Findings & Suggestions
CHAPTER – 4

Findings & Suggestions

This chapter serves as the final summary of the results that came out of analysis in reference to the overall research problem as the base. The chapter aims on the major findings. The conclusion aims to reframe that the theory and hypothesis which were gathered for the research is implemented with correct grounds and all measures had been taken to find the consistent solution to the research problem under study. The chapter also states that the data collected and statistically examined is empirical data. Chapter also serves as the suggestion to be extracted from the results that came out of analysis in reference to the overall research problem as the base. The chapter recommends future research suggestions. The conclusion aims to reframe that the theory and hypothesis which were gathered for the research is implemented with correct grounds and all measures had been taken to find the consistent solution to the research problem under study.
4.1 SUMMARY OF THE STUDY:

Education is most important institutional organization of a nation. It plays a significant role in the development of any country. It enables a country to stand on her feet. The importance of education sector has been recognized even in the developing countries like India. In this era of competition Government is also making investments in this sector. The structural reforms of educational institutions are under the process at all levels. When academic staffs perceive lack of support for their work, they are not well motivated to perform their job best in the classroom, and that when lecturers are not satisfied with their working conditions, they prefer to change institution or leave the profession at once. Therefore it is important to study the facet of job satisfaction because it affects on teacher’s retention and development.

Nowadays, there is, however, a general feeling that the teachers do not have satisfaction in their job. There seems to be growing discontentment towards their job as a result of which standard of education are falling. Teachers are dissatisfied in spite of different plans and programs, which have been implemented to improve their job. Job satisfaction consists of total body of feeling about the nature of job promotion, nature of supervision etc that an individual has about his job. If the sum total of influence of these factors gives arises to feelings of satisfaction, the individual has job satisfaction. Under such circumstances it is essential that the proper understanding concerning satisfaction emanate from the job life be obtained.

Job Satisfaction is an important output that employees work for in an Organization. It comprises of extrinsic and intrinsic factors and helps to maintain an able to work force. It is an interesting and significant area for conducting research. The study made on the topic of
Job Satisfaction has revealed the factors of satisfaction amongst employees. It is useful to the management of the company to know the satisfaction levels of employees and they can take measures to increase productivity.

Therefore the current Research is framed on the objective to conduct the research on the study of “Employee Job Satisfaction: A Comparative Study of Higher Education in Public and Private Sector in Rajasthan” had been framed with hypothesis as follows:

**Central hypothesis**

\( H_0: \) The employees in the Public sector have higher level of satisfaction as compared to the Private sector.

**Sub hypothesis**

\( H_1: \) The indicators of Job satisfaction like salaries, fringe benefits, social security, etc are more favorable in Public sector.

\( H_2: \) The quality of work-life balance is better in Public sector employees as compared to Private sector employees.

\( H_3: \) Private sector is more techno savvy.

\( H_4: \) Public sector jobs offer more stability.

\( H_5: \) Sense of belongingness to the organization is more in Public sector employees as compared to Private sector employees.

I am being the researcher tested the hypothesis on long range of demographic respondents who are employees of Public and Private Universities of Rajasthan. Thus, the geographical limitations were assumed to be a hurdle in the authenticity of the research. The universe of the study has be entire faculty of the selected universities of Rajasthan.
The questionnaire consisted of 37 items. The questionnaire was split into many sections: one demographics and other job satisfaction. The *demographic* questions in the survey included age, marital status, rank (Lecturer, Assistant Professor, Associate Professor or Professor), education, gender, monthly income, and length of service in higher education in present university. Answers to these questions provide a good picture of respondent’s *background*. The *job satisfaction* questions covers job facets such as, promotional opportunities, pay, supervision, opportunities for learning, skill level and opportunities for growth, benefits, and relationship with co-workers.

The entire hypothesis was being analyzed by statistical analytical techniques and maximum of the hypothesis are being accepted.

In the light of the findings of the study, the present chapter is intended to draw conclusion and to give suggestions for further researches. The conclusion has been drawn according to the results discussed in the previous chapter.

This research study compared the level of job satisfaction among teachers working in private and public funded institutions. This study also analyzed the relationship of job satisfaction and on one hand, and difference between public and private funded Universities employees job satisfaction on other hand. The objectives, hypotheses and findings of the study may be summarized as below:-

### 4.1.1 Objectives

Following were the main objectives of the study.

