ABSTRACT

The research work entitled “A Study of Job Satisfaction, Job Involvement and Organizational Commitment of University Teachers in Selected Universities of Maharashtra State” was planned to investigate the relationships between job satisfaction, job involvement and organizational commitment of university teachers. It was aimed to measure the levels of job satisfaction, job involvement and organizational commitment of university teachers and to find out their inter-relationships. This study also tried to found significant differences in the levels of job satisfaction, job involvement and organizational commitment based on biographical variables namely, age, gender, marital status, educational level, academic position, income and experience.

Cross-sectional research design was used in the present study. This was a descriptive and correlational research in which quantitative method was used. The proportionate stratified random sampling technique was used to choose the sample of 274 university teachers working in Mumbai University, Savitribai Phule Pune University, Dr. Babasaheb Ambedkar Marathwada University, Sant Gadge Baba Amravati University and North Maharashtra University of Maharashtra state. The collected data was analysed using appropriate statistical techniques such as Frequency, Percentage, Arithmetic Mean, Standard Deviation, T-Test, One Way ANOVA, Pearson Product Moment Correlation Coefficient and Regression Analysis. The Statistical Packages for Social Sciences (SPSS 12.0) and Microsoft Excel 2007 were used for processing data. All the hypotheses were tested at 1% and 5% significance level.

This study explored the results of one way ANOVA, T-Test, correlation analysis and regression analysis. The findings of the study reported moderate levels of job satisfaction, job involvement and organizational commitment of university teachers. There was significant relationship between these three factors. Age, educational level, income and experience showed significant difference, whereas gender, marital status and academic position showed
insignificant difference in the level of job satisfaction of university teachers. Income and experience showed significant difference, whereas age, gender, marital status, educational level and academic position showed insignificant difference in the level of job involvement of university teachers. Age, educational level, academic position and income showed significant difference, whereas gender, marital status and experience showed insignificant difference in the level of organizational commitment of university teachers. The study further showed that job satisfaction was the significant predictor of job involvement and organizational commitment, whereas job involvement found to be the significant predictor of organizational commitment.

This study suggested minimization of work, simplification of rules and procedures, recruitment of competent, well educated and trained clerical staff, effective and proper communication among university administrators, head of departments and university teachers, recognizing a good work, frequent and non-critical feedback to university teachers on their performance, arrangement of workshops on yoga, meditation and other relaxation techniques and behavioural, technical and leadership training to the university teachers. This study further suggested constitution of personnel management team in each university to resolve work related problems of university teachers, leading to improvement in their total performance and enrichment of their work life and also prevention of political interference in the management and administration of universities.

To conclude, this study advises the university management on the measures needed to enhance and maintain job satisfaction, job involvement and organizational commitment of university teachers and will help to open the door to a new and different venue for the study of job satisfaction, job involvement and organizational commitment of university teachers.