A Study on Job Satisfaction Level of Faculty Members of Government and Private Colleges of Nagaland in Relation to Work Activities

Ranjit Paul1* and Horen Goowalla2

Affiliation:
1 Assistant Professor, Public College of Commerce, Dimapur, Nagaland, India
2 Associate Professor, Supervisor of Dibrugarh University, Marini College, Mariani, Jorhat, Assam, India

Address reprint requests to
* Mr. Ranjit Paul
Assistant Professor, Public College of Commerce, Dimapur, Nagaland, India
Or rawnawjeet11@gmail.com

KEY WORDS Job Satisfaction, Faculty Members, and Work Activities.

ABSTRACT:
In this day and age, job satisfaction is an extremely important as it is related to job accomplishment and turnover which has turned into a serious problem in the management of educational institutions. This is because, research has established that employees with high job satisfaction show high energy, liveliness, eagerness, delightful engagement and enthusiasm and employees with dissatisfaction show distress, grief, agony, unlikable engagement and jumpiness. The study aims to focus the present level of job satisfaction among the Private and Government college faculty members of Nagaland in relation to work activities of the college. In this research, 75 Governments and 75 Privates, 150 in total working in different Government and Private colleges in Nagaland having more than 5 year services of faculty members were examined. The data received were analyzed and the findings of the study were generalized with the aid of chi-square test of independence of attributes. Conclusions were also provided. It has attempted to throw a light of faculty members of Government and Private colleges in Nagaland about their significance or insignificant relationship on various factors affecting job satisfaction level in respect of work activities of the college.

INTRODUCTION
Job satisfaction is one of the most widely discussed issues in organizational behavior and human resource management. Higher education institutions play fundamental role in the progress of any country. Students are of the important assets of any country. Well being of the country depends upon intellectual students in general and teaching faculties in particular. The role of teaching faculties is extremely valuable in shaping the younger generation as they employ the most effective teaching and learning skills and strategies to enable students to make progress especially in practical life.

Job satisfaction is the mental feeling of favorableness which an individual has his job. DuBrinns 1988 has defined job satisfaction in terms of pleasure and contentment when he says, “Job satisfaction is the amount of pleasure or contentment associated a job. If you like your job intensely, you will experience high job satisfaction. If you dislike your job intensely you will experience job dissatisfaction”. According to Rue and Byers (1994), job satisfaction is made up of five components:
1. Attitude towards colleagues’
2. General working conditions
3. Attitude towards the education system
4. Financial benefits
5. Attitude towards supervision

Oshagbemi (1996) believes that job satisfaction is an important subject because of its relevance to the physical and mental wellbeing of employees. Hence, an understanding of the factors relating to job satisfaction is important. It may affect absenteeism, turnover and job performance. Truell Price and Joyner (1998) state that “Highly satisfied faculty will generally be innovative and motivated to establish and maintain an environment conducive to learning”. Job satisfaction, as defined by Locke (1976), is a "pleasurable or emotional state resulting from the appraisal of one’s job experience"
BASIC ASSUMPTIONS OF THE STUDY
The basic assumptions include the following
1. There are certain factors that relate to the employment of faculty members that affect their job satisfaction.
2. Faculty members are more efficient and dynamic if they are satisfied with their jobs.
3. It is also assumed that respondents were truthful and straightforward in expressing attitudes and feelings towards their jobs.
4. If the factors that cause unhappiness can be improved or eradicated, the value of findings will be increased considerably.

LIMITATIONS OF THE STUDY
The limitations of the study are the following:
1. Study is geographically restricted to Nagaland state only.
2. In this study only those teachers are considered who are presently working in the colleges having five or more than five years of experiences.
3. The number of sample size is 150, hence findings cannot be generalized.
4. Findings are based on sample survey through questionnaire method and hence, there is a scope for the respondents to be biased.
5. The study is limited to 150 full-time faculty members of Government colleges and Private colleges from different districts of Nagaland during the period February-March of academic year 2017-18.

