

**A STUDY ON JOB SATISFACTION AMONG THE ARTS AND  
SCIENCE COLLEGE FACULTY(WITH SPECIAL REFERENCE TO  
COIMBATORE DISTRICT ,TAMIL NADU)**

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**ABSTRACT**

*This study was conducted to the overall job satisfaction among the Arts and science college faculty. A well-structured questionnaire based on job study about satisfaction index was applied to obtain required data from job satisfaction of Arts and Science college faculty. To study relationship of faculty with other.100 faculty members from participated in the survey the majority of the respondents was female, M.Phil, 20-30 years of age, single and had job experience of 3-5 years. The simple percentage analysis and chi-square was applied to find out the underlying variance among the variables. The analysis has found five new components of the job satisfaction. The results showed that overall job satisfaction among the college faculty members was neutral. The satisfied with the superior and colleagues and management and improve the satisfaction level. The researchers and scholars may conduct further studies on the factors identified through factor analysis.*

*Job satisfaction – problems in the arts college faculties. (key words)*

**I. INTRODUCTION**

Job satisfaction is very important for all employees of organization, association, institutions and business. This study aspires to discover the Arts and science college faculty job satisfaction on working condition, performance appraisal, work relationship with

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management and co-workers, training and development and also overall job satisfaction. As it is the largest south Indian education institution in Coimbatore, by knowing the level of job satisfaction of employee's one can measure the general trend in the level of job satisfaction in the Arts and science college faculty and also able to relate the overall selected Arts and science college faculty education institution in Coimbatore. Hence, there is a need to study the job satisfaction of Job Satisfaction among the Arts and Science College Faculty With special reference to Coimbatore District, Tamil Nadu.

## **II. OBJECTIVES OF THE STUDY**

1. To study the satisfaction of employees with regard to the working condition Arts and Science College Faculty in Coimbatore District, Tamil Nadu .
2. To find out the level of satisfaction in the aspects of employees training, salary and empowerment of Arts and Science College Faculty in Coimbatore District, Tamil Nadu
3. To find out the employee relationship with co-workers and management and employees overall job satisfaction.
- 4 To suggest ways and means of improving the satisfaction level of employees.

## **III. LIMITATIONS**

Sample size which is limited to 100 may not reflect the entire view of the education institutions in Coimbatore District, Tamil Nadu.

All the findings and suggestions given in the study were entirely based on the employees' response which may not be generalized to other geographical areas and to other industries.

## **IV. RESEARCH METHODOLOGY**

Researcher adopted the descriptive research for the study. Research design is the basis of defining the research problem. The preparation of the design of the project is popularly known as research design. It was used in primary data was collected directly from the faculty through the questionnaire method. The probability Sample techniques are used to Simple random sampling and the sample size is 100.in this study Respondents were asked to reveal their agreeableness and disagreeableness for the statement whereas 5.HighlySatisfaction

4.Satisfaction 3. Neutral 2.dissatisfaction 1.Highly dissatisfaction.

## **V. REVIEW OF LITERATURE**

McClelland (1976) has been studying the job satisfaction behavior since it Indiana University Fort Wayne the article Indiana. If satisfied to define of make. A number of studies have indicated that satisfaction perceptions vary on the basis of age, sex in the organization. Education, job type, job level and like. If job satisfaction represent what is “out there” and satisfaction denotes some internal state, the reliability (consensus) of what is “out there” becomes a crucial issue. One would anticipate that job satisfaction. Dimensions would be perceived compactly by most members of organization.

Schneider and Bartlett (1970) tested the extent to which individuals at different levels agreed upon evaluations of organizational dimensions (inter-level) reliability and the extent to which individual satisfaction a given level agreed. The HRM a study conducted by the same university of Indiana university study aimed to examine the to examine the relationship between job satisfaction employee personality and their intention to leave an organization in the Malaysian context, four job satisfaction dimensions were chosen for this study i.e., structure, responsibility, rewards and support this the death of perspective of the human resources dominance and sociability were the personality dimensions chosen and its moderating effect were on the relationship between the organizational and intention to leave job satisfaction with employee.



