



## **Employees' satisfaction with general working conditions: A comparative study of government and private colleges of Udaipur**

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### **Abstract**

In the field of teaching, general working conditions can be quite ideal. In fact, the working conditions of teachers have always contributed to the appeal of the teaching profession. The concerns about working conditions for teachers don't just impact job satisfaction; they also affect job performance. People spend about most of their working hours at work, employee job satisfaction gains more importance in their working lives. Therefore, job satisfaction plays a vital role for efficient working environment. The present research paper aims to identify the employees' satisfaction with general working conditions. To serve the objective descriptive research design is used and primary data is collected from 234 respondents with the help of questionnaire. Data is analyzed with the help of weighted arithmetic mean, t-test and chi-square test and it has been concluded that government college employees' are more satisfied with general working conditions.

**Keywords:** employees, job satisfaction, general working conditions, Government college, private college

### **Introduction**

Education is increasingly seen by governments as a major contributor to national wealth and economic development. In addition, the increasingly competitive external environment has called for continuous improvement of countries' quality assurance standards and international criterion of their education systems. Education in India is provided by the public sector as well as the private sector, with control and funding coming from three levels: central, state, and local.

The nature and culture of different Universities differ according to their formation. The Universities are normally classified according to I. funding II Mode of teaching and learning III Type of association etc.

A public university/college is a university/college that is predominantly funded by public means through a national or state government. A national university may or may not be considered a public university, depending on which region it belongs to. A private university/college is a university/college that is run without the direct control of any government entity, as opposed to public universities.

India's higher education system is the third largest in the world, after China and United States. The main governing body at the tertiary level is the University Grants Commission, which enforces its standards, advises the government, and helps coordinate between the centre and the state. In India, education system is reformed. India will be one of the largest education hubs.

The Department of College Education was set up in 1958 for the administration and development of College education in the Rajasthan State. In 1958 there were only 40 Colleges (24 Government, 13 Aided and 3 Unaided) under its Control.

A high quality teaching staff is the cornerstone of a successful education system. Daily interaction between teachers and

students is at the center of the educational process. Attracting and retaining high quality teachers is thus a primary necessity for a strong education system. One step in developing a high quality faculty is to understand the factors associated with teaching quality and retention. One of these factors is job satisfaction. Very often, it is not merely satisfaction with the job, but with the career in general, that is important. With teachers, satisfaction with their careers may have strong implications for student learning. Specifically, a teacher's satisfaction with his or her career may influence the quality and stability of instruction given to the students. Some researchers argue that teachers who do not feel supported in their work may be less motivated to do their best work in the class-room.

Work is one of the most important aspects in people's lives in today's highly competitive corporate environment. Since people spend about most of their waking hours at work, employee job satisfaction gains more importance in their working lives. Therefore, job satisfaction plays a vital role for efficient working environment. Job satisfaction relates to employee's personal evaluation of jobs against those issues that are essentially considerable to them. As emotions and feelings are involved in such assessments, employees' levels of job satisfaction may impact significantly on their personal, social and work lives, and as such, also influence their behavior at work.

Working conditions are at the core of paid work and employment relationships. Generally speaking, working conditions cover a broad range of topics and issues, from working time (hours of work, rest periods, and work schedules) to remuneration, as well as the physical conditions and mental demands that exist in the workplace.

In accordance with that, influencing factors of job satisfaction

are essential for improving the well-being of a large part of our society. In this chapter the researcher wants to explain about job satisfaction of teaching staff of higher education.

### Literature Review

Rebecca I. Umaru and Danjuma A. Ombugus (2017) <sup>[1]</sup> conducted a study on Determinants of job satisfaction of Colleges of Education Lecturers at Akwanga. Descriptive research design was adopted by the study. A sample size of the population was taken from each school using simple random sampling technique to arrive at a sample size of 167 lecturers. A structured questionnaire divided into five sections was used for data collection. Findings of the study revealed that non regular salary payment, promotion opportunities, work environment, attainment of work goals, opportunity to growth and development among others are the determinants of job satisfaction of college of education lecturers.

