A STUDY OF EFFICACY AND JOB SATISFACTION OF FACULTY OF HUMANITIES IN RELATION TO LEADERSHIP AND FACULTY COMMITMENT IN UNIVERSITIES OF INDIA AND IRAN

ABSTRACT

The present investigation is a descriptive study of efficacy and job satisfaction of faculty of the Humanities Schools in relation to leadership and faculty commitment in universities of India and Iran. The study has the following four purposes: (i) To study the relationship between leadership behavior of Heads of Departments and faculty efficacy in the Humanities Schools in the University of Mysore (India) and the University of Shiraz (Iran); (ii) To study the relationship between leadership behavior of Heads of Departments and faculty job satisfaction in the Humanities Schools in the University of Mysore (India) and the University of Shiraz (Iran); (iii) To study the relationship between faculty commitment and faculty efficacy in the Humanities Schools in the University of Mysore (India) and the University of Shiraz (Iran); (iv) To study the relationship between faculty commitment and faculty job satisfaction in the Humanities Schools in the University of Mysore (India) and the University of Shiraz (Iran). In this study, Faculty Efficacy (FE) and Job Satisfaction (JS) are dependent variables and Leadership Behavior (LB), Faculty Commitment (FC) and gender are independent variables. The sample of this study was selected from amongst all members, including Faculty of Departments of Humanities Schools of Mysore (India) and Shiraz (Iran) universities. The sample included 93 members from Mysore University and 81 from Shiraz University. The data collected was analyzed using
statistical techniques like Analysis of Variance (ANOVA), Correlation, $R^2$, T-test and Fisher’s z. Four questionnaires were used to collect data in this study. The instruments used for this study are: (i) Leadership Behavior Description Questionnaire (LBDQ) which was used to measure leadership behavior of Heads of Departments; (ii) Faculty Commitment Questionnaire (FCQ) used to measure of faculty commitment of Departments; (iii) Job Satisfaction Survey (JSS) used to measure faculty job satisfaction of Departments; And finally (iv) Role Efficacy Scale (RES) which was used to measure faculty efficacy of Departments.

The results obtained in this research indicated that there was a significant difference between leadership behavior, on the one hand, and commitment, job satisfaction and self efficacy, on the other. This implies that the Heads’ leadership behavior had on effect on commitment, job satisfaction and efficacy of faculty of the Humanities Schools of Mysore (India) and Shiraz (Iran) Universities.

The overall findings revealed that there was no significant difference between the Heads’ leadership behavior & faculty commitment, on the one hand, and faculty efficacy & faculty job satisfaction, on the other. In all, Heads’average leadership behavior and faculty commitment in Mysore was higher than that found in Shiraz, but the mean of faculty job satisfaction in the University of Shiraz was higher than that in Mysore University. Finally, no significant difference was found between the mean faculty efficacy of the two universities under study.