

## Job Satisfaction in College Teachers: A Survey Based Study of Government Colleges of District Hyderabad, Sindh, Pakistan

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### Abstract

**Background and Objective:** The profession of teaching is one of most stressful profession all over the world. Current study was aimed to assess the job satisfaction of 150 randomly selected teachers from Government Colleges (Male and Female).

**Methodology:** The descriptive type of Research was adopted in the present study. Data was collected using questionnaires and direct interview. Questionnaires are circulated among the eight (8) four boys and four girls Government Colleges in Hyderabad. The sample size of the survey is 150. The study has taken a period of one year i.e., August 2014- August 2015. The questionnaire prepared on the basis of various factors which influence the satisfaction of the respondents.

**Results and Conclusion:** Teachers are not satisfied their job because of factor considered for promotion is fully dissatisfied of teachers and working place, training and outcomes of training only satisfied issue of teachers. On payment issues, teachers are very dissatisfied. Equity of justice maintained in promotion and pay from organization are serious issue. It usually interfere managerial decision making hamper the discipline and order. Based on the results it is recommended that some prevailing strategies be transformed and that it is essential to substitute certain old strategies in case of promotion, fairness of integrity sustained in promotion and pay fortitude system. Further studies should be needed on the factors identified through factor analysis.

**Keywords:** Job satisfaction; College; Teachers

### Introduction

The teaching is one of most respectable profession and plays a vital role in development of societies. The teachers help students to acquire knowledge, information for their development and to shoulder the responsibility of taking the nation towards development, therefore the teachers are considered as the pillars of the society [1]. A teacher needs security, recognition, new experience and independence. When these needs are not fulfilled the teachers become tense, dissatisfaction among staff is undesirable and dangerous in any profession. Job is not only a main source of income but also an important component of life [2]. The job takes away a large part of employee's day and also contributes to one's social standing. Because of central role of teachers in many people's life, the satisfaction of teachers with their job is an important component for overall wellbeing [3,4]. Job satisfaction and dissatisfaction are function of the perceived relationship between what one expects and obtains from one's job and how much importance or value one attributes to it." In this global world, job satisfaction has been an important issue. It is very crucial to the long-term growth of any educational system around the world. Job satisfaction in this context is the ability of the teaching job to meet teachers' needs and improve their teaching performance. Knowledge, skills and competencies occur when one feels satisfied in one's behavior. Therefore, satisfaction in

needed in the behavior of a college teacher if he/she has to perform productive activities in the college. Suki [5] examined on job satisfaction and organizational commitment: The effect of gender on employee perception of job satisfaction and organizational commitment. Study revealed that employee's gender has no significant effect on his/her perception of job satisfaction and men and women have the same level of organizational commitment. Kumar and Bhatia mentioned that the level of job satisfaction and attitude of the teachers towards teaching is least affected by the gender, the marital status, minimum qualification and income group of physical Education teachers to compare the job satisfaction among Physical Education teachers and their attitude towards teaching [6]. Zilli and Zahoor [7] conducted a study to find out the organizational commitment among male and female higher education teachers and to compare the organizational commitment among male and female higher education teachers. Result revealed that the females had significantly higher level of organization commitment. Mehta [8] investigated on job satisfaction among teachers to know whether the perception of job satisfaction among teachers was affected by the type of organization (private vs. Govt.) and the gender (male vs. female). Descriptive analysis was made to study the perception of job satisfaction of male vs. female and t-test was used. Result showed that there would be significant difference in the level of job satisfaction of Govt. and private school teachers. Nagar [9] undertook a study on "Organizational commitment and job satisfaction among teachers

during times of Burnout for developing and tests a model for Burnout and its effect on job satisfaction on organizational commitment" Research showed that in term of job satisfaction and organizational commitment the mean score for female teachers was higher than male teachers.

Job satisfaction has been considered as an important subject all over the world as it is necessary for the growth of educational system and development of society in all over the world. In this context, the satisfaction of job is related to meeting the needs and demands of teacher's in-order to motivate and improve their skills as well as performance. The satisfaction is very important in all aspects of any profession; the occurrence of skills, knowledge and competencies depends upon the satisfaction of behavior of individuals [10]. Therefore, the satisfaction of teachers of any college is needed in their behaviors so that they can perform their duties with commitment, dedication and hard work to provide latest knowledge and information to students for their development [11]. The current study was aimed to assess the job satisfaction of 150 randomly selected teachers from Government Colleges (male and female).