Srivastava M. & Mogra D. (2015) <sup>[1]</sup> conducted a study on Job Satisfaction among Teaching Faculty with Reference to Gender. Descriptive survey method of research was used in executing the present study on 64 college teachers, selected as respondents on the basis of stratified random sampling techniques from six educational institutions of higher education in Udaipur city. It can be concluded that teaching faculty of higher educational institutes possessed average level of job satisfaction. Peer relationship factor contribute the most in increasing the level of satisfaction followed by work environment and administrative factors. Work environment should be healthy and should provide openness to its employee for better satisfaction. The results of this research showed that there is significant difference in job satisfaction between male and female faculty members.

Abdul R. & Maulabakhsh R. (2015) <sup>[3]</sup> conducted a study on impact of working environment on job Satisfaction. The study employed a quantitative methodology. Data was collected through a self-administered survey questionnaire. The target population consists of educational institutes, banking sector and telecommunication industry operating in the city of Quetta, Pakistan. Simple random sampling is used for collection of data from 210 employees. The result indicates a positive relationship between working environment and employee job satisfaction. The study concludes with some brief prospects that the businesses need to realize the importance of good working environment for maximizing the level of job satisfaction.

Kadar A., Muhammad M., & Kalam A. (2015) <sup>[4]</sup> conducted a study on Determinants of Academics' Job Satisfaction among private universities in Bangladesh. A total of 346 respondents are considered from ten private universities using non-probability sampling. In this study, descriptive statistics, Pearson product moment correlation, multiple regression, and factor analysis are exercised as statistical tools. The results reveal that compensation package, supervisory support, job security, training and development opportunities, team cohesion, career growth, working conditions, and organizational culture and policies are positively associated with the academics' job satisfaction. Amongst them, three factors stood out as significant contributors for job satisfaction of academics i.e. compensation package, job security, and working conditions.

Chughati F. & Uzma P. (2013) <sup>[5]</sup> conducted a descriptive study of teachers' workload and job satisfaction in government and private schools at secondary level in Lahore city Pakistan. Study is consisted of all teachers of Lahore city from both government and private schools. A sample of 100 teachers of government and private schools were selected. 50 teachers were selected from five government and 50 teachers were selected from 5 private schools. The results shows that Overall government school teachers are more flexible and satisfied with their working hours and working conditions as compared to private school teachers.

Narendran R. & Mehta P. (2012) <sup>[6]</sup> conducted an empirical study on work ethics and its impact on job satisfaction of Indian management teachers. The random sample of the study consisted of 100 Management Teachers who worked at various management colleges (both public and Private Institution) in the India. About 25 statements from the Work Ethic Inventory were used to provide a self-assessment of each management faculty perceived work ethics level. A set of 20 statements from the Job Satisfaction was used to provide a self assessment of each management faculty perceived job satisfaction level. The research showed that faculty understandings of work ethics have a positive and meaningful relationship with job satisfaction. In other words, the research shows that the more the faculty feels the dominant rule of ethics in work environment, the more they will be satisfied with their job experience. Even there is a significant correlation between work ethics and job satisfaction which shows that when the organization follow ethical rules and procedures, and have ethical work environment, ultimately affects the satisfaction level of faculty.

Pabla M. (2012) <sup>[7]</sup> conducted a study on Job Satisfaction among Teachers of Professional Colleges in Punjab. In this study the sampling unit was teachers of professional college. The total sample size was restricted to 300 teachers from the professional colleges of Punjab under the jurisdiction of Punjab Technical University, Jalandar. The study revealed that there is a difference in the satisfaction level of male and female teacher of the professional colleges located under the jurisdiction of Punjab Technical University, Jalandhar. Female teachers are not very much satisfied with their job .On the other hand male teachers seems to be more satisfied with the job under the present circumstances. It is further revealed in the above study that teachers (both male and female) working in the professional colleges located in the rural areas are less satisfied with their jobs than those teachers who are working in the professional colleges located in the urban areas. The main reasons for the above differences in the above cases could be intrinsic and extrinsic factors such as salary, benefits, prestige, opportunities for professional advancement, level of personal/professional challenge, level of professional autonomy/decision making authority, general working conditions, interactions with colleagues and interaction with students.

