CHAPTER - I

Scope of the study
Importance of the study
Objectives of the study
Review of literature
Limitations of the study
Research methodology
Sampling
Sources of data
Data analysis and interpretations
Chapter arrangements
CHAPTER – 1

INTRODUCTION

Teaching profession is a noble profession. Teachers are placed on a par with parents in the task of shaping and developing human beings. The profession of teaching had the origin of bilateral relationship as Guru and Seeda. In the days gone by even kings had their Guru in their kingdom to seek advice and blessings from the Guru. In modern days, there are educational institutions in the vertical as well as horizontal structure to provide education to the cradle baby to the senior citizens. Everyone considered education as the only way to shape and develop an individual. The teachers are given the task of building a strong nation through the process of providing a qualitative education.

Among collegiate education, the education given in arts colleges are primarily towards educating the three arts of read, write and speak. The arts college education is an endeavour of bringing up the potential ability of students in terms of read, write and speak. In arts colleges there are numerous branches of study. The studies of arts colleges are offered under regular college system, evening college, self-financing college, part time education, correspondence education, Open University system etc., in all these systems the purpose is to provide education. The purpose could be successful only if the teachers take up the task of providing qualitative
education. These are days there are disparities in income of college teachers. Inspite of the disparities in income, educational qualification, job security, service benefits etc., and the teachers are expected to do the same function of teaching the students. Only the students are evaluated and there are no visible yardsticks to evaluate the teachers. Therefore one's own satisfaction in the teaching profession is considered as a must in the task of providing qualitative education.

**SCOPE OF THE STUDY**

Indian educational system is broadly classified into university education (Arts and Humanities), technical education, legal education and medical education. Education is in the concurrent list. However, there are apex autonomous bodies at the national level to co-ordinate the functions of all university is an autonomous body and colleges are affiliated to the university. The affiliated colleges may be Government colleges, aided colleges, evening colleges, self-financing colleges, self-supporting systems, etc., whatever be the nature of the college affiliated, the courses offered by these colleges are the same. A course, irrespective of the nature of the college is being taught by teachers with wide disparities in income, job security, service benefits etc. Therefore, there is a scope to examine the job satisfaction among college teachers from a lot of teachers of all kinds of colleges affiliated to a university.
IMPORTANCE OF THE STUDY

There is no yardstick to evaluate the performance of the teachers. Even if some ways are found out to evaluate the performance of the teachers, job evaluation of teachers are totally resisted by the teachers. Besides the teaching in arts and science colleges are go in a one-way traffic. Literally, the students are not expected to speak. When there is no system to evaluate the performance of the teachers, there is a reason to believe that job satisfaction of a teacher may deliver the expected goods. Therefore it is important to study the job satisfaction among college teachers.

OBJECTIVES OF THE STUDY

There are wide disparities among college teachers in terms of salary income, educational qualification, service benefits and so on. In the midsts of disparities, the teachers have been asked to discharge duties towards achieving a common goal of students' resource development. These students are evaluated uniformly. Therefore, the objectives of the study are to examine the involvement of teachers in teaching profession in terms of job satisfaction in the midst's of disparities not only among teachers but also among the educational institutions. The specific objectives of this study are as follows.
i. To examine the job satisfaction among teachers in the midsts of disparities in income.

ii. To examine the job satisfaction among teachers in the midsts of different kinds of educational institutions.

iii. To examine the job satisfaction among teachers in the midsts of difference in service benefits.

iv. To examine influence of incentives on job satisfaction among college teachers.

v. To suggest ways and means to enhance job satisfaction among college teachers.

REVIEW OF LITERATURE

To give a theoretical background to the study on job satisfaction among teachers available literature in terms of books, journals, periodicals, brouchers, research publications and Ph.D works are reviewed. Review of literature on job satisfaction is written as chapter II.
LIMITATIONS OF THE STUDY

The study is confined to the colleges in Namakkal District, which are affiliated to the Periyar University of Salem.