## Methodology

The descriptive type of Research was adopted in the present study. Data was collected using questionnaires and direct interview. Questionnaires are circulated among the eight (8) four boys and four girls Government Colleges in Hyderabad. The sample size of the survey is 150. The study has taken a period of one year i.e., August 2014-August 2015. The questionnaire prepared on the basis of various factors which influence the satisfaction of the respondents. Present study based on their long term of service as teachers at Government Colleges of Hyderabad Sindh, Pakistan in the categories of Lecturer, Assistant Professor, Associate Professor, Professor and Principal. The first part of questionnaire consisted of information regarding demographic background such as sex, age, level of education, designation, salary, marital status, length of service. The second part of the questionnaire was consisted of various statements to find out the level of job stress such as working conditions, respondents' facet specific job satisfaction, respondents' relations with co-workers, workload, opportunities of growth and promotion, job description, working environment, rewards and recognitions. The data was analyzed using SPSS: 16.

## Results and Discussion

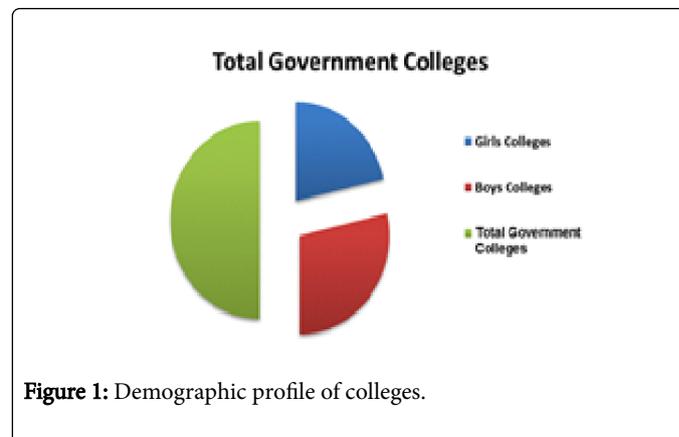
The number of teachers surveyed is 150. The questionnaire prepared on the basis of various factors which influence the satisfaction of the respondents. The response of Government college teachers has given in Tables 1-5 and Figures 1-6.

List of Government Colleges	
Girls colleges	9
Boys colleges	12
Total government colleges in Hyderabad	21

**Table 1:** Demographic profile of colleges.

Tables 1 and 2, and Figures 1 and 2 indicates the demographic profile of colleges and teachers, whereas Tables 3 and 4, and Figures 3 and 4 shows demographic profile of Government girls and boys

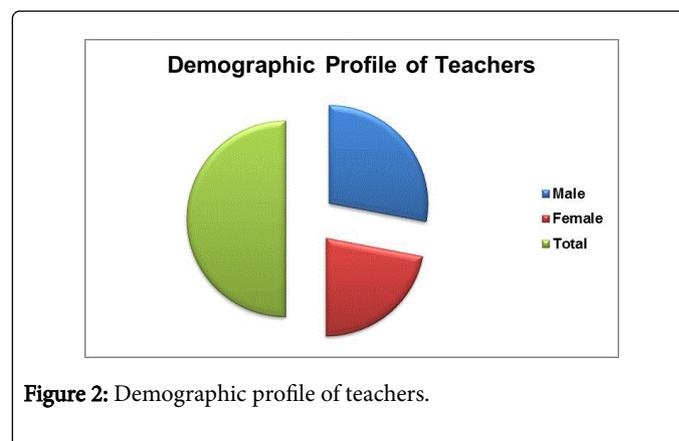
colleges with teaching faculty Table 4 and Figure 5 shows year of experience of respondents and Table 5 and Figure 6 shows Overall level of Teacher's Satisfaction



