

Level of Job Satisfaction of Home Science Teachers

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1. Introduction

A teacher affects the eternity, he can never tell where his influence stops. Teaching is the service which is vital to any nation. The social well being and future progress of any country depends to a large extent upon the type of education given to its citizens. In the world based on science and technology, it is the education which determines the level of prosperity, welfare and security of the people.

In modern times, great advances have been made in the field of education. The race for progress has already affected home life and there is a danger that the old values which sustained domestic obligations may not survive, if the art of home making is left to itself. Home Science as it stands today has come up as an educational discipline about 50 years ago, mainly due to the social needs.

Today, home science is not limited to training good households, or ideal mothers only, it is more to train youngster for improved quality of life in terms of enabling them for rational decision making, solving problems and thinking creatively. Home Science, today, aims at furthering conditions in the community, nation and the world at large which will be favourable for promoting better quality of life. To achieve above mentioned aim teachers especially the home science teachers are required to put their maximum efforts which, in turn will be possible if they are provided with healthy working environment.

An average working person spends nearly half of his/her wakeful hours engaged in his/her profession to satisfy his/her needs. These needs can be social, economic or emotional. Job satisfaction which is often defined as the result of various attitudes, a person holds towards his/her job and towards life in general, is a delicate psychological phenomenon.

Job satisfaction has been viewed differently by different persons. According to Herzberg (1957), job satisfaction and dissatisfaction are conceptually different phenomena and are influenced by different work environment. The set of factors which causes satisfaction are designed as motivators of satisfaction and are related to the job content.

Job satisfaction basically being an individual matter affects the functioning of an organization as a whole. Morse (1953), said that an organization can be evaluated in terms of human satisfaction. Ample research evidence is available which indicates that if a worker is satisfied with his/her job, he/she is likely to perform high on the job. Job satisfaction is perhaps necessary if not sufficient condition for the continued high productivity of work in his/her respective field. According to Smith (1973), productivity is not a matter of making employees work longer or harder, we must improve working conditions and take out boredom from the routine jobs.

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Uptill now, most of the studies in the area of job satisfaction have been conducted on the industrial workers. A number of studies have also been conducted to determine the job satisfaction among the extension functionaries. However, not much evidence is available regarding the job satisfaction of teachers.

Since a satisfied and motivated teacher is certainly an asset to an educational institution, it was considered relevant to study the needs and feelings of teachers in relation to their job environment which would help in interpreting and solving a number of problems related to their conditions of work and modes of individual and social adjustment. Thus, the preset study entitled was undertaken with the specific objective to determine the level of job satisfaction of Home Science teachers.

2. Methodology

The study was undertaken in Punjab Agricultural University, Ludhiana. All the teachers of home Science faculty of Panjub Agricultural University working at Home Science College, Ludhiana, Home Science college at Kaoni and Home Science staff of Krishi Vigyan Kendras with minimum of one year of experience was included in the study sample. The study variables were chosen on the basis of review of relevant literature and research studies in the area of job satisfaction. These included, (a) job satisfaction (the main dependent variable), (b) job attraction and (c) life satisfaction (the other correlated variables).

Different scales were used from the existing scale treasures and these included job satisfaction scale of Wanous and Lawler (1972), job attraction scale (Sandhu, 1976) and life satisfaction scale (Evans and Bartolome, 1970). These scale were, however, modified according to the study requirements. The research instrument so developed was pre-tested on a sample of teachers of Home Science college of G.B. Pant University of Agriculture and Technology, Pant Nagar. The reliability of the constructed and modified scales were worked out by using "split half" (odd-even) method. The validity carried out by the square root of its reliability. The analysis of data was done with the mean score, standard deviation, cumulative frequency, cube root method and analysis of variance.

3. Result and Discussion

3.1. Level of Job Satisfaction, Job Attraction and Life Satisfaction Among Different Categories (Ranks)

Table 1 encloses data with respect to job satisfaction, job attraction and life satisfaction as reported by the three categories of home science teachers viz. Professor, Associate Professor and Assistant Professors. Majority of the professors indicated high level of job satisfaction as compared to associate professors and assistant professors who reported medium level of job satisfaction. Job satisfaction was reported high by all the categories of respondents. It could be inferred as working in a reputed institute with prestigious designation, good amount of salary always satisfied the psychological need of being as upper case. However, life satisfaction was also reported as medium by majority of the respondents. Reason could be said that various factors other than job also influences life in general.