**DATA ANALYSIS AND INTERPRETATION**

Factors	Highly satisfied	satisfied	Neutral	Dissatisfied	Highly dissatisfied
Satisfaction level with superior	30	54	16	00	00
Satisfaction level with colleagues	36	58	06	00	00
Satisfaction level with management	20	52	24	02	02
Satisfied with your job	24	70	04	02	00

**SATISFIED WITH YOUR JOB \* SATISFACTION LEVEL WITH YOUR COLLEAGUES**  
**CROSS TABULATION**

Count

		satisfaction level with your colleagues			Total
		Neut ral	Satisf ied	Highly satisfied	
<b>Satisfied with your job</b>	<b>Dissatisfied</b>	0	0	2	2
	<b>Neutral</b>	0	0	4	4
	<b>Satisfied</b>	5	47	8	70
	<b>Highly satisfied</b>	2	10	1	24
	<b>Total</b>	7	57	3	100

**OVERALL I AM SATISFIED WITH THE JOB**

Opinion	Number of Respondents	Percentage
Strongly disagree	6	6.0
Disagree	6	6.0
Neutral	34	34.0
Agree	32	32.0
Strongly agree	22	22.0
<b>Total</b>	<b>100</b>	<b>100</b>

**Source: Compiled from Primary Data**

The above table reveals that 34 percentage of the respondent are neutral to the statement-Overall I

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am satisfied with the job and 6 percentages of the respondents each both strongly disagree and disagree the statement.

**ONAWAY ANOVA DIFFERENCE BETWEEN EDUCATIONAL QUALIFICATION OF  
THE RESPONDENTS AND THEIR OVERALL SATISFACTION ABOUT THE JOB**

**Hypothesis**

There is a significant difference between educational qualification of the respondents and their Overall satisfaction about the job.

<b>Overall satisfaction about the job</b>	<b>Mean</b>	<b>S.D</b>	<b>SS</b>	<b>Df</b>	<b>MS</b>	<b>Statistical inference</b>
<b>Between Groups</b>			<b>14.558</b>	<b>5</b>	<b>2.912</b>	<b>F=2.689</b>  <b>.026&lt;0.05</b>  <b>Significant</b>
<b>Upto HSC (n=24)</b>	<b>3.83</b>	<b>.917</b>				
<b>UG (n=20)</b>	<b>3.30</b>	<b>1.218</b>				
<b>PG (n=6)</b>	<b>4.33</b>	<b>.516</b>				
<b>Diploma (n=22)</b>	<b>3.73</b>	<b>.883</b>				
<b>Professional (n=14)</b>	<b>3.71</b>	<b>.726</b>				
<b>Nursing (n=14)</b>	<b>2.86</b>	<b>1.512</b>				
<b>Within Groups</b>			<b>101.802</b>	<b>94</b>	<b>1.083</b>	

The above table shows that there is a significant difference between educational qualification of the respondents and their Overall satisfaction about the job. Hence, the calculated value less than table value ( $p < 0.05$ ).

**Hypothesis:**

Ho= there is no relationship between colleagues and management  
H1=there is relationship between

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colleagues and management

**Inference:**

The above analysis resulted that the calculated value is greater than the table value ( $16.347 > .012$ ).

Accept the H1 Hence; there is relationship between the colleagues and management

**Chi-Square Tests**

	<b>Value</b>	<b>df</b>	<b>Asymp. Sig. (2-sided)</b>
<b>Pearson Chi-Square</b>	<b>16.347<sup>a</sup></b>	<b>6</b>	<b>.012</b>
<b>Likelihood Ratio</b>	<b>18.058</b>	<b>6</b>	<b>.006</b>
<b>Linear-by-Linear Association</b>	<b>.597</b>	<b>1</b>	<b>.440</b>
<b>N of Valid Cases</b>	<b>100</b>		

a. 8 cells (66.7%) have expected count less than 5. The minimum expected count is .14. Degree of freedom = (Column-1) X (Row-1) = (4-1) X (3-1) = 3 X 2=6 Critical value for chi-square distribution 3'' = 16.347, calculated value .012 So calculated value is greater than table value ( $16.347 > .012$ ). Hence, Accept the H1

**VI. FINDINGS**

- 54% of the respondents satisfied with the superior
- 58% of the respondents satisfied with the colleague
- 52% of the respondents satisfied with the management
- 70% of the respondents satisfied with the job

**VII. SUGGETION**

- The satisfied with the superior and improve the satisfaction level



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- The satisfied with the colleagues and improve the satisfaction level
- The satisfied with the management and improve the satisfaction level
- The satisfied with the job and improve the satisfaction level

### VIII. CONCLUSION

The study was conducted in Arts and Science College Faculty in Coimbatore District, Tamil Nadu. The results of the investigation depicts terrible picture of overall job satisfaction among college faculty. The faculty has shown satisfaction with the job motivator and hygiene factors of satisfaction. The response of the male and female faculty was more or less similar for the professional progress, relationship. A considerable number of female faculty members has remained undecided regarding various factors of job satisfaction and understandably so that in our society the female faculty does not always show their true opinion about the level of job satisfaction. The male faculty was more concerned about the professional development.

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