

## **1.1 INTRODUCTION**

Job satisfaction is one of the major interests to the field of organisational behaviour and the practice of HRM. Job satisfaction refers to one's feelings or state of mind regarding the nature of their work. Within the present highly competitive world, Organization needs to guarantee higher performance of their employees continuously and Systematically so as to compete and survive at the business market effectively. Performance of an individual can be defined as the record of Results produced on a specific job throughout a specified period. The evaluation of employees is performance reveals the contribution of an individual in the organisations to attain its objectives.

The National Teacher Training college was established in 2005. The college is located in Meprathupady Taluk of Kunnathunad on the Perumbavoor. National college for teacher education Perumbavoor is one of the top colleges in Ernakulam. It's affiliated with the university of MG university Kottayam and NCTE accredited enjoys an enviable reputation as one of the Premier institutions in Ernakulam District. Currently the combined admission for B. ED and M. ED is 50. As per Kerala Government policy 50% of the seats are reserved for Merit Quota and the remaining 50% for director Quota Candidates.

## **1.2 SIGNIFICANCE OF STUDY**

Studying job satisfaction among college employees is crucial as it directly impacts their performance, retention, and overall well being. A satisfied work force tends to be more productive engaged and less likely to seek alternative employment understanding factors influencing job satisfaction can guide improvement in organisational policies fostering a positive work environment that benefits both staff and the college.

## **1.3 STATEMENT OF THE PROBLEM**

A potential research problem in job satisfaction could be investigating the impact of remote work on employee satisfaction compared to traditional in- office work environments. This could involve exploring factors such as work- life balance, communication effectiveness, and overall job fulfilment in both settings. The problem of job satisfaction among college employees manifests in various aspects including workload, compensation, recognition, work-life balance, career advancement opportunities, communication issues, job insecurity, lack of

professional development, organizational culture, and workplace conditions, all of which contribute to decreased morale and engagement within the academic community.

## **1.4 OBJECTIVES OF THE STUDY**

The main objectives of the study are as follows:

- To examine the level of performance of the employees in college.
- To examine factors influenced by employee performance in college.
- To study the job satisfaction of employee in relation to working condition.
- To find out whether there any relationship of job satisfaction between male and female employees.

## **1.5 SCOPE OF STUDY**

The study is conducted at National collage situated in Vengola Panchayat. The area under the study was selected for Convenience of data collection.

## **1.6 RESEARCH AND METHODOLOGY**

Research and methodology mean the scientific method of conducting research. This research was conducted in Vengola panchayath.

### **1.6.1 Population for the study**

The population for the study compromises of the employees in National college.

### **1.6.2 Sample size**

The study was conducted by taking sample Size of 50 respondents. Simple Random Sampling was used to select the respondents for the Study.

### **1.6.3 Sample technique**

Simple Random sampling technique is applied for selecting the sample respondents.

### **1.6.4 Period of study**

Primary data forms are vital source of information for the study this was collected over a period of 3 months

### **1.6.5 Source of data**

The data for the study were collected from both primary questionnaire and secondary questionnaire sources.

#### **1.6.5.1 Primary Data**

The Primary data is collected directly from the respondent using data collection methods like survey, interviews, questionnaires, direct observation. The primary data was collected through direct questionnaire from the general public.

#### **1.6.5.2 Secondary Data**

Secondary data collected from the sources like journals, articles, magazines, newspapers, online website and from college library.

#### **1.6.5.3 Tools for analysis**

For the analysis of data, percentage is used along with these tables being used for Systematic and diagram presentation to make the analysis clearer.

## **1.7 LIMITATIONS OF THE STUDY**

- Only fifty samples were taken. Sample size might have affected the generalization of the study.
- Some of the respondents were not willing to fill up the questionnaires.
- There may be chance of bias from respondents.
- The findings of the study are based on the assumptions that respondents have given true answers.

## **1.8 CHAPTERISATION**

- CHAPTER 1- INTRODUCTION
- CHAPTER 2- REVIEW OF LITERATURE
- CHAPTER 3- DATA ANALYSIS AND INTERPRETATION
- CHAPTER 4- FINDINGS, SUGGESTION AND CONCLUSION

## REVIEW OF LITERATURE

1. Security, infrastructure, teaching resources, financial incentives and supervision were found to be the major factors responsible for teacher's job satisfaction in a study by **Awoniyi Samuel Adebayo (2013)**. It also revealed that teachers were not paid adequate salary and are rarely provided with nonfinancial incentives.
2. A research by **Md. Aktaruzzaman (2011)** reported that factors like salary, promotion facilities, teaching load and provision for higher education and training contributed significantly towards Job Satisfaction among teachers of technical training centres in Bangladesh. Whereas, administration support, working conditions, transfer, residence facilities, handover and social status did not cause much effect on Job Satisfaction.
3. A study **Asghar Ali (2011)** on job satisfaction of Secondary School Teachers from Sahiwal district in Punjab, Pakistan compared job satisfaction of male, female and urban-rural teachers. It showed significant difference of job satisfaction of male and female whereas, urban –rural aspect did not show any significant difference.
4. **Mohmed Alzaidi (2008)**, tried to identify factors that affect Head Teachers' Job Satisfaction in secondary schools. It revealed that lack of authority to transfer underperforming teachers, lack of finance & manpower for cleaning of school buildings, lack of financial reward and poor revenue from school meals as a financial resource are the dissatisfiers. Thus highly centralized educational system in Saudi Arabia and lack of autonomy are the factors that affect job satisfaction.
5. A study by **Naushaba Atta, Shamsa Aziz, et al (2012)** compared job satisfaction off Regular and contractual teachers. Significant difference was found between two types of teachers with respect to pay, fringe benefits and contingent and reward aspects. The need of regular teachers was recommended in order to derive job satisfaction and get good results of students.
6. A study by **Chung-Lim Ho and Wing-Tung Au (2013)** proposed job satisfaction scale and examined the validity of its scores. Teaching satisfaction scale correlated positively with self-esteem but negatively with psychological distress and teaching stress. This scale offered simple, direct, reliable and valid assessment of teaching satisfaction.
7. In study by **Andre Bishay (1996)** on Teacher motivation and job satisfaction, teachers were tested at different times, having different moods and busy with different

activities. It was concluded that gratification of higher order needs was most important in job satisfaction.

8. A study by **John Balckburn (2007)** on an Assessment of early career agricultural teachers reported that they are officious and satisfied with their teaching job.
9. A study by **Gian Vittorio Caprara (2006)** at Secondary level reported that teacher's personal efficiency beliefs affected their job satisfaction and students' academic achievement.
10. **Ronald Chaplain (2006)** fund out that men reported more stress than women on professional tasks, pupil behaviour and attitude. Women showed more professional concern. Just over one third of teachers were satisfied with their job. Teachers were most satisfied with their professional performance and least satisfied with teaching resources. Stress and job satisfaction were negatively correlated.

## DATA ANALYSIS

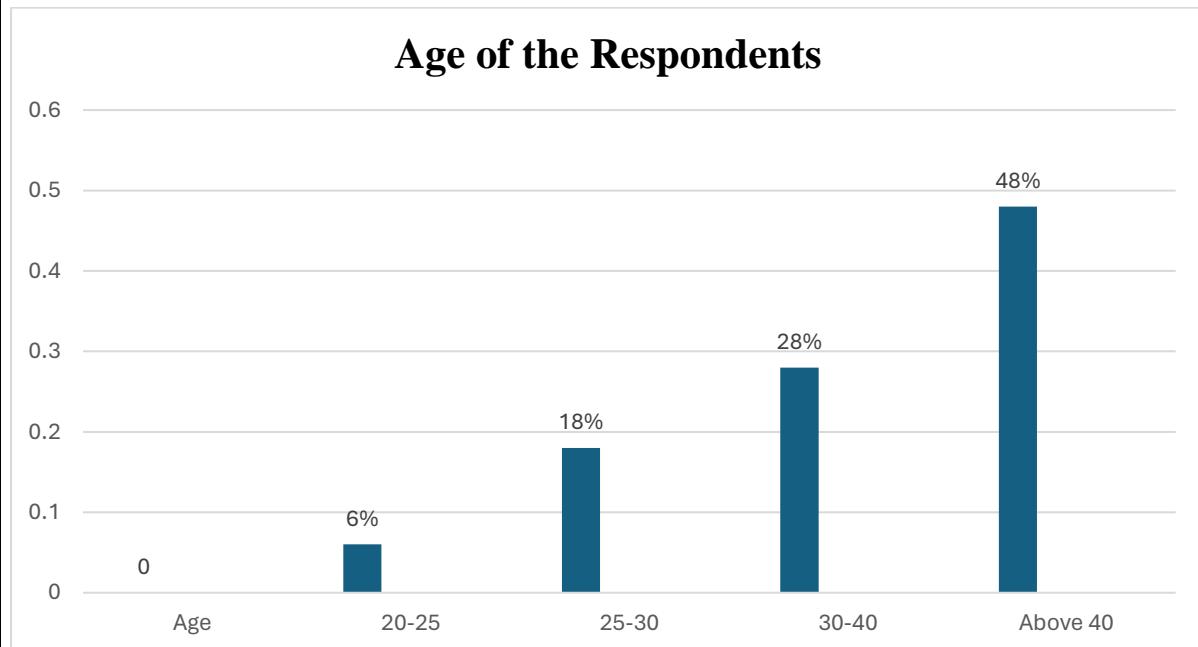
### TABLE

#### Age of the Respondents

Age	No. of Respondents	Percentage
20-25	3	6
25-30	9	18
30-40	14	28
Above 40	24	48
Total	50	100

Source: Primary Data

### CHART



### INTERPRETATION

Among the total respondents, it was found that 6% of the respondents are 20-25 years old, 18% are 25-30, 28% are 30-40 and remaining 48% are above 40 years old.