- To evaluate the job satisfaction level in the Higher Education sector in Rajasthan.
- To know whether job satisfaction is more in public sector or private sector.
• To identify critical factors leading to job satisfaction among faculty members of universities.

• To find out relationship between the critical factors.

• To find out the most important factors that affect job satisfaction by factor analysis.

• To study the employees perception towards organization.

• To study the attitude of the employees towards their work.

• To identify the factors that motivates the employees.

4.1.2 Methodology of the study

The main techniques used in this study was to collect first hand data that is primary data, using the questionnaire containing questions both open ended & close ended. One set of questionnaire was formed for two different categories of Universities of Rajasthan. (Viz. Public and Private sector University). The questionnaire was divided into several parts.

[Questionnaire is attached as Annexure A at last of the thesis]

a) First part Section A consisted of Socio Dynamic Information i.e. primary information regarding Respondent’s Name, Age, Sex, Designation, Experience etc.

b) The second part of the questionnaire i.e. Section B deals with the segment of career advancement of faculty and their correlation with Job satisfaction.

c) Section C constitutes the questions related to Job reward among faculty and their correlation with Employ Job satisfaction.

d) Next part consists of Section D which deals with the views of faculties related with work life balance.

e) The another part section E of questionnaire deals with the intensive views of employees of various universities on facts related with Administration / Management.
f) Next part consists of Section F which deals with *views of faculties related with Infrastructure and Technology.*

g) The last section G of questionnaire deals with *certain miscellaneous questions* related with the aim of the research.

*Overall there are 37 questions which are divided into above mentioned sections and the comparative analysis of these sections on 300 respondents of private university and 300 respondents of public university of Rajasthan is analyzed in the current chapter.*

### 4.2 CONCLUSION

It was determined from the results.

1. The proper position of teachers due community respect for the career of educating is of major importance for job fulfillment of instructor(s).

2. In India, equal rights for tasks are assured under the law but inequalities continue to persist in practice. Thus, with very little exclusion, females remain very much in the majority at the 'abnormal' amounts of education, but are far from taking up a corresponding percentage of responsible content at higher stages. In view of the little bit of progress obtained in this area, the number of those in favor of positive action to speed up the supply of equal opportunity and treatment is increasing. This makes the women instructor(s) more job pleased and perform inspired in private organizations.

3. As the job fulfillment mostly relies on the financial means, available to institutional operating conditions, job benefits, and appropriate marketing in tasks. These all create the male instructor(s) of community financed organizations more job pleased and highly perform inspired. The same was discovered with the women instructor instructors operating in community financed organizations.
4. To help create workers pleased and dedicated to their tasks in instructors. There is need for strong and effective inspiration. Job fulfillment cannot be talk of where there is no inspiration. Mittal, J. P (1992) in his study exposed that the teacher’s inspiration to perform was significantly related to job fulfillment. So, the job fulfillment and perform inspiration was discovered favorably associated to each other for instructor(s) operating in private organizations.

5. High regulators of the organization like Chair, Major, Mature Teachers etc, are very much adding in improving the level of job fulfillment of instructor(s) by given emotional perform rewards, and material motivation that ultimately improve the quality of educating, team regards and develop the ability of impressive educating, educating mind-set in instructor(s) of community organizations.

6. As the perform team regards and job situation improves class room actions and social actions improves respectively among instructor(s) operating in private organizations.

   Educationist all over the world have highlighted that high quality of instructor education and studying is the most essential aspect impacting overall instructor education and studying program. In these perspective findings and results of the existing research correlating the job fulfillment, perform inspiration and work-related ambitions of instructor teachers may have strong and useful educational effects in the existing instructor education and studying program of our country. Along with this essential choice like recruiting of teachers, service conditions, assignment of perform, and promotion of teachers in community and personal financed organizations.

   Based on the results, decision- makers may also know teachers of private organizations are pleased and engaged in goal-oriented actions with high inspiration. This clearly indicates that the management and higher authorities may devote more attention on instructor operating in private organization for enhancing inspiration towards their
profession. In 1992; The Association of Teacher Educators (ATE) triggers a procedure to identify requirements for teachers.

