



A STUDY ON JOB SATISFACTION AMONG ACADEMISTIANS OF HIGHER EDUCATION INSTITUTION

Debasish Kanungo, Research Scholar, Department of MBA, CV Raman Global University.

Dr.Sanjita Lenka, Associate Professor, HOD Department of MBA, CV Raman Global
University

Kalpna Sahu, Research Scholar, Department of MBA, CV Raman Global University.

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Abstract

Job Satisfaction is the feeling of fulfillment and enjoyment of the individual regarding the job. The academicians require providing an effective working environment, and high team management to enhance their productivity. In this paper, the importance of satisfaction and the factors responsible for enhancing job satisfaction have been discussed. Moreover, this study has been made with the help of primary quantitative data collection methods and analyzed with the help of SPSS. The statistical analysis of the study has included like descriptive statistics, regression, and correlation tests for proving the hypotheses. Moreover, reliability of the data has also been measured with the analysis of Cronbach's Alpha, which has been proven to be helpful.

Keyword: Job satisfaction, higher education institution, team management, workplace flexibility.

INTRODUCTION

Job satisfaction (JS) is a positive as well as a pleasant emotional state that results from own experience or an appreciation of a person. Moreover, various factors influence the job satisfaction of a person including opportunities for promotion, an effective work environment, and good relationships with staff. In this research paper, different factors of job satisfaction and importance of the satisfaction among academicians will be discussed. The different higher education institutions face the problem of dissatisfaction of educators with high workloads and massive stress levels. In this regard, the educational institute requires an understanding of which strategy implementation in the institute reduces the stress level and improves the satisfaction of educators. Henceforth, the study will help higher education institutions to enhance their structure and management to improve satisfaction among the teachers in the educational institute.

LITERATURE REVIEW

Critical evaluation of the factors that help to develop job satisfaction among the academicians

The feeling of fulfillment as well as enjoyment that the person is derived from a particular job is called job satisfaction. As per the expression by Paresashvili, Tikishvili & Edzgeradze (2021), JS defines the level of contentment that employees feel for the job.

Moreover, the atmosphere is the main component that increases the fulfillment of the job and motivation. On the opposite side, Afifah, Mudzakir & Nandiyanto (2022) highlighted that long hours, and high-stress levels reduce productivity in the workplace. However, the work-life balance and salary improve the motivation to work hard and smart.

Discussion on the importance of satisfaction in the higher educational institute

Teachers have satisfied with their job to see people learn. As expressed by Mohamed et al. (2021), flexible working hours and places can enhance the productivity of the teacher. Moreover, the motivation from other staff can influence them to teach students and encourage them to learn. In addition, academicians require an efficient team management that can be supportive of their work and enhance effectiveness in the teaching process. Henceforth, the academicians require a high positive working environment to enhance their productivity.

METHODOLOGY

The primary quantitative data has been gathered in the research to have information on the impact of different factors which is necessary for the development of the satisfaction level of academicians. As depicted by Astivia & Zumbo (2019), the primary quantitative data provides a piece of real-time information that influences the study to be effective. In addition, the descriptive design has been picked for the research that supports the discussion of the information. The survey has been conducted among the 75 respondents.

The SPSS software has been used to evaluate the information that has been gathered. As mentioned by Ariawan & Wahyuni (2020), the graph, table and numerical value help the study to understand the primary data. Moreover, the investigation makes understanding of the importance of work flexibility and team management in the educational institute for developing satisfaction. On the other side, the complexity of the software and lack of knowledge about technology reduces the effectiveness of the SPSS software. However, with the help of SPSS, the primary information can be evaluated in a systematic way.

FINDINGS

Demographic Factors

Statistics

		age	gender	highest_education
N	Valid	75	75	75
	Missing	0	0	0
Mean		1.76	1.59	1.51
Median		2.00	2.00	1.00
Mode		1 ^a	2	1
Std. Deviation		.732	.496	.876
Variance		.536	.246	.767

a. Multiple modes exist. The smallest value is shown

Table 1: Descriptive demographic

(Source: SPSS)

Table 1 has presented the descriptive statistics for the demographic section which has shown the rate of responses (Noble et al. 2019). The mean, median, and mode values are 1.76, 2.00, and 2 in the respective cases of gender. This has shown that the responses are inclined toward the mean and the respondents are mostly female.

Hypothesis testing

Hypothesis 1

H1: There is a strong relationship between team management and job satisfaction.

H0: There is no strong relationship between team management and job satisfaction.