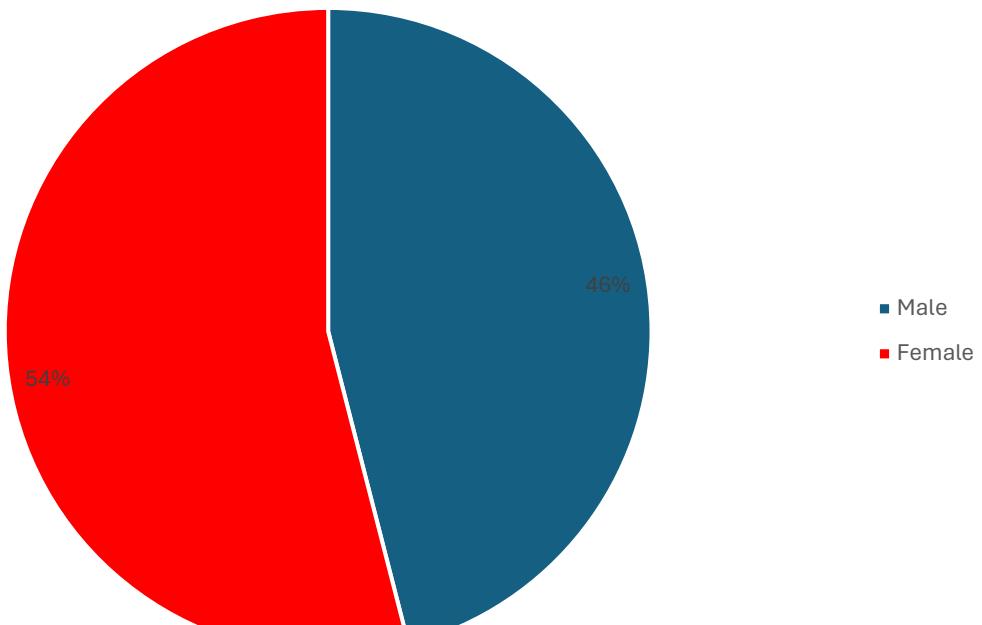
**TABLE**  
**Gender of the Respondents**

Gender	No. of respondents	Percentages
Male	23	46
Female	27	54
Total	50	100

Source: Primary Data

**CHART**

**Gender of the Respondents**



### **INTERPRETATION**

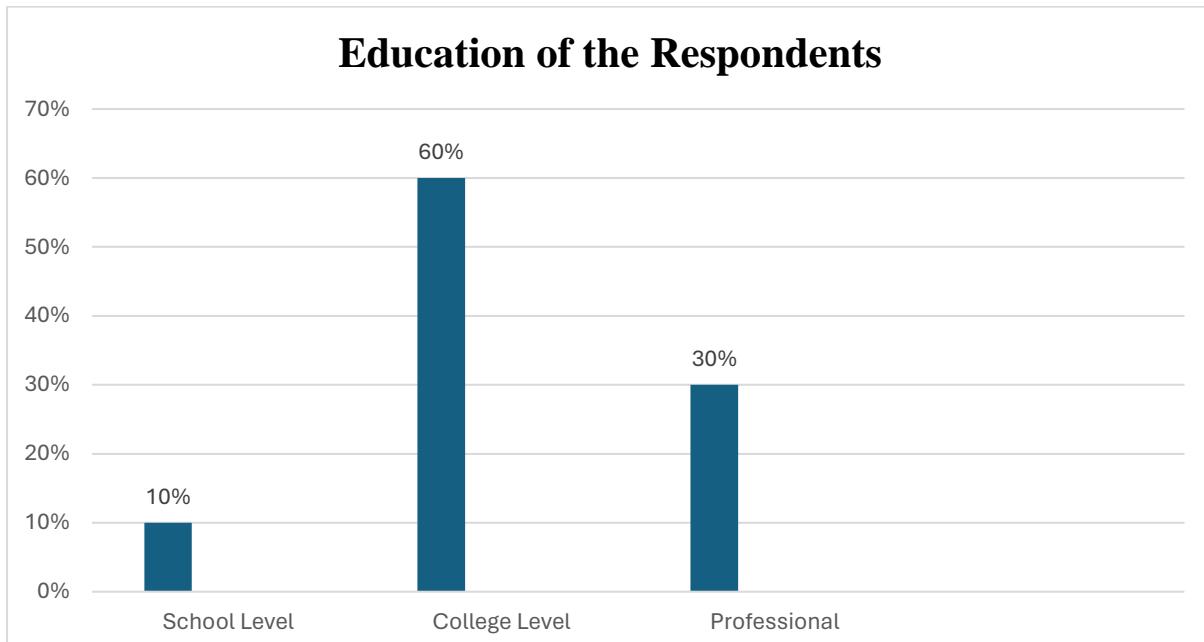
Among the total respondents, it was found that 46% of respondents are males and remaining 54% are females.

**TABLE**  
**Education of the Respondents**

Education	No. of Respondents	Percentage
School Level	5	10
College Level	15	30
Professional	30	60
Total	50	100

Source: Primary Data

**CHART**



**INTERPRETATION**

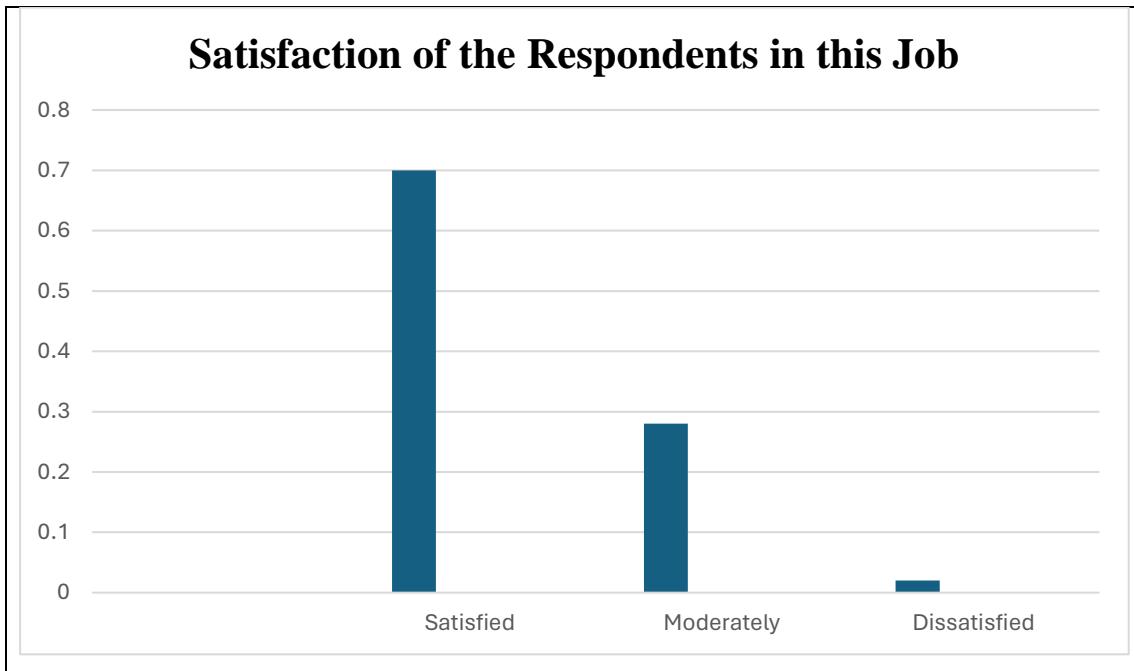
Among the total respondents, it was found that 10% of the respondents completed school level, 30% of respondents are of college level and 60% are of professional.

**TABLE 3.1**  
**Satisfaction of the Respondents in this Job**

Opinion	No. of respondents	Percentages
Satisfied	35	70
Moderately	14	28
Dissatisfied	1	2
Total	50	100

Source: Primary Data

**CHART 3.1**



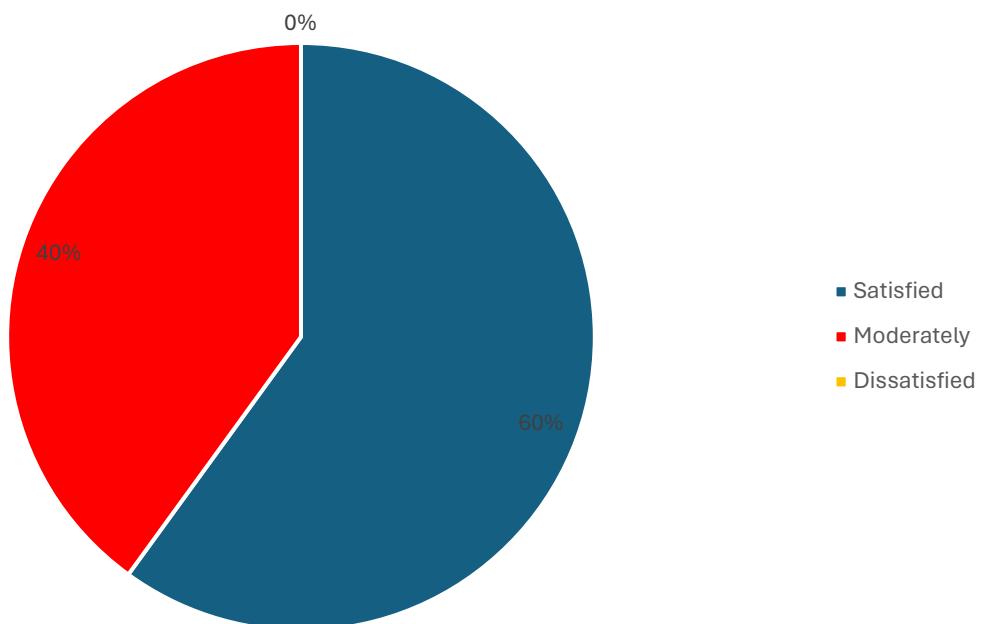
### **INTERPRETATION**

Among the total respondents, it was found that 70% of respondents are satisfied, 28% are moderately and remaining 2% are dissatisfied