OBJECTIVES OF THE STUDY
The following are the objectives framed for the study
1. To study the difference between faculties members serving in Government colleges and Private colleges in Nagaland in relation to the variety of job responsibility with regard to job satisfaction.
2. To study the difference between faculty members serving in Government colleges and Private colleges in Nagaland in relation to degree of independence associated with work roles with regard to job satisfaction.
3. To study the difference between faculty members serving in Government colleges and Private colleges in Nagaland in relation to adequate opportunity for periodic changes in duty with regard to job satisfaction.
4. To study the difference between faculty members serving in Government colleges and Private colleges in Nagaland in relation to prompt feedback and communication received from authority/seniors with regard to job satisfaction.

RESEARCH METHODOLOGY
NATURE OF RESEARCH
The study has been a descriptive and inferential in nature to measure the level of job satisfaction amongst the faculty members of Government and Private Colleges in relation to work activities of the colleges in Nagaland.

SOURCES OF DATA
The study is carried out by using both primary and secondary data. Primary data is collected with detailed formulated questionnaire whereas secondary data is collected from existing literatures such as research papers, website, journals, books articles and statistical report. A 3-point Likert-type scale was employed. The scale ranged from 1-3 representing (i) Satisfied (ii) Dissatisfied and (iii) Neutral. The primary data for the study has been collected from the Asst. Professors of different colleges of Nagaland during the period 2016-2017.

SAMPLE SIZE AND STATISTICAL TOOLS
The study is based on primary data collected from 20 colleges out of total 63 colleges (i.e., 32 percent approximately). Here, a sample of 75 faculty members of Government colleges and 75 faculty members of Private colleges from different districts of Nagaland is representative of the population of faculty members.

ANALYSIS WITH CHI-SQUARE OF INDEPENDENCE OF ATTRIBUTES
To identify if there is any significant differences in the level of job satisfaction of respondents of Government and Private Colleges on each factor, a test of independence of attributes is applied. The test statistic is

\[ \chi^2 = \sum \frac{(O - E)^2}{E} \]

Where, \( O = \) Observed frequency, \( E = \) Expected frequency = \((\text{Corresponding row total}) \div \text{(Grand total)}\) and \((\text{Corresponding column total}) \div \text{(Grand total)}\)

This is a right tailed test. And if the calculated value of \( \chi^2 \) is greater than the tabulated value, the
null hypothesis (HO) is rejected, otherwise accepted.

### Table 1. Summary of test of hypotheses with the help of chi-square.

<table>
<thead>
<tr>
<th>S.No.</th>
<th>Factors</th>
<th>Level of significance</th>
<th>Degree of freedom</th>
<th>Calculated value of $\chi^2$</th>
<th>Tabulated value of $\chi^2$</th>
<th>Result.</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>The variety of job responsibility</td>
<td>0.05</td>
<td>(2-1) (2-1)=1</td>
<td>1.483</td>
<td>3.841</td>
<td>Insignificant</td>
</tr>
<tr>
<td>2</td>
<td>Degree of independence associated with work roles</td>
<td>0.05</td>
<td>(2-1) (2-1)=1</td>
<td>1.092</td>
<td>3.841</td>
<td>Insignificant</td>
</tr>
<tr>
<td>3</td>
<td>Adequate opportunity for periodic changes in duty</td>
<td>0.05</td>
<td>(2-1) (2-1)=1</td>
<td>1.079</td>
<td>3.841</td>
<td>Insignificant</td>
</tr>
<tr>
<td>4</td>
<td>Prompt feedback and communication received from authority/seniors</td>
<td>0.05</td>
<td>(2-1) (2-1)=1</td>
<td>11.09</td>
<td>3.841</td>
<td>Significant</td>
</tr>
</tbody>
</table>

### 1. The variety of job responsibility

Here, the null hypothesis is,

$H_0$: There exists no significant difference between faculty members serving in Government and Private Colleges in Nagaland in relation to the variety of job responsibility.