The existing research expected that instructor operating in community financed organizations are more pleased with respect to five dimensions of job fulfillment i.e. cooperative educating actions, educating attitude, group relations, job approval and social actions. Condition, institutional environment need to be enhanced to create instructor more pleased. Rewards (psychological perform incentives and material incentives) may be introduced for instructor teachers in private organizations. This fulfillment of job affects the educating studying procedure in the organization. A fully pleased instructor take interest in actions other than educating, he helps the learners in creating creativity, power of reasoning and thinking etc. A instructor has the greatest impact on student’s studying. By pricing the performance and building the abilities of teachers, particularly their expertise, perceptive growth, expert judgment and network in education and studying and coaching programmes for the learners can be enhanced. The Teacher and Society- Report of the Nationwide percentage on instructor 1983-85 revealed that “the component in the form of its recommendation are on the business pattern of creating a environment of expert speeding, additional information in terms of time recourses, motivating advancement and variation of the educating strategies to suit the structure of new topics with a professional prejudice.”

Fellowships, expert growth grants for research and guides, and for their growth and growth in educating arena, should be applied. These has act as an motivation and should enhance the stage of perform inspiration and job fulfillment that is ultimately related to improve the high quality of educating.
The Education Commission (1964-66) has stressed, “Investment in instructor education and studying can generate very benefits, because the money required are small when calculated against the resulting improvements in the coaching and studying of the millions. First rate instructor coaching organizations can play an essential role in the growth to train and studying.”

In-services instructor education and studying should be provided for instructor to increase the stage of desire and fulfillment of job. The Nationwide percentage suggested for creating a practical base by bringing instructor education and studying organizations and the local neighborhoods closer to each other, so that a significant interaction between them would create instructor education and studying program a functional need centered and importance centered program. The percentage suggested restoration of the instructor education and studying program of the different colleges and universities keeping the guidelines and criteria points lay down by the National Council of Teacher Education.

4.3 FINDINGS OF THE STUDY

4.3.1 Demographic details of Respondents:-

It is evident from the above demographic details of respondents that research had tried to cover a broad demographic profile of faulty as respondents. As in the current study the total sample size is n=600 (100 each of three public sector and three private sector universities). The age group of 31-40 is higher in Private universities (47%) whereas mostly faculties under study from public universities are of age 40-50 years (48%). The above fact also directly contributes to the designation and experience section of faculties as respondents under study. As there are 57% Assistant Professors in private universities and 51% in Public
University. Whereas the lower age group respondents are Lecturers in Private University i.e. 25% but this segment is only 3% in public university.

Experience level of various respondents as faculty in public and private universities also significantly coincides with the facts to be studied in current study as the most faculties in private university i.e. 67% is 4 to 8 years experience only but consequently on the other part only 47% is having the same experience. The level of job satisfaction of may also be indirectly correlated with the experienced faculty in the university, and the hypothesis of the research Ho- *The employees in the Public sector has higher level of satisfaction as compared to the Private sector.* Can be assumed to be expected as the 12 years and more experienced faculty in public sector is significantly higher (16%) than private university (5%). This data supports the central hypothesis of research study.

Another important demographic parameter which makes the study highly reliably and increases the acceptance region of research is that in study both male and female gender faculty of both types of universities have equally contributed as respondents of the study.

**4.3.2 Correlation of Career Advancement of Employee with Job Satisfaction**

Chart 3.2 elaborates the career advancement of faculty and its correlation with job satisfaction. As it is sated above that any individual after attaining some experience expects some career opportunities to strengthen his or her future profile. As Q1 stated in above table states the relevance of respondent’s job with career advancement and it is unexpected to see that only 12 out of 300 private university respondents strongly agree with the fact whereas 119 are on the other counterpart university respondents. The disagree percentage with the career advancement fact is relatively very high nearly 50% (141 out of 300) of private university compared to 30% (91) of public university.
Opinions of respondents to the question 4 which clearly states fact that do the faculty foresee future in their current job, and the results states that 231 respondents i.e. nearly 80\% of public university employees are well satisfied with their job and foresee a brighter future in current job but on other side the no of strongly agree respondents are only 12 i.e. 4\% of total who see a future in their job with private university. But the respondents who opted for disagree component of this fact is nearly 50\% in private university segment.

Basic facilities for career advancement are also been highly appreciated by public university employees as 209 respondents agree with the fact and 117 of private university disagree with the fact.