**TABLE 3.2****Satisfaction of the Respondents with the Work Environment**

Opinion	No. of respondents	Percentages
Satisfied	30	60
Moderately	20	40
Dissatisfied	0	0
Total	50	100

Source: Primary Data

**CHART 3.2****Satisfaction of the Respondents with the Work Environment****INTERPRETATION**

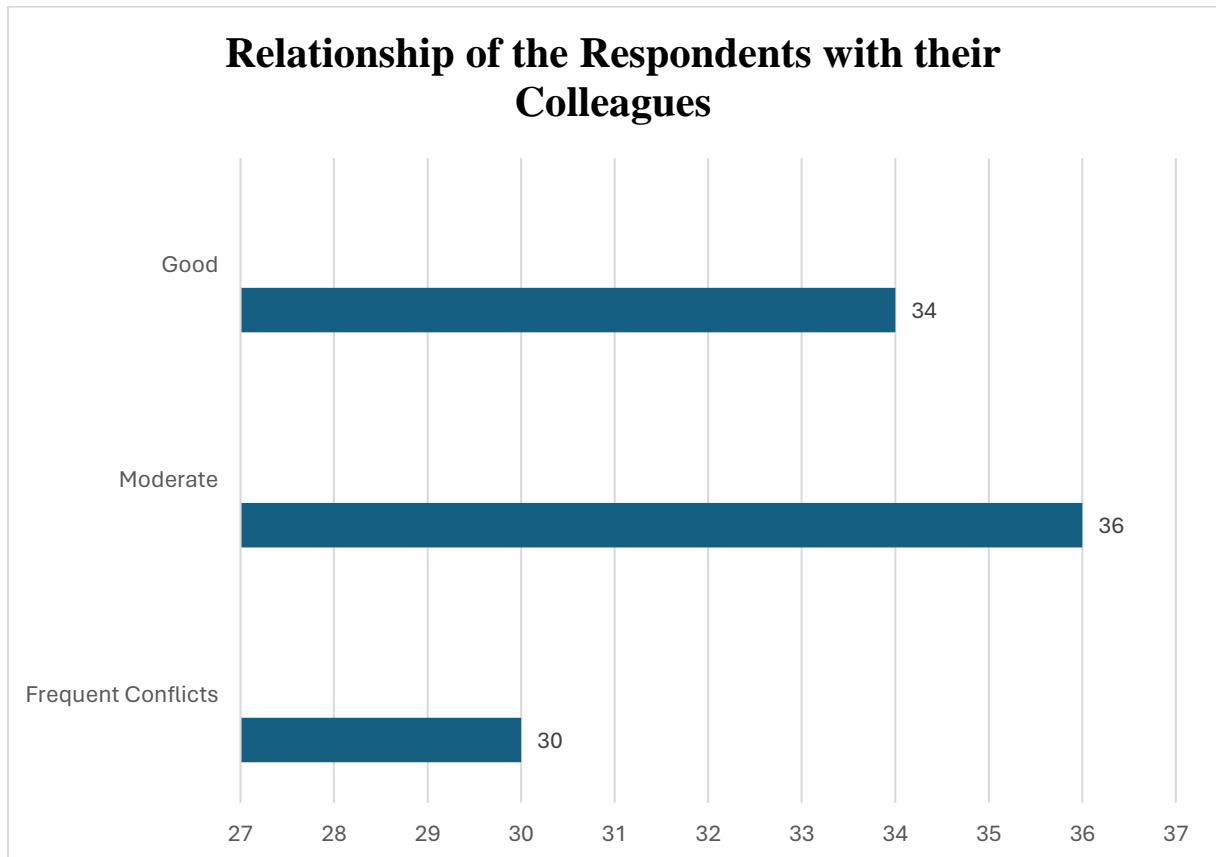
Among the total respondents, it was found that 60% of respondents are satisfied and remaining 40% are moderately.

**TABLE 3.3**  
**Relationship of the Respondents with their Colleagues**

Opinion	Respondents	Percentages
Frequent Conflict	15	30
Moderate	18	36
Good	17	34
Total	50	100

Source: Primary Data

**CHART 3.3**



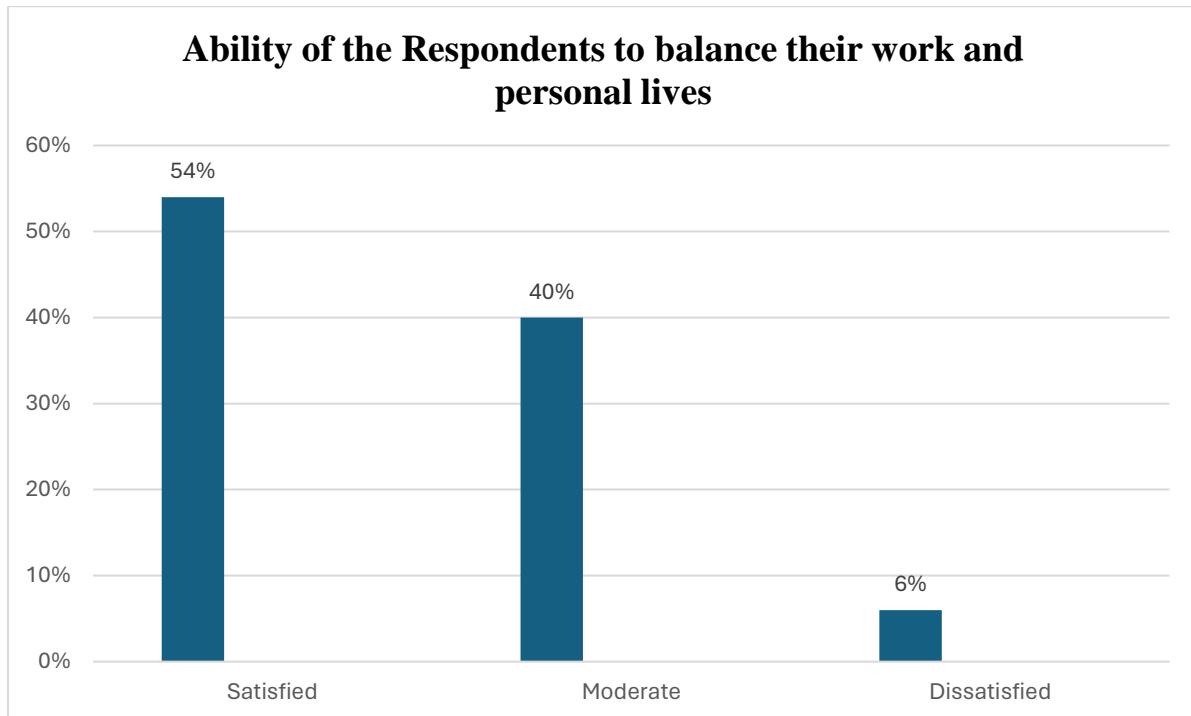
## **INTERPRETATION**

Among the total respondents, it was found that 30% of them had frequent conflicts, 36% had Moderate and 34% had good relationship with their colleagues.

**TABLE 3.4****Ability of the Respondents to balance their work and personal lives**

Opinion	No. of respondents	Percentages
Satisfied	28	56
Moderate	20	40
Dissatisfied	2	4
Total	50	100

Source: Primary Data

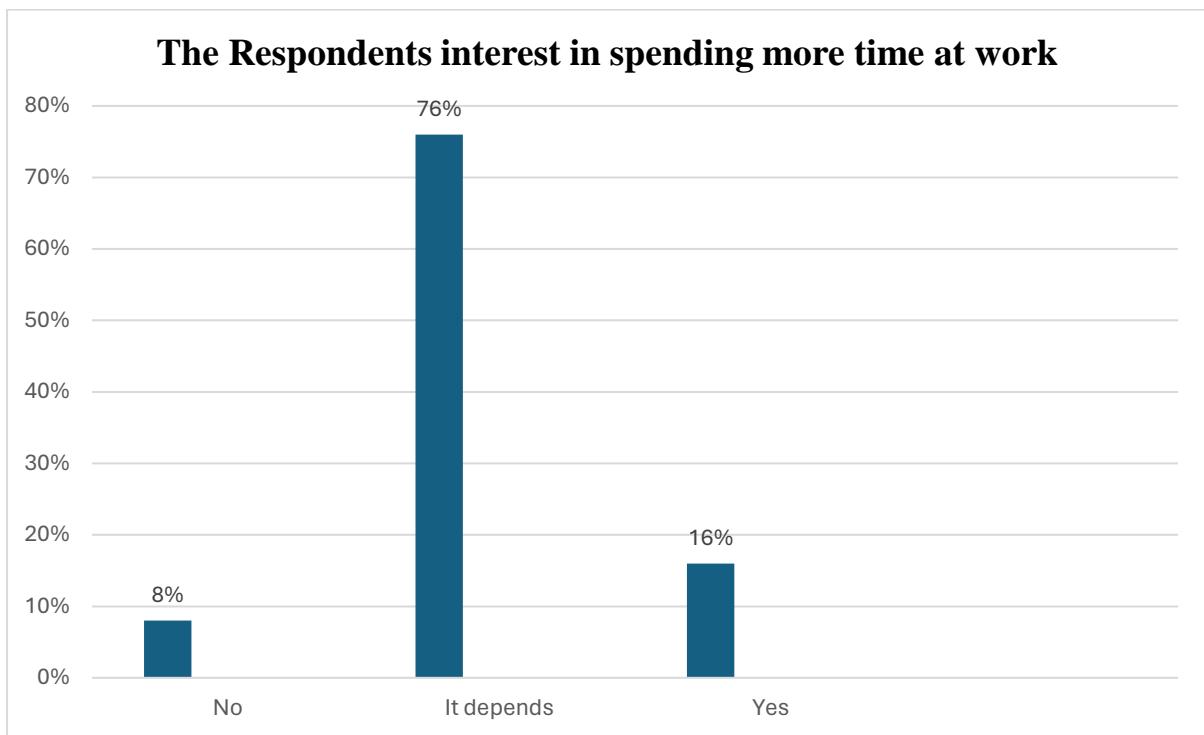
**CHART 3.4****INTERPRETATION**

Among the total respondents, it was found that 54% are satisfied to balance work with their personal life, 40% are Moderate and 6% are dissatisfied to balance work with their personal life.