Saba I. (2011) <sup>[8]</sup> conducted a study on measuring the job satisfaction level of the academic staff in Bahawalpur colleges at Pakistan. This study is empirical in nature and it is conducted through questionnaires. The target population of this study consists of academies staff of the Bahawalpur

colleges. Total five colleges are found in the concerned locality. Population consists of 450 members. Stratified random sampling is used to assemble the data from colleges. A sample of 30% of the total population is used for this study. A well designed questionnaire is used for this purpose. It is concluded from the above discussion that majority of the respondents are male, have a masters degree, belongs to an age group of more than 44 and they are in their current position from more than 21 years. So the largest part of the respondents is satisfied with the work itself, salary, working conditions, job security and coworkers.

**Objective**

The purposes of this research paper are as follow:-

1. To compare and measure the level of job satisfaction with general working conditions of the teaching staff working in government and private colleges of Udaipur district.
2. To measure the impact of demographics on job satisfaction with general working conditions of the teaching staff.

**Hypotheses**

Following hypotheses has been tested in this research paper:-

- H<sub>01</sub>** There is no significant difference in the level of job satisfaction with general working conditions of the teaching staff of government and private colleges.
- H<sub>02</sub>** Demographics such as designation, age, teaching experience and monthly income of teachers do not have any impact on job satisfaction with general working conditions.

**Research Methodology**

- a. Research Design:** To have a better understanding about the issue descriptive research design was used. To get the primary data well structured questionnaire was administrated.
- b. Sample Design:** 234 college teachers were selected by stratified purposive sampling technique. The samples consist of both government (110) and private (124) college teachers.
- c. Analysis:** The data collected was analyzed with the help of various statistical tools like Arithmetic mean, unpaired t-test and chi-square test.

**Analysis & Interpretations**

**Demographic profile of respondents**

**Table 1:** Demographic profile of respondents

Particulars	Frequency	Percent	Particulars	Frequency	Percent
<b>Designation of Respondents</b>			<b>Years of teaching experience</b>		
Professor	28	12	Below 3 years	73	31.20
Associate Professor	40	17.10	3-6 years	67	28.60
Assistant Professor	37	15.80	7-9 years	18	7.70
Lecturer	44	18.80	10 years and above	76	32.50
Tutor	85	36.30	Total	234	100
Total	234	100	<b>Monthly Income</b>		
<b>Age of teaching staff in year</b>			Below 10000	16	6.80
Below 30 years	103	44.00	10000 to 20000	40	17.10
30-39 years	64	27.40	20000 to 30000	24	10.30
40-49 years	54	23.10	More than 30000	154	65.80
50 years and above	13	5.60	Total	234	100
Total	234	100			

Descriptive statistics are illustrated in Table 1, which indicates demographic wise distribution of respondents. 36% respondents are tutors & majority of respondents (44%) belong to the age group below 30 years. Majority of respondents (32.50%) have 10 years or more than 10 years of teaching experience & 65.80% of respondents are having monthly income of more than Rs. 30000.

**Employees' satisfaction with general working conditions**

Respondents were asked to indicate their satisfaction as presented in following sections:-

**Overall job satisfaction of respondents with general working conditions**

Table 2 is representing the overall job satisfaction of respondents with general working Conditions. Majority of respondents (N=115, Percentage=49.15) indicated that were neither satisfied nor dissatisfied with general working conditions while 3.42% respondents (N=8) indicated that they were highly dissatisfied with general working conditions.

5.98% respondents (N=14) opined that they were dissatisfied with general working conditions, 40.60% respondents (N=95) were satisfied while rest of the 0.85% respondents (N=2) were highly satisfied with general working conditions. The mean score (26.58) projects that respondents were neither satisfied nor dissatisfied with general working conditions.

**Table 2:** Overall Job satisfaction of respondents with general working Conditions

Response	N	Percentage
Highly Dissatisfied	8	3.42
Dissatisfied	14	5.98
Neutral	115	49.15
Satisfied	95	40.60
Highly Satisfied	2	0.85
Total	234	100
Mean Score	26.58	
S.D.	4.67	
Level	Neutral	

**Job satisfaction of government college respondents with general working conditions**

Table 3 is representing the job satisfaction of government college respondents with general working conditions. Majority of respondents (N=55, Percentage=50) indicated that their job satisfaction level with general working conditions was neutral while 46.36% respondents (N=51) indicated that they were satisfied. 1.82% respondents (N=2) opined that they were dissatisfied, 1.82% respondents (N=2) were highly satisfied while no one respondent was highly dissatisfied with general working conditions. Government college respondents have shown satisfaction (Mean score = 27.93) with general working conditions.

