



## A Review on Job Satisfaction of Comparative Study of Teacher teaching in Government Colleges & Self-Finance Institute within Ahmedabad District & teachers of degree college of Kamrup & Nagaon city of Assam

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**ABSTRACT:** Teaching considered as the genuine calling and those people who joined those calling ought to be committed and capable in their exertion. An instructor can accomplish to the most extreme of his volume; if he/she is appeased with his/her activity. Each occupation has some specific perspectives responsible for the works vindication through with the correct approach and instructing isn't a peculiarity except if and to the point when an educator gets fulfilment on work execution and builds up a positive perspective towards instructing, he can't initiate recommendable results to serve to the necessities of the community. Just satisfied and stable instructor can accept of the welfare and accomplishment of the students. In the sufficiently bright of this foundation, this examination means to audit and look at the activity fulfilment level among the resources of past investigation information gathered from an example, chose urban communities of Kamrup (M) and Nagaon Districts of Assam [16] and self-fund establishment of Ahmedabad area, [15]

**Keywords:** Job implementation, Occupation, Satisfaction, Teaching, and Education.

### 1. INTRODUCTION

Job satisfaction or faculty satisfaction has been depicted in numerous unique ways. Many feel it is exactly how satisfied an employed hand is with his or her activity, at the end of the day, regardless of whether they like the assignment or individual qualities or measurements of occupations, for example, the nature of the activity or organization. Others think it isn't as shallow as this definition recommends and rather that multifaceted scholarly reactions to one's activity are obfuscated. The investigator has additionally noticed that activity fulfilment measures modify in the force to which they measure sensuality about the activity (work fulfilment) or dread about the job. The estimation of occupation fulfilment through pseudonymous worker reviews ended up common in the 1930s. In spite of the fact that before that time there was the initiation of enthusiasm for representative mentality, there were just a few research distributed. Latham and Budworth noticed that Uhrbrock in 1934 was one of the main analysts to utilize the recently created state of mind estimation strategies to survey assembly line labourer demeanours. They additionally record that in 1935 Hoppock directed an examination that focus totally on work fulfilment that is impacted by both

the characteristics of the activity and interrelation with companions and administrator.

The concept of job satisfaction has been progressing from various perspectives of a wide range of scientists and experts. A standout amongst the most generally utilized definitions in authoritative research is that of Locke (1976), who characterizes work fulfilment as "a pleasurable or positive, passionate state coming about because of the examination of one's activity or occupation encounters." Others have characterized it as emphatically how agreeable an individual is with his or her activity; regardless of whether he or she appreciate the activity or not. Teaching is an endless process. In any academic teaching, a teacher has the very symbolic role. A teacher happy with his/her important activity to uncover the best nature of training to disciple and community.

## **2. REVIEW OF LITERATURE**

Repercussion in an examination of the state of mind of educators in connection to instructors' focuses by [2]. It secures that educators' focuses are steady of the instructors in unriddle scholastic issues. The instructors have a positive thought of the working of educators' focuses. Female and equipped instructors have a positive approach in educators' focuses. [3] Led an examination to investigate the percussion of specialized learning about the instructor preparing idea. The end of the investigation discloses a lift in instructor partiality and appropriation of computers. The result counsel that over the innovation, Literacy challenge (TLC) allows, educator, have turned out to be smug with the reception of innovation and their positive thought towards innovation has elevated. [4] Researched that there was no articulate change in work fulfilment because of progress in the level of autarchic factors like sex, conjugal status and sorts of school. [9] Discoveries on the arbitrarily chose test of 100 instructors from defrayment government and private organizations of Patiala locale to explore the outcomes of an institutional atmosphere on work fulfilment of optional teacher. It found that there is no convincing variety in work fulfilment of government and private optional teachers. A further variety between work fulfilment about their hierarchical atmosphere of auxiliary teachers constitute to be demonstrative. [12] contemplated that in the territory of Haryana and Punjab, both male and female educators instructing at degree school have an unfriendly state of mind in the region training. Additionally, it was inescapable that male and female educators were not disparate from each other at work fulfilment variable. [13] examined that activity fulfilment of essential and optional teachers in light of natural feature of the activity, compensation limited time roads, benefit condition perspectives, physical offices aspect, organization designs and strategy feature, fulfilment with societal position and family welfare aspects, association with colleagues and the aggregate components of occupation fulfilment. [14] planned that feeling of employment fulfilment is imitative from and is caused by numerous and fluctuated interconnected claim factors, for example, age, sex, instruction and components controlled by an administration like pay and working conditions. Trivedi [15] contemplated that activity satisfaction among male and female resources, teaching in self-finance and government colleges inside Ahmedabad district by methods for viewpoints working circumstance, pay, and advancement. [16] examined