**TABLE 3.5****The Respondents interest in spending more time at work**

Opinion	No. of respondents	Percentages
No	4	8
It depends	38	76
Yes	8	16
Total	50	100

Source: Primary Data

**CHART 3.5****INTERPRETATION**

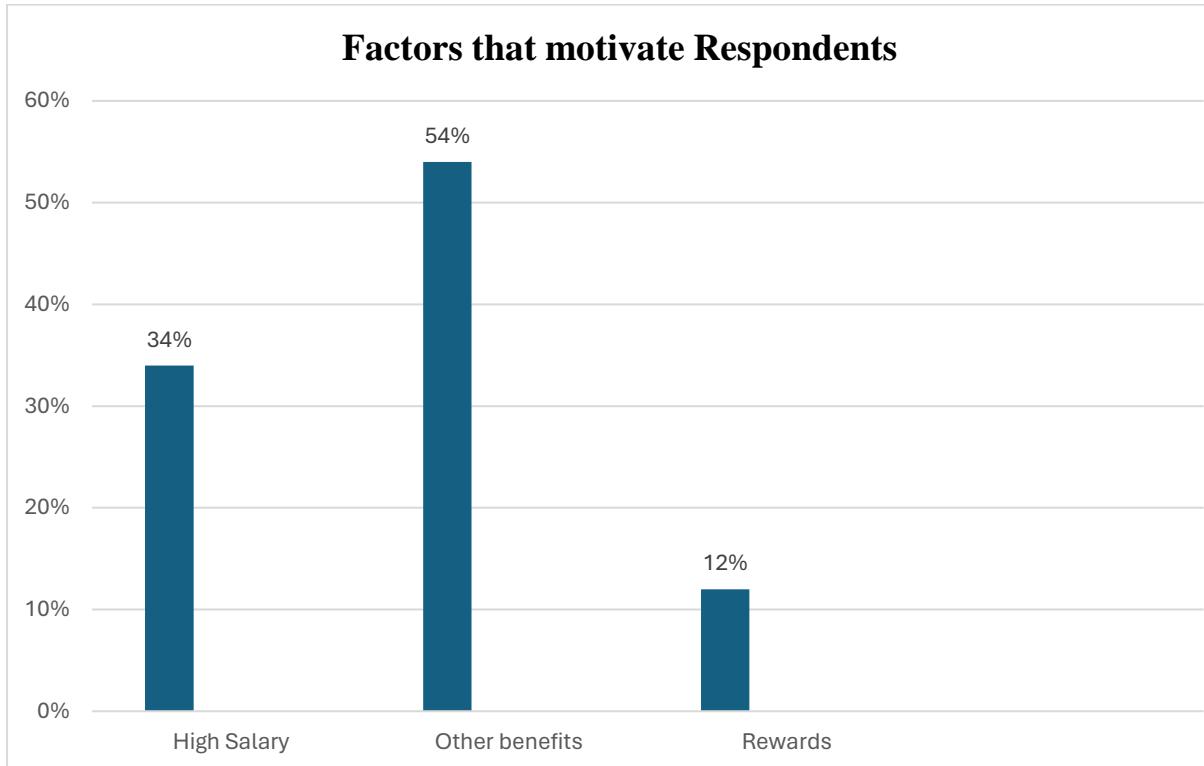
Among the total respondents, it was found that 8% are not like to spend more time on their works, for 38% of people the desire to do job is depended and 16% are like to spend more time on their works.

**TABLE 3.6**  
**Factors that motivate Respondents**

Opinion	No. of respondents	Percentages
High Salary	17	34
Other benefits	27	54
Rewards	6	12
Total	50	100

Source: Primary Data

**CHART 3.6**



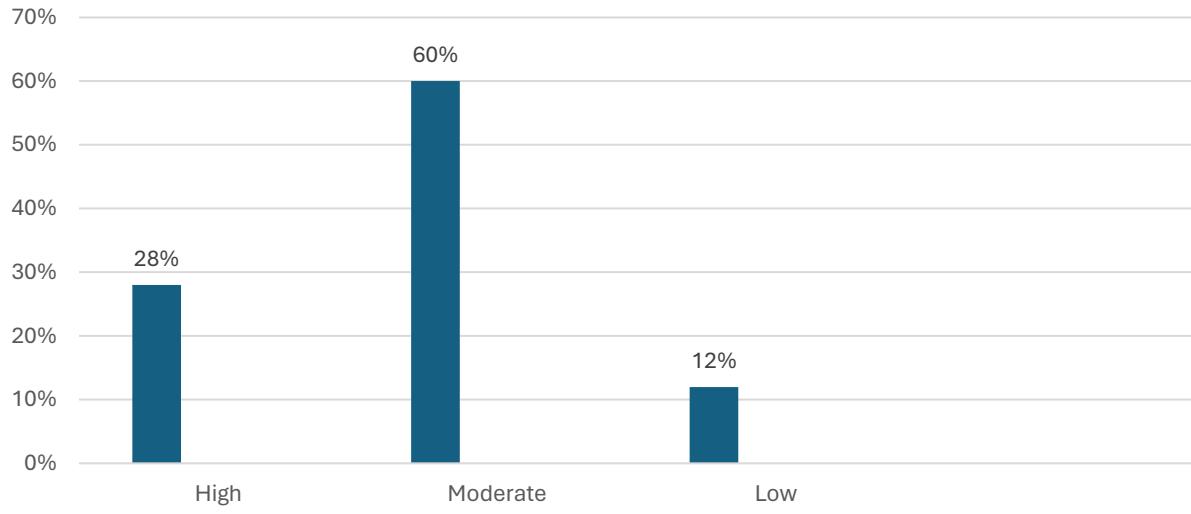
## **INTERPRETATION**

Among the total respondents, it was found that for 34% highest salary is a factor which motivates them, for 54% other benefits motivates them and for 12% it's the reward motivates them.

**TABLE 3.7****The Significance of the job pressure at the college for Respondents**

Opinion	No. of respondents	Percentages
High	14	28
Moderate	30	60
Low	6	12
Total	50	100

Source: Primary Data

**CHART 3.7****The Significance of the job pressure at the college for Respondents****INTERPRETATION**

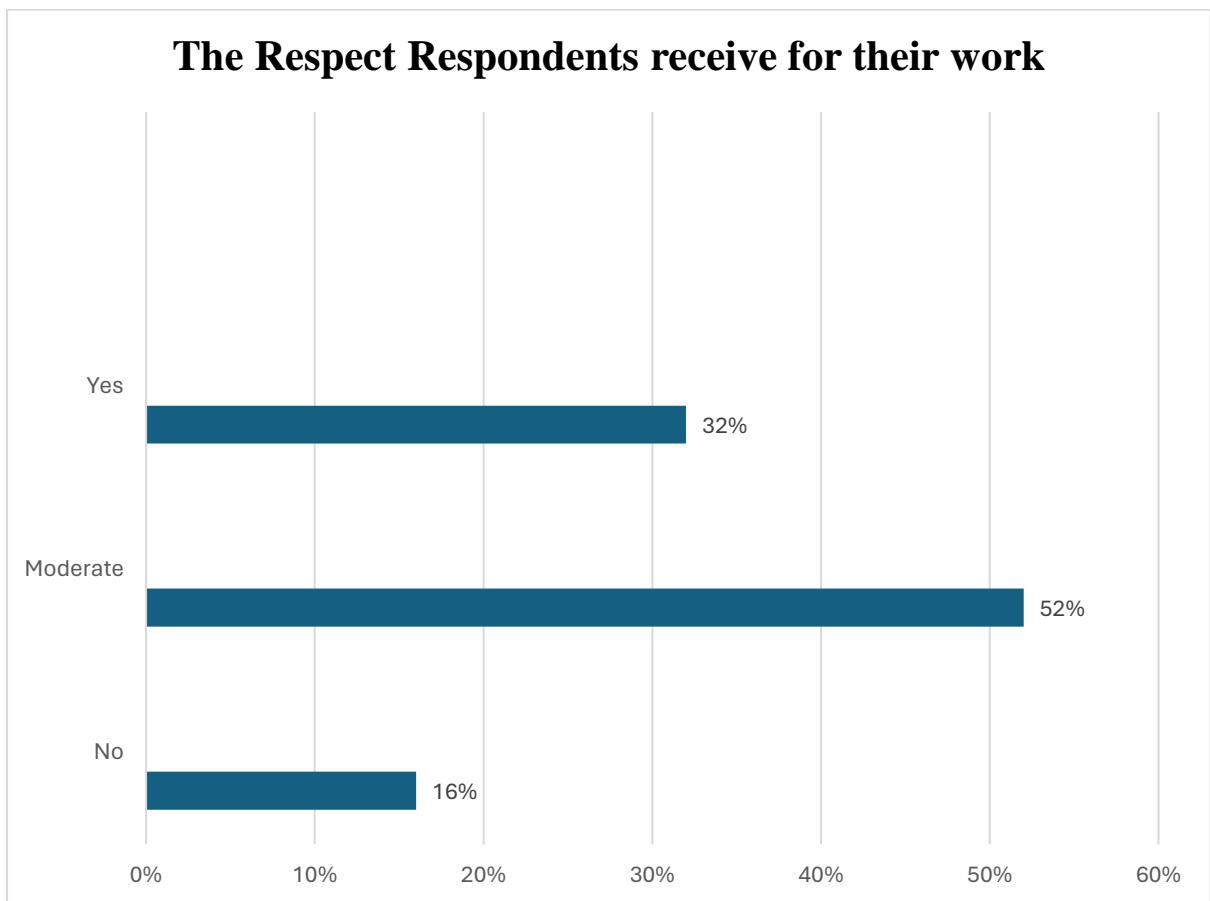
Among the total respondents, it was found that 28% have high job pressure in your college, 60% have moderate job pressure in your college and 12% have low job pressure in your college

**TABLE 3.8**  
**The Respect Respondents receive for their work**

Opinion	No. of respondents	Percentages
No	8	16
Moderate	26	52
Yes	16	32
Total	50	100

Source: Primary Data

**CHART 3.8**



### **INTERPRETATION**

Among the total respondents, it was found that 16% are not getting respect from their work, 52% are moderate to get respect and 32% are getting respect from their work.

