A Study on Job Satisfaction Among Teachers of Engineering College in Punjab, India

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Abstract
Job satisfaction is pleasant and positive attitude, characterized as the feeling of effective responses of a person towards his job. Job satisfaction is the result of various attitudes possessed by the teachers. This paper gives the comprehensive review of Job satisfaction Among Teachers of Engineering College in Punjab, India.

Keywords
Job Satisfaction, Teachers, Punjab Engineering Colleges

I. Introduction
Job satisfaction is pleasant and positive attitude possessed by an employee towards his job-life. Job satisfaction has been characterized as the feeling of effective responses of a person towards his job. Job satisfaction is the result of various attitudes possessed by the teachers. The teacher has a powerful and abiding influence in the formation of the character of every future citizen. If employees are not satisfied then it may lead to absenteeism and excessive turnover (Chen et al., 2006; Lee et al., 1999; Melamed et al., 1995) [6]. He acts as a pivot for the transmission of intellectual and technical skills and cultural tradition from one generation to the other. The responsibility of the teacher is very important and great. If the plans of the nation are to be fulfilled, it is the teacher who can make the most substantial contribution towards the achievement of the desired goals [4, 7].

II. Literature Review
Over the years, beginning in the early 1930’s, psychologists have endeavored to determine the components of job satisfaction (Guion 1994). Though many studies were conducted on Job Satisfaction of teachers, yet these appear to be precious little that has been unequivocally established. The reasons for the difference in findings may be due to the fact that job satisfaction has many different points of variables (Ghiselli and Brown, 1955) [1, 2]. Under the general studies, there were nine research findings on Job Satisfaction. These nine research findings stressed on the pleasant physical surroundings at work, freedom to do their work and support and cooperation of colleagues. Wisniewski (1988) made a study on “The job satisfaction of teachers in Poland” and noted that in teachers work the help offered by one’s immediate superior favors high job satisfaction. He added that good conditions for introducing new programmes and methods contributed to their sense of high job satisfaction. Tim Hill – school of Education, University of Bristol (1993) made a study on “Primary head teachers: their job satisfaction and future career aspirations” [8, 9]. The result reveals that the heads were found to derive most of their job satisfaction from inter personal relationships, especially with the children and from their autonomy. And dissatisfaction resulted mainly from the amount of paper work, from the feeling of work overload and from the low status, which they felt, was accorded to their job. Arlene Gray Blix et al (1994) made a study on “Occupational stress among University teachers”. The findings indicate that one-half of the teachers felt satisfied with teaching as a career 90% of the time and teachers who reported less satisfaction with teaching as a career were more likely to feel burned out and ready to consider changing jobs to escape the stress at work. Filak and Shelden (2003) made a study on “Student psychological need satisfaction and college teacher-course evaluations” and showed that teachers are best off when their needs are satisfied and worst off when they are not satisfied. Ossai (2004) made a study on “Principals and teachers strategies for motivation teachers in secondary schools in Delta North Senatorial Districts” found that the individual feeling regarding job satisfaction may arise at the result of several factors such as salaries, fringe benefits, educational policies, working conditions, advancement opportunities, responsibilities within the job and recognition. Osunde, A. U., and Omoruyi, F. F. O. (2004) made a study on “An evaluation of the National Teachers institute’s Manpower Training Program for Teaching Personnel in Midwestern Nigeria” found that professional teachers are regarded as the most important element in the school system because it is generally believed that no educational system can rise above the quality of its teachers [4].

III. Teachers in Punjab Engineering Colleges
Today, there is generally a widespread of engineering education has deteriorated because of mushroom growth of Engineering Colleges in Punjab. A vast network of mediocre and substandard institutions has spring up due to unplanned and uncontrolled proliferation of ill equipped; ill provided and inadequately staffed colleges with less salary without concern for quality. At present, in spite of various plans and programmes to improve the conditions of teachers, serious attempts have not been made to identify the factors affecting the Job Satisfaction of teachers in Engineering Colleges for they have great impact on the youth to maximize the profession of Engineering [4, 10].

IV. Causes to Lose Job Satisfaction
• Problems with co-workers
• Conflict with your supervisor
• Not being appropriately paid for what you do. Not having the necessary equipment or resources to succeed
Lack of opportunities for promotion.
• Having little or no say in decisions that affect an individual.
• Fear of losing the job.
• Work that an individual find boring or overly routine Work that doesn’t tap into one’s education, skills or interests.

V. Methods to Gain Job Satisfaction
• Improve Job Skills
• Let Employee to Develop His/her Own Project
• Let Employee to Mentor a Co-Worker
• Volunteer for Something Different
• Growth Opportunities:
• Stop Negative Thoughts:
• Learn from your mistakes
• A Good Salary Package can Cancel out Various Minor Issues
• Exploring Economic Condition of Employees [5].

VI. Conclusion
Job satisfaction means sense of inner fulfillment and pride achieved when performing a particular job. Job satisfaction occurs when an employee joyously feels that he has accomplished something which is having importance and value worthy of recognition. Teaching is becoming an increasingly demanding and stressful occupation [3]. In this paper, we have concluded that to improve the conditions of teachers, serious attempts have not been made to identify the factors affecting the Job Satisfaction of teachers in Engineering Colleges for they have great impact on the youth to maximize the profession of Engineering.

References