that activity satisfaction and demeanour towards instruction among male and female teachers of degree colleges by applying the parameter like mentality towards training. The discoveries of [19] ponder recommend that there is a necessity to create reasonable enrolment, conservation and occupation fulfilment change systems for their representatives on an unforeseen basis. [17] studied that work culture demonstrated a positive noteworthy relationship with the majority of the measurements of worker fulfilment inferring that as the work culture ended up more grounded, the representative fulfilment likewise increased. [18] contemplate proposes that HR adaptability is the substance for any association to manage the worldwide business requests in a convenient way.

### 3. OBJECTIVE OF THE STUDY

The aim of the study is to examine the previous research of job satisfaction level among the male & female faculties of degree colleges of Kamrup & Nagaon city of Assam by [16] and self-finance institutes of Ahmedabad by [15] and also to investigate the impact of which gender is more pleased among degree colleges of Kamrup & Nagaon city of Assam and self-finance institute of Ahmedabad.

### 4. METHODOLOGY

#### Hypothesis:

(1) **H<sub>0</sub>**: There is no considerable disparity in job satisfaction of Female teachers of Degree College. of Kamrup & Nagaon city of Assam & female faculties of Ahmedabad

**H<sub>1</sub>**: There is the considerable disparity in job satisfaction of Female teachers of Degree College. of Kamrup & Nagaon city of Assam & female faculties of Ahmedabad

(2) **H<sub>0</sub>**: There is no considerable disparity in job satisfaction of Male teachers of Degree College. of Kamrup & Nagaon city of Assam & female faculties of Ahmedabad

**H<sub>1</sub>**: There is the considerable disparity in job satisfaction of Male teachers of Degree College. of Kamrup & Nagaon city of Assam & female faculties of Ahmedabad

### 5. RESULT OF THE STUDY

**Table- 1: Teachers of degree college of Kamrup & Nagaon city of Assam.**

Job satisfaction		N	Mean	STD Deviation	T-value
	Male	100	74.35	12.54	T=0.664
	Female	100	74.55	12.97	
	Total	200	74.95	12.77	

In table 1 the mean, standard deviation and t-value is displayed. The mean score for the Job fulfilment of male instructors educating in degree schools is 74.35 with S.D. of 12.54. Occupation fulfilment of female educators has the mean and S.D. is 74.55 and 12.97.

**Testing of hypothesis: H<sub>0</sub>** There is no significant disparity in job satisfaction of Male and Female teachers of Degree College.

$$T = \frac{\bar{X}_1 - \bar{X}_2}{S.D} \sqrt{\frac{N_1 N_2}{N_1 + N_2}}$$

$$T = \frac{74.55 - 74.35}{12.77} \sqrt{\frac{100 \times 100}{100 + 100}}$$

$$T = \frac{1.2}{12.77} \sqrt{50}$$

$$T = 0.939 \times 7.071$$

$$T = 0.664$$

Degree of freedom

$$V = n_1 + n_2 - 2 = 100 + 100 - 2 = 198$$

Hence, it implies the level of critics is non-noteworthy.

To test the distinction between the means for two gatherings of instructors, i.e. male and female t-proportion is ascertained with is 0.664. The t-value is non-noteworthy. Subsequently, it is construed that there is no significant disparity between the activity fulfilment of male and female instructors of degree colleges.