As The P value is 0.049 and is very significant, central hypothesis $H_0$ which states that the employees in the Public sector have higher level of satisfaction as compared to the Private sector is accepted and proved.

### 4.3.3 Correlation of Job reward of Employee with Job satisfaction

All employees working for any organization for a financial reward in the form of salary, bonus etc. If an organization’s employees are well paid in time than on a whole the job satisfaction level of employees of that organization has always be on higher grounds. Thus in the current study this section C of the questionnaire deals with respondents opinion towards job reward policy. It is obtained from the above facts that 202 i.e. 75\% of private university faculties are dissatisfied with the reward or salary they are being provided but on contrary 79 of public university are highly satisfied.

114 out of 300 respondents of public university states that they are adequately paid for their job, whereas on the other side 165 out of 3000 of private university employees say that they disagree with the payment norms of university. Diwali bonus is appreciated and admired
by nearly all the employees of public as well as private university. The results obtained from the above table can be useful for statistical analysis of hypothesis $H_2$: The indicators of Job satisfaction like salaries, fringe benefits, social security, etc are more favorable in Public sector.

The Goodness of Fit Tests interoperates that the Chi-squared for trend = 994.35 (14 degree of freedom) The P value is < 0.0001 and very significant. This means that hypothesis $H_2$: The indicators of Job satisfaction like salaries, fringe benefits, social security, etc are more favorable in Public sector is accepted and proved.

4.3.4 Correlation of Work Life balance of Employee with Job satisfaction

To prove the hypothesis $H_3$: The quality of work-life balance is better in Public sector employees as compared to Private sector employees, results obtained in above table 3.6 are statistically studied with the help of Likert’s scale. As The P value is 0.0007 and is extremely significant, hypothesis $H_3$ which states that the quality of work-life balance is better in Public sector employees as compared to Private sector employees is accepted and proved.

4.3.5 Correlation of Administration / Management of University with Employee Job satisfaction

Central hypothesis of the research $H_0$, The employees in the Public sector have higher level of satisfaction as compared to the Private sector can be analyzed with the help of above results obtained in table 3.9.

The above Goodness of Fit Tests interoperates that the Chi-squared for trend = 282.67 (7 degree of freedom) The P value is < 0.0001 and very significant. This means that
central hypothesis $H_0$: The employees in the Public sector have higher level of satisfaction as compared to the Private sector is accepted and proved.

Relationship of teacher with supervisor can be helpful for making job stable and for the current study this can be analyzed with the help of results obtained in above table 3.11. Thus to prove the hypothesis, $H_5$: Public sector jobs offer more stability, As the two tailed $P$ value is > 0.9999, considered not significant therefore hypothesis $H_5$: Public sector jobs offer more stability is rejected.

4.3.6 Correlation of Infrastructure and Technology of University with Employee Job satisfaction

Hypothesis $H_7$: Private sector employees gave better chances and facilities for higher education in the same university of the current research study can be analyzed by the facts obtained form table 3.13. The above Goodness of Fit Tests interoperates that the Chi-squared for trend = 385.30 (14 degree of freedom) The $P$ value is < 0.0001 and very significant .This means that hypothesis $H_7$: Private sector employees gave better chances and facilities for higher education in the same university is accepted and proved.

4.3.7 Miscellaneous factors of Employee Job satisfaction

231 out of 300 respondents of Public Sector University are strongly agree with the fact that they are socially benefited by their job and 146 out of 300 i.e. nearly 50% are agree with the same. Negligible no. of faculty of public and private university say that they are not socially benefited with the job.

To prove the central hypothesis $H_0$: The employees in the Public sector have higher level of satisfaction as compared to the Private sector statistical analysis can be applied on
results obtained in table 3.16. As The P value is 0.8284 and is very significant, central hypothesis $H_0$ which states that the employees in the Public sector have higher level of satisfaction as compared to the Private sector is accepted and proved.

4.3.8 Comparison of Job Satisfaction of teachers operating in Public and Private financed Universities in Rajasthan

1. It was found that there was no factor in job satisfaction of instructor teachers operating in community and personal financed organizations.

2. The instructor teachers operating in community financed organizations were found highly satisfied in comparison to instructor teachers operating in personal organizations, with respect to five dimensions of job satisfaction namely cooperative educating behavior, educating attitude, group relations, job acceptance and social behavior.

