9 CONCLUSION AND RECOMMENDATION

9.1 CONCLUSION

This study reveals that in the Indian context, the demographic factors are the prominent factors which cause teacher’s job satisfaction in B-Schools, teacher’s involvement, teacher’s empowerment and teacher’s loyalty & affiliation to B-Schools. Demographic factors of Gender, Age Groups, Educational Qualification, Area of Expertise, Position Level, Years worked in the current institution and Number of B-schools worked with influence job satisfaction of B-School teachers.

As an explorer, who in the wake of finishing his excursion, arrives at two goal and thinks over to see the separation that he has secured for distinguishing the vital milestones he ran across, survey of the paramount parts of the study and summing up of the key perceptions are exhibited in this part. Despite the creators, ordinarily it is concurred that job satisfaction includes the disposition, feelings, and emotions something like a job, and how these state of mind, feelings and affections influence the job and the representative's particular life. Given the numerous meanings of job satisfaction, numerous researchers have proposed different hypotheses of job satisfaction. These hypotheses have been created, then either backed or denied by others in the field of work cause and behavioral exploration. Satisfaction is a mental variable. It can't be seen and can't be quantified. Anyway its statement in human brain is reasonable. Job Satisfaction could be essential pointer of how teachers feel about their jobs and an indicator of work conducts.

Further, job satisfaction can incompletely intervene the relationship of emotional disposition variables and freak work conducts. It is extremely vital for any worker to have most elevated satisfaction in his job. As the satisfaction of any worker in industry influences the creation or profit, which may be recouped later on however the satisfaction of teacher straightforwardly sways on learner’s instruction, vocation & life in question either in positive or negative way. That is the reason it comes to be extremely paramount to study the satisfaction level of teachers. The reason for this study was to analyze to what degree the variables included in this study are impacting the job satisfaction of teachers in the B-Schools. The effects have furnished some convenient data on the variables simultaneously some understanding to certain elements that
have noteworthy consequences for job satisfaction. In the wake of showing and examining the information, the analyst was fit to close the general destination of the study; in which to distinguish the variables that impact job satisfaction.

The analyst is likewise attentive to concentrate on different components of job satisfaction which are lost & might be dealt with to have better job satisfaction of respondent Teachers, which gives scope for further research. The administration of the B-Schools will comprehend quite unmistakably that teachers are building pieces of each sort of scholastic foundations and accordingly the administration may as well mean to make and look after welcoming studying and nature's turf. Additionally they may as well grasp the significance of giving hygienic components to its teachers like reasonable pay, great meeting expectations, nature, vocation development, testing work and so on.

Generally the instructors of the B-Schools are without a doubt satisfied and view the B-School as an outstanding place to work. The instructor viewpoints its supervisory relationships; support with endeavors, the B-School's mission and cause, association and faithfulness figures as key for their occupation fulfillment and in like manner rose as having an in number and imperative connection with work fulfillment. As specified by various instructors, fulfillment with livelihood progress had an in number acquaintedship with work fulfillment. Working in an environment of joint effort and imparted thankfulness was furthermore fundamental to the educator's work fulfillment. The educator delights in having the opportunity to do a mixture of errands and the way that extra effort is recognized. Feeling motivated at work is all in all as basic as having work assignments designated genuinely. The educator moreover delights in its work independence. They furthermore get an accuse out of working of the understudies, their accomplices, and overseers. Diverse arrangements were imparted when asked to recognize the three best things about working at the B-Schools. These plans incorporate: the job assignments themselves, working in an invigorating nature's domain, the area of the B-Schools, working in a nonstop the earth, having great profits and absence of force to perform.

Then again, the teacher feels that more pay might be the most ideal approach to enhance the nature. More of a chance and help in gathering due dates might likewise be acknowledged. The
teacher additionally feels that the work-burdens are not equivalent between associates. Thoughts were additionally given in approaches to enhance the B-Schools nature. These arrangements join: breaking away jabber, more suitable coconspirators, more cohesiveness between business settings, trust and open correspondence, having fewer committees, having a lighter workload, less convention, all the additionally arranging risks, having better office and classroom work places, less requesting access to development, and having a more stable arrangement.

The conclusions of the present study uphold the prospect that contribution, empowerment and faithfulness & connection to B-Schools are noteworthy to the employment fulfillment of instructor. It is recommended that these impacts be recollected when ordering all parts of educator positions. While not all inductions are reasonable due to time and plan necessities it is proposed to be acquainted with current fulfillment levels of instructors in order to address issues adequately. This will achieve a smoother working B-Schools framework that is more adept to effectively serve its reason as a conglomeration.