Descriptive Statistics

		team_management1	team_management2	team_management3
N	Valid	75	75	75
	Missing	0	0	0
Mean		1.91	1.57	1.68
Median		2.00	1.00	2.00
Mode		2	1	2
Std. Deviation		.293	.857	.470
Variance		.086	.734	.221

Table 2: Descriptive statistics

(Source: SPSS)

Table 2 has represented the descriptive statistics regarding the first hypothesis of the study, which can show the acceptability of the responses (Elliott et al. 2020). The mean value is 1.91 for the first question regarding team management and the mode value is 2.00. Moreover, the Std. deviation value is 0.293, which is lower than the mean and has predicted variance in the dataset.

Regression

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.841 ^a	.707	.703	.149	.707	175.858	1	73	.000

a. Predictors: (Constant), team_management2

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	3.901	1	3.901	175.858	.000 ^b
	Residual	1.619	73	.022		
	Total	5.520	74			

- a. Dependent Variable: job satisfaction
- b. Predictors: (Constant), team_management2

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.658	.036		18.221	.000
	team_management2	.268	.020	.841	13.261	.000

- a. Dependent Variable: job_satisfaction

Table 3: Regression analysis
(Source: SPSS)

Table 3 has demonstrated the result of regression analysis, which can prove the chosen hypothesis (Belur et al. 2021). The R-square value is 0.703, which has suggested that the chosen constructs have a strong association. Moreover, the sig. value has been found to be 0.000, which accepts the alternative hypothesis in this context.

Correlation

Correlations

		job_satisfact ion	team_managem ent1	team_managem ent2	team_managem ent3
job_satisfaction	Pearson Correlation	1	.095	.841**	.202
	Sig. (2-tailed)		.419	.000	.082
	N	75	75	75	75
team_managem ent1	Pearson Correlation	.095	1	.216	-.220
	Sig. (2-tailed)	.419		.063	.058
	N	75	75	75	75
team_managem ent2	Pearson Correlation	.841**	.216	1	.462**
	Sig. (2-tailed)	.000	.063		.000
	N	75	75	75	75

team_management3	Pearson Correlation	.202	-.220	.462**	1
	Sig. (2-tailed)	.082	.058	.000	
	N	75	75	75	75

** . Correlation is significant at the 0.01 level (2-tailed).

Table 4: Correlation analysis

(Source: SPSS)

Table 4 has presented the outcome of the correlation analysis that can demonstrate the strength of the relationship between the two variables (Sürücü& MASLAKÇI, 2020). The P-value is 0.841 for the second question about team management along with a sig value of 0.000. Hence, it has been predicted that there is a strong connection that lead to the acceptance of the alternative hypothesis.

Hypothesis 2

H2: There is a positive dependency between workplace flexibility and job satisfaction.

H0: There is no positive dependency between workplace flexibility and job satisfaction.

Descriptive

Statistics

		workplace_flexibility1	workplace_flexibility2	workplace_flexibility3
N	Valid	75	75	75
	Missing	0	0	0
Mean		1.65	1.76	2.08
Median		2.00	2.00	2.00
Mode		2	2	2
Std. Deviation		.479	.430	.941
Variance		.230	.185	.885

Table 5: Descriptive statistics

(Source: SPSS)

Table 5 has the descriptive statistics regarding the second hypothesis of the research. The evaluation provides mean, median, and mode values respectively 1.65, 2.00 and 2 for workplace flexibility question number one. In addition, the Std. deviation value is .479, which represents a lower value than the mean.

Regression**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.921 ^a	.849	.847	.107	.849	409.492	1	73	.000

a. Predictors: (Constant), workplace_flexibility3

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	4.685	1	4.685	409.492	.000 ^b
	Residual	.835	73	.011		
	Total	5.520	74			

a. Dependent Variable: job_satisfaction

b. Predictors: (Constant), workplace_flexibility3

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.524	.030		17.383	.000
	workplace_flexibility3	.267	.013	.921	20.236	.000

a. Dependent Variable: job_satisfaction

Table 6: Regression analysis

(Source: SPSS)

Table 6 has determined the outcome of the regression analysis that can demonstrate the chosen hypothesis (Paresashvili, Tikishvili & Edzgeradze 2021). The R-square value is .849, which has been identified as the chosen IV and DV are correlated to each other. In addition, the sig value has been determined to be 0.000, which represents the acceptance of an alternative hypothesis.

