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“JOB SATISFACTION OF STATE AIDED COLLEGE TEACHERS WITH RESPECT TO THEIR GENDER, AREAS AND TEACHING EXPERIENCES IN NORTH 24 PARGANAS, WEST BENGAL”

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Abstract: In this study an attempt has been made by the researcher to assess the job satisfaction level of State Aided College Teachers. The investigator used Descriptive type survey method. By using purposive sampling method the researcher takes 110 SACT teachers as sample from 4 general degree colleges of the district of North 24 Parganas, West Bengal. The researcher develops self – constructed Job Satisfaction Scale of SACT Teachers as a tool of data collection. ANOVA & t – test is used for data analysis. The result shows that the State Aided College Teachers in the district of North 24 Parganas is satisfied in their job to a certain extent. The major findings of this study is that different variables like gender, age & teaching experiences do not have any effect on the job satisfaction level of SACT teachers of North 24 Parganas.

Keywords: *Job Satisfaction, State Aided College Teachers*

I. INTRODUCTION

Teachers are the pillar of the society which act as a flame & show the right path of becoming responsible citizen of a country. Teachers bring all round development of the students along with their intellectual development which mold their personality. A person who wishes to become a

teacher must obtain professional qualification teaching skills, sense of creativity, good communication skills, interpersonal skills and organizational skills, be a learner himself & must have the ability to handle diverse learners. A teacher by setting himself an ideal model before students can inspire them to find their latent talents and to achieve their goals. Educational excellence depends on the level of satisfaction of

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teachers to their work. So, job satisfaction area needs due importance.

Job Satisfaction – its meaning

It is associated with motivation of employees towards their job. It is a positive impulsive reaction that employees experience while doing their job. In simple terms, job satisfaction is the extent to which one feels good about the job. “Job satisfaction as an individual’s positive affective reaction of the target environment as a result of the individual’s appraisal of the extent to which his or her needs are fulfilled by the environment”. (Lofquist and Davis, 1991)

SACT- its meaning

SACT stands for State Aided College Teachers. In West Bengal, part-time teachers, collegewhole time teachers & guest lecturer of different government & government aided colleges whose appointment is before 13/07/2019 are absorbed by the West Bengal government & they bring together under one roof named ‘SACT’. These teachers will continue their service up to the age of 60. Salary will depend on their qualification & experience. After retirements they will get a gratuity of 5 lakhs with other benefits.

Review of Related Literature

1. Dutta, A., Barman, P. & Behera, S.K. (2014) has conducted a study on “Job Satisfaction of Part-time College Teachers in the District of Hooghly, West Bengal”. Their aim was

to study the level of job satisfaction of Part-Time College Teachers in the district of Hooghly, W.B. They adopted descriptive survey method. By using purposive sampling method they took 110 part-time teachers as sample from 6 general degree colleges. They used self – constructed job satisfaction scale as a tool of data collection. Data was analyzed by using t-test. They found that the job satisfaction level of Part-Time College Teachers of Hooghly district was moderate. The study also revealed that there was no effect of marital status, gender, teaching experiences, income, stream, locality, educational qualification on job satisfaction of Part-Time College Teachers in the district of Hooghly, W.B.

2. Das, K. (2019) produced a paper titled “Job Satisfaction among Educators According to their Socio-Economic status in the government Aided and Private B.Ed. Colleges in West Bengal”. His aim was to find out & compare the job satisfaction level of government aided & self-financed B.Ed. educators. By adopting stratified random sampling technique he selected 153 educators as a sample. He adopted descriptive type survey method. Questionnaire was used as data collection tools along with interview. Data was analyzed by simple percentage. He found that the educators did not have any effect on their employment in respect to gender,

marital status & work place. He concluded that job satisfaction of educators was depending on salary.