**Figure 1:** Demographic profile of colleges.

Gender	Respondents
Male	84
Female	66
Total	150

**Table 2:** Demographic profile of teachers.



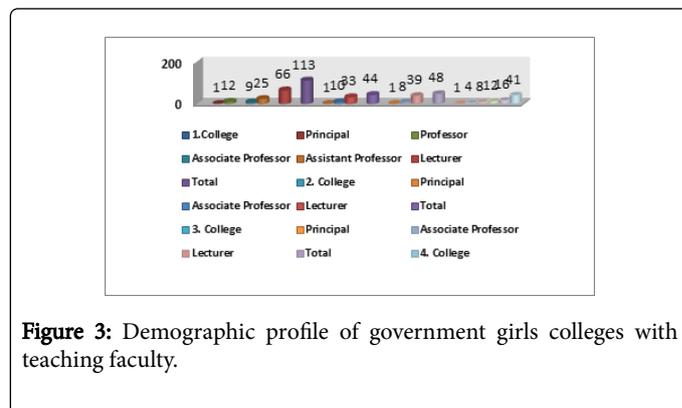
**Figure 2:** Demographic profile of teachers.

Government Girls College Hyderabad	
Principal	1
Professor	12
Associate Professor	9
Assistant Professor	25
Lecturer	66
Total	113
Government Girls College Qasimabad Hyderabad	
Principal	1
Associate Professor	10

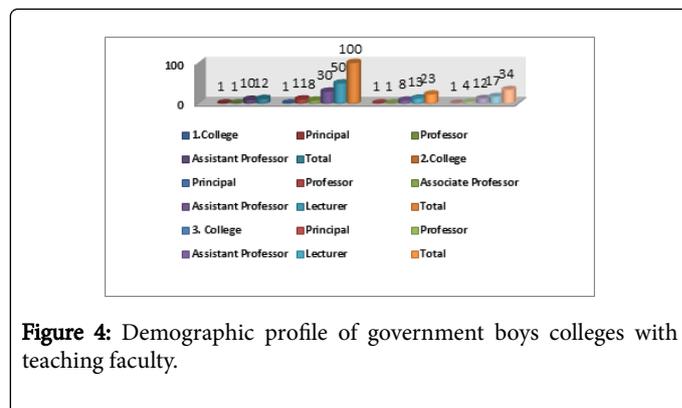
Lecturer	33
Total	44
<b>Government Girls Degree College Latifabad No.8 Hyderabad</b>	
Principal	1
Associate Professor	8
Lecturer	39
Total	48
<b>Government Dr. I.H Zubairi (H) Girls College, Hyderabad</b>	
Principal	1
Professor	4
Associate Professor	8
Assistant Professor	12
Lecturer	16
Total	41
<b>Government City College, Hyderabad (boys)</b>	
Principal	1
Professor	1
Assistant Professor	10
Total	12
<b>Government College Kali Mori, Hyderabad (Boys)</b>	
Principal	1
Professor	11
Associate Professor	8
Assistant Professor	30
Lecturer	50
Total	100
<b>Government Boys Degree College, Latifabad</b>	
Principal	1
Professor	1
Assistant Professor	8
Lecturer	13
Total	23
<b>Government Boys Degree College, Qasimabad, Hyderabad</b>	
Principal	1
Professor	4
Assistant Professor	12
Lecturer	17

Total	34
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**Table 3:** Demographic profile of Government Girls and Boys Colleges with teaching faculty.



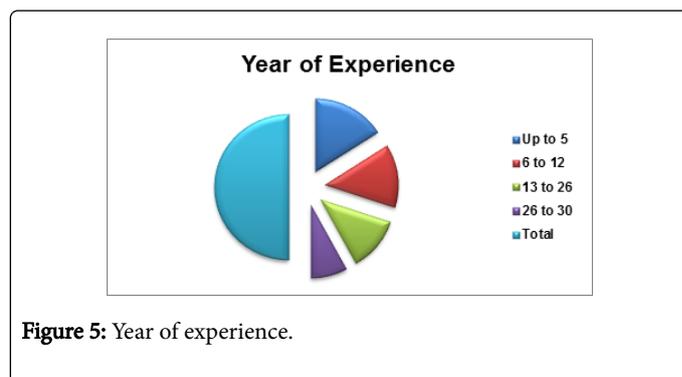
**Figure 3:** Demographic profile of government girls colleges with teaching faculty.



