

# Job Satisfaction: A Critical Study of the Guest faculties working in government colleges and university -A case study of Jabalpur district

Dr. Gyanandre Tripathi<sup>1</sup>, Anjana Rai<sup>2</sup>

<sup>1</sup>Associate Professor, GS Collage of commerce and economics, Jabalpur (M.P.)

<sup>2</sup>Research Scholar, UIM (RDVV), Jabalpur(M.P.)

## Abstract

This paper examines the job satisfaction of employees who work as guest faculty in a higher education institution. The function of guest faculty is critical at these government schools and universities. Job happiness is a multidimensional approach since a variety of factors contribute to the job satisfaction of employees in these institutions. According to the findings of the survey, Guest Faculties feel extremely uncomfortable about their jobs because they are just temporary. Considering the importance of 'Guest Faculty' in educational institutions, their pay rate is inadequate. They also confront obstacles such as a lack of job advancement chances and no other advantages outside wages. The researcher also suggested that, the pay scale of Guest faculties should also be reviewed for proper compensation.

**Key Words:** - Job Satisfaction, Higher Education, Guest Faculty.

## 1. Introduction

Job satisfaction relates to the amount to which a person is happy in their organization and how comfortable they are with their tasks, duties, responsibilities, work environment, and working conditions. Job Satisfaction is a multidimensional approach since a number of factors contribute to employee job satisfaction. Job satisfaction is a key factor that determines employee performance in every firm. It means that if guest instructors are not satisfied, the quality of education supplied by them may decrease, as they play a critical role in providing excellent knowledge to pupils. Guest teachers face a variety of challenges in today's environment because they are only with the business for a limited time. Some of the factors which influence the job satisfaction of the employees working in any organization are as follows:-

- Job Security
- Working condition
- Salary
- Career growth
- Duties and responsibilities
- Work Load
- Recognition

In current condition, teachers are the very important part of any educational institution to transfer knowledge to students, which is mostly taken care by Guest faculties.

## **Literature Review:-**

Laxman (2017) said that temporary teacher suffers from high stress. They have lack of satisfaction as compare to permanent faculty in the educational institution. Madasamy (2015) said that female faculty is more satisfied as compare to male faculty. He also found that the common factor which affects both male and female faculty is higher salary which immensely satisfied them working in the organization. Mal (2020) said that female guest faculty is more satisfied in terms of salary as compare to male faculty but in terms of work load male faculty is more satisfied as compare to female guest faculty. Chithradevi (2020) said that guest faculties are not paid according to the UGC norms; the salary structure is very poor. There are many faculties who have exceeded the age of 40. At this stage of life it very difficult to go for higher study or to switch the profession. That's why faculties are not satisfied due to low salary package and job insecurity. Imam (2018) said that female faculties in Government University are more satisfied as compare to male faculties. With respect to salary both male and female faculties are equally satisfied. She studied only four factors i.e. salary, Job security, relationship with their colleague and relationship with their immediate boss which influence the job satisfaction. She also said Job satisfaction is the feeling of happiness which comes while performing the job in the organization.

## **Research Methodology:-**

Data collection method and the analysis of data are two important part of any research. Data collection can be done by primary as well as secondary method. The main difference between primary and secondary data collection method is that primary data is directly collected from the field on the other hand secondary data is already used data. There are various sources of secondary data like journal, news paper, census, magazines, shodh ganga internal documents, government reports etc. Basically it saves time, effort and is economical as compare to primary data but primary data is more accurate and reliable as compare to secondary data. Hence researcher used primary data collection method for this paper.

## **Research Objectives:-**

- To study the Job satisfaction of the 'Guest Faculty' working in government colleges and university
- To study the impact of Job satisfaction on the performance of 'Guest Faculty'.
- To study the relationship between Job satisfaction & performance of 'Guest Faculty'.
- To make the appropriate suggestion to improve Job satisfaction of the 'Guest Faculty' working in government colleges and university.

## **Sample Design:-**

The way samples are drawn from the population is the sample design. It is also very important part of any research. Probability sampling technique and the Non probability sampling technique are two types of sampling techniques. In this research researcher has used both. Basically selection of college is based on random sampling (Probability sampling technique) method and convenient sampling (Non probability sampling technique t) in the sense that the questionnaires distributed to those candidates only who are interested to fill it.

