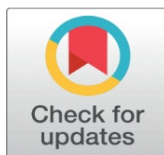


A STUDY OF JOB SATISFACTION OF WOMEN LECTURER WORKING IN INTERMEDIATE COLLEGES IN AHMEDNAGR DISTRICT

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ABSTRACT

This research paper study the job satisfaction of women lecturer working in intermediate colleges in Ahmednagar District. This present study studied the various factors that affect the job satisfaction of women lecturer working in intermediate colleges. This study undertakes the factors like work, salary, working condition, promotion and job security for studying the job satisfaction level of the respondents. All these factors are important determinants for job satisfaction. Finding states that all employees are satisfied with the job and they have positive level of job satisfaction. These satisfied employees are highly committed towards their work and the organization and happy in their personal life.

Keywords:

1. INTRODUCTION

In any organization, 5Ms are very important, i.e. Men, Machine, Money, Method and Materials. When organization issuing excellent machine, material and has good potential market, using good methods but doesn't have well trained, prompt, and qualified men power. Then, its business will not thrive. Now a day every organization is giving importance to their men power (human resource). If organization is having good, clever and trained human resource, then chances of the organization failure are decrease, without good human resource all resources cannot be operated effectively. It proves by this sentence of **Andrew Carnegie, he is quoted and saying:** "Take away my people, but leave my factories and soon grass will grow on the factory floors. Takeaway my factories but leave my people, and soon we will have a new and better factory."¹ Andrew Carnegie defines the importance of men power in organization so, if people are very important in management, their behavior is also getting more important in organization. For effective management, it is necessary to understand people's behavior at work place.

History

One of the biggest preludes to the study of job satisfaction was the Hawthorne studies. These studies (1924-1933), primarily credited to Elton Mayo of the Harvard Business School, sought to find the effects of various conditions on workers' productivity. These studies ultimately showed that novel changes in work conditions temporarily increase productivity (called the Hawthorne Effect). It was later found that this increase resulted, not from the new conditions, but from the knowledge of being observed. This finding provided strong evidence that people work for purposes other than pay, which paved the way for researchers to investigate other factors in job satisfaction.

Scientific management (Taylorism) also had a significant impact on the study of job satisfaction. Frederick Winslow Taylor's 1911 book, *Principles of Scientific Management*, argued that there was a single best way to perform any given work task. This book contributed to a change in industrial production philosophies, causing a shift from skilled labor and piecework towards the more modern approach of assembly lines and hourly wages. The initial use of scientific management by industries greatly increased productivity because workers were forced to work at a faster pace. However, workers became exhausted and dissatisfied, thus leaving researchers with new questions to answer regarding job satisfaction.

In 1935, Hoppock conducted a study about job satisfaction among workers in a small factory in New Hope, which is located in Pennsylvania in the USA. His main questions were:

- 1) To what extent are workers happier in some jobs than others?
- 2) To what extent are workers in New Hope town happy?

This study was considered to be the first to focus on job satisfaction and the start point for all recent studies on job satisfaction (Kashrood, 1995)².

Subsequently, the second world war had a negative impact on the development of the topic (Kamel and Albarkee, 1990)³, but after that there was quick growth in the field and theories were put forward, such as the Herzberg theory (1957)⁴, which opposed Hoppock's idea that job satisfaction is a continual variable. Herzberg suggested that it is a dichotomous variable (negative/positive) or continuous variables (Syptak et al., 1999)⁵ at the end of the twentieth century, studies on the topic of job satisfaction became more extensive and were concerned not only with the human behavior and relationship but also with employee relations to work. So research on job satisfaction became more complex and extensive and it also started to include other fields, such as education (Alodaly 1983)⁶.

It should also be noted that the work of W.L. Bryan, Walter Dill Scott, and Hugo Munsterberg set the tone for Taylor's work. Some argue that Maslow's hierarchy of needs theory, a motivation theory, laid the foundation for job satisfaction theory. This theory explains that people seek to satisfy five specific needs in life – physiological needs, safety needs, social needs, self esteem needs, and self-actualization. This model served as a good basis from which early researchers could develop job satisfaction theories.

Concept of Job Satisfaction

A lack of personal satisfaction is a frequent reason many people speak of when quitting a job. What is personal satisfaction? What can a manager do to develop levels of satisfaction in people on jobs? Fortunately, there are many things that can be done to provide working conditions where satisfaction can develop. There are no assurances that it will develop but at least conditions encouraging the development of satisfaction can be maintained in the work place. Employees should be able to understand where they fit into the business. They should know the importance of what they do, how it affects other people, parts of the business and the consequences on other people of both good and bad performances of their duties. This can be accomplished by requesting them to work a day or more at a variety of tasks as part of an orientation process. Some production units require a person to work one day. Satisfaction is derived from the extent to which actual rewards fall short, meet or exceed the individual's perceived level of equitable rewards. If the actual rewards meet or exceed perceived equitable rewards, the individual will feel satisfied; if these are less than equitable rewards, he will be dissatisfied.