3. It was found that teachers of community and personal financed organizations do not differ with respect to quality of educating, innovative educating responsibilities for educating, and classroom behavior.

4. It was found that level of job satisfaction is higher in female teachers in comparison to male instructor teachers operating in personal organizations.

5. No marked difference was found between men and women teachers operating in personal organizations with respect to innovative educating, responsibilities for educating, group relations and job acceptance.

6. It was found that level of job satisfaction is higher in female teachers in comparison to male instructor teachers operating in personal organizations with respect to quality of educating, educating attitude, classroom behavior, and observational skill.

7. No factor was found in job satisfaction of men and women teachers operating in community financed organizations.
8. As compared to male teachers of community financed organizations, female teachers of community financed organizations were found more satisfied with respect to educating attitude, group relations, classroom behavior, and social behavior.

9. Female teachers operating in community financed organizations were found more satisfied in comparison to female instructor teachers operating in personal organizations.

10. Female teachers of community financed organizations were found more satisfied than female teachers of personal organizations with respect to educating attitude, group relations, and social behavior.

11. No marked difference was found between female teachers of personal organizations with seven dimension of job satisfaction namely; quality of educating, innovative educating, responsibilities for educating, cooperative educating behavior, job acceptance, classroom behavior and observational skill.

12. There was no factor in job satisfaction of male teachers operating in community and personal financed organizations.

13. As compared to male teachers of personal organizations, male teachers of community financed organizations were found more satisfied with respect to cooperative educating behavior and job acceptance.

14. There was no factor in job satisfaction of male teachers operating in community and personal financed organizations with respect to quality of educating, innovative educating, responsibilities for educating, educating attitude, group relations, classroom behavior, social behavior and observational skill.

4.4 RECOMMENDATIONS

Every organization has three types of general resources that are physical, financial and human. Most critical one is no doubt the human resource of an organization. These are the
humans who can accelerate the process of organizational development or can demolish the organizational progress. The Staff Members derive a lot of motivation and satisfaction from the following channels:

- **Monetary resources**
  
  This is another fact that as human resource proves to be nucleus of organizational resources, motivation is central and vital component which is key contributor in job satisfaction of an employee. Motivating employees has become one of the most significant and most demanding activities for the human resource management in any organization. There is no doubt that efficiency suffers with de motivated personnel. These initiatives include national and international scholarships, teachers training, increasing salary packages, revising teaching compensation programs and much more. There is no doubt that intention behind these initiatives is to motivate teachers for enhanced performance in particular and to improve higher education standard.

- **Non Monetary resources**
  
  Teachers are the building blocks of universities. Undoubtedly, teachers are the developers of positive and progressive society in any country. It is therefore, necessary to have highly motivated teachers particularly in universities where teachers’ motivation is extremely demanded. The courage and dedication for developing high performance work systems can only be achieved if teachers would be willing to give their best. Motivation of higher education teachers by salary only is quite challenging for the government as it is difficult to compete with the private sector universities in compensation hence they must have to give attention to the non monetary factors such as recognition, feedback and opportunities for career development to retain their high quality teachers.
• **Work Culture**

Work culture is the environment created by the concepts established and embraced by the firm and the employees alike. Working culture involves the principles and ideologies associated with the business, company or firms itself, and on the employee side, working culture is thought processes, attitudes and beliefs of the workers.

Working culture is a multifaceted term utilized in the business world. Working culture is also commonly referred to as corporate culture. As a general rule, a business is deemed to have a strong working culture when the employees not only grudgingly follow the principles and ideologies established by a business enterprise, but also when these employees embrace these principles and ideologies. In addition, in an environment where a strong working culture exists, the thought processes, attitudes and beliefs of the employees complement and harmonize with the principles and ideologies of the business itself.

Characteristics of a healthy working culture include generally satisfied employees who typically work well with each other and their supervisors. In addition, a healthy working culture is one in which employees have a greater deal of freedom and a higher level of involvement in the decision-making process. Management and employees communicate constructively and regularly with one another.

• **Appropriate career progression, advancement & growth schemes**

It includes policies such as:

✓ **Promotion policy**-

A promotion policy based on qualifications and the principle of merit with clear career opportunities and the prospect of accessing higher positions with greater responsibility is a requirement for an attractive career development system. A further crucial issue in this
context is the extent to which there are opportunities for faster advancement for the most competent and motivated teachers.