**TABLE 3.9**

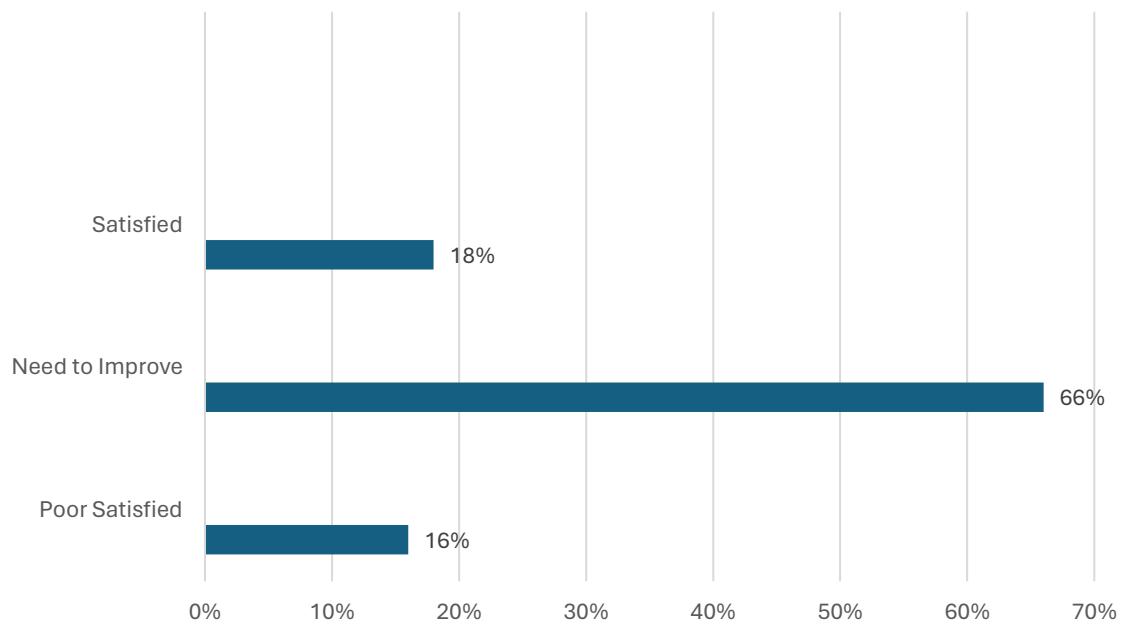
**Satisfaction of the Respondents with the facilities provided to them**

Opinion	No. of respondents	Percentages
Poor Satisfied	8	16
Need to improve	33	66
Satisfied	9	18
Total	50	100

Source: Primary Data

**CHART 3.9**

**Satisfaction of the Respondents with the facilities provided to them**



**INTERPRETATION**

Among the total respondents, it was found that 16% of respondents are not satisfied, 66% are needed to improve and 18% are satisfied for the facilities provided to them.

**TABLE 3.10**

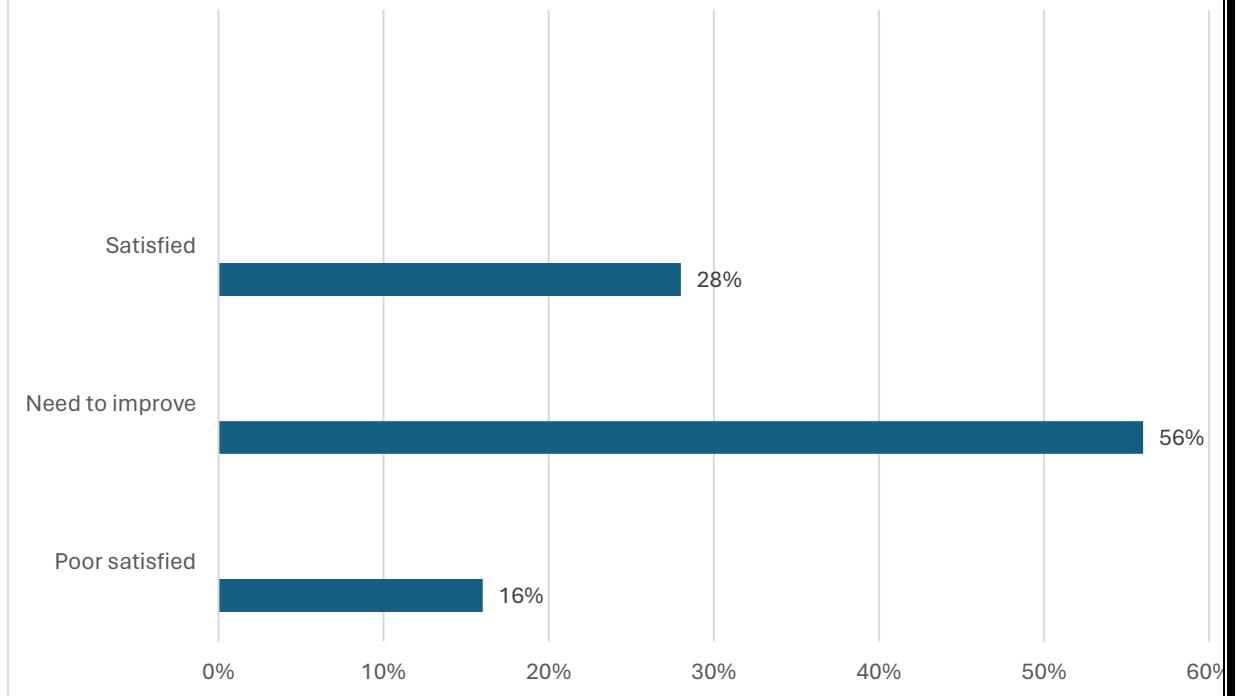
**The freedom to try employees on methods to do a job in better way**

Opinion	No. of respondents	Percentages
Poor Satisfied	8	16
Need to Improve	28	56
Satisfied	14	28
Total	50	100

Source: Primary Data

**CHART 3.10**

**The freedom to try employees on methods to do a job in better way**



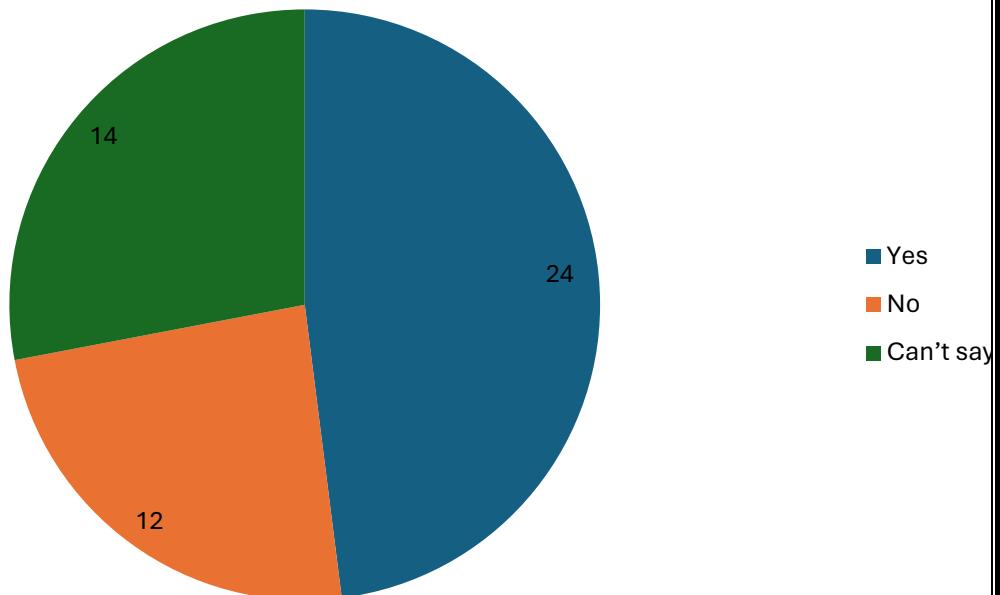
**INTERPRETATION**

Among the total respondents, it was found that 16% are not satisfied, 56% are needed to improve and 28% are satisfied.

**TABLE 3.11****Stress level of the Respondents while doing their daily work**

Opinion	No. of response	percentage
Yes	24	48
No	12	24
Can't say	14	28
Total	50	100

Source: Primary Data

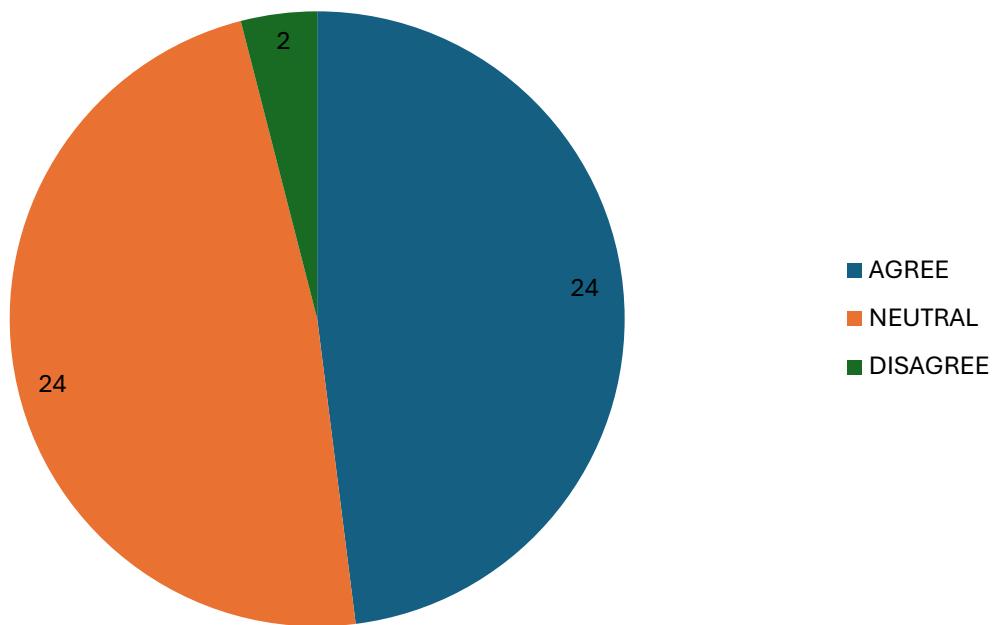
**Chart 3.11****Stress level of the Respondents while doing their daily work****INTERPRETATION**

Among the total respondents, it was found that 48% of respondents are stressed, 24% are not stressed and for 28% of them it depends.