**OBSERVED FREQUENCY**

<table>
<thead>
<tr>
<th>Attribute</th>
<th>Government</th>
<th>Private</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Satisfied</td>
<td>48</td>
<td>46</td>
<td>94</td>
</tr>
<tr>
<td>Dissatisfied</td>
<td>12</td>
<td>6</td>
<td>18</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>60</strong></td>
<td><strong>52</strong></td>
<td><strong>112</strong></td>
</tr>
</tbody>
</table>

**EXPECTED FREQUENCY**

<table>
<thead>
<tr>
<th>Attribute</th>
<th>Government</th>
<th>Private</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Satisfied</td>
<td>50.36</td>
<td>43.64</td>
<td>94</td>
</tr>
<tr>
<td>Dissatisfied</td>
<td>9.64</td>
<td>8.36</td>
<td>18</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>60</strong></td>
<td><strong>52</strong></td>
<td><strong>112</strong></td>
</tr>
</tbody>
</table>

\[
\chi^2 = \sum \frac{(O - E)^2}{E}
\]

\[
= 0.111 + 0.128 + 0.578+ 0.666 = 1.483
\]

Tabulated $\chi^2$ at 5% level of significance for (2-1) (2-1) = 1 d.f. is 3.841

**Decision:** The calculated value of $\chi^2$ is less than the tabulated value of $\chi^2$ and hence the hypothesis holds true. There is no enough evidence to reject $H_0$. Therefore, it can be concluded that there exists no significant difference between the faculty members serving in Government and Private Colleges in Nagaland in relation to the variety of job responsibility.

### 2. Degree of independence associated with work roles:

Here, the null hypothesis is

$H_0$: There exists no significant difference between faculty members serving in Government and Private Colleges in Nagaland in relation to the degree of independence associated with work roles.

**OBSERVED FREQUENCY**

<table>
<thead>
<tr>
<th>Attribute</th>
<th>Government</th>
<th>Private</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Satisfied</td>
<td>48</td>
<td>45</td>
<td>93</td>
</tr>
<tr>
<td>Dissatisfied</td>
<td>6</td>
<td>10</td>
<td>16</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>54</strong></td>
<td><strong>55</strong></td>
<td><strong>109</strong></td>
</tr>
</tbody>
</table>

**EXPECTED FREQUENCY**

<table>
<thead>
<tr>
<th>Attribute</th>
<th>Government</th>
<th>Private</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Satisfied</td>
<td>46.07</td>
<td>46.93</td>
<td>93</td>
</tr>
<tr>
<td>Dissatisfied</td>
<td>7.93</td>
<td>8.07</td>
<td>16</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>54</strong></td>
<td><strong>55</strong></td>
<td><strong>109</strong></td>
</tr>
</tbody>
</table>

\[
\chi^2 = \sum \frac{(O - E)^2}{E}
\]

\[
= 0.081 + 0.079 + 0.47+ 0.462= 1.092
\]

Tabulated $\chi^2$ at 5% level of significance for (2-1) (2-1) = 1 d.f. is 3.841

**Decision:** The calculated value of $\chi^2$ is less than the tabulated value of $\chi^2$ and hence the hypothesis holds true. There is no enough evidence to reject $H_0$. Therefore, it can be concluded that there exists no significant difference between the faculty members serving in Government and Private colleges in Nagaland.
in relation to the degree of independence associated with work roles.

3. Adequate opportunity for periodic changes in duty:

Here, the null hypothesis is

\[ H_0: \text{There exists no significant difference between faculty members serving in Government and Private Colleges in Nagaland in relation to the adequate opportunity for periodic changes in duty.} \]

\[
\chi^2 = \sum \frac{(O - E)^2}{E}
\]

\[ = 0.131 + 0.168 + 0.341 + 0.439 = 1.079 \]

Tabulated \( \chi^2 \) at 5% level of significance for \((2-1)(2-1) = 1\) d.f. is 3.841

**Decision:** The calculated value of \( \chi^2 \) is less than the tabulated value of \( \chi^2 \) and hence the hypothesis holds true. There is no enough evidence to reject \( H_0 \). Therefore, it can be concluded that there exists no significant difference between the faculty members serving in Government and Private Colleges in Nagaland in relation to the adequate opportunity for periodic changes in duty.