3. Pooja, M. (2019)) produced a research paper titled “A Study of Job Satisfaction among College teachers with Special References to Constituent Colleges in Patna District”. She examined the level of job satisfaction of college teachers with respect to designation, gender, income, earning members in the family, family size, extent to which female college teachers were satisfied than male college teachers & the factors which influenced the job satisfaction by suggesting different measures. On the basis of survey method empirical research was conducted. Close-ended Questionnaire was used as a tool of data collection along with interview. She took 150 college teachers as a sample. Data was analyzed by percentage & chi-square. The result suggested that various factors like infrastructure, competence, qualities (cognitive & non cognitive) of students & character of teachers along with parental support dominated excellence in educational field.
4. Mishra, L.&Rinsangi, L.V.L.(2020) produced a paper titled “Job Satisfaction of Degree College Teachers of Mizoram”. The purpose of their study was to examine the jobsatisfaction of college teachers in respect to their gender, teaching experiences

plusinstructional direction. They took 300 college teachers as sample. The sample was randomly chosen. They followed systematic research method. Data was analyzed by t-test, p-value & ANOVA. They found that the job satisfaction of college teachers was not affected by gender and the science college teachers were highly satisfied than the arts & commerce college teachers in respect to salary, social network, cooperation, political features& knowledge.

5. Maji, P.K. (2022) produced a paper titled “A Study of Occupational Stress, Job Satisfaction and Organizational Citizenship Behavior (OCB) of State Aided College Teachers(SACT)”. His aim was to assess the relationship among occupational stress, job satisfaction & organizational citizenship behavior of SACT in respect to gender. He used cross-sectional survey design. By using random sampling he took 95 SACT teachers as a sample. Data was collected through online questionnaire. He took occupational Stress scale, Job Satisfaction Scale &Organizational Citizenship Behavior scale as tools of data collection. Data was analyzed through mean, median, mode, SD & Pearson coefficient of correlation. He found that gender of SACT had an effect on occupational stress, job satisfaction & organizational citizenship behavior. The study also revealed that there was no significant correlation between occupational stress & job satisfaction,

occupational stress & organizational citizenship behavior whereas job satisfaction & organizational citizenship behavior was significantly correlated.

Research Gap

Research on job satisfaction is widely conducted in different profession. But State Aided College Teachers is a new concept in West Bengal. Except one study none of the studies focus on the different variables of job satisfaction of State Aided College Teachers. Therefore an attempt has been made to assess the relationship of job satisfaction of State Aided College Teachers in respect to areas, gender & teaching experiences.

Rationale of the Study

SACT are facing huge problems which are responsible for decreasing their job satisfaction level like too much workload, salary disparity, variation in working days in respect to different colleges, devoid of training program, lack of promotion facility, improper pay scale, occupational stress etc.

To what extent are the SACT teachers satisfied with their jobs? What is the impact of different variables like gender, areas and teaching experiences on job satisfaction of SACT ...all these are some of the research questions related to job satisfaction need to explore. No such previous work was done on SACT teachers. This justifies the need of the present study.

Objectives of the study

- To examine the difference in job satisfaction of State Aided College Teachers respect to their gender.
- To examine the difference in job satisfaction of State Aided College Teachers in respect to rural & urban areas.
- To find out the difference in job satisfaction of State Aided College Teachers in respect to their teaching experiences.
- To examine the level of job satisfaction of SACT in the district of North 24 parganas, West Bengal.

Research Questions

From the existing literature, the research questions that arise are:-

- 1) What are the effects of different variables like gender, areas and teaching experiences on jobsatisfaction of SACT?
- 2) To what extent are the State Aided College Teachers satisfied with their jobs?

Hypotheses to be tested

H 01 SACT does not differ significantly in job satisfaction with respect to their gender.

H 02 SACT does not differ significantly in job satisfaction with respect to their areas.

H 03SACT does not differ significantly in job satisfaction with respect to their teaching experiences.

H 04The job satisfaction level of SACT in North 24 parganas, W.B. is not so high.

Delimitation of the Study

1. The present study is delimited to the 3 years degree state aided college teachers of North 24 Parganas in West Bengal.
2. The present study is delimited to the rural & urban sub division (i.e., Bongaon & Barrackpore)
3. 4 colleges under the affiliation of West Bengal State University are taken for this study.
4. Only State Aided College Teachers are taken for this study.
5. Due to the constraints of time it is not possible to cover all the government aided three years degree colleges under West Bengal State University.