**TABLE 3.12****Management communicates all the information I need to perform job effectively**

Opinion	No. Of Response	Percentage
Agree	24	48
Neutral	24	48
Disagree	2	4
Total	50	100

Source: Primary Data

**CHART 3.12****Management communicates all the information I need to perform job effectively****INTERPRETATION**

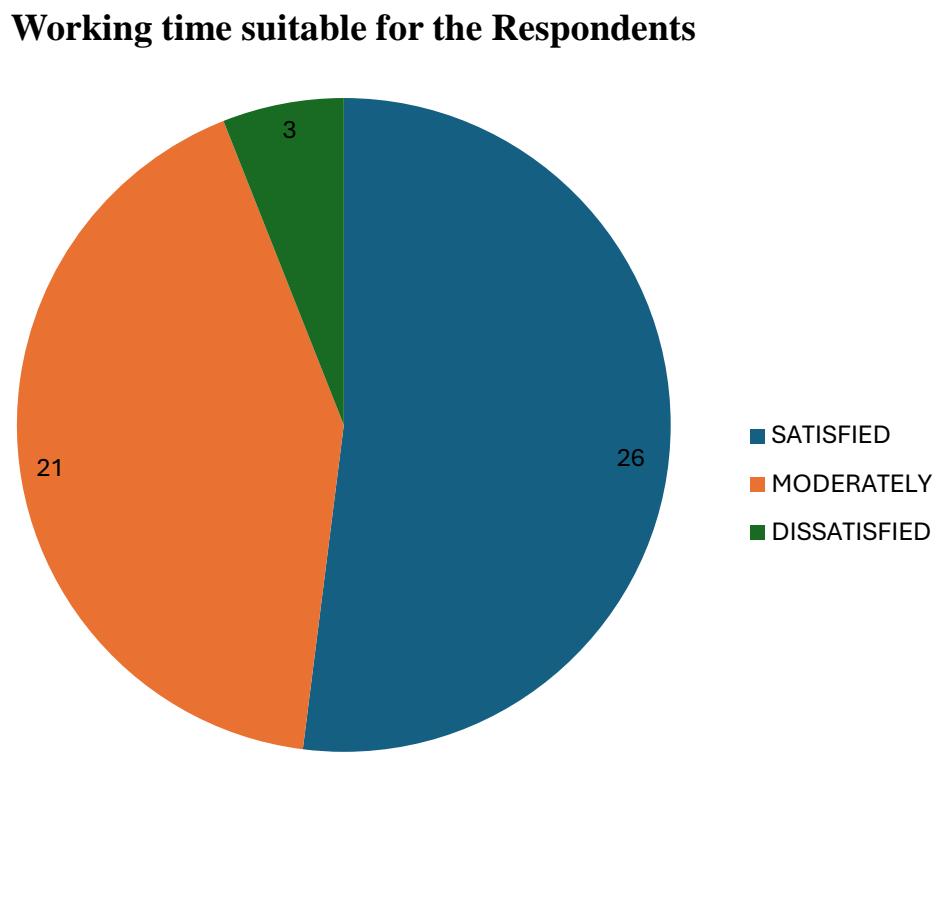
Among the total respondents, it was found that 48% of respondents agree, 48% are neutral and remaining 4% are disagreed.

**TABLE 3.13**  
**Working time suitable for the Respondents**

Opinion	No. Of Response	Percentage
Satisfied	26	52
Moderately	21	42
Dissatisfied	3	6
Total	50	100

Source: Primary Data

**CHART 3.13**



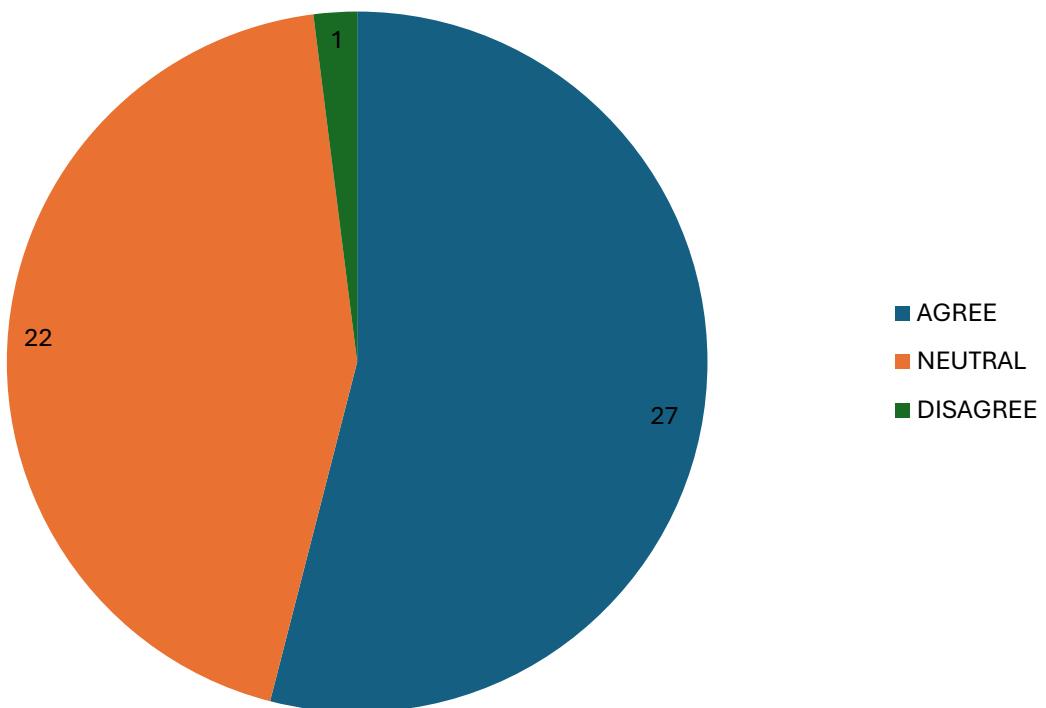
### **INTERPRETATION**

Among the total respondents, 52% of respondents are satisfied, 42% are selected moderately and remaining 6% are dissatisfied.

**TABLE 3.14****The job makes effective use of skills of the employees**

Opinion	No. Of Response	Percentage
Agree	27	54
Neutral	22	44
Disagree	1	2
Total	50	100

Source: Primary Data

**CHART 3.14****The job makes effective use of skills of the employees****INTERPRETATION**

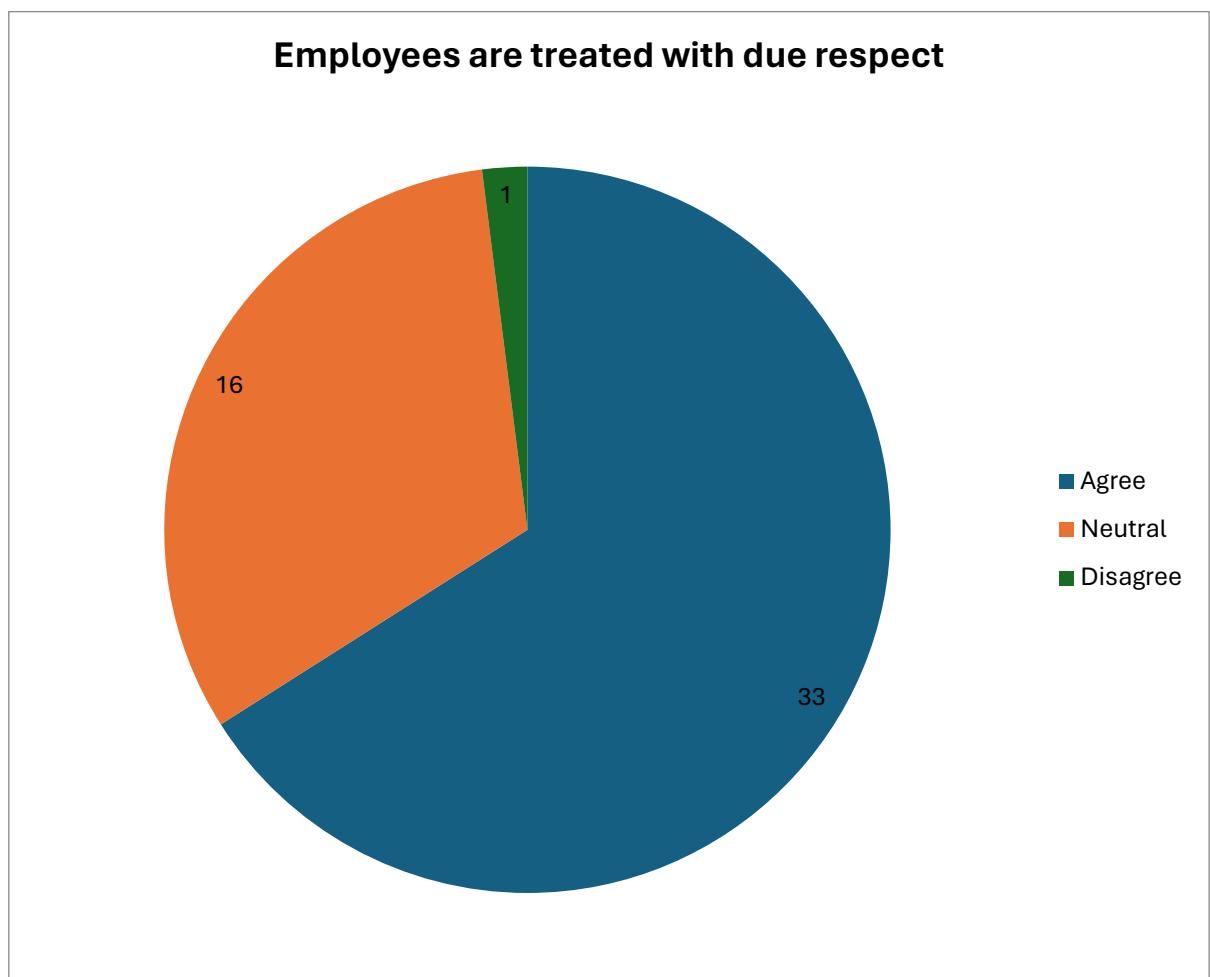
Among the total respondents, 54% of respondents are agreed, 32% are neutral and remaining 2% of respondents are disagreed.