## **Nature of the Population:-**

The ‘Guest Faculty’ who are working in the government colleges and university in the Jabalpur are the population for this study hence population of the study is finite.

## **Sample Size:-**

Fifty guest faculties (from government collages and RDVV University) were selected as sample and their responses. In Jabalpur there are 13 Government collages and one Government University.

## **Sample Area:-**

The area selected for this study is Jabalpur city.

## **Data Collection:-**

In this paper researcher used primary data collection method. For this researcher have distributed 50 questionnaires to ‘Guest Faculties’ who are working in government colleges and university. In the questionnaire method the researcher has used the self-structured questionnaire having the following content.

- Close ended
- Multiple choices
- Scaled

## **Data Analysis:-**

Analysis on Basis the Of Responses

Table-1

<b>Question 1:</b>					
<b>Please rate your level of satisfaction with the work environment at your college/university?</b>					
<b>Responses</b>	<b>Very Satisfied</b>	<b>Satisfied</b>	<b>Neutral</b>	<b>Dissatisfied</b>	<b>Very Dissatisfied</b>
	14	19	12	5	0
<b>Question 2:</b>					
<b>How satisfied are you with your assigned working hours?</b>					
<b>Responses</b>	<b>Very Satisfied</b>	<b>Satisfied</b>	<b>Neutral</b>	<b>Dissatisfied</b>	<b>Very Dissatisfied</b>
	12	30	3	5	0

Fig-1

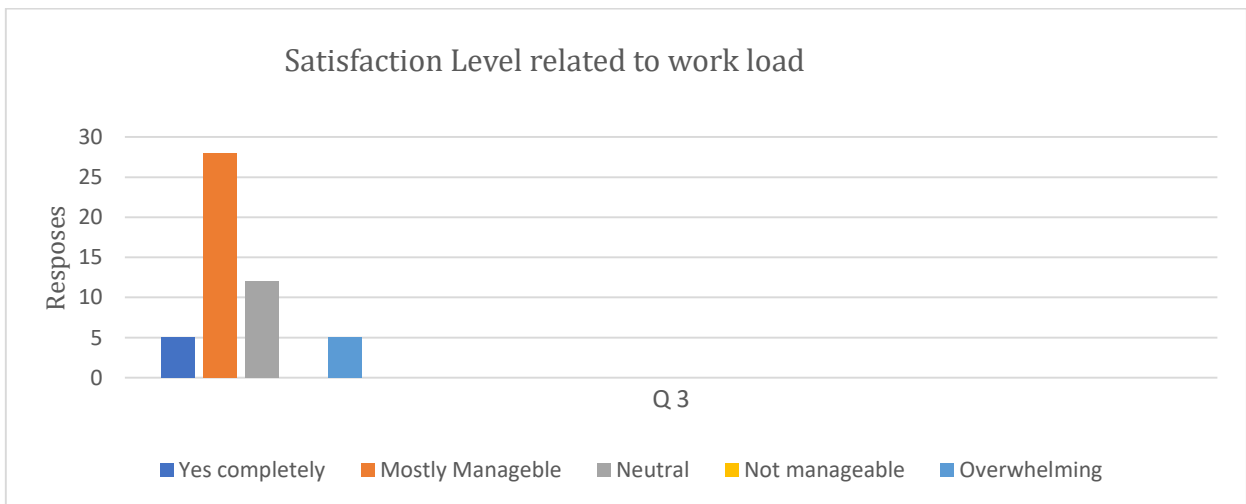


**Interpretation:** The above statistics shows that 28% of guest faculties are very satisfied, 38% are satisfied, 24% are neutral, 10% are dissatisfied and none of the guest faculties are very dissatisfied with the work environment of the colleges/university. Similarly, 24% of guest faculties are very satisfied, 60% are satisfied, 6% are neutral, 10% are dissatisfied and none of the guest faculties are very dissatisfied with their assigned working hours.