Not many proposals by the specialist are that introduction of new advancement strategy might serve to expand the teachers' satisfaction levels. The pay structure assumes a significant part in job satisfaction of teachers; subsequently, the compensation ought to be settled in such a route, to the point that it satisfies the teachers' desires. Office timings ought to be kept up in such a path, to the point that teachers feel good. In this manner one can close from the examination done that the parts of empowerment have between associations with job satisfaction.

The outcomes additionally show that job satisfaction is a key component to teacher maintenance, and that there are some things that could be carried out at the B-Schools and office levels to push job satisfaction for all teachers and sway them to stay at the B-Schools. A few career-related variables tended to in this report are noteworthy indicators of teachers' job satisfaction and ought to be acknowledged vital parts of all teachers' work lives. Sufficient assets for grant, chances for impact and authority, significant trustees enrollments, and guaranteeing that teacher are designated for honors for which they are qualified are all things the B-Schools, whatsoever levels, can give its teachers. Likewise; the discoveries propose that there is other, in particular department-level, parts of teacher work encounters and conditions that are vital to their job
satisfaction. Specifically, B-Schools need to guarantee that their atmospheres are certain and promote gender egalitarianism and that teacher's work is not minimized.

Social back at work is additionally anticipated that will direct the impact of work challenges on job satisfaction. Senior teacher, the individuals who are propelled in age, profession age and who have served their foundation for a more extended time of time, are less inclined to take off. It is discriminating that recruitment exertions be supplemented with techniques to continue existing teacher in B-Schools and debilitate beneficial teacher-researchers from tolerating jobs with different establishments. Self-rule, border profits, and area were oftentimes referred to by teacher respondents meaning to stay with their present organization.

The way that respondents from the teacher example took an interest autonomous of their manager might be acknowledged as leverage. We can accept that our respondents likely have given more real to life replies to the inquiries regarding boss and about their loyalty; expectations to leave and job look conducts than if their manager might have been included in the study.

From the analysis of the results it was evident that both male and female teachers experience job satisfaction in their profession.

The findings of this research also show that B-Schools teachers are more satisfied with most facets of their jobs. The B-Schools Teachers showed significant relationship in the level of overall job satisfaction, empowerment, involvement and loyalty & affiliation with B-Schools. This study also found positive relationship between job satisfaction, empowerment, involvement and loyalty & affiliation with B-Schools.

The job satisfaction of our teachers is critical for the success of our B-Schools as effective organizations. High satisfaction leads to fewer turnovers of teachers in B-Schools. Financial benefits play an important role to satisfy, retain and attract teachers in B-Schools. Satisfied teachers have high commitment to the job than dissatisfied teachers.

The study was conducted to find out determinants of job satisfaction and impact of job satisfaction on the teacher performance in the B-Schools. The government should consider all factors like promotion, working conditions, co-workers and nature of work which have
significant impact on the job satisfaction level as proved in this study. In the light of above results it is, therefore, recommended that in order to enhance the teacher performance in the B-Schools, the government should focus on all facets of job satisfaction and not only on any one of these factors.

Thus, bringing a sense of high job satisfaction among the teaching teacher would result in a positive attitude towards the teaching profession. Nowadays Teaching as a profession has attracted quite a good number of young people in the recent years as the number of private and government educational institutes are increasing at a very high pace in India and the world. As the educational institutes are vying for the best teacher, teaching jobs have become attractive more than ever before as the salaries of teachers are also rising. This could bring about a drastic revolution in the teaching community thus creating quality students. Teachers are introspective, cooperative, directive, and expressive.

As a rule, the study has furnished some exploratory data to grasp the elements that impact work fulfillment. It has furnished some knowledge for further research and the region or elements that have to be underscored so as to have adequate future research. Essentially, the discoveries might help in aiding the arrangement creators i.e. the Ministry of Education or other concerned gatherings in planning successful approach, in this manner bringing about a significant improvement and in a manner profiting the instructors, the understudies and the country overall through the advancement of human capital.
9.2 RECOMMENDATIONS

In today's nature's turf, teachers are more drawn towards higher compensations, livens, their singular execution and rivalry with their associates. Amidst all these things, job satisfaction, which is exceedingly instrumental in maintenance and gainfulness of a representative, takes a rearward sitting arrangement. There is an almost no acknowledgment by B-Schools that teachers' job satisfaction goes far in today's times, particularly when we are seeing green shoots and the war for ability has begun. Job satisfaction is all about how a person is comfortable with one's work, conglomeration, and payment. The more joyful individuals are inside their job, the more fulfilled they are said to be. In the event that the teachers are satisfied in their job, they are liable to be more gainful, have less anxiety, be less exhausted, might have less exhaustion and will be more satisfied at work. Furthermore, thus, they are liable to be more fruitful which will profoundly profit the B-School in all viewpoints. The following is a couple of suggestions for the management of the B-Schools who can help their teachers to be substance in their jobs:

1. The first movement of HR is the recruitment and procuring of new teachers. It is vital in all honesty with potential contracts in advance about the desires of the job that they are petitioning. Studies show that sensible job reviews increment the job satisfaction, organizational duty, and job survival of new contracts rather than using a methodology of doing whatever it takes to get the teacher to acknowledge a work offer.

