

Priority of Employees Towards Job Satisfaction

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ABSTRACT

Job satisfaction describes how content an individual is with his or her job. The happier people are in their jobs, the more satisfied they are said to be. Job satisfaction is not the same as motivation, although they are clearly linked. The present study was conducted to explore the priority of job satisfaction among lecturers. The article elaborates on the findings of the investigation, which sampled faculty members who have more than two years of work experience in organisations by using an interview schedule and discussion method. The results showed that the level of satisfaction of teachers is more greatly influenced by the quality of students than any other factor, and good and enthusiastic students always inspire a teacher.

Key Words : Priority of employees, Job satisfaction, Students

INTRODUCTION

Priority of job satisfaction:

“If only it weren’t for the people always getting tangled up with the machinery.... Earth would be engineers’ paradise” says Kurt Vonnegut. Human being is a dynamic creation in the world. Dynamism is the inherent quality of human beings. They differ in their tastes, interests, fashions, likings, adjustability and preferences. Such a human being who works with machinery should be treated with human heart, with recognizing his/her priority. The story of human differences in job performance goes like this. A person may prioritize remuneration for his labor, more than anything, whereas other may opt for personal endeavor in job performance. One may be satisfied if friendly atmosphere in workplaces provided, whereas other may be familiar to work discipline and constraints. It is essential for an organization to know its employees priorities and provide the same, for their better utilization. According to Oxford Dictionary “Priority is the fact or condition of being regarded as most important”. So, Priority of Job Satisfaction means studying which is the major concern or more deciding

factor for job satisfaction.

Review of literature:

Joshi Gandharva. R. (Indian psychological abstracts and reviews, volume- 6, Dec 1999) in his study of mental health and job satisfaction among industrial employees, studies the relation between health and job satisfaction among employees of private organisations. A random sample of 200 employees was selected and grouped on the basis of age, work experience, monthly income and total number of family members. Subjects were administered the mental health analysis questionnaire and the Gujarati version of Bray field and Roth’s (1951). Job satisfaction scale results show a significant correlation between satisfaction and mental health of the employees.

Mishra, D.C. and Srivastava, Shipra (Lucknow) (Indian psychological abstracts and reviews, volume-8, July 2001) studied on role ambiguity as a moderate variable of the affective commitment and job satisfaction relationship, examines the moderating effects of the role ambiguity on effective commitment and job satisfaction relationship. An incidental sample of 250 male doctors (age 42-50 yrs) was administered the occupational stress

index, the organisational commitment scale and the employees inventory. Moderated regression analysis revealed that ambiguity had a moderating effect on the affective commitment and job satisfaction relationship.

METHODOLOGY

Title of the Study:

“Priority of Employees towards Job Satisfaction”,
With Special Reference to S.D.M. College Ujire.

Objectives of the Study:

1. To know the priority of employees towards job satisfaction,
2. To understand the influence of organisational aspects with job satisfaction,
3. To know connectivity between personal factors and job satisfaction,

Motivation for the Study:

People need to be inspired, induced or encouraged to remain satisfied and performed at their true potential. As there is lot of science and studies behind satisfaction but nobody clearly knows what satisfies more or what the dominant factor which leads to satisfaction. Researcher selected this topic by considering the logic and complexity behind this study.

Scope of the Study:

The scope of the study is confined to teaching staff of SDM College; Ujire. The respondents constitute only the teaching staff of the institution the present study does not include non-teaching staff. The lecturers would be right persons to provide reliable data for the present study. They could easily understand the purpose of the study and provide reliable data. The findings of the study can be applied to whole of the organisation.

Research Design:

The research design adopted by the investigator is descriptive one. It is designed in such a way that it makes possible collect accurate and adequate data to describe phenomenon under study

Universe of the Study:

Universe of the study includes all faculty members of SDM College, Ujire.

Sampling Technique:

(665)

Here researcher has used Purposive sampling technique in researcher selected samples based on some pre-determined criteria that is, chosen faculty members who have more than two years of work experience in this organisation.

Methods of Data Collection:

The researcher collected the data from both primary and secondary sources.

Primary Data is collected through the use of structured questionnaire constituted with closed ended questions.

Secondary Data has been collected from the books, journals, articles, websites etc...

Tools and techniques:

The required data was collected through the method of questionnaire. The questionnaire comprised of 65 statements offering five options to the respondents. The questionnaire was personally handed over to the respondents.

Data processing:

Data processing is an important step in the research because in order to make analysis, the data should be processed well. Data processing was carried on the following steps.

Phase 1:

The data was collected from the 50 respondents from the organisation by personally handling over the questionnaire.