**Table-2**

<b>Questions 3 :To what extent do you feel your work load is manageable?</b>					
<b>Responses</b>	<b>Yes, completely</b>	<b>Mostly manageable</b>	<b>Neutral</b>	<b>Not manageable</b>	<b>Overwhelming</b>
	5	28	12	0	5

**Fig-2**

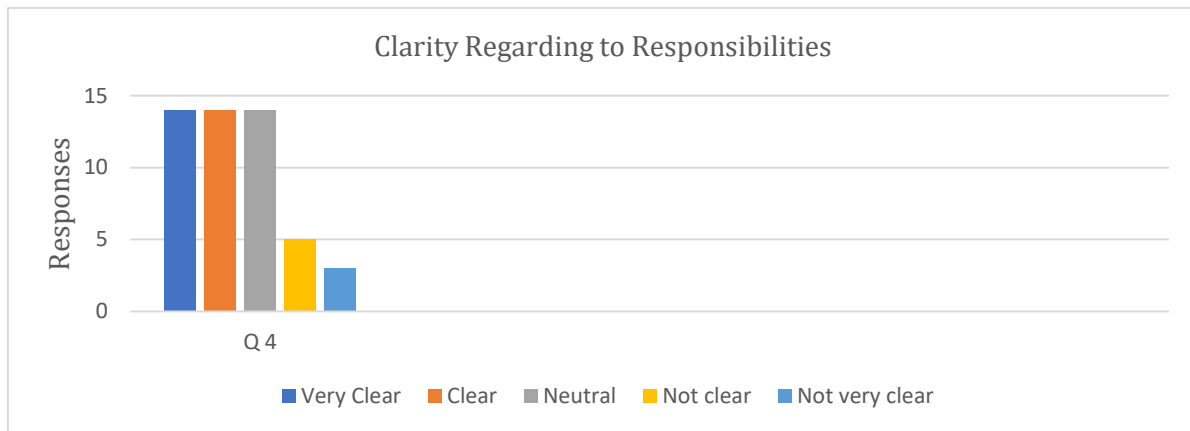


**Interpretation :** The above statistics shows that 10% of guest faculties feel that their work load is completely manageable, 56% feel manageable, 24% are neutral, 10% faculties feel work load is overwhelming.

**Table-3**

<b>Questions 4 Please rate your clarity regarding your responsibilities as a guest faculty?</b>					
<b>Responses</b>	<b>Very clear</b>	<b>Clear</b>	<b>Neutral</b>	<b>Not clear</b>	<b>Not very clear</b>
	14	14	14	5	3

Fig-3

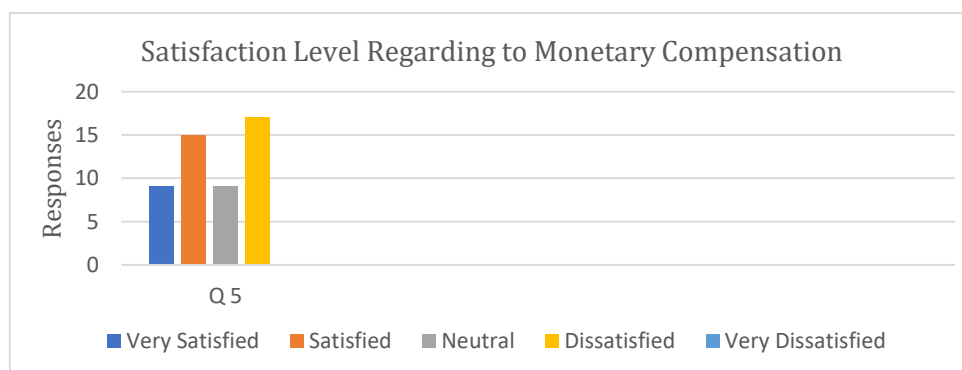


**Interpretation:** The above statistics shows that 28% of guest faculties are very clear, 28% are clear, 28% are neutral, 10% are not clear and 6% are not very clear regarding their responsibilities as a guest faculty.

Table-4

Questions 5: how do you rate your satisfaction level regarding to your monetary compensation?					
Responses	Very Satisfied	Satisfied	Neutral	Dissatisfied	Very Dissatisfied
	9	15	9	17	0