✓ **Mobility Policy**

Mobility is potentially a valuable instrument for professional enrichment via the acquisition of new competences through experience in other professional environments and cultures. It can furthermore benefit public organizations by providing them with a useful tool enabling the mobility of teachers from shrinking sectors to expanding ones.

✓ **Career paths for Senior Teachers**

In the public as well as the private sector, the way in which leading positions are set up is a key element in attracting and retaining skilled people and in developing an attractive career development system. Many factors play a role here such as the chances for and conditions of access to such positions, attractive career prospects, opportunities for varied work experience, the level of remuneration, incentives for reward and recognition etc.

Any Organization which wants to work in the direction of providing satisfaction to its employees should give appropriate opportunities to them for enabling outstanding performance. The recognition can be in the form of any of the above mentioned sources or channels.

**4.5 SUGGESTIONS**

Studies are not the end of a research but these always open the way for further efforts. Learning the results acquired through this research, the specialist would like to make following recommendations for further researches. There are few recommendations for
enhancing instructor knowledge, increase the level of job fulfillment, work inspiration and work-related desire of instructors and instructor educators

✓ The administrator of Public Universities is expected to define employment policy or conditions clearly to the teaching faculty while they join. This includes tenure, condition for leaving, salary, working hours, and acknowledgement for receiving the certificates and appointment order by stating all these things. If given to teaching faculty well in advance, it would increase their job satisfaction.

✓ It is suggested to have a decision on minimum qualification for the faculty. Most of them are Post graduates and less numbers of them are PhD holders. The qualification difference among the faculties would create better interpersonal relations and uniformity in salary fixation.

✓ There is a need for staff association or committee to address the issues related to dissatisfaction and grievances.

✓ Faculty members can be included for decision making with respect to academic matters. This would create better relationship between the employer and employee.

✓ The work load can be allotted scientifically by allocating the subjects based on their expertise.

✓ As far as parental support and parental care are concerned, the management should arrange mechanized system to gain confidence of the parents by arranging frequent meetings.
✓ Students’ absenteeism is the big problem today. It is strongly recommended and suggested to have staff in charge of attendance or the absenteeism control in-charge to watch and reduce the absentee’s issue.

✓ It is suggested to have students mentoring system to share their personal, family and academic related issues and problems. Each faculty is allocated a group of students so that they may be continuously monitored by the teachers and this minimizes all sorts of misbehavior of the students.

✓ It is further recommended to have student’s counselor in the colleges. He/she can counsel the students.

✓ The management can give decent salary and various benefits to its faculty members to induce voluntary participation in curricular and co curricular activities.

✓ With regard to non monetary benefits it is recommended to follow the western model of motivating the teacher in term of title like best result producers, problem solver, paper publisher. Some sort of recognition from the management would increase the job satisfaction of the teaching faculty.

✓ Physical classroom facility and good infrastructure facility can be enhanced to develop the competency of the students.

✓ As for maintenance regarding computer and science labs, one of the problems is that there are colleges which still possess out-dated configuration using pirated version of the software for their system. Hence it is recommended to update these facilities to benefit both the students and the teachers.

✓ It is suggested that the employment condition of the self financing colleges be monitored through a separate board formed to minimize the grievances related to the
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employment conditions. It would increase the confidence level of the teaching faculty and achieve high level job satisfaction.

✓ A teacher is a very important professional than any other professional in the world. Hence it is indispensable to keep them happy. It is recommended that the government should form a committee for the welfare of the college faculty. In USA they have a system to monitor university teaching faculty.

✓ As far as India is concerned we are unable to attain 38% of the higher education. Government is unable to support the self financing colleges. It is suggested to the Government to provide subsidies to the colleges. It may be helpful for the efficient management of the institution. It might indirectly increase the job satisfaction level.

✓ It is recommended to the government to allow the private company or the industry to sponsor any self financing college. The expenses may be deducted for their payment of tax under the income from business.

• Evaluation of improvement.

The process of privatization of higher education has already started and at the moment several colleges and universities have already started out in every region. As existing these organizations are enthusiastic about getting expert and technological programs like B.Ed., M.ED, B.Tech., M.B.B.S, B.D.S, M.B.A, M.C.A, etc. because the turnout of learners is more towards these programs as they are regarded job focused programs. It has been seen that these colleges and universities charging high fees from learners but on the documents and information they do not display that expenses more over no invoice of such amount is given,
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learners do not complain about such unlawful and pressured money expenses because of worry of losing their chairs and represents in realistic and internals exams. Such colleges and universities are earning money of an incredible number of rupees every year but on documents they display failures or minimal benefit.