2. The management might as well give their teachers more control over their work. Where conceivable, permit them to undertake errands that are commonly done by chiefs. This implies that they have more impact over arranging, executing, and assessing the jobs they do. In improved jobs, individuals finish exercises with expanded flexibility, autonomy, and authority. They additionally get more than enough input, with the goal that they can survey and right their own particular execution. They might likewise be given the flexibility of impact over picking their own particular allies. With this strategy, the management can essentially reduce supervisory positions, and individuals will pick up initiative and management abilities.
3. Everyone acknowledges getting credit when it is expected. The events to impart the achievement of teachers to others are very nearly boundless. The work of exemplary teachers ought to be given due distinction in the manifestation of announced distinction and budgetary and non-monetary rewards. Standardizing and interfacing at individual level could upgrade the holding. This will act as rousing variable for teachers to continue giving great execution and improve their level of job satisfaction.

4. Teachers need to feel distinguished and remunerated for their main thing. In the event that their job doesn't have implicit chances for distinction, or if rewards are occasional, then the management is obliged to add rewards and distinction to their work.

5. Some teachers leave from B-Schools because of absence of monetary profits. In profoundly aggressive commercial enterprises, generally teachers are fulfilled with cash rewards. Consequently, conglomeration ought to be more worried about the budgetary profits and change the existing money related remunerates frameworks to hold and pull in teachers.

6. It has been demonstrated that cash isn't the main element in job satisfaction, the analyst prescribes consuming authority to furnish a fulfilling work experience to your teachers, give testing and energizing assignments to teachers and see their profit levels touching sky. Reward and distinction persuades the teachers. B-Schools might as well energize intense work society at the work place and guarantee that due distinction / reward / remuneration is given to the meriting teachers’ dependent upon their execution. Reward and distinction goes far in affecting the job satisfaction of the teachers.

7. The management needs to determine that the teachers know how well, or crudely, they're performing their jobs. The more power you can give them for assessing and observing their own particular execution, the more enhanced their jobs will be. Instead of have your quality control divisions go around and call attention to slip-ups, acknowledge giving every group avocation regarding their own particular quality control. Teachers will gain
prompt reaction, and they'll figure out how to tackle issues, take drive, and settle on choices.

8. Although advancement happen through CAS (Career Advancement Scheme) yet the strategy now and then takes a step back and teachers get disappointed. So the customs might as well start truly ahead of time with the goal that the teachers are pushed at correct time. Further teachers reported that advancements don't happen on legitimacy premise in open determination. For this there ought to be transparency in the advancement technique and in the event that somebody needs to have some data about the competitor chose it ought to be promptly made accessible by the concerned power.

9. Management may as well fare thee well to see that all the teachers get limited time chances in the conglomeration. Advancement process ought to be transparent and reasonable. The point when a meriting hopeful does not get advancement where as a less meriting applicant gets advertised, it spreads disappointment and teachers lose confidence in the framework and advancement prepare. Thus' when seniors are ignored and juniors are elevated it additionally accelerates demotivation and thwarted expectation. The management may as well guarantee that reasonable and just advancement process is set up.

10. Teachers ought to be given fitting introduction with respect to collaboration and they ought to be urged to take joint ventures. The HOD may as well distinguish teachers with same desires and regularly put them in scenario where they are obliged to work together. This will expand the closeness around the teachers and in prospective they won't be hesitant to work in groups.

11. Most of the teachers reported that their HOD is in propensity of finishing things in a particular way which is truly disappointing. So the management may as well give a behavioral introduction to the HOD s, with the goal that they change their dictator approach to managing approach which is acknowledged by the whole gang. The HODs
are relied upon to assume a dynamic part in the improvement of the working parts in best conceivable way. This will decrease the unwanted stretch levels on working parts.

12. If the B-School needs to pull in proficient individuals to its conglomeration, it will offer them lucrative recompense and a greater amount of fiscal motivations with the intention that they don't suppose they are underpaid. The proposals of sixth pay requisition ought to be enabled. This will enhance their generally level of job satisfaction and also life satisfaction.

13. Special steps ought to be taken to expand tile level of job satisfaction of adult teachers since at this age individuals have strain of arriving at high positions and also individual issues like settlement of their youngsters (Professionally) in great universities and this pressure in their existence might stream to job likewise as these have an overflow impact. They ought to be guided for such matters and fitting direction ought to be accommodated vocation arranging and advancement. They may as well additionally be directed about diverse expert chances accessible for their youngsters.

