CHAPTER IV

Factors causing job satisfaction

Factors causing job dissatisfaction
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THE FACTORS INFLUENCING JOB SATISFACTION OF COLLEGE TEACHERS

In the collegiate education system only the students are evaluated by means of periodical and final tests and the teachers are not evaluated by anybody. Further, the teachers are asked to take classes with a minimum educational qualification and without proper teaching training. Only an uniform scale of pay is paid to the teachers based on number of years of service and vertical growth of academic qualifications like M.Phil and Ph.D. Where there is no monetary incentive or piece rate system payment or a measure to distinguish efficiency from inefficiency it is pertinent to examine the factors influencing the job satisfaction of college teachers.

The factors influencing job satisfaction may be grouped into two. VIZ: Factors causing job satisfaction and factors causing dissatisfaction.

FACTORS CAUSING JOB SATISFACTION

1. Time bound promotion and time bound pay scale

The teachers who are working in universities, Government colleges and in aided colleges are governed by UGC guidelines. According to UGC guidelines promotion is based on number of years of service. In addition to
minimum qualification those acquired or acquire M.Phil degree and Ph.D degree will be given promotion early by reducing the number of years of service for next promotion. The table shows the promotion pattern given by the UGC. Since promotion is given irrespective of the qualification one possess, it gives job satisfaction.

Table 4.1

<table>
<thead>
<tr>
<th>Nature of Promotions</th>
<th>Without M.Phil in Years</th>
<th>With M.Phil in Years</th>
<th>With Ph.D in Years</th>
<th>Pay scale in Rs.</th>
</tr>
</thead>
<tbody>
<tr>
<td>From Lecturer to Senior Lecturer</td>
<td>6</td>
<td>5</td>
<td>4</td>
<td>10,000-325-15,200</td>
</tr>
<tr>
<td>Senior Lecturer to Selection Grade Lecturer</td>
<td>11</td>
<td>10</td>
<td>9</td>
<td>12000-420-18,300</td>
</tr>
</tbody>
</table>

2. **Evaluation of students**

The teacher feels complacent about their job due to the fact that the evaluation of students' work is given by the university. To be an evaluator, the requirement is only a minimum number of years of collegiate service. Their satisfaction about their job is due to the fact that they evaluating the students i.e. the teachers are deciding the performance of the students.

3. **University question setting work for the examinations**

For the purpose of conducting university examinations the teachers of the other universities are asked to set the question papers. Question setting work is also given on the basis of the number of years of service. It is a remunerative work.

4. **Examiner question setter for public examination**

Public examinations, such as Union public examinations, state public service examinations, are also conducted with the support of the college teacher by giving question setting work and evaluation work. It gives job satisfaction that they are evaluating public examination paper.
5. **Private coaching**

Though there are instructions that college teacher not to give private coaching in consideration of fees, the teachers used to give private coaching for money. The income from private coaching is not only an income but also an unaccounted income. Besides, the experience and expertise of science faculty teachers are used to give private coaching for plus one and plus two students and even below. This scope for making money gives job-satisfaction.

6. **Taking contact classes for the correspondence students**

Many universities offer courses under correspondence system and Open University system including Indira Gandhi national Open University. The universities offering courses under the correspondence system employs the college teachers for giving coaching to the students of correspondence courses. It is not only a remunerative work but also a scope to the teachers to meet many students in different branches. The scope of taking contact courses gives job satisfaction to the teachers.

7. **Working in an atmosphere co-education**

Except one or two colleges, which are exclusively meant for ladies, the other colleges are co-education colleges. Working in a co-education college gives a psychological satisfaction to both the sex.
8. **Time bound work with no fixed responsibility**

The teachers are given time bound work i.e. the number of hours of work in a week. Though they are expected to fulfill certain responsibility in terms of syllabus coverage, imparting the latest knowledge to the students, creating analytical mind, there are no fixed responsibility to teachers in quantitative terms.

9. **Vacation job**

In accordance with UGC guidelines a college should work not less than one hundred and eighty days in a year. It implies the other one hundred and eighty five days are holidays. No other department in the Government enjoys with this of holidays in a year.

**FACTORS CAUSING JOB DISSATISFACTION**

The absence of scope for proving efficiency and equal treatment to all is a factor causing dissatisfaction among college teachers.

1. **Promotion is not efficiency oriented**

The senior most teachers irrespective of the educational qualification should be the head of the department. For the principal post seniority and merit are the prime considerations. When two candidates are equal in
qualifications from among the lot the senior most teacher will be given principal post.

2. **Invisible criteria for job satisfaction**

The checklist for job satisfaction of college teacher is out and out not only psychological in nature but also not visible. Only the students alone could appreciate the performance of the teachers and not by anyone.

3. **Job insecurity**

The teachers working in other than Government colleges and aided colleges feel highly in secured. The teacher’s turnover is also high in self-financing colleges. Such a feeling of insecurity make job dissatisfaction

**CONCLUSION**

Though the College teachers are not evaluated by the students or the Government or the management they are evaluated by themselves through the factors, which cause job satisfaction and job dissatisfaction. Time bound promotion, absence of students evaluations, question setting work for the university and public service examinations, opportunities to earn through private coaching and taking contact classes for the students studying under correspondence systems are factors which give job satisfaction to college teachers. On the other side absence of efficiency-oriented promotion,
absence of visible criteria for job satisfaction and job insecurity for the teachers working in self-financings colleges are the causes for dissatisfaction. Here, an attempt has been made in the previous chapter to examine factors, which influence job satisfaction or job dissatisfaction in qualitative terms.