I. RESEARCH METHODOLOGY**Research Design-**

Descriptive type survey method is used in this research for collecting, analyzing & interpreting data.

Population-

The population of the present study includes all the State Aided College Teachers of Government Aided College of North 24 parganas under the affiliation of West Bengal State University.

Sample-

4 Government Aided College of North 24 parganas are taken for study

Sample Size-

110 state aided college teachers from 4 general degree colleges under the district of North 24 Parganas is selected as sample.

Sampling technique-

Purposive sampling is used for selecting sample from West Bengal.

Variables of the Study

- Study Variable- In this study, the job satisfaction is study variables.
- Attribute Variable- In this study, the attribute variables are gender, areas & teaching experience of SACT.

Tools & techniques of Data Collection

The researcher use self-constructed tool namely "Job Satisfaction Scale of SACT Teachers" to measure the job satisfaction level of SACT teachers. The self-constructed scale included 60 items among which 35 are positive items and 25 are negative items on 6 vital dimensions namely job security, opportunities of personal growth, interpersonal relations, teaching technique, job competency, workload & assignment.

Reliability & Validity of the tool

While calculating reliability of "Job Satisfaction Scale of SACT Teachers" the researcher adopted test-retest method. The reliability value of the tool is 0.92. To assess the validity of the tool the researcher used Expert Judgment method.

I. RESULTS AND DISCUSSION

H 01 SACT does not differ significantly in their job satisfaction with respect to their gender.

Table 1. Indicates the differences between the job satisfaction level of SACT teachers

in respect to their gender.

category	number	mean	s.d	difference in means	standard error of the difference	degree of freedom	t-value	significance level
Male SACT	72	197.88	24.01	2.33	4.42	108	0.52	Insignificant at 0.05 level
Female SACT	38	195.55	17.68					

The result of t value is 0.52 which is below the table value at 0.05 level (1.98). Therefore, it is insignificant. The result shows that the male & female State aided College Teachers does not differ significantly in respect to their job satisfaction. So, the null hypothesis is approved. However, the mean score depicts that the male SACT are relatively satisfied in their job more than the female SACT of North 24 Parganas.

H 02 SACT does not differ significantly in job satisfaction with respect to their areas.

Table 2. Indicates the differences between the job satisfaction levels of SACT in respect to their areas.

category	number	mean	s.d	difference in means	standard error of the difference	degree of freedom	t-value	significance
Rural SACT	72	198.46	21.83	4.01	4.41	108	0.91	Insignificant at 0.05 level
Urban SACT	38	194.45	22.29					

The result of table 2 is 0.91 which is below the table value at 0.05 level (1.98). Therefore, it is insignificant. The result shows that the rural & urban State aided College Teachers does not differ significantly in respect to their job

satisfaction. So, the null hypothesis is approved. However, the mean score depicts that the SACT of rural areas are relatively satisfied in their job more than the SACT of urban areas in North 24 Parganas.

H 03 SACT does not differ significantly in job satisfaction with respect to their teaching experiences.

Table 3. Indicates the number, mean & SD of SACT in respect to their teaching experiences.

experiences of teaching	number	mean	s.d.
below 5 years	69	195.35	23.21
within 5 to 10 years	34	200.61	19.10
above 10 years	7	196.71	20.54
total	110	197.07	21.97

Table 4. Depicts the differences among SACT in their job satisfaction with respect to their experiences of teaching.

source of variance	sum of squares	degree of freedom	mean square variance	f- ratio
between-groups	630.018	2	315.009	0.65
within groups	52003.400	107	486.013	
total	52633.418	109		

The table 4 shows that the critical value of F ratio is 0.65 that is below the table value both at 0.05 & 0.01 level of significance. So, it is insignificant & we accept the null hypothesis. Thus we conclude that SACT does not differ significantly in their job satisfaction with respect to their teaching experiences. However, the mean square of SACT reveals that those SACT whose

teaching experiences are below 5 years are relatively less satisfied in relation to their job than the other SACT of North 24 Parganas. On the other hand, the SACT having experiences within 5 to 10 years are relatively more satisfied in respect to their job than other SACT of North 24 parganas.