14. Major wellspring of job satisfaction of generally teachers is identified with job content calculates than job, for example accomplishment, self-sufficiency, development, distinction, mixture challenge, input and so forth. Along these lines, when B-Schools do job improvement and job upgrade, teachers ought to be given more self-rule, authority testing and fascinating work i.e. in different expressions give necessity for job content variables.

15. It is proposed that management of B-Schools may as well guarantee that execution assessments are reasonable and fair-minded. Accordingly, advancements dependent upon benefits and execution assessment will be observed by teachers as evenhanded and reasonable, and bring about a more amazing level of job satisfaction and higher level of
gainfulness. It is to the greatest advantage of B-Schools to hold and push the best qualified teachers.

16. One of the components answerable for job satisfaction around teachers is their instantaneous chief. Administrators/ seniors ought to be prepared how to guide and impact the job satisfaction of their subordinate teachers. They ought not dither to distinguish the great work done by the lesser teachers and make reasonable, objective and fair-minded evaluation of their exhibitions. They may as well customarily direct them in their meets expectations.

17. Management might as well guarantee that all strategies / standards concerning the teachers are transparent. There ought not be any degree for preference, nepotism or subjective appraisal. Teachers might as well feel that they are given reasonable chance and there is no room to feel separated or neglected or dismissed.

18. Poor working conditions can dissolve a teacher's drive and energy and can accelerate non-appearance and turnover. Teachers ought to be furnished with fitting direction and guiding by the organizations in which they work, so they will be savvy to their obligations and working conditions in the B-School.

19. To lessen the clashes with associates and with pioneers, the powers might as well give obvious guidelines, so teachers will be mindful of their part and there will no uncertainty in comprehension of what he or she need to do.

20. Higher level teachers likewise determine satisfaction with their job, provided that they have chance to profession improvement. In this way, B-Schools can organize programs for giving prospects to profession improvement of teachers.

21. An amended pay, great working conditions, very little of work burden, container and transport offices and foundation offices could achieve a change in the mentality of the educating staff towards the job they do. This conversion might in turn affect the teacher
to perform their best and produce great comes about by moulding the people into gifted and proficient ones and passing on dexterity learning to eclipse the others in this focused worldwide stadium.

22. The work of B-Schools teachers ought to be made more charming by improving the job and uprooting the repetitiveness.

23. The compensation structure needs to be made reasonable and fair. The pay structure of private and government establishment ought to be same and impartial. The majority of the private B-Schools have not actualized the sixth pay proposals as of now which is a sort of misuse of working parts, which is heading mass level of dissatisfaction around the working parts. Government might as well quickly mediate and guarantee that working parts of such private B-Schools ought to be paid the scales according to sixth pay requisition.

24. The educational module of different B-School courses needs to be made more discerning and functional arranged. In place of basically dumping the unwanted subjects, educational module advancement might as well occur in light of most recent improvement in the management coliseum. This will empower the person and teacher to study and work all the more proficiently there by making an environment studying arranged.

25. Last however not the slightest the analyst feels that whole education framework in our nation to a more remarkable degree has ended up redundant, tainted, and politically impacted. The whole framework ought to be patched up and vibrant if the nation needs to satisfy its human asset needs for the improvement planned in the impending days.
9.3 SCOPE FOR FURTHER STUDIES

While the objectives of this study were firmly satisfied, and it is moreover acknowledged that this study has outfitted a comprehension into the occupation fulfillment around instructors and the variables that affected their fulfillment. In any case, there could be diverse segments that must be distinguished or evaluated. They are:

1. This study recognized just the impact of empowerment, involvement and loyalty on job satisfaction. However there are different elements which impact on job satisfaction. A nitty gritty study acknowledging all different elements might furnish knowledge to figure out the most significant component that impacts job satisfaction of a B-School Teacher.

2. Studies might as well likewise be amplified to different founds like Medical, Engineering, Pharmacy and so on. Likewise it is noted that in any instructive foundation teacher as well as helps a considerable measure, an examination might additionally be done about them.

3. Investigation into coveted special scales or vocation stepping stool programs inside the field of B-Schools might empower anticipated teachers to at last put to rest the issue of dissatisfaction with headway chances.

4. The study ought to be imitated in the different parts of the nation to check whether the outcomes are steady. This study was restricted to B-Schools in and around Mumbai City. The discoveries are not generalizable, and there may be some territorial contrasts from the respondents. Such potential distinctions ought to be investigated.

At last, it is trusted that this study might be useful to all pertinent gatherings included in the instructive area, going from those included in scholarly investigate, understudies, close clients, and additionally the different experts in the segment.