Studies in the area of job satisfaction as an important and popular research topic started decades ago. In research designs, it has been used variously as dependent, independent and moderating variables. For the first time, in 1935, the concept of job satisfaction gained currency through the publication of monograph by Hoppock on "Job satisfaction" in his monograph has defined job satisfaction as "any combination of psychological, psychological and environmental circumstances that causes a person truthfully to say I am satisfied with my job"⁷

There are several definitions of job satisfaction given by the various researchers. These are:

Bennett stated that "job satisfaction is the extent to which employees perceive their work favorably. High job satisfaction indicates a strong correlation between an employee's expectations of the rewards accruing from a job and what the job actual provides"⁸

Bullock define Job satisfaction or dissatisfaction as "a function of the feelings an individual has about his/her work".⁹

Job satisfaction has also been defined by Benge and Hickeyas "the net result of various attitudes held by an individual at a given point in time. It is capable of swinging from one extreme to another, but usually reverts to a stable level that can be explained as good or poor"¹⁰

Locke propose that "Job satisfaction is an emotional response resulting from the achievement of one's values on the other hand job dissatisfaction is the emotional state resulting from the failure to achieve one's values. Therefore, job satisfaction and dissatisfaction are a function of the perceived relationships between what one desires from one's job and what one perceives the job to be offering"¹¹.

The most comprehensive definition of job satisfaction was given by Locke following his thorough review and investigation of theories and definitions of job satisfaction. He states the following: "Job satisfaction results from the appraisal of one's job as attaining or allowing the attainment of one's important job values. Producing these values is congruent with or helps to fulfill one's basic needs"¹³.

Objectives of the study

The main objectives of the present study are as under:

1. To find out the job satisfaction level of women lecturer working in intermediate college.
2. To find out various the factors affecting job satisfaction of women employees.
4. To suggest the measures of improving level of job satisfaction.

Classes of respondents to be contacted

1. Total sample size of the present study was 150 women lecturer working in intermediate college.
2. The sample was being selected from education sector.

Scope and limitation of the study

The scope and limitations of the present study was as follows:

1. The study focuses only on the job satisfaction of women lecturer. No other matter was studied by the researcher.
2. The study was confined to education sector. Other sectors were not being in the preview of the present study.
3. The sample size of present study was 150 women lecturer.
4. The present study was confined to women lecturer working in intermediate college. Other institution was not considered in the present study.
5. The scope of the present study was confined to the geographical area of Ahmednagar district. Other district was not being included in the proposed study.
6. The sample was selected by Stratified Random Sampling method.

Method of data collection

A. Primary data

Questionnaires

A structures questionnaire was be prepared with the help of both open and close ended question. The researcher gets the questionnaire filled from 150 respondents.

B. Secondary data

The secondary data played an important role for this present study and considered significant for the study. The secondary data reference includes books by management experts, Ph.D thesis, article in periodical, newspapers, research paper; journals Secondary data will also be collected from the internet.

Factor influencing job satisfaction of respondents

The researcher has explained various factors which affects the of job satisfaction of the women lecturer and evaluate the responses of the respondents below:

Work Itself

Work provides the individual with interesting task, opportunities for growth, self-dependency, status in society whereas its elements affect individual motivation and satisfaction. From this factor the researcher evaluates the respondents' responses on how much they are satisfied with work. These aspects are explained below and results are presented below in table.1

Table No.:1

Particulars	Highly satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Highly dissatisfied	Total
No. of respondents	51	53	25	18	3	150
%	34	35.33	16.6	12.7	2	100

The above represent that out of 150 respondents, 69.33% of the respondents are satisfied with their work, 14.7% of the respondents are dissatisfied and remaining 16.6% of the respondents are neither satisfied nor dissatisfied.

Salary

Salary is a source which helps people to attain their basic needs and also helps to instrumental in providing upper level need satisfaction. Employees often consider salary as a reflection of how management views their contribution to the organization. Salary must be according to the skills, education, experience, ability and experience. This factor includes all aspects of the job involving present monetary remuneration for work done. Salary is one of the multidimensional factors of job satisfaction. The researcher asked this question with an intention of ascertaining whether the respondents are satisfied or not with this factor and the results are present in tables no 2.

Table No: 2

Particulars	Highly satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Highly dissatisfied	Total
No. of respondents	43	50	24	27	6	150
%	25.6	33.3	16	18	4.1	100

The above table shows that out of 150 respondents 58.9% of respondents are satisfied with the pay they are getting for their job. 22.1% of the respondents are dissatisfied with the pay structure and remaining 16% of the respondents are neither satisfied nor dissatisfied.