Fig-4

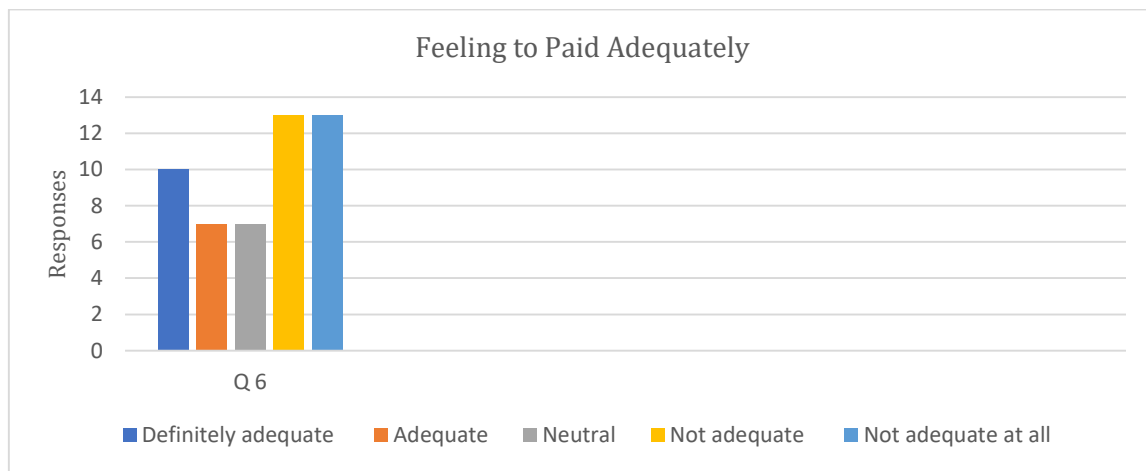


**Interpretation:** The above statistics shows that 18% of guest faculties are very satisfied, 30% are satisfied, 18% are neutral, 34% are dissatisfied and none of the guest faculties are very dissatisfied with the monetary compensation they get.

Table-5

<b>Questions 6 Do you for the amount of work you do ?</b>					
<b>Responses</b>	<b>Definitely adequate</b>	<b>Adequate</b>	<b>Neutral</b>	<b>Not adequate</b>	<b>Not adequate at all</b>
	10	7	7	13	13

Fig-5

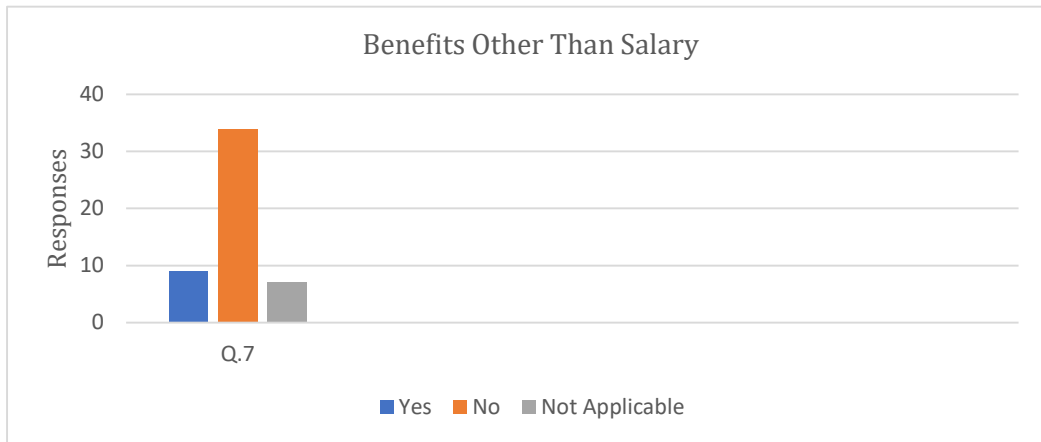


**Interpretation:** The above statistics shows that 20% of guest faculties feel that they are paid adequately, 14% feel adequately, 14% are neutral, 26% feel not adequately and 26% feel not paid adequately at all for the amount of work they do.

Table-6

<b>Question 7 : Besides your salary do you get any other benefits?</b>			
<b>Responses</b>	<b>Yes</b>	<b>No</b>	<b>Not applicable</b>
	9	34	7