Phase 2:

The collected data was edited, coded and classified and code sheet was prepared.

Analysis and interpretation:

The data was analysed with the help of tables, charts and diagram. The analysed data was interpreted accordingly.

The statistical Devices used for this study:

- *Arithmetic Mean*: This technique is used to represent majority opinion.
- *Standard Deviation*: Standard deviation is used to test the reliability of calculated mean.
- *Co-efficient of Variation*: C V is also calculated to see the stability of the mean.

– **Mean of Mean:** This is calculated to get answer to the major research question what satisfies more? Or to know priority of job satisfaction.

– **Average of all Means:** Average of means or mean of all means calculated to see where SDM College stands.

Limitations of the study:

- (i) The study is restricted to a limited area i, e, limited to the institution and to the 50 respondents.
- (ii) The time spent is limited.
- (iii) The respondents belong to the teaching class, alone which would be a limitation to represent the whole organisation.
- (iv) The managerial levels of employees were busy to have a open conversation with investigator which made it difficult for the researcher to obtain accurate information.
- (v) The conclusion drawn by studying 50 samples is generalised for all employees working in the organisation.

RESULTS AND DISCUSSION

This paper is to analyse the data gathered from the respondents

Priority of job satisfaction:

Parameter wise classification of factors and calculated Arithmetic Mean, Standard Deviation, Co-efficient of Variation:

A serious look at the Table 1-5, clearly gives answer to the major research questions, *i.e.* ‘what satisfies more? It shows the intensity of effect of each factor on the level of satisfaction of employees. From the Table 1-5 we comes to know that personal factor contributes to

the extent of 25.19%, effect of organizational factor is 24.16%, share of job related factor is 24.67% and 25.67% is decided by student related factors.

Just glance at the above mentioned values gives the idea that all the factors have its own significance in enhancing level of satisfaction, because all are nearest values. But, when we critically analyze the shown Fig. 1 and Table 1-5, it gives insight about one of the unknown and admiring fact that student related factors are of high weightage in teachers’ satisfaction. Thus, the level of satisfaction is greatly influenced by the quality of students than any other factors

Teacher holds a position of dignity and respect in our society. He has a very significant lifelong impact on all of their students. This impact is not only the teaching of particular academic skills, but as importantly the fostering of student self-esteem, re- enforcing self-esteem in the classroom is associated with academic skills and needs not require additional time from teacher. Along with the above, student in turn influences teacher, because student teacher equation is entirely based upon the principle of trust and respect. The teacher will gain respect from the students if they interact with the students freely and openly.

Good and enthusiastic students always inspire a teacher. The teacher works more on the study materials that can be enlightening to the student which in turn makes the students involve enthusiastically in the classroom atmosphere, bringing more creative and out of the box thinking. Creative students also help the teacher to think beyond what’s there in the book and also help the teacher to have a different perspective about the same. When student have thirst for knowledge it pushes the teacher to perform better every day & update his or her knowledge on the different topics. It also re enforces the

Sr. No.	Particulars	Mean	S D	C V
1.	Keep busy all the times	4.18	0.95	22.79%
2.	Sense of Commitment	4.42	0.85	19.24%
3.	The sense of achievement	3.96	0.195	4.95%
4.	Stress tolerance ability	3.76	0.65	17.28%
5.	Time to spare for personal affairs	3.24	1.069	32.99%
6.	Openness	3.58	0.896	25.02%
7.	Personal competence to present job	3.92	0.69	17.55%
8.	Strive for excellence	3.96	0.66	16.72%
9.	Good use and application of skills	3.92	0.69	17.56%
10.	Overall satisfaction	4.06	0.76	18.69%
	Total	39	7.41	192.79

Table 2 : Organisational Factors				
Sr. No.	Particulars	Mean	S D	C V
1.	Communication System in the organisation	3.62	0.98	27.07%
2.	Autonomy	3.46	0.87	25.33%
3.	Tactful disciplinary measures	3.58	0.80	22.41%
4.	Periodic assessment or appraisal	3.74	0.91	24.39%
5.	Encouragement to experiment	4.04	0.78	19.55%
6.	Freedom to voice my opinion	3.36	1.07	31.93%
7.	Chance to do something challenging and meaningful	3.88	0.71	18.34%
8.	Physical working condition	4.18	0.85	20.43%
9.	Inter departmental relationship	3.74	0.91	24.39%
10.	Organisation innovation	3.92	0.79	20.30%
11.	The way institution policies are put into practice	3.66	0.82	22.27%
12.	The name and fame of the organisation	4.56	0.67	14.65%
13.	Management of rewards	3.86	0.80	20.73%
14.	Physical working condition	3.88	0.79	20.39%
15.	Career growth facility	4.26	0.72	16.79%
16.	Empathy	3.56	0.85	23.94%
17.	Welfare facility	3.72	0.78	20.85%
18.	Grievance handling measures	3.62	0.68	19.05%
19.	An opportunity to adopt change	3.82	0.68	17.9%
20.	Management relations	3.86	0.87	22.59%
21.	Team work	3.92	0.6	15.14%
22.	Effort by top management to identify and use potential of the employees	3.56	1.08	30.34
23.	Willingness of top management to spare time for development of employees	3.74	0.84	22.57%
24.	Support given to manage peaks	3.84	0.61	15.93%
25.	Leave facility	3.9	0.80	20.67%
	Total	95.28	20.26	537.95