RESEARCH METHODOLOGY

A research method of case study is followed. The cases are college teachers. A teacher is a case and cases are selected from all the colleges in Namakkal District affiliated to the Periyar University.

SAMPLING

A random sampling technique of getting information from the college teachers are adopted. A proportional stratified random sampling technique was adopted. The sample unit is a college teacher. The sample size is 100 teachers. There are 13 Arts and Science colleges in Namakkal District. The number of teachers taken as sample at random from each college is given in the following table.
TABLE: 1. TABLE SHOWING SAMPLE DISTRIBUTION

<table>
<thead>
<tr>
<th>S.NO</th>
<th>NAME OF THE COLLEGE</th>
<th>NUMBER OF TEACHERS TAKEN AS SAMPLE</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Arignar Anna Govt. Arts College - Namakkal</td>
<td>10</td>
</tr>
<tr>
<td>2.</td>
<td>Kandaswami Kandar's College Velur.</td>
<td>15</td>
</tr>
<tr>
<td>3.</td>
<td>KSR College of Arts &amp; Science Tiruchengode</td>
<td>4</td>
</tr>
<tr>
<td>4.</td>
<td>Mahendra Arts College for Women, Tiruchengode</td>
<td>8</td>
</tr>
<tr>
<td>5.</td>
<td>Muthayammal College of Arts Rasipuram.</td>
<td>7</td>
</tr>
<tr>
<td>6.</td>
<td>NKR Govt Arts College for Women, Namakkal.</td>
<td>12</td>
</tr>
<tr>
<td>7.</td>
<td>PGP College of Arts &amp; Science Namakkal</td>
<td>7</td>
</tr>
<tr>
<td>8.</td>
<td>Senguthar Arts &amp; Science College, Tiruchegode.</td>
<td>8</td>
</tr>
<tr>
<td>9.</td>
<td>Selvaam Arts College Namakkal.</td>
<td>6</td>
</tr>
<tr>
<td>10.</td>
<td>Subramaniam Arts College, Mohanur.</td>
<td>5</td>
</tr>
<tr>
<td>11.</td>
<td>Thiruvalluvar Govt Arts College, Rasipuram,</td>
<td>6</td>
</tr>
<tr>
<td>12.</td>
<td>Trinity College for Women, Namakkal.</td>
<td>6</td>
</tr>
<tr>
<td>13.</td>
<td>Vivekananda College of Arts for Women, Tiruchengode.</td>
<td>6</td>
</tr>
<tr>
<td></td>
<td><strong>Total Sample</strong></td>
<td><strong>100</strong></td>
</tr>
</tbody>
</table>

Source: Primary Data.
Since there are several faculties in a college as shown in Table 1.2. The teachers were chosen from different departments on the basis of stratified random sampling technique. The purpose of choosing the Namakkal District is for convenience.

**SOURCES OF DATA**

Both primary and secondary data were used widely. Newspapers, Magazines, Periodicals, Research papers, Books, Ph.D works, brochures, etc; were used as secondary sources of data. The questionnaire method is used for the purpose of getting primary data. The researcher served the questionnaires in person to the respective sample unit and got back the filled-up questionnaires.

**DATA ANALYSIS AND INTERPRETATIONS**

The data so collected are tabulated. To analyze the collected data the statistical techniques such as percentages, averages, etc., are used. To examine the research objectives empirically the tools available to test the hypothesis are used. Charts, diagram, etc., are used throughout the study wherever necessary.
CHAPTER ARRANGEMENTS

In Chapter I, introduction to the subjects, scope of the study, importance of the study, objectives of the study, limitations of the study, research methodology, sampling, data collection, data analysis, are dealt with.

In chapter II, the review of literature on Job satisfaction is dealt at length.

In chapter III, a theoretical background of the Job satisfaction.

In chapter IV, the factors influencing of Job satisfaction of college teachers are examined.

In chapter V, the data so collected are analyzed

In chapter VI, Summary and Suggestions.