Fig-6

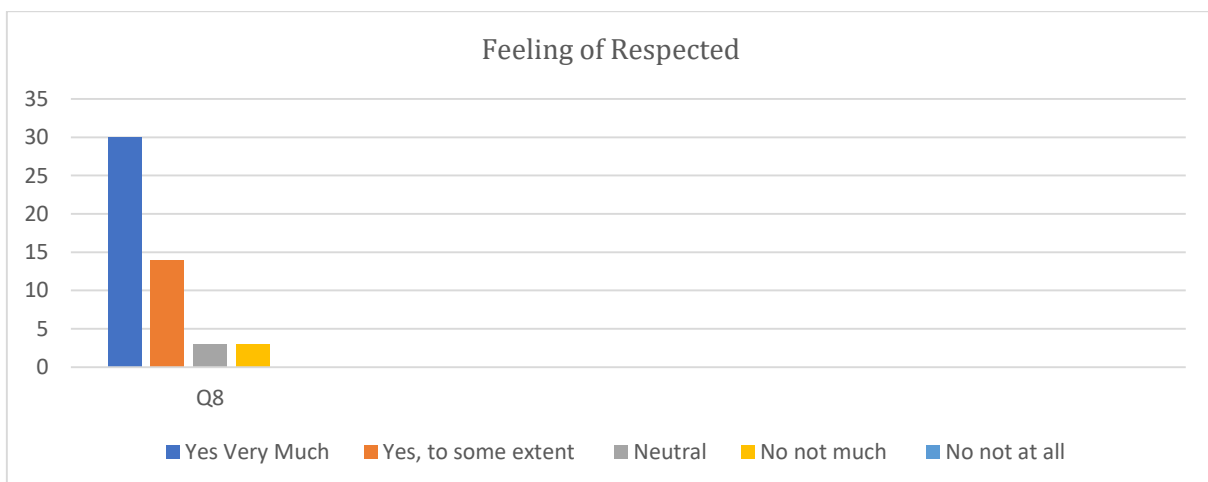


**Interpretation:** The above statistics shows that 18% of guest faculties said that they get other benefits apart from their salary, 68% said that they do not get other benefits apart from their salary and 14% said it is not applicable.

Table-7

Questions 8: Do you feel respected and valued by students?					
Responses	Yes, very much	Yes, to some extent	Neutral	No not much	No not at all
	30	14	3	3	0

Fig-7

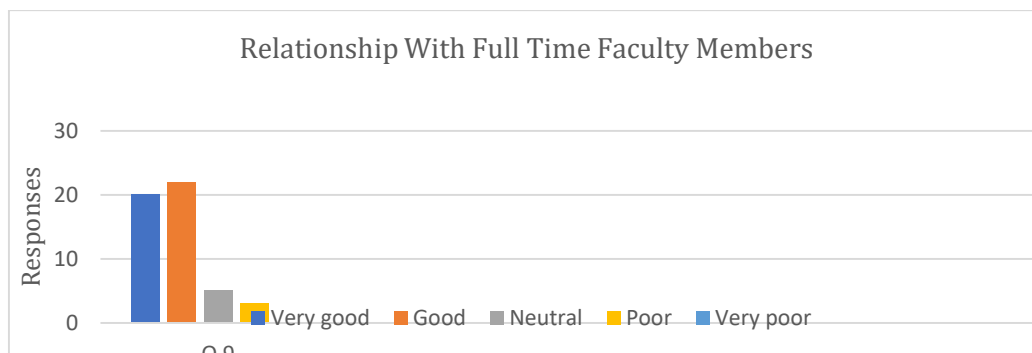


**Interpretation:** The above statistics shows that 60% of guest faculties said that they feel very respected and valued, 28% feel into some extent, 6% are neutral, 6% feel not much respected and none of them feel that they are not respected and valued by the students

Table-8

Questions 9 : How would you rate your relationship with full time faculty members?					
Responses	Very good	Good	Neutral	Poor	Very poor
	20	22	5	3	0

