CHAPTER -VI
SUMMARY AND SUGGESTIONS

In this chapter an attempt has been made to summarize the previous chapters as given below.

Chapter - I

In the chapter an introduction to the topic is given. This Chapter comprised in, scope of the study, importance of the study, objectives of study, review of the Literature, Limitations of the study, Research Methodology, sampling, source of Data, Data analysis and Interpretations and Chapter arrangement.

Scope of the Study

Though, all of the teachers are doing the same job, there is a wide disparities income, job security and service benefits. In the Situations, the teachers are whether satisfied or not.
Importance of the study

The performance of the teachers cannot be evaluated, only students’ performances were evaluated. So the teachers’ satisfaction or dissatisfaction cannot be found up. So it is an important.

Objectives of the study

1. To examine the job satisfaction among teachers in the midsts disparities in income.
2. To examine the job satisfaction among teachers in the midsts of different kinds of educational institutions.
3. To examine the job satisfaction among teachers in the midsts of difference in service benefits.
4. To examine influence of incentives on job satisfaction among college teachers.
5. To suggest ways and means to enhance job satisfaction among college teachers.
Review of Literature

The Journals, books, periodicals, brochures, research publications and Ph.D Works are reviewed.

Limitations of the Study

The studying sample unit has been taken from Namakkal District Colleges only and also arts and science colleges are using only.

Research Methodology

A case study is followed.

Sampling

A random Sampling technique is used to collect information for study. Only a 100 sample is taking from various colleges of arts and science in Namakkal district by using a standard form of questionnaire.

Sources of data

The primary and secondary data are widely used.
Data analysis and Interpretations

The collected data are tabulated and analyzed. The simple percentage and average of statistical tools are widely used..

Chapter – II

In the chapter a review of literature on job satisfaction is analyzed. It includes, Education, Collegiate education, job satisfaction, and job satisfaction of college teachers and reviewing of already studying papers.

Education

Education as embodies all those forms of activities that fit an individual for social living and that help transmit customs, laws, religious, beliefs, languages, and social intuitions from one generation to another.

Collegiate Education

Collegiate Education may be broadly grouped into medical education, technical education, humanities and law. The highest education is D.Litt. Each course in collegiate education is a specialized subject. The college teachers must be pass with eligibility test i.e. NET or SLET. In India
since, 1950 to 2001, there are 256 universities and 12342 colleges are functioning to provide education facilities.

**Job Satisfaction**

Job satisfaction is simple words is an individual emotional reaction to the job itself. It is a person's attitude toward the job.

**Job satisfactions of college teachers**

College teachers are not framed teachers. The teachers' performances are not to be evaluated, but only students are evaluated. So the satisfaction of the college teachers can't be easily identified.

**Review of Literature**

There are number of research studies on this title. Some of the studies are given below

H.R. Sheppard and N.Q. Herrick is studied out of 1500 workers. The majority of the workers were viewed dissatisfaction with their jobs.

Nancy Morse and Robert Weiss found that 40% of the professional managerial personnel were very satisfied, 37% satisfied and 20% dissatisfied.
Job Dissatisfaction

Employees may have positive or negative attitude towards their jobs. Job dissatisfaction reflects the employees’ negative or unfavourable feelings towards their jobs. The following factors influence job dissatisfaction, i.e. Quit, Voice, Loyalty and Neglect.

Chapter III

This chapter analyzes only the theoretical background of job satisfaction. It includes factors of job satisfaction, theories of job satisfaction, job satisfaction and performance, Job satisfaction and employee variable and consequences of job dissatisfaction.

Human resource is considered to be the most valuable asset in any organizations. The following factors, which are causes for job satisfaction.

Factors of job satisfaction

It includes personal factors, Factors inherent in the job and Factors controlled by the management.
Personal Factor

It includes worker’s sex, education, age and marital status

Factors inherent in the job

It includes work itself, conditions, and influence of internal and external environment of the job.

Factors controlled by the management

It includes nature of supervision, job security, and kind of work group and wage rate.

Theories of job satisfaction

There are four theories associated with job satisfaction they are fulfillment theory, discrepancy theory, equity theory and two factor theory.

Job satisfaction and performance

The satisfied workers are not productive workers. It is proved by Michigan university in 1950’s found out the productive groups showed no greater job satisfaction than did the less productive work groups. The Porter and Lawler’s have reviewed that satisfaction of job is containing two kinds of rewards i.e. Extrinsic and intrinsic. The satisfied workers are expecting this reward.
Job satisfaction and employee variable

Job satisfaction is related to a number of major employee variables, such as turnover, absence, age, occupation and single of the organization in which an employee work.

Consequence of dissatisfaction

The following factors with are influenced job dissatisfaction i.e. absenteeism, turnover and negative publicity.

Chapter IV

This chapter analyzing factors that are causing job satisfaction and dissatisfaction. The following factors are influenced the job satisfaction. It includes time bound promotion and time bound pay scale, evaluation of students, question setting work for the university examinations, examiner question setter for public examination, private coaching, taking contact classes for the correspondence students, working in an atmosphere co-education, time bound work with no fixed responsibility and vacation job. The following factors are influenced in job dissatisfaction i.e. promotion is not efficient oriented, invisible criteria for job satisfaction and job security.
Chapter V

In this chapter the data collected are tabulated and analyzed. The findings are taken from data by using simple percentage analysis and averages. Out of 100 samples, 60% are male and 40% of teachers are female. In educational qualification 72% of the respondents are acquiring M.Phil. degree only. In emoluments, 40% of the respondents are getting more than Rs.20000 as salary per month. In work experience, 52% of respondents are worked more than 20 years. In promotion 44% of the respondents are getting more than one promotions. In satisfaction with workload 47% of the respondents are highly satisfied. In preference of teaching 59% of the teachers are handled bilingual methods. In the factor promoting teaching interest 71% of the respondents are teaching with self-interest. In satisfaction over salary 52% of respondents are satisfied. In satisfaction of payment of salary in terms, 50% of the respondents are feel about the salary is highly paid. Satisfaction in money terms. 64% of respondents are feel about the teaching profession is fair wage.

SUGGESTIONS

Education will be effectively if the teachers are satisfied with their jobs. Because of teacher is such animate that always makes effort to makes societies, families and the children real citizen of the country by providing
knowledge and wisdom to them. The following suggestions are helped to improving the teaching qualities.

1. The self-financing college teachers are working for less than Rs.5000 salaries per month. In this situation, job satisfaction cannot arise. So the management of self-financing college have to pay more salaries to college teachers.

2. The working hours in self-financing college teachers are burden. This can be reduced to a fair hours.