Table 3 : Job Related Factors				
Sr. No.	Particulars	Mean	S D	C V
1.	Job security	3.82	0.95	24.95%
2.	Promotion opportunity	3.5	1.1	31.43%
3.	The way co-workers get along with one another	3.74	0.84	22.57%
4.	Training and education facility	3.96	0.99	25.23%
5.	Pay level	3.88	0.71	18.34%
6.	Special care taken by superior	3.78	0.85	22.62%
7.	Chance to work alone	3.76	0.81	21.65%
8.	Chance to go ahead	3.64	0.84	23.16%
9.	Competence of superior	3.66	0.92	25.40%
10.	Social aspect of the job	4.08	0.795	19.51%
11.	Attitude of immediate boss	3.92	0.84	21.55%
12.	Convenient working hours	3.96	0.67	16.72%
13.	Motivation from superior	3.9	0.81	20.67%
14.	Procurement of resources	4.04	0.59	14.82%
15.	Access to opportunity in different areas	3.8	0.7	17.5%
16.	Opportunity to perform higher duty	3.66	0.65	17.80%
	Total	61.1	12.415	343.92

Table 4 : Student Related Factors

Sr. No.	Particulars	A M	S D	C V
1.	Approach of the students	4.16	0.73	17.57%
2.	Obedient and disciplined students	4.02	0.73	18.27%
3.	Keen interest or thirst for knowledge	3.60	0.8	22.22%
4.	Proper response of students	3.94	0.496	12.6%
5.	Unique talent of my students	3.78	0.75	20.00%
6.	Kind of relationship with my students	4.22	0.67	15.92
	Total	23.72	4.176	106.58

Table 5 : Priority of factors responsible for job satisfaction

Sr. No.	Factors	Mean of Means	Percentage
1.	Personal factors (1)	3.90	25.19%
2.	Organisational factors (2)	3.81	24.61%
3.	Job related factors (3)	3.82	24.67%
4.	Student related factors (4)	3.95	25.53%
	Total	15.48328	100