Table 2 also shoes the F-value (4.45) significant at 1 per cent level of significant indicating a variation in the level of job satisfaction among different categories. Though, the reason could be that as

designation goes higher, satisfaction level also increase. Because social, psychological, educational needs are fulfilled to an extent with higher designation.

Table 1 Level of Job Satisfaction, Job Attraction and Life Satisfaction Among Different Categories (Ranks) of the Respondent

Level	Categories			Percentage
	Professor (%)	Associate Professor (%)	Assistant Professor (%)	
Job satisfaction				
Low	–	11.11	26.66	17.50
Medium	52.94	83.33	51.11	58.75
High	47.05	5.55	22.22	23.75
Job attraction				
Low	23.52	27.78	20.00	22.50
Medium	35.29	27.78	33.33	32.50
High	41.18	44.44	46.66	45.00
Life satisfaction				
Low	5.88	22.22	17.78	16.25
Medium	23.52	55.55	57.78	50.00
High	70.59	22.22	24.44	33.75

Table-2 : Mean Scores, Standard Deviation and F-ratio of Job Satisfaction of Respondents Among Different Categories (Rank)

Category	Mean Score	Standard Deviation	F-value
Professor	3.93	0.32955	4.45*
Associate Professor	3.53	0.26665	
Assistant Professor	3.08	0.21340	

* Significant at 0.01 percent level

F-ratio indicates variation of job satisfaction scores among different categories

3.2. Level of Job Satisfaction, Job Attraction and Life Satisfaction According to Nature of Work

Data enclosed in Table 3 shows the difference in the level of job satisfaction, job attraction and life satisfaction of the respondents shouldering teaching/research/extension as their major job responsibility.

Majority of the respondents engaged in research, teaching and extension expressed medium level of job satisfaction (75.00%, 56.60% and 53.33%) respectively. However, among the extension workers 33.33 per cent reported high level of job satisfaction.

The data recorded in Table 4 shows the calculated F-value (0.11) which was found to be non-significant indicating that there was no difference in the level of job satisfaction of the respondents engaged in teaching, research and extension.

Majority of the respondents from the three areas viz., research, teaching and extension expressed high job attraction (66.67%, 41.50% and 40.00%) respectively, followed by medium and low level of job attraction. The findings further reveal that 41.66 per cent of the respondents from research, 53.84 percent from teaching and 20.00 per cent from extension side reported high level of life satisfaction.

Though, it could be inferred that nature of work does not make significant difference in level of job satisfaction. An enthusiastic individual always complete the assigned task on time. Maximum number of respondents from research expressed high attraction towards job with inference that they want to be innovative for the upliftment of society. Moreover, medium level of life satisfaction shows that various other factors are also responsible to affect the life.

Table 3 Level of Job Satisfaction, Job Attraction and Life Satisfaction of the Respondents According to Nature of Work

Level	Categories			Percentage
	Professor (%)	Associate Professor (%)	Assistant Professor (%)	
Job satisfaction				
Low	20.75	8.33	13.33	17.50
Medium	56.60	75.00	53.33	58.75
High	22.64	16.66	33.33	23.75
Job attraction				
Low	24.52	16.66	20.00	22.50
Medium	33.97	16.66	40.00	32.50
High	41.50	66.67	40.00	45.00
Life satisfaction				
Low	18.87	16.67	6.66	16.25
Medium	45.28	41.66	73.33	50.00
High	35.84	41.66	20.00	33.75

Table 4 Mean Scores, Standard Deviation and F-ratio of Job Satisfaction of Respondents According to Nature of Work

Category	Mean Score	Standard Deviation	F-value
Teaching	3.53	1.4009	0.11 ^{NS}
Research	3.47	0.62202	
Extension	3.53	1.360202	

NS = Non-significant

4. Conclusion

The study was undertaken to measure the level of job satisfaction of home science teachers working in PAU, Ludhiana. However, on the basis of findings of the study, majority of the respondents expressed medium level of job satisfaction and life satisfaction, whereas, job attraction was reported to be high. Reason could be inferred here that other factors also influence the level of satisfaction towards job as well as in life. Because of working in a reputed institute perhaps lead high attraction towards job. Though a significant difference was found in the level of job satisfaction among professors, associate professors and assistant professors.

5. References

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