4. Prompt feedback and communication received from authority/seniors:

Private colleges in Nagaland in relation to the prompt feedback and communication received from authority/seniors.

\[
\chi^2 = \sum \frac{(O - E)^2}{E}
\]

\[ = 1.36 + 1.44 + 4.03 + 4.26 = 11.09 \]

Tabulated \( \chi^2 \) at 5% level of significance for \((2-1)(2-1) = 1\) d.f. is 3.841

**Decision:** The computed value of \( \chi^2 \) is larger than the tabulated value of \( \chi^2 \) and hence the hypothesis is rejected. i.e., there is no evidence to support null hypothesis. Therefore, it can be concluded that there exists significant difference between the faculty members serving in Government and Private Colleges in Nagaland in relation to their prompt feedback and communication received from authority/seniors.

**MAJOR FINDINGS**

The major findings of the study have been summarized in the following heads:

- 64 percent of the respondents are satisfied with the degree of independence associated with work roles with respect to the Government colleges while 44 percent of the respondents are satisfied with the degree of independence associated with work roles with respect to the Private colleges in the study area.
- 64 percent of the respondents are satisfied with the adequate opportunity for periodic changes in duty with respect to the Government while 44 percent of the respondents are satisfied with the adequate opportunity for periodic changes in duty with respect to the Private colleges in the study area.
- 46.67 percent of the respondents are satisfied with the prompt feedback and communication received from authority/seniors with respect to the Government colleges while 61.33 percent of the respondents are satisfied with the variety of job responsibilities with respect to the Private colleges in the study area.
authority/seniors with respect to the Private colleges in the study area.

• 64 percent of the respondents are satisfied with the work activities with respect to the Government colleges while 53 percent of the respondents are satisfied with the work activities with respect to the Private colleges in the study area.

RECOMMENDATIONS
Based on the results of the study, the following simple, concrete and practical recommendations are forwarded:
1. Work activities such as variety of job responsibilities, degree of independence associated with work roles and adequate opportunity for periodic changes in duties also play a vital role in job satisfaction amongst faculty members.
2. Authorities should organize regular training programmes to enrich and equip teachers with latest developments.
3. Authorities should arrange regular formal meetings with faculty members to consider their suggestions and also try to value it.
4. Authorities should try to provide opportunity for career development off and on to the faculty members.
5. It is highly suggested that the faculty members must attend workshop and seminar to improve their talents, skills and knowledge.

CONCLUSION
Private college faculty members are more satisfied in comparison to Government college faculty members in connected with the factor such as amount of praise receive for outstanding efforts and prompt feedback and communication received from authority/seniors in Nagaland. Government college faculty members are more satisfied in comparison to Private college faculty members in relation to the factors such as variety of job responsibilities, degree of independence associated with work roles and adequate opportunity for periodic changes in duty.

There exists a significant association between the faculty members serving in Government and Private colleges in Nagaland in relation to the variety of job responsibility, the degree of independence associated with work roles and the adequate opportunity for periodic changes in duty.

There exists no association between the faculty members serving in Government and Private colleges in Nagaland in relation to their prompt feedback and communication received from authority/seniors.

REFERENCES

Source of funding: None

Article Citation: Paul R and Goowalla H. A Study on Job Satisfaction Level of Faculty Members of Government and Private Colleges of Nagaland In Relation to Work Activities. Journal of Art & Social Sciences 2017;02(01):01-06.

Statement of originality of work: The manuscript has been read and approved by all the authors, the requirements for authorship have been met, and that each author believes that the manuscript represents honest and original work.

Competing interest / Conflict of interest: The author(s) have no competing interests for financial support, publication of this research, patents and royalties through this collaborative research. All authors were equally involved in discussed research work. There is no financial conflict with the subject matter discussed in the manuscript.

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