary, safety, and benefits and plunder got from the work, a great significance to the well being person. "Smith, Kendall & Hulin (1969)" said: "to make staff's work more pleasing i.e. importance of kindness. The JS is a lawful aspiration in itself. It ought to be a common significance of organization. In spite of ambiguous association among JS and job productivity. The JS is still common significance to consider for organization. The practical structure of orientation to consider the association among performance and JS, or completely caring viewpoint. It is essential to consider the satisfaction levels of assistant-principal so as to help who generate the JS & reduce to lead the job disappointment, w.r.t. JS of "assistant principals"

6. Methodology

For this purpose, the study was investigated for the "Job Satisfaction Among Female Teachers At College Level". The population of the study was considered the female teachers of women degree college of Lahore city. The sample of the study was consisted of 93 female teachers selected conveniently from four women degree colleges of Lahore city. The sample was selected on the basis of convenient sampling technique. Researchers were selected this technique due to their limited resources. First of all related literature review was studied thoroughly. According to Goode and Hatt (1972) "Questionnaire is a collection of questions which are put together by the researcher to measure or test the hypothesis he has formulated". It was considered that the most suitable instrument for collecting data was Questionnaire. Therefore, the questionnaire was prepared for measuring the "job satisfaction (JS)" in the opinions of female teachers at college level. The "Likert" scale questionnaire having five answers undecided, strongly disagree, disagree, agree, strongly agree, undecided, disagree, have been prepared. After the collection of filled questionnaire the whole data was arranged. The data was collected from the related teachers. After the data collection whole data was arranged & analyzed by using SPSS in terms of mean and Standard Deviation.

7. Analysis and Interpretation of Data

For the collection of data, the first step was constructing an instrument. For this purpose, a questionnaire of 26 items was constructed under the guidance of various experts. In the light of their opinion, it was implemented. After the construction of questionnaire the researchers went to the four women degree colleges of Lahore city. The questionnaire was filled from 93 teachers. After the completion of questionnaire, the whole data was arranged according to the codes. The arranged data was entered in the computer, having the software of statistical package for social sciences. With the help of SPSS, frequencies and ANOVA were calculated and at end of the analysis, findings and conclusions were drawn.

The analysis shows the mean difference values of supervision total Mean factor was 3.2975 which show that teachers were highly satisfied with supervision and cooperation. shows that null hypothesis that "there is no considerable association between supervision and job satisfaction" is rejected. There is an accomplishment of moderate association among supervision and JS, while they are highly dissatisfied with pay

and promotion. This total Mean factor of working conditions was 3.1125 that shows highly dissatisfaction with over burden of work. This total Mean of the proportion of variance of the Political Climate was 3.265 According to the above table, descriptive factors of Promotion was 2.683 shows that null hypothesis that “there is no considerable association between promotion and job satisfaction” is rejected. It is noted that a high association among relationship and JS. According to their feedback of teachers about their pay the total Mean factor was 2.493... It is found that biasness in facilities they have total Mean factor 3.0675 null hypothesis that “there is no considerable difference in mean score on the JS scale of teachers of various colleges” is accepted. It is concluded that teachers of all 5 colleges have same level of job satisfaction.

8. Summary

Teaching provides opportunities for students to learn. Teaching profession is the most suitable for women. Female teachers can provide more attention and can teach comparatively more devotedly than men. The female teachers can understand better the nature, interest and needs of children. The female teachers can teach perhaps as effectively as men. The study; to know the satisfaction degree among female teachers. Teachers had to cultivated social responsibility, spirit of cooperation and service, and habits of industry, self-discipline and honesty in order to make them good citizen. After reviewing the related literature on the topic “job satisfaction among female teachers at college level” from various books, articles, and websites. The researchers prepared a questionnaire filled by four women degree colleges of Lahore city. After collection the data researchers analysis the responses given by teachers to check their hypothesis.

9. Conclusions

This study is concerned with the female teacher’s job satisfaction or dissatisfaction with their profession. An attempt has been made in this study to discover the percentage of satisfied and dissatisfied teachers. It was disclosed that most of the teachers were satisfied with many aspects of their profession but in some aspects, they were dissatisfied. Broad general and important conclusions draw from different factors. The conclusions based on the responses of the teachers. A majority of teachers were dissatisfied with pay scale. They dissatisfied because their pay was not fulfilled their needs. However, some were satisfied with the pay scale. Majority of teachers were satisfied with the role of administration. But some were dissatisfied. Majority teachers were satisfied with interpersonal relationship and they agreed that had pleasant relationship with their colleagues. Majority of teachers were dissatisfied with promotion based on performance but some teachers were satisfied.