**Figure 4:** Demographic profile of government boys colleges with teaching faculty.

Year	Respondents
Up to 5	48
6 to 12	42
13 to 26	36
26 to 30	24
Total	150

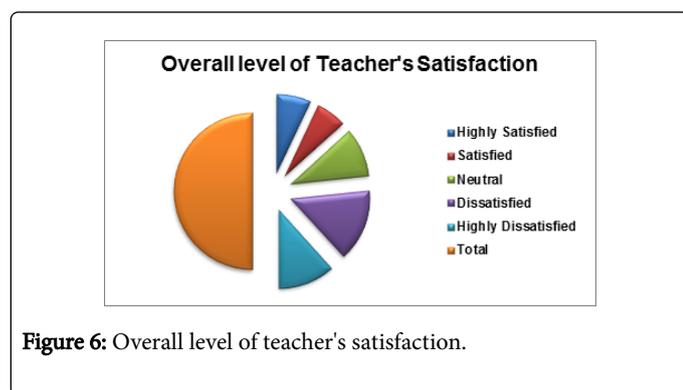
**Table 4:** Year of experience.



**Figure 5:** Year of experience.

Responses	No of Respondents	Mean ± SD
Highly Satisfied	21	2.1 ± 7.1
Satisfied	19	2.02 ± 0.5
Neutral	30	17.9 ± 1.3
Dissatisfied	45	4.33 ± 3.8
Highly Dissatisfied	35	3.4 ± 5.7
Total	150	5.95 ± 3.68

**Table 5:** Overall level of teacher's satisfaction.



**Figure 6:** Overall level of teacher's satisfaction.

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, behavior and class room activities, behavior and attitude of superiors, principal 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. There should be a better relationship with administrative authorities; they should be given sufficient freedom for decision making etc. for attaining higher satisfaction from all such aspects of their profession [12,13]. Similarly beneficial prospects (opportunity, team spirit, vacation and bonus) demonstrated more content of teacher's satisfaction. Those teachers who are satisfied with their jobs, takes interest to teach students with efficiently and effectively [14,15].

Chen [16] examined in study that Chinese middle school teachers are dissatisfied with job than younger and less-experienced teachers. In another study it was discussed the issues which influence the teachers' satisfaction and concentrated on workload and conditions of services such as salary as part of key element causing teachers' dissatisfaction. Chaturvedi et al. [17] investigated the role of certain demographic variables in determining stress-coping behavior of female teachers of various schools of Bhopal.

Our results show that 70% of the teachers working in the colleges of Hyderabad were not satisfied with their jobs (Tables 1-5 and Figures 1-6). Main factors of job dissatisfaction are facility organization and stumpy salary. Although designation and working environment contribute towards job satisfaction, the mean satisfaction scores are

still small. The results indicated that teachers especially lecturers were not satisfied with their job because of concern over salary package and no government accommodation for teachers and the salary is not enough to cover daily expenses including rent of houses and even they have no facility of transportation. This indicates that teacher respondents felt that their salaries cannot make it more at par with the present economic condition. Thus, salaries could make them more satisfied with their job.

Factor considered for promotion is fully dissatisfied of lecturers. On payment issues, teachers are very dissatisfied. Equity of justice maintained in promotion and pay from organization are serious issue. It usually interfere administrative decision making hamper the discipline and order.

Very few teachers expressed that they were satisfied from job and no stress at all. Principals from girls colleges were not satisfied from their female teachers according to the principal that teachers are not sincere with their jobs and they do not respect seniors and juniors jealousy and disrespect is the common factors. The female teachers usually have their personal life issue which affect their performance and that's why there is job stress among teachers. Teachers' job satisfaction is one of the important factors in terms of which the effectiveness of an institution is evaluated; 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, behavior and attitude of superiors, subordinates, principal 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. There should be a better relationship with administrative authorities; they should be given sufficient freedom for decision making etc. for attaining higher satisfaction from all such aspects of their profession.

## Conclusion

Most of the teachers in all ranks and with different qualifications were not satisfied with their job due to lack of appropriate facility organization and stumpy incomes. Based on the results it is recommended that some prevailing strategies be transformed and that it is essential to substitute certain old strategies in case of promotion, fairness of integrity sustained in promotion and pay fortitude system. Further studies should be needed on the factors identified through factor analysis.

## Recommendation

Job satisfaction is a very vital concern in every field, so enormous area can be studied for such type of research. Also find the job satisfaction among female and male teachers can generate more responsiveness about the job satisfaction. Research on job satisfaction can be completed not only taking data from the school teachers but also taking information from college teachers, university teachers as well as from the employees of other sectors/ departments (such as private or government).

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