Now the Govt departments should recognize an individual institution to be present at such gripes. The name of issue should be kept private and association of accountable colleges and universities should be terminated.

ii. It has been seen that control keeps the certified employees on information i.e. NET, P.HD, but actually they hire under certified instructors to save the wage. Such methods should be given special attention and association of colleges found gully of such an offence should be terminated.

iii. Government organizations – university allow percentage (UGC), all Indian authorities for technological knowledge (AICTE), secretary of state for human resources development (MHRD), medical Council of Indian (MCI) and affiliating colleges and universities should have co-ordination to keep watch on private colleges and universities.

iv. Complaint about sub- conventional educating and unlawful expenses selection should be joined instantly by govt departments and the name of the issue should be kept private.

v. Teachers should be effectively secured against irrelevant activity impacting their expert status or career.

• Recruiting of teachers

i. Recruiting should be created through published analyze or meeting. The choice committees should by U.G.C, and part of higher education control should be lowest.

ii. Selection should be neutral.
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iii. Qualified i.e. NET, P.HD, M.Phil level owners and knowledgeable applicants should be given choices in choice.

iv. Teachers’ should be hired on probation for a small-time interval. During this interval continuous and extensive statement should be created of their educating actions by paying attention to the objectives of the learners.

v. Nepotism and caste aspects should be kept aside while choosing preferred applicant.

- Scale of Pay and Job Benefits

i. Incomes should be eye-catching and greater range should be offered for extremely certified instructors.

ii. There should be greater rate of rise. Teachers should be offered benefits like provident funds, healthcare relief etc.

iii. Teachers should be required to go through regular healthcare exams, which should be offered free.

iii. Teachers wanting to go health hotels or holiday ideologies or to be present at academic conventions, workshops etc. should be given travel considerations and keep service.

iv. Teachers should be offered research keep on full or limited pay at durations, and the period of research keep should be mentioned for seniority and retirement living reasons.

v. A plan of nationwide prizes should be presented to allow identification to the excellent perform of university instructors which has help to increase the position of the educating career.

Vi Personal universities should be condensed to pay accepted quality to lessons, Visitors and professor’s issue about delayed should be totally joined by association universities and universities, government and U.G.C.
vii The perform, pressures are more on teachers’ especially privately organizations and the wage is not according to their perform. Regular and in time transaction of salaries can able to increase the level of job fulfillment, and perform inspiration, and has create qualitative effective educating. Rewards and ongoing attempts are necessary to increase the economic social and professional position of instructors and to entice skilled youngster into this career.

- **Training of teachers**

  i. Refreshers programs should be made necessary for private colleges’ instructors as in the case with Govt. universities.

  ii. Conventions, workshops, conference should be regularly structured to provide new encounters and create the skills of instructors.

  iii. A 100 % free environment should be created in the organization in which instructors can think and perform easily. There should not be any sort of stress that may vary the attention of instructors from their actual job.

  iv. The performance of the educating career may be improved on increasing the social position and spirits of the instructor group.

  v. To feature innovative perform like educating and research, the condition of perform should be triggered and sufficient possibilities for expert progression should be offered. This has entice appropriate person towards the educating career.

  vi. Indian has a large program to train and learning. There are nearly 5.98 lakh Main Educational companies, 1.76 lakh Main Educational companies and 98 thousand High / Greater Additional Educational companies in the nation, about 1300 instructor education and learning companies for elementary instructors and nearly 700 universities to train and learning / university divisions planning instructors for secondary and secondary universities. Out of about 4.52 thousand instructors in the nation nearly 3 thousand are educating at the
primary/elementary level. A significant number of them are inexperienced or under-qualified. In certain areas, like the North-East, there are even under-certified instructors. As far as in-service education and learning is involved the situation is not very motivating. It is approximated that on an average 40% of the instructors are offered in-service instructor education and learning once over a period of five years. So the instructor should be given both the opportunity and the rewards to join in course and features and should make use of them. This can allow the instructors to enhance their certification. Authorities and instructors should identify the significance of in support education and learning designed to secure a methodical enhancement of the quality and content to train and learning and of the educating technique.