**TABLE 3.15**  
**EMPLOYEES ARE TREATED WITH DUE RESPECT**

Opinion	No. of respondents	percentage
Agree	33	66
Neutral	16	32
Disagree	1	2
Total	50	100

Source: Primary Data

**CHART 3.18**



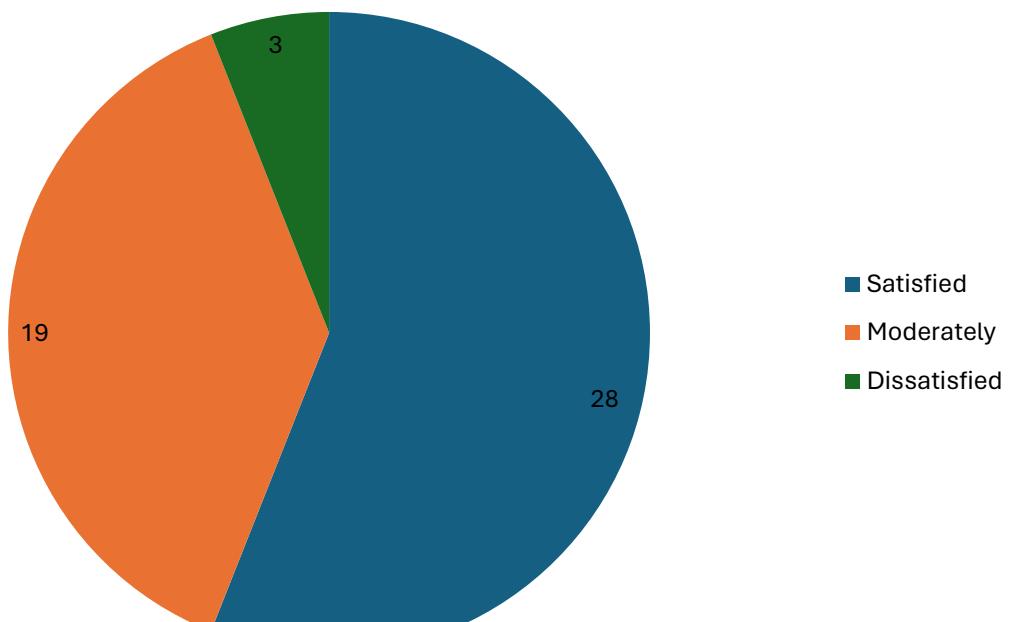
### **INTERPRETATION**

Among the total respondents, 66% of respondents are agreed, 32% are neutral and 2% of respondents are disagreed.

**TABLE 3.16****Satisfaction of the employees on their current salary**

Opinion	No. of respondents	Percentage
Satisfied	28	56
Moderately	19	38
Dissatisfied	3	6
Total	50	100

Source: Primary Data

**CHART 3.16****Satisfaction of the employees on their current salary****INTERPRETATION**

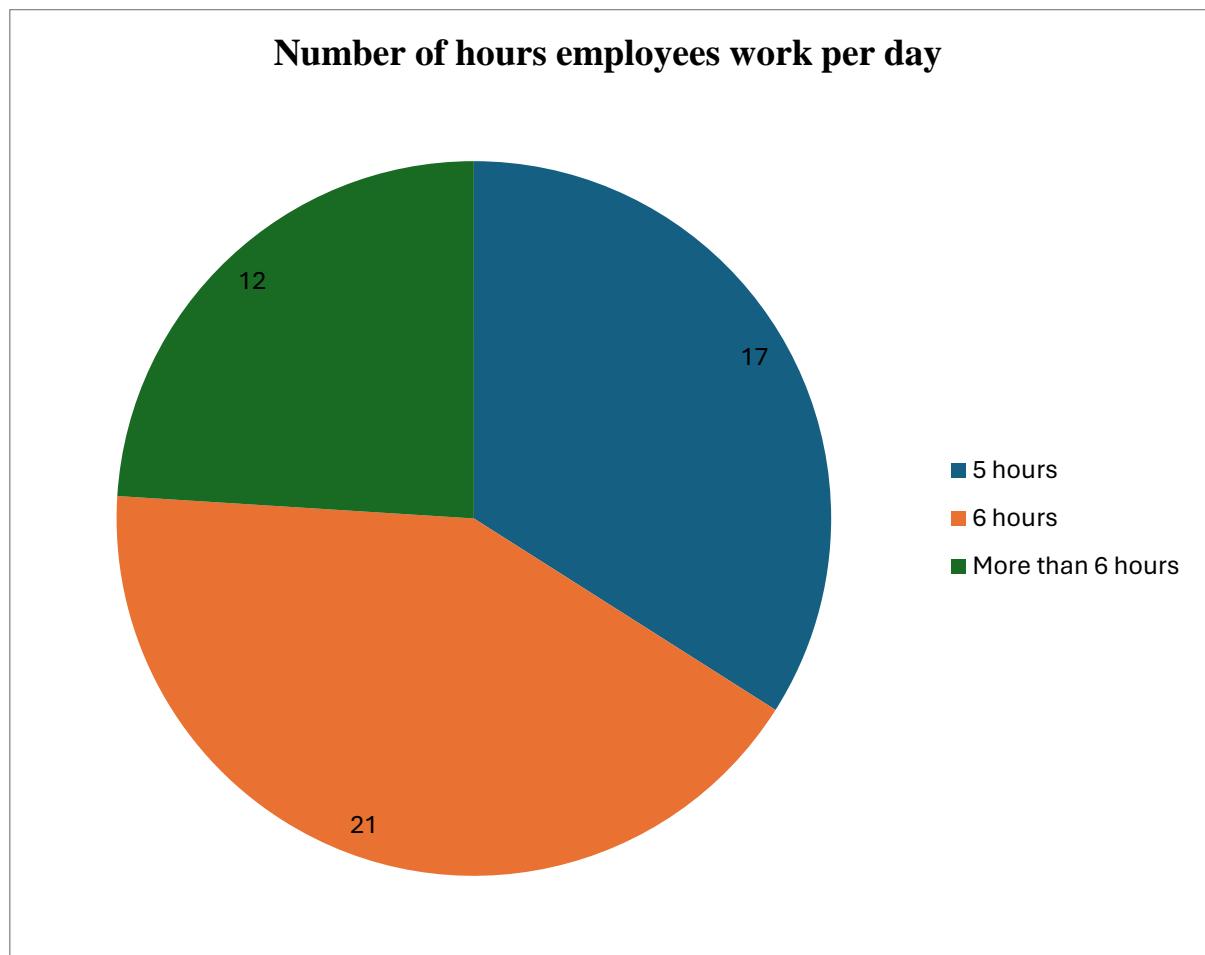
Among the total respondents, 56% of respondents are satisfied, 38% are moderately satisfied and 6% of respondents are dissatisfied.

**TABLE 3.17**  
**Number of hours employees work per day**

Opinion	No. of response	Percentage
5 hours	17	34
6 hours	21	42
More than 6 hours	12	24
Total	50	100

Source: Primary Data

**CHART 3.17**



### **INTERPRETATION**

Among the total respondents, 34% of respondents are work in 5 hours, 42% are work in 6 hours and 24% of respondents are work in more than 6 hours.