Average of All Means = 3.87

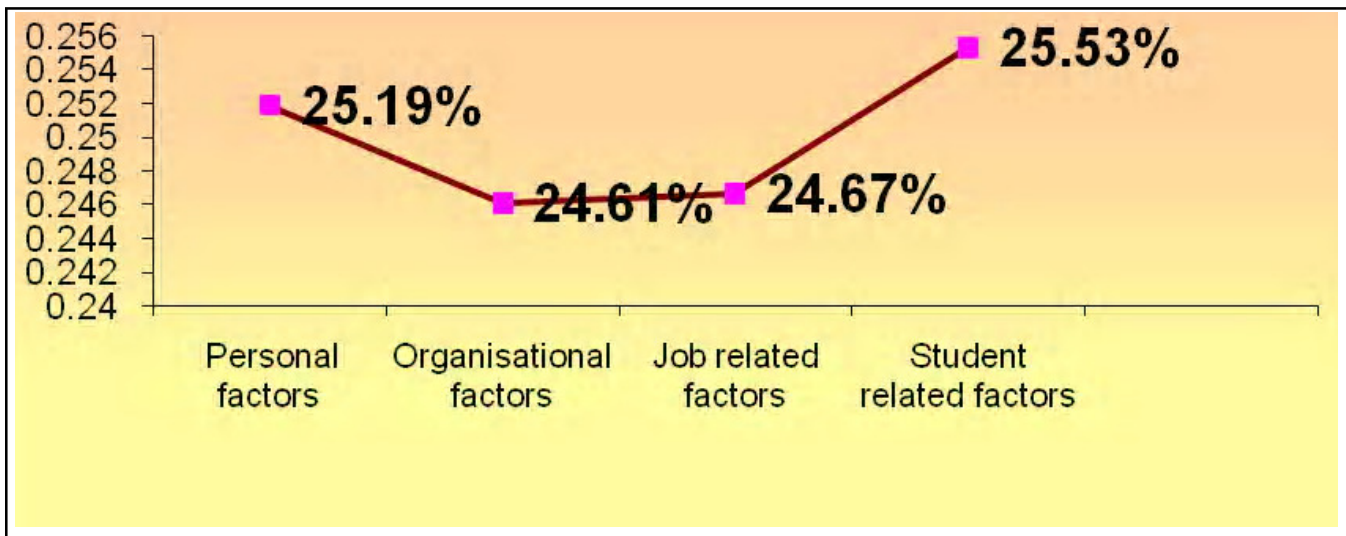


Fig. 1 : Graphical representation of factors

spirit of teacher because when the student ask different questions it helps the teacher to clear their doubts on the topic.

A good lot of students with high energy level put the teacher at his/her toes, which in turn pumps the teacher to get back to his or her spirit to perform better. When the thirst for knowledge is more in students, automatically teacher feels like giving his/her best. Students also makes suggestions regarding changing the method of teaching in order to increase understanding of the subject. Thus, student- teacher relationship is based on sensitivity, respect and caring where students helps to create a more

exciting, satisfying teaching environment, where learning becomes interesting and meaningful exercise.

Major findings:

1. 84% of the respondents opined that they are very satisfactory about being able to keep busy all the times,
2. 90% of the respondents are satisfied with the way their job provides for steady employment,
3. It is evident from study that enough freedom is given to take decisions which affects them,
4. Major portion of the respondents agreed that

- institution deals with employees tactfully & with finesse,
5. It is crystal clear from study that most of all respondents satisfactory about evaluation of their performance,
 6. Most of all respondents agreed that they are encouraged to think out of the box,
 7. 82% of the respondents agreed that they are satisfied with training and education facility here,
 8. Pay level and other incentives are good in the institution
 9. All employees opined that there is plenty of opportunities to do something challenging and meaningful,
 10. Above 90% of respondents are gratified with physical working condition,
 11. Major portion of the respondents opined that superiors takes pains to recognize and appreciate outstanding performance,
 12. Above 90% of respondents are satisfied with organization innovation & personal stress tolerance ability,
 13. Above 90% of the respondents agreed that their students have keen interest or thirst for knowledge,
 14. It is crystal clear from study that above 75% of the respondents satisfied with time to spare time for their personal affairs,
 15. All are happy about name and fame the institution and management of rewards is very appreciable,
 16. Major portion of respondents agreed to the point that here problems are understood empathetically
 17. Almost all respondents agreed that there is opportunity to go ahead and to take initiative,
 18. Major portion of the respondents are agreed that their superiors are experts and they have capacity to guide their subordinates,
 19. Major portion of respondents are gratified with feeling of serving the society or social aspect of their job,
 20. Majority of respondents are happy about working hours and conducive working environment,
 21. Above 80% of the respondents opined that efforts are made by management to identify and utilize the potential of the employees,
 22. Above 80% of the respondents agreed that management spares time for the development of employees,
 23. The feeling of people who are involved are also considered while dealing with problems,
 24. Support to manage peaks in workload is satisfactory here,
 25. People who keep up the tradition and identity of the organization are duly recognized and rewarded, people here have great trust in expertise,
 26. The person making a mistake is not rejected, he is handled with warmth,
 27. Above 90% of the respondents are satisfactory about opportunity to shoulder higher responsibilities,
 28. Almost all respondents are very happy about leave facility.

Suggestions:

Although SDM institution is well known for good academic environment and satisfied employees. But perfection is not final destination, but it is a continuous journey. So, every organisation needs to adopt some changes for continuous development. Following are the recommended suggestions from respondents,

1. Placement facilities somewhat has to improve,
2. College has to try to get interstate and international students,
3. English should have made compulsory language for communication,
4. Consultancy services and community services could be improved,
5. College can try to tie up with foreign universities,
6. Effort to reduce inferiority complex among students,
7. Staff assessment should be done outside agencies,

Conclusion:

Thus, Study clearly shows average of all mean value is 3.87 (which shows where S D M stands) this gives clear picture that respondents are satisfied. Thus, we conclude that, a management here is really interested in motivating its employees and it is trying to understand the impact of its policies and practices on the attitude of workers about the work, to improve their satisfaction by removing the causes of dissatisfaction. Employees here are satisfied and they are enjoying the social aspect of their job as teachers. Finally we can conclude that management of this institution is interested in having and

maintaining a better work force which is loyal to the organization and its objectives. Employees group as a whole is charged with enthusiasm about the work entrusted to it.

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