vii. Special in-service training programs should be structured for instructor teachers.
viii. Working conditions for instructors should be such as has best enhance effective learning and allow instructors to focus on their expert projects.

ix. Regulators, in assessment with teachers’ companies, should enhance the organization of a wide program of in-service education and learning, available totally able to all instructors. Such a program should provide a variety of preparations and should include the contribution of teacher-planning companies, medical and social companies, and teachers’ companies. Refresher programs should be offered, especially for instructors coming back to educating after break in support.

x. Evaluate should be taken to make guides and other material available to instructors to enhance their general education and learning and expert credentials.

xi. Teacher and their companies should get involved in the development of new programs, guides and educating helps.

xii. Teacher should be prepared to take part in their in extra-curricular activities for the benefit of students and grownups.
4.6 SUGGESTIONS FOR FURTHER RESEARCH

In fact the variable can never be studied in single analysis. Research is not the end of an investigation but these always open the way for further endeavors.

Studying the results obtained through this analysis, the researcher would like to make following suggestions for further researches

1. Similar analysis is needed to produce more information in the area. Such studies may consider changing the setting, inhabitants, sampling procedures or data collection methods utilized in the current analysis. For example, future s may analyze university and college instructors from different disciplines or a sample from larger inhabitants in other parts of the country to provide more diversity and a wider perspective of the analysis.

2. Further researchers may also analyze the condition of educating and educating organizations in non-urban places and analyze how the quality to train and learning can be enhanced in such places.

3. Research may be performed on teacher’s accountability of instructors operating in college, professional and vocational knowledge.

4. Research may be performed on different aspects of instructor knowledge like training of instructors, relevance of curriculum and instructional materials, behavioral issues, and adjustment problem of instructor teachers operating in community and personal financed organizations.
5. Action analysis may also be performed on the problems experienced by instructor teachers operating in personal organizations, state and central colleges.

6. In depth studies, e.g. analysis research may be performed to explore the cause of job fulfillment, aspects influencing the perform inspiration and stage of desire of instructor teachers operating in community and personal financed organizations.

7. Relative studies may be performed in the following areas: status of academic institutions run by personal and regulators, aspects associated to job fulfillment and perform inspiration of instructors operating in personal and govt. organizations.

The existing analysis is a humble attempt in this field. Research findings of this analysis provide an insight for further researches. The follow-up researches related to existing analysis may be taken further by the researchers.

1. To analysis job fulfillment, perform inspiration and work-related desire in regards to their business environment of instructors operating in primary and secondary academic institutions.

2. A analysis of job fulfillment and perform stress among Muslim women instructors operating in non-urban and towns.

3. A comparative analysis of stage of desire and job stress of instructor teachers operating on temporary and permanent appointment.

4. A comparative analysis of stage of desire and job fulfillment of instructor teachers.

5. A comparative analysis of stage of desire and work-related desire of instructor teachers operating in Rajasthan.
6. A qualitative study analysis of business environment and operating conditions of instructors operating in govt. organizations.

7. A comparative analysis of aspects which impact inspiration and stage of desire of instructors operating in non-urban and city academic institutions.

8. A analysis of the effect of in-service and pre-service programmes on the academic desire of university instructors.

9. A comparative analysis of stage of job fulfillment and perform inspiration of instructors operating in regular and open colleges.


12. A analysis of stage of job fulfillment and socio economic background of instructor teachers.

13. A comparative analysis of job fulfillment of male and female instructor teachers in regards to their institutional environment.

14. A comparative analysis of impact of teacher’s inspiration on student’s accomplishment in personal and Govt academic institutions.

15. A qualitative study analysis of the problems experienced by instructors operating in personal organizations, central and local Govt organizations.

Further research is needed to investigate more variables which are not covered in this study and also to find out how the behaviour of the individual is changing according to the levels of job satisfaction. The typical evidence from the quantitative data of this study shows that the teaching faculty need good Workplace conditions especially management support, defining its employment conditions, improved infrastructure and compensation.
The result from this study shows that the gap between job satisfaction and dissatisfaction is only at a negligible among the teaching faculty. Hence future study can also address the issue of the job satisfaction and dissatisfaction and its impact on performance of the teaching faculty.
REFERENCES