**Table 3:** Job Satisfaction of Government College respondents with general working conditions

Response	N	Percentage
Highly Dissatisfied	0	0
Dissatisfied	2	1.82
Neutral	55	50
Satisfied	51	46.36
Highly Satisfied	2	1.82
Total	110	100
Mean Score	27.93	
S.D.	3.28	
Level	Satisfied	

**Job satisfaction of private college respondents with general working conditions**

Table 4 is representing the job satisfaction of private college respondents with general working Conditions. Majority of respondents (N=60, Percentage=48.39) indicated that their job satisfaction level with general working conditions was neutral while 35.48% respondents (N=44) indicated that they were satisfied, 9.68% respondents (N=12) opined that they were dissatisfied, 6.45% respondents (N=8) were highly dissatisfied while no one respondent was highly satisfied with general working conditions. According to the mean score (25.39) private college employees were neither satisfied nor dissatisfied with general working conditions.

**Table 4:** Job Satisfaction of Private College respondents with general working conditions

Response	N	Percentage
Highly Dissatisfied	8	6.45
Dissatisfied	12	9.68
Neutral	60	48.39
Satisfied	44	35.48
Highly Satisfied	0	0
Total	124	100
Mean Score	25.39	
S.D.	5.35	
Level	Neutral	

**Hypothesis Testing**

H<sub>01</sub> There is no significant difference in the level of job satisfaction with general working conditions of the teaching staff of government and private colleges.

Table 5 revealed that job satisfaction of government college respondents with general working conditions was better than private college respondents. Statistically t-value shows significant difference in the mean score of government & private college respondents, which indicates that job satisfaction level of government college respondents is significantly higher than the private college respondents.

**Table 5:** Difference in Job satisfaction of government & private college respondents with general working conditions

Government (N=110)		Private (N=124)		t-value	p-Value	Result
Mean	S.D.	Mean	S.D.			
27.93	3.284	25.39	5.354	4.308	.000	Significant

Level of Significance = 0.05

H<sub>02</sub> Demographics such as designation, age, teaching experience and monthly income of teachers do not have any impact on job satisfaction with general working conditions.

In table 6 the test results indicated that chi-square value is significant in most of the cases except teaching experience which projects that demographics such as designation, age, and monthly income of respondents have significant impact on job satisfaction. So it can be inferred that demographics such as designation, age, and monthly income of teachers have significance impact on job satisfaction.

**Table 6:** Demographics impact on job satisfaction with general working conditions

Demographic Factor		Job satisfaction Level		Total	Chi Square	
		Satisfied (Score>24)	Dissatisfied (Score≤ 24)		Calculated Value	Significance
Designation	Professor	27	1	28	14.65	.005
	Associate Professor	28	12	40		
	Assistant Professor	21	16	37		
	Lecturer	32	12	44		
	Tutor	67	18	85		
Age	Below 30 years	69	34	103	22.46	.000
	30-39 years	42	22	64		
	40-49 years	53	1	54		
	50 years and above	11	2	13		
Teaching Experience	Below 3 years	59	14	73	7.25	.064
	3-6 years	43	24	67		

	7-9 years	16	2	18		
	10 years and above	56	20	76		
Monthly Income	Below 10000	12	4	16	17.04	.000
	10000 to 20000	28	12	40		
	20000 to 30000	8	16	24		
	More than 30000	115	39	154		

Level of Significance = 0.05

## Conclusions

### From this research following conclusions are drawn

1. Results showed that the respondents were neither satisfied nor dissatisfied with general working conditions.
2. The result shows that government college respondents were satisfied with general working conditions. In other hand private college respondents were neither satisfied nor dissatisfied with general working conditions.
3. The study revealed that job satisfaction of government college respondents with general working conditions was better than private college respondents. Statistically t-value shows significant difference in the mean score of government & private college respondents, which indicates that job satisfaction level of government college respondents, is significantly higher than the private college respondents.
4. The test results indicated that chi-square value is significant in most of the cases except teaching experience which projects that demographics such as designation, age, and monthly income of respondents have significant impact on job satisfaction. So it can be inferred that demographics such as designation, age, and monthly income of teachers have significant impact on job satisfaction with general working condition.

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