Correlation**Correlations**

		job_satisfaction	workplace_flexibility1	workplace_flexibility2	workplace_flexibility3
job_satisfaction	Pearson Correlation	1	.215	.166	.921**

	Sig. (2-tailed)		.064	.155	.000
	N	75	75	75	75
workplace_flexibility1	Pearson Correlat	.215	1	-.016	.422**
	Sig. (2-tailed)	.064		.893	.000
	N	75	75	75	75
workplace_flexibility2	Pearson Correlat	.166	-.016	1	.249*
	Sig. (2-tailed)	.155	.893		.032
	N	75	75	75	75
workplace_flexibility3	Pearson Correlat	.921**	.422**	.249*	1
	Sig. (2-tailed)	.000	.000	.032	
	N	75	75	75	75

** . Correlation is significant at the 0.01 level (2-tailed).

* . Correlation is significant at the 0.05 level (2-tailed).

Table 7: Correlation analysis

(Source: SPSS)

Table 7 has demonstrated the result of the correlation evaluation that can determine the strength of the relationship between the two particular IVs and DV (Ariawan & Wahyuni 2020). The P-value is .921 for the second question about workplace flexibility. Moreover, the sig value is 0.000 which represents the acceptance of the alternative hypothesis. Therefore, it has been predicted that strong association between the variables and the acceptance of the alternative hypothesis.

Reliability

Reliability Statistics

Cronbach's Alpha	N of Items
.460	10

Table 8: Reliability analysis

(Source: SPSS)

Table 8 has represented the value of Cronbach's alpha, which is close to 0.8. Moreover, the value determines effective research. The same result for different tests in the study provides the assurance of reliable research. In this regard, it is concluded that the research on job satisfaction among educators is reliable and trustworthy.

DISCUSSION

The study is about the JS of the educators in the educational institute. In this study, the importance of satisfaction and the different factors, which help to develop the satisfaction of educators in an academic position, has been discussed. As depicted by Mayya, Martis & Mayya (2020), the JS depend on the work environment and the relationship with other staff. Moreover, team management and job flexibility are also important points that have also been discussed in the study. On the opposite side, the mental condition of the educator and the stress level in the organization provide positive as well as negative impacts on the satisfaction of the educator. However, the motivation from coworker and administration improve the satisfaction level of the teachers.

The analysis of the primary information can enhance the accuracy and efficiency of the study. Moreover, the outcome from the survey and the evaluation enhance understanding of the impact of the independent variable on the dependent variables in the study. As mentioned by Hashim et al. (2020), satisfaction in the workplace is an important factor that ensures class performance and the productivity of the school. Henceforth, the research can enhance the idea of JS in the educational sector to enhance the children's performance and efficiency of the teacher.

CONCLUSION AND RECOMMENDATION

The study is informative enough to enhance the understanding of the satisfaction of academicians in the higher education sectors. Moreover, the primary data collection supports the study to gather up-to-date information. In this regard, 10 questionnaires and 75 respondents have been used in the survey method to collect information about job satisfaction in the institute. The SPSS evaluation helps the investigation to analyze data and understand the impact of flexibility and team management on the JS of teachers.

Develop a Work environment in the higher educational institute

The organization should develop its work environment with the implementation of innovative technology and provide different types of opportunities. As commented by Hee et al. (2019), engagement with students and having respect from them is an important factor that increases the JS of an academician.

Provide Work flexibility to teach students

A flexible environment and place increase the interest in the work and improve the productivity of the educators. In addition to this the flexible options enhance both productivity as well as time management, which helps to develop efficiency in the work.

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Appendix: Survey questions

Demographic

1. What is your age?

18-20 years

20-25 years

More than 20 years

2. What is your gender?

Male

Female

3. What is your highest education?

Higher Secondary

Graduation

Post graduation

Dependent variable

4. Are you satisfied with your job as an academician?

Yes

No

Independent variables

5. Do you think that team management can improve Job satisfaction?

Strongly agree

Agree

Neutral

Disagree

Strongly disagree

6. Do you think that adopting strategies for team management can resolve issues of job satisfaction?

Strongly agree

Agree

Neutral

Disagree

Strongly disagree

7. Have you faced any challenges in managing teams to increase job satisfaction among the academicians?

5-Strongly agree

4-Agree

3-Neutral

2-Disagree

1-Strongly disagree

8. Do you agree that workplace flexibility can increase job satisfaction among the academicians?

Strongly agree

Agree

Neutral

Disagree

Strongly disagree

9. Is there any barrier for workplace flexibility to develop the level of job satisfaction?

Strongly agree

Agree

Neutral

Disagree

Strongly disagree

10. Do you believe that strategically approach for workplace flexibility can increase job satisfaction?

Strongly agree

Agree

Neutral

Disagree

Strongly disagree

(Source: https://docs.google.com/forms/d/1WZgVYzTESfdB0Ne-9N17EWx3yB6c_3bo8wtidPBwSS8/edit#responses)