H 04 The job satisfaction level of SACT in North 24 parganas, W.B. is not so high.

The values of total 60 items are summed up to get the gross score of a particular sample on job Satisfaction Scale. The researcher uses 6 point Likert scale. So the range of the gross score is-

$$\frac{\text{Maximum Score} - \text{Minimum Score}}{\text{Number of levels}}$$

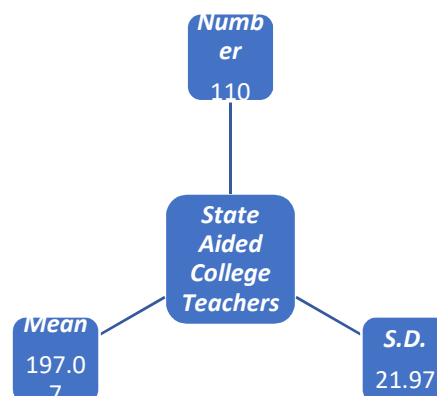
$$= \frac{298-60}{6}$$

$$= 238/6 = 39.66$$

Table 5. Criterion for accessing the means of Job Satisfaction Level

<u>Range of Scores</u>	<u>Job Satisfaction Level</u>
60-98	Extremely dissatisfied
99-138	Very dissatisfied
139-178	Somewhat dissatisfied
179-218	Somewhat satisfied
219-258	Very satisfied
259-298	extremely satisfied

Table 6. Indicate the number, mean & S.D. of State Aided College Teachers



In table 6 it is clearly depict that the Mean score of SACT is 197.07. The S.D. of SACT is 21.97. As per the criterion, the mean score of SACT falls within the range of 179-218. The result shows that the job satisfaction level of SACT teachers fall in the range of somewhat satisfied.

Major Findings of the Study

1. The job satisfaction level of State Aided College Teachers in the district of North 24 Parganas, West Bengal is somewhat satisfied. It means that the State Aided College Teachers in the district of West Bengal is satisfied in their job to a certain extent.
2. The result shows that the male & female State aided College Teachers does not differ significantly in respect to their job satisfaction. So, the null hypothesis is approved. However, the mean score depicts that the male SACT are relatively satisfied in their job more than the female SACT of North 24 parganas.

3. The result shows that the rural & urban State aided College Teachers does not differ significantly in respect to their job satisfaction. So, the null hypothesis is approved. However, the mean score depicts that the SACT of rural areas are relatively satisfied in their job more than the SACT of urban areas in North 24 parganas.
4. It is also found that SACT does not differ significantly in their job satisfaction with respect to their teaching experiences. However, the mean square of SACT reveals that those SACT whose teaching experiences are below 5 years are relatively less satisfied in relation to their job than the other SACT of North 24 Parganas. On the other hand, the SACT having experiences within 5 to 10 years are relatively more satisfied in respect to their job than other SACT of North 24 parganas.

II. CONCLUSION

When the job satisfaction levels of staffs are high they give their best service to their institutions. The higher the satisfaction level the higher will be their intrinsic motivation to perform work. Their higher performance level brings positive effects on the progress of the educational institutions. Until & unless teachers are satisfied they can't give devotion & concentration to their work. Their quality of teaching wills also deteriorates. The present study reveals that

the job satisfaction level of State Aided College Teachers of North 24 parganas, W.B. is satisfied to some extent i.e., somewhat satisfied. Thus it implies that State Aided College Teachers face some job related problems. To eradicate these problems effective measures should be taken to improve working conditions, work load, inter personal relationship, opportunities of personal growth, job competency, professional growth & promotion facility. Thus National Education Policy, 2020 emphasize on the role of teachers, their motivation, skill enhancement, & transparency in the process of recruitment. There is a huge number of SACT in West Bengal. So, attempt should be made to boost up the job satisfaction level of SACT.

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