ABSTRACT

Job satisfaction is a pleasant and positive attitude possessed by a faculty towards his job-life. Job satisfaction has been characterized as the feeling of effective responses of a person towards his job. He acts as a pivot for the transmission of intellectual and technical skills and cultural tradition from one generation to the other. Though many studies were conducted on Job Satisfaction of teachers, yet these appear to be precious little that has been unequivocally established. Job satisfaction of faculty members is one of the most crucial issues in self financing Engineering colleges. Therefore, the understanding of job satisfaction requires the consideration of factors such as Teaching and Curriculum, Student care and counselling, Infrastructure in general, Discharge of Routine work, Management, Participation and freedom in Decision making, Inter-Personal Relationship, Compensation Rewards and Benefits, Other Benefits, Infrastructure and Environment, Infrastructure Lab / Library, Infrastructure in terms of Teaching Aids, Career Development and Academic Program, Career Development Seminar / Conference, Career Development and Funding Project / Consultancy. In addition to these the faculty member’s age, health, temperament, desires, level of aspiration also plays a significant role and must be considered.

The purpose of this study is to investigate the levels of job satisfaction among faculty members of self financed Institutions. The data was collected from various Engineering colleges using questionnaire. Totally, 776 respondents were provided questionnaire to collect information. Out of 776 respondents 732 were valid and taken for the current study. The study is approached using fifteen dimensions to measure Job Satisfaction of Teaching professionals in Self financing Institution. The location for the study is in and around Chennai city. Appropriate statistical tools were used to analyse the data. A pre-test was conducted to test the chosen 15 dimensions and the Cronbach’s Alpha was found to be 0.980.

It is generally observed that faculty are not getting appropriate consideration in terms of compensation and advancement, as industries offer more perks, faculty are attracted towards industries, they also feel that the policies of the management is
also not in their favour and these mostly focus on creating inconveniences for faculty members of self financing institutions. In general, the teaching faculty in older self financing engineering colleges are relatively more satisfied than the teaching faculty working in the newly established self financing engineering colleges in and around Chennai.