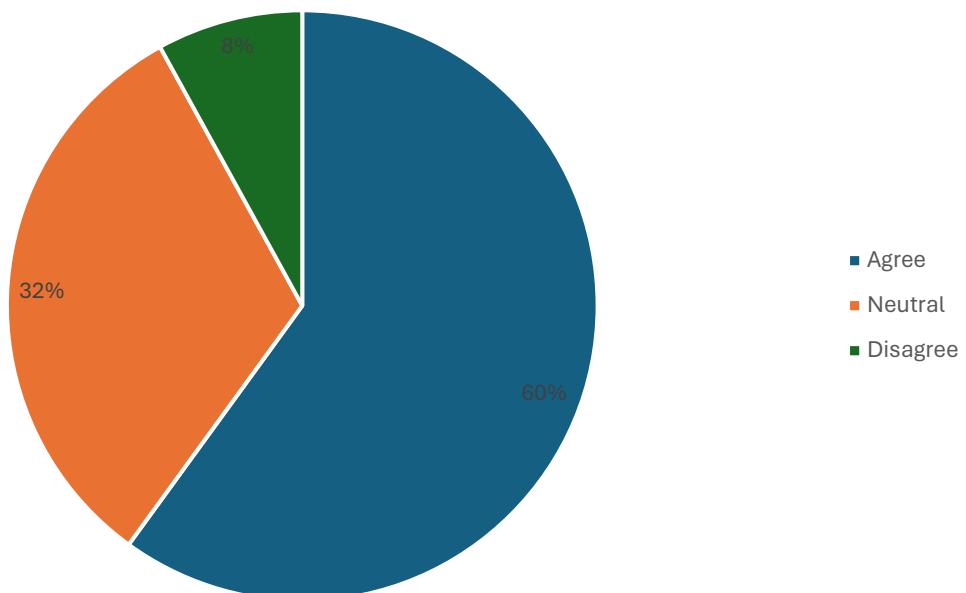
**TABLE 3.18**  
**THE WORKING ENVIRONMENT IS OPEN AND  
TRUSTWORTHY**

Opinion	No. of response	Percentage
Agree	30	60
Neutral	16	32
Disagree	4	8
Total	50	100

Source: Primary Data

**CHART 3.18**

**THE WORKING ENVIRONMENT IS OPEN AND  
TRUSTWORTHY**



### **INTERPRETATION**

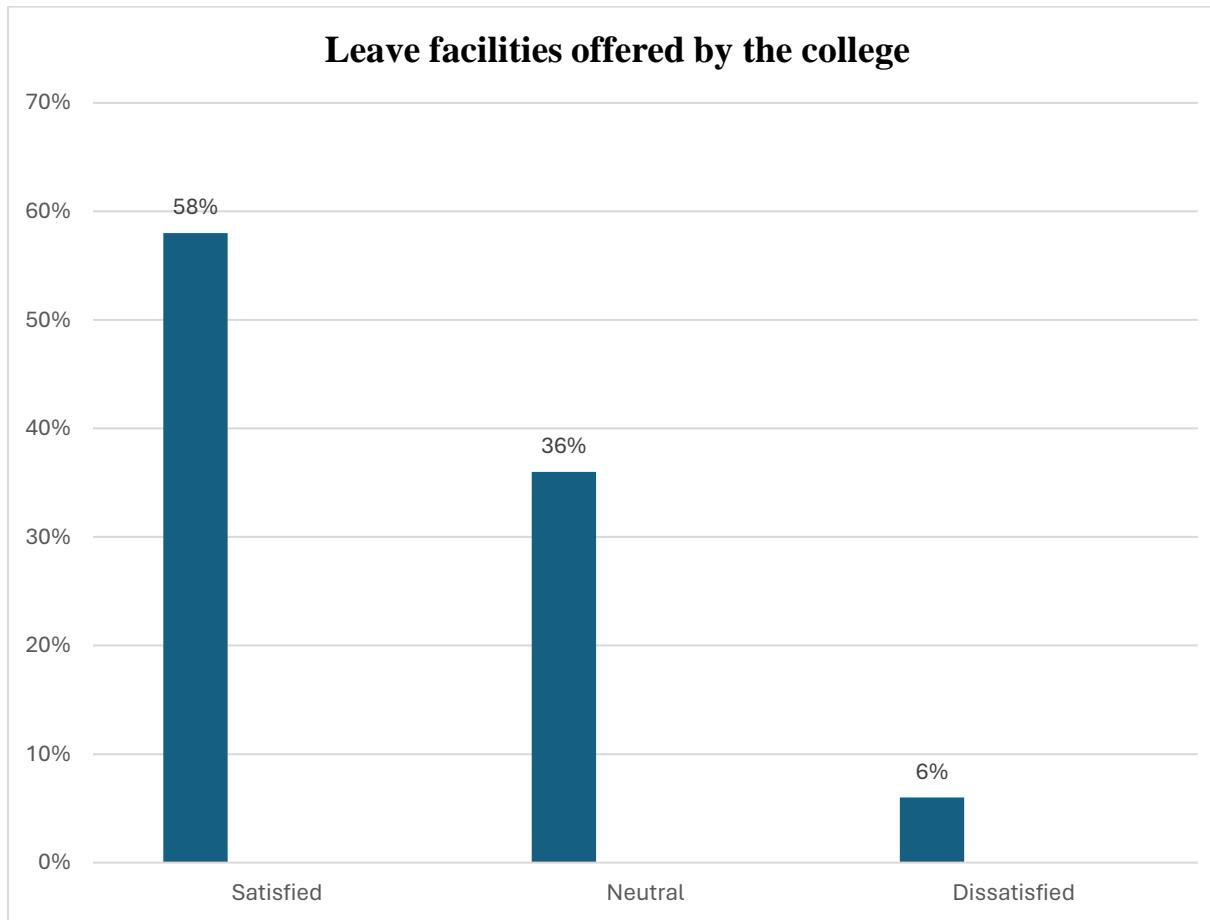
Among the total respondents, it was found that 60% are agreed, 32% are neutral and 8% are disagreed that the working environment is open and trustworthy.

**TABLE 3.19**  
**Leave facilities offered by the college**

Opinion	No. of response	Percentage
Satisfied	29	58
Neutral	18	36
Dissatisfied	6	6
Total	50	100

Source: Primary data

**CHART 3.19**



### **INTERPRETATION**

Among the total respondents, it was found that 58% are satisfied, 36% are Neutral and 6% are dissatisfied with the leave facilities offered by the college.

**TABLE 3.20**

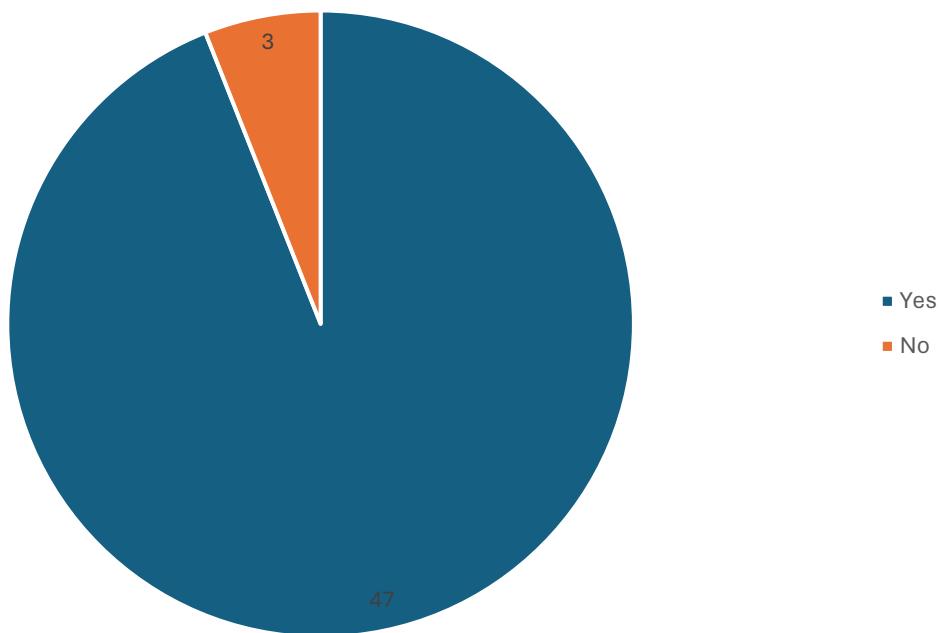
**Employees get adequate benefits other than compensation from the management**

Opinion	No. of response	Percentage
Yes	47	94
No	3	6
Total	50	100

Source: Primary Data

**CHART 3.20**

**Employees get adequate benefits other than compensation from the management**



### **INTERPRETATION**

Among the total respondents, it was found that 94% agrees and 3% disagrees.

## **4.1 FINDINGS**

- A positive work environment, characterized by supportive colleagues, adequate resources, and effective communication, tends to contribute to higher levels of job satisfaction.
- Adequate compensation and benefits packages are essential for employee satisfaction. Studies have shown that dissatisfaction with pay is a common reason for employee turnover in higher education.
- Job security is a significant factor in job satisfaction among college employees. Uncertainty about job stability can lead to increased stress and decreased satisfaction.
- Opportunities for professional growth and career advancement contribute to job satisfaction. Employees are more satisfied when they feel they have opportunities to develop their skills and advance in their careers within the institution.
- Balancing work and personal life is important for job satisfaction. Institutions that offer flexible work arrangements, such as telecommuting and flexible scheduling, tend to have more satisfied employees.
- Positive relationships with colleagues and supervisors are crucial for job satisfaction. Supportive and collaborative work relationships contribute to a positive work environment and overall job satisfaction.
- The organizational culture of the college plays a significant role in employee satisfaction. Institutions that prioritize transparency, fairness, and employee engagement tend to have higher levels of job satisfaction among their employees.
- Employees value recognition and feedback for their work. Institutions that provide regular feedback, acknowledgment of achievements, and opportunities for employee recognition tend to have higher levels of job satisfaction.
- Employees who have autonomy and control over their work tend to be more satisfied. Having the freedom to make decisions and influence their work environment positively impacts job satisfaction.
- Employees are more satisfied when they feel aligned with the mission and values of the college. Institutions that prioritize shared values and a sense of purpose tend to have higher levels of employee satisfaction.

## **4.2 SUGGESTIONS**

- Training methods should be improved.
- Teachers should be provided with adequate freedom for decision making.
- More liberal rapport should be developed between teachers and administrative authorities.
- The teachers should be provided with sufficient rest room and other facilities.

### **4.3 CONCLUSION**

Teachers' job satisfaction is one of the important factors in terms of which the effectiveness of an institution is evaluated. From this limited study, it is found that there are varieties of factors which affect teachers' job satisfaction. These factors include nature, rules and regulations of the job, financial aspects, students' behaviour and class room activities, behaviour and attitude of superiors, subordinate principal, non-teaching staff, administrative authorities etc; freedom for participating in decision making, recognition of the society etc. The above factors have great effects on the satisfaction of teachers. The job satisfactions among male and female teachers have a high degree of positive correlation and there is also a positive correlation between the years of service and job satisfaction of college teachers. The teachers should be provided with better training methods, restroom facilities etc.