

## A SCALE TO MEASURE JOB SATISFACTION OF COLLEGE TEACHERS

Maninder Kaur

### Abstract

*Since 1990s there has been a large scale proliferation of self financed private colleges and institutions of higher education, in India. To study job satisfaction among teachers working in such institutions, a 26-item, easy to administer job satisfaction scale has been developed for teachers working in education colleges. The Reliability of the scale with Coefficient of stability (test-retest method) and internal consistency (through Cronbach Alpha) methods was found to be 0.93 and 0.80 respectively. No statistically significant difference in the mean job satisfaction score of the two groups was found ( $t=1.29$ ,  $p>0.05$ ). However, the NET qualified teachers were more variable ( $SD= 14.98$ ) than their not qualified counterparts on the measures of job satisfaction.*

**Key words:** Job satisfaction, Self-financed colleges.

Usually, Job satisfaction is conceptualized as the degree to which individuals feel positively or negatively about their jobs. It attempts to find out how people relate to their jobs, i.e., nature of work, pay, incentives, promotion, opportunities, working hours, interpersonal relationships, and physical facilities etc. are some of the variables that underlie job satisfaction. Locke (1976) defined job satisfaction as a pleasurable and positive emotional state which results from the appraisal of one's job or job experience as achieving, or facilitating the achievement of one's job values. Job satisfaction depends on the perceived relationship between one's expectations and their fulfillment from one's job. In India, given liberalization from early 1990's there has been a rapid growth of universities and colleges providing general, technical and professional education of all kinds. As against 573 universities including 111 private universities in 2011-12, there were 753 universities including 235 private universities on 31.03.2016. During this period, the number of affiliated colleges both government and private grew from 35,539 to 41,435. A number of regulatory bodies have been setup to monitor norms and standards of institutes for higher education. Profit motive, recovery of capital costs and survival are some of motives of

managements to violate norms and standards with impunity. Quality decline, declining enrollment, unemployability of half-baked graduates coupled with a pathetic teachers are forcing many institutions to close shops. Qualified teachers, the backbone of any institution are at the mercy of managements. Underpaid and overworked, they have no redressal mechanism and remedial measure for their grievances. This justifies the need to develop a scale to measure job satisfaction among college teachers especially those working in self-financed institutions.

**Construction of the Scale:** The job satisfaction scale was constructed as follows:-

a) **Item pool:** Some of the job satisfaction scales developed in India e.g. Kumar and Mutha (1976), Dixit (1993), Singh and Sharma (1999), Mudgil, Muhar & Bhatia (2012) were reviewed. An initial item pool of 38 statements was prepared.

Likert's method of scale construction was used. Each statement was to be responded by picking up one of the alternatives on a 5 point continuum strongly agree, agree, uncertain, disagree and strongly disagree which had been assigned scores of 5, 4, 3, 2 and 1 respectively.

Research Scholar, Punjabi University, Patiala.

Statements numbered 5, 10, 16, 18, 24, 28, 35 and 36 were scored in reverse order, that is, 1 for strongly agree, 2 for agree and so on.

**b) Administration of the item pool:** The item pool of 38 statements was administered to a random sample of 31 teachers working in three self-financed private education colleges, namely Rayat College of Education, Railmajra (Distt. SBS Nagar), B.K.M. College of Education, Balachaur (Distt. SBS Nagar), Shivalik Hills College of Education, Nangal Patti (Distt. Ropar). The first two were affiliated with Panjab University,

Chandigarh and the third one with Punjabi University, Patiala.

**c) Item Analysis:** The scores of 31 respondents on each of the 38 items were correlated with their total scores on the scale. Items having item-total score correlation less than 0.25 were dropped and the final scale consisted of 26 items.

**d) Reliability of the scale:** Coefficient of stability (test-retest method) and internal consistency (through Cronbach Alpha) reliabilities were established on a sample of 32 respondent-lecturers (**Table 1**).

**Table 1:** Reliability of the Job Satisfaction Scale

Reliability	Method	N	Correlation Coefficient
Coefficient of Stability	Test-retest (Interval:2 weeks)	32	0.93
Internal Consistency	Cronbach Alpha (on Retest scores)	32	0.80

**e) Administration of the Scale:** The scale was administered to a sample of 64 teachers working in 9 self-financed private colleges of education. These colleges were affiliated with Panjab, Punjabi, Guru Nanak Dev, and Rayat-Bahra Universities in Punjab. Thirty four of the teachers had qualified the National Eligibility Test (NET) for lectureship in Education and the remaining 30 were without NET qualification.

The mean and standard deviation of the scores of 64 respondents on the scale, and also for the NET qualified and not qualified respondents are reported in **Table 2**.

**Table 2.** Mean and Standard Deviation of the scores

Samplpe	N	M	SD
NET qualified Teachers	34	85.35	14.98
NET not qualified Teachers	30	89.27	8.82
Total	64	87.19	12.63

No statistically significant difference in the mean job satisfaction score of the two groups was found ( $t=1.29$ ,  $p>0.05$ ). However, the NET qualified teachers were more variable ( $SD=14.98$ ) than their not qualified counterparts on the measures of job satisfaction.

### References

- Kumar, P. & Mutha, D.N. (1976). *Teachers Job Satisfaction Questionnaire and manual*. Agra: National psychological corporation.
- Locke, E. A. (1976). The nature and causes of job satisfaction. *Handbook of industrial and organizational psychology*.
- Mudgil, Y., Mubar, I.S, & Bhatia, P. (2012). *Teachers job satisfaction scale and manual*. Agra: National psychological corporation.
- Oppenheim, A. N. (1992). *Questionnaire design, interview and attitude measurement* (new edition). London: Continuum.