10. Recommendations

The help has been established of forgoing data. In which some teachers were satisfied and some dissatisfied with economic factors, working conditions, political climate, and administration and promotion chance. A major source of teacher of teacher’s discontent and dissatisfaction is their deplorable economic conditions. A number of teachers are dissatisfied but some are satisfied with pay scale.

The administration should access and should fix better pay scale for teachers so that they can easily fulfilled their needs. A greater majority of teachers are unhappy and are put to greater deal of hardship for lack of proper accommodations and conveyance facilities. Teachers should be encouraged from their heads for doing work. The successful teachers showing good results in their subjects and should be an incentive for teachers to show satisfaction. The researchers would support that more researches in this filed should be conducted by the future researchers and try to make it more accurately. Researchers would like to suggest that do more researches on job satisfaction of female teachers because there is no any work done especially on female teachers at college level.

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Table: 1
Descriptive Of Factors

	N	Mean	Std.Deviation	Mean of Factors
Supervision	100	13.19	3.47195	3.2975
Cooper Working Conditions	100	13.37	3.21504	3.3425
Political Climate	100	12.45	2.9211	3.1125
Promotion	100	13.06	3.33279	3.265
Pay	100	8.05	3.59679	2.683333
Facilities	100	7.48	3.09604	2.493333
	100	12.27	3.21252	3.0675

N= Total no. of different Colleges S.D= Standard deviation

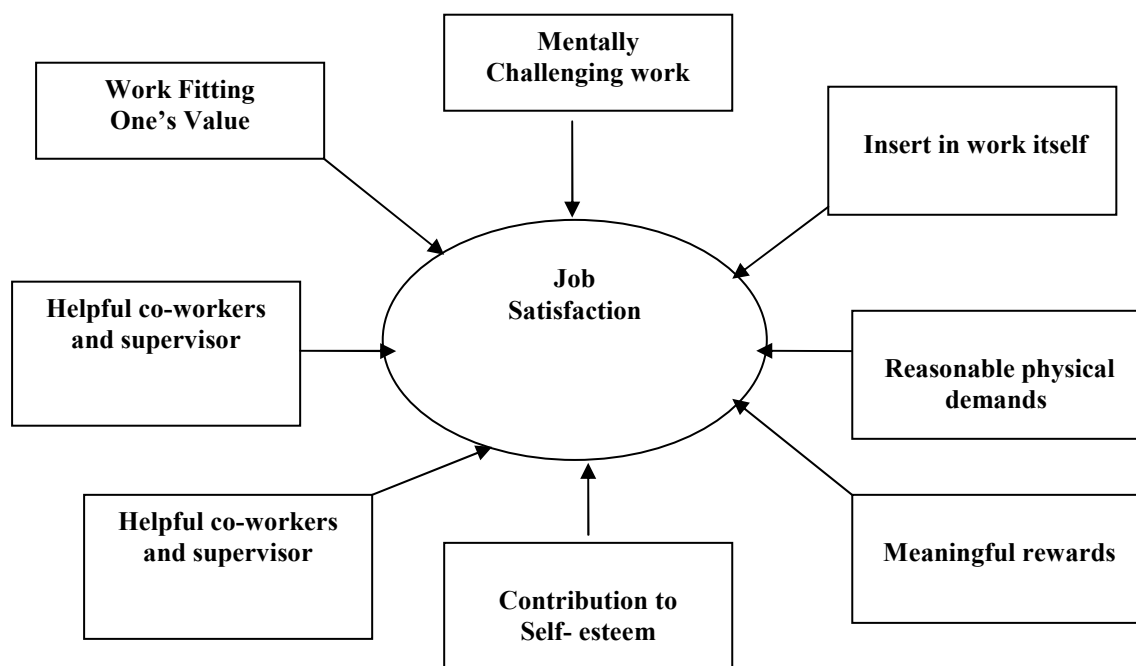


Figure: Job elements contributing to satisfaction

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