Fig-8

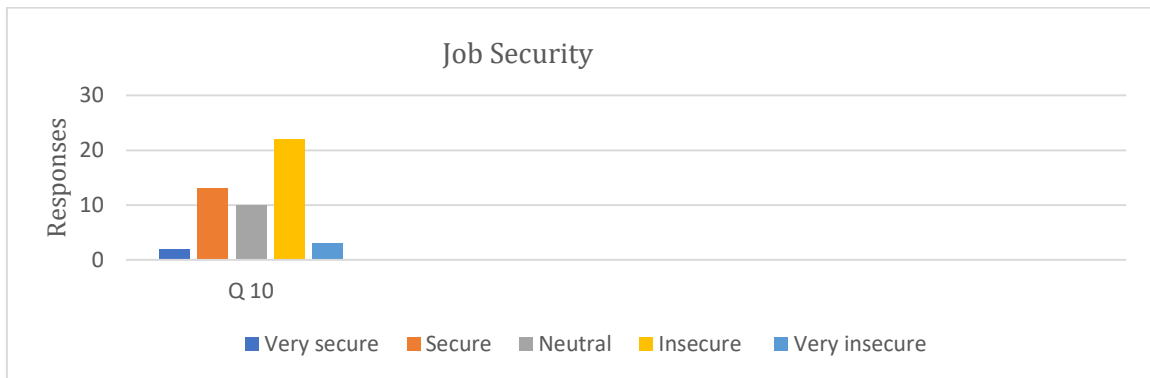


**Interpretation** The above statistics shows that 40% of guest faculties have very good, 44% have good, 10% neutral, 6% have poor and none of the guest faculties have very poor relationship with their full-time faculty.

Table-9

Questions 10 how secure do you feel as a guest faculty member in your university/college?					
Responses	Very secure	Secure	Neutral	Insecure	Very insecure
	2	13	10	22	3

Fig-9

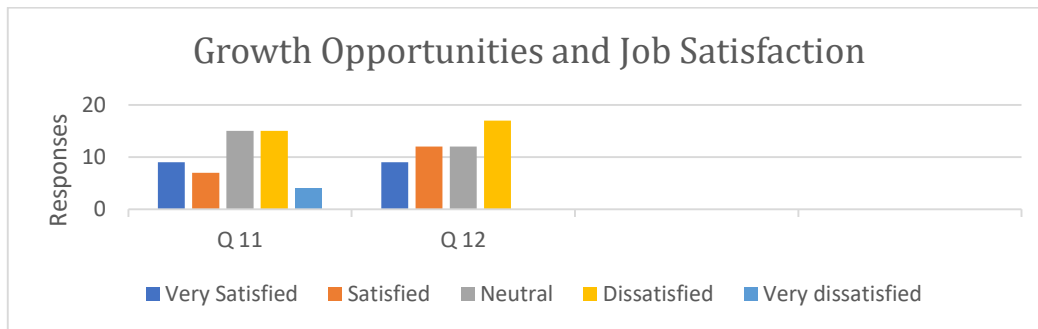


**Interpretation:** The above statistics shows that 4% of guest faculties feel very secure, 26% feel secure, 10% neutral, 44% feel insecure and 6% feel very insecure with respect to their job.

Table-10

<b>Questions 11: How do you rate your satisfaction level regarding to the professional growth opportunities?</b>					
<b>Responses</b>	<b>Very Satisfied</b>	<b>Satisfied</b>	<b>Neutral</b>	<b>Dissatisfied</b>	<b>Very dissatisfied</b>
	9	7	15	15	4
<b>Questions 12 how much are you satisfied with your job as a guest faculty?</b>					
<b>Responses</b>	<b>Very Satisfied</b>	<b>Satisfied</b>	<b>Neutral</b>	<b>Dissatisfied</b>	<b>Very dissatisfied</b>
	9	12	12	17	0

Fig-10



**Interpretation :** The above statistics shows that 18% of guest faculties are very satisfied, 14% are satisfied, 30% are neutral, 30% are dissatisfied and 8% guest faculties are very dissatisfied regarding to their professional growth opportunities. Likewise 18% of guest faculties are very satisfied, 24% are satisfied, 24% are neutral, 34% are dissatisfied and none of the guest faculties’ guest faculties are very dissatisfied with their job as a guest faculty.

**Conclusion-** The study of Job Satisfaction of guest faculties working in colleges and university shows that there are various factors which are influencing the job satisfaction. Researcher found that most of the Guest Faculty is satisfied with the work environment and they are able to manage their work. They also feel respected from their student and are having nice tuning with the full time faculty members too, although most of the Guest Faculty feel highly insecure related to their job as their job is temporary in nature. Considering crucial role of ‘Guest Faculty’ in education institutions, their pay scale is not adequate. They also face challenges like lack of career growth opportunities and do not have any other benefits than salary.

**Recommendation:** Institution should improve job stability with help of longer contracts and should give guest faculty fair chance in case of permanent vacancy. Furthermore guest faculty should be provided with opportunities for professional development such as training, seminars etc. Pay scale of Guest faculties should also be reviewed for proper compensation.

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