Working Condition

Employees require suitable working condition in order to keep performing efficiently. Proper work environment bring the positive energy, encourage employees to show their best performance, take more new responsibilities and also brings good health and wellness. Hence working condition are factors that have a modest effect on job satisfaction.

Table No: 3

Particulars	Highly satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Highly dissatisfied	Total
No. of respondents	42	57	30	19	2	150
%	28	38	20	12.7	1.3	100

Out of 150 respondents, 66% of the respondents are satisfied with the working conditions of their organization. 14% of the respondents are dissatisfied with working conditions. Remaining 20% of the respondents are neither satisfied nor dissatisfied, which show that their work performance is not affected by the quality of working condition they have in the organization.

Promotion

For employees an important aspect of the perception they have towards their job is based on their opportunity for promotion and career advancement. Promotion is a form of recognition for employees who make significant and effective work contribution. Promotion brings economical and social status to employee. It encourages and motivate employee for their best performance, which concerned with job satisfaction. Hence, researcher asked 150 respondents how satisfied they are with the promotion policy of the company and results are presented below in table 4

Table No: 4

Particulars	Highly satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Highly dissatisfied	Total
No. of respondents	39	37	45	24	5	150
%	26	24.66	30	16	3.34	10

The above table no 4 shows that 50.66% of the respondents are satisfied with promotion policy of the organization whereas 19.34% of the respondents are dissatisfied with the promotion policy. Remaining 30% of the respondents are neither satisfied nor dissatisfied.

Job Security

Job security is very important contributors to job satisfaction over other factor. Job involvement and organizational commitment is the attitudes to be developed among the employees and this degree is depends on job security of employee. If job security is not offered by management to employee they cannot expect commitment, loyal, hard work from employee towards organization. Secure future is expressed to include those features of the job situation, which lead to assurance for continued employment within the same company or permanent employment.

Table No: 5

Particulars	Highly satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Highly dissatisfied	Total
No. of respondents	52	53	24	17	4	150
%	34.66	35.33	16.02	11.33	2.66	100

The above table represent that 69.99% of the respondents are satisfied with the security provided by the job, 13.99% of the dissatisfied with job security and remaining 16.02% of the respondents are neither satisfied or nor dissatisfied.

FINDING

It was found in the present study that 69.33% of respondents are satisfied with their work as they have full freedom to use their own judgment in work and they have appropriate authorities to discharge their responsibilities and taking decision as they need.

It was found that 58.9% of the respondents are satisfied with job as they enjoy fairness of their salary structure. They feel that organization is fair and transparent while providing salary to their employees whereas 22.1% of the respondents are dissatisfied. According to them organization is not fair and they are not providing salary according to

the work done by them. They discriminate women employees on the basis of gender and provide them unequal pay for equal work.

The present study represent that 66% of the respondents are satisfied with job as there is properness of working condition. It helps to increase their job performance, make them more organized, improve their health and enable greater job satisfaction and while 14% of the respondents are dissatisfied with job as they don't have proper working condition. Poor working condition affect their performance level, it lead to lowering their motivation level and badly affect their health.

It was found that 50.66% of the respondents are satisfied with job as promotion policy of the organization are fair .It is based on only the performance of the employees in work, there are plenty of opportunities for promotion and career advancement and they feel that management considered their work valued. 19.34% of the respondents are dissatisfied with job as promotion policy of the organization is not fair. They feel that decision of job promotion of individual is highly influence by workplace politics.

The present study reveals that 69.99% of the respondents are satisfied with job as it provides them secure future. These respondents are permanent employees of their organization. 13.99% of the respondents are dissatisfied as they have temporary employment which don't provide them secure future and expected to leave within certain period of time.

CONCLUSION

Job satisfaction is a collection of feelings that an individual holds towards his or her job. Job satisfaction represents an attitude rather than a behavior. The reaction one has toward the job is identified as job satisfaction or dissatisfaction. Job satisfaction is a personal reaction, an emotional, and state. According to the women lecturer of the present study, they are employed or they are working itself is a source of motivation and satisfaction for them; which at the end make them an independent individuality. Being a working woman brings them social pride and recognition in society. They have been fairly paid by the management of the intermediate college according to their skills, education, quality and ability. There are plenty of opportunities for promotion and career advancement for the women lecturer and they didn't face any discrimination in regards to the promotion opportunities. The proper working conditions also play a vital role in improving the level of satisfaction of women lecturers. It will bring the positive energy among employees to show their best performance. Job security is a very important contributor to job satisfaction over all other factors. The permanent women lecturers are more satisfied with the job as it provides the future security to them

CONFLICT OF INTEREST

None

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None

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