**Table-2: Teachers of Government Colleges within Ahmedabad district**

Job satisf action		N	Mean	STD Deviation	T-value
	Male	15	59.4000	9.5038	T=.334
	Female	16	60.4375	7.78005	
	Total	31	59.91875	8.640215	

In the above table 2 mean, standard deviation and t-value is presented the mean score for job satisfaction of male teacher of degree college is 59.4000 with a standard deviation 9.5038 and job satisfaction of female faculties in government college has mean value 60.4375 and S.D value 7.78005

**Testing of hypothesis:**

**H<sub>0</sub>** There is no significant disparity in job satisfaction of Male and Female faculties

**H<sub>1</sub>** There is significant disparity in job satisfaction of Male and Female faculties

$$T = \frac{\bar{X}_1 - \bar{X}_2}{S.D} \sqrt{\frac{N_1 N_2}{N_1 + N_2}}$$

$$T = \frac{60.4375 - 59.4000}{8.640215} \sqrt{\frac{15 * 16}{15 + 16}}$$

$$T = \frac{1.0375}{8.640215} \sqrt{7.74193548}$$

$$T = 0.1200783 * 2.78243337$$

$$T = 0.334109869$$

Degree of freedom

$$V = n_1 + n_2 - 2 = 15 + 16 - 2 = 29$$

T test was utilized to decide connection between the work fulfilment of male and female teachers, we presume that there is no huge difference between Job fulfilments mean of male and female teachers. Additionally, inside 95% certainty interim, the populace mean lies between - 7.39816 to 5.32316. At 29 levels of flexibility, the t value is.334.

**Table-3: Comparison of job satisfaction among male teachers of Government Colleges within Ahmedabad district & teachers of degree college of Kamrup & Nagaon city of Assam**

Job satisfaction	Male Teachers	N	Mean	STD Deviation	T-value
	Kamrup & Nagaon city of Assam.	100	74.35	12.54	T=4.89946682
	Ahmedabad.	15	59.4000	9.5038	
	Total	115	66.875	11.02019	

In the above table 3 mean, standard deviation and t-value is presented the mean score for job satisfaction of male teacher of degree college of Kamrup & Nagaon city of Assam is 74.35 with standard deviation 12.54 and job satisfaction of male faculties in govt. College in Ahmedabad. has mean 59.4000 and S.D 9.50038

**Testing of hypothesis: H<sub>0</sub>:** there is significant disparity in job satisfaction of male among two different colleges of different states.

$$T = \frac{\bar{X}_1 - \bar{X}_2}{S.D} \sqrt{\frac{N_1 N_2}{N_1 + N_2}}$$

$$T = \frac{74.35 - 59.4000}{11.02019} \sqrt{\frac{100 * 15}{100 + 15}}$$

$$T = \frac{14.95}{11.02019} \sqrt{13.0434783}$$

$$T = 1.3566093 * 3.6115756$$

$$T = 4.89946682$$

Degree of freedom

$$V = n_1 + n_2 - 2 = 100 + 15 - 2 = 113$$

**Table-4: Comparison of job satisfaction among female teachers of Kamrup & Nagaon city of Assam and female teachers in Ahmedabad**

Job satisfaction	Female Teachers	N	Mean	STD Deviation	T-value
	Kamrup & Nagaon city of Assam.	100	74.55	12.97	T=5.05179595
	Ahmedabad.	16	60.4375	7.78005	
	Total	116	67.9375	10.375025	

In the above table 4 mean, standard deviation and t-value is displayed the mean score for the work fulfilment of female teacher of degree college of Kamrup & Nagaon city of Assam is 74.55 with standard deviation 12.97 and work fulfilment of male faculties in govt. college of Ahmedabad has mean 60.4375 and S.D 7.78005

**Testing of hypothesis: H<sub>0</sub>:** there is considerable disparity in job satisfaction of female among two different colleges of different states.

$$T = \frac{\bar{X}_1 - \bar{X}_2}{S.D} \sqrt{\frac{N_1 N_2}{N_1 + N_2}}$$

$$T = \frac{74.55 - 60.4375}{10.3705025} \sqrt{\frac{100 * 16}{100 + 16}}$$

$$T = \frac{14.1125}{10.3705025} \sqrt{13.7931034}$$

$$T = 1.36023769 * 3.71390676$$

$$T = 5.05179595$$

Degree of freedom

$$V = n_1 + n_2 - 2 = 100 + 16 - 2 = 114$$

Therefore, it means the level of significance is non-significant

## 6. CONCLUSION

The investigation uncovers that educators are exceptionally satisfied with their employments in degree school of Kamrup and Nagaon city of Assam. The male gatherings of educators has the mean value 74.35, in this manner it relates to a great degree satisfied class according to the manual. So also, the female instructors additionally fall in the to a great degree satisfied class with the mean estimates of 74.55. The figure 1 explain t-value is 0.664, which is non-noteworthy. Along these lines, it is deduced that male and female educators are not different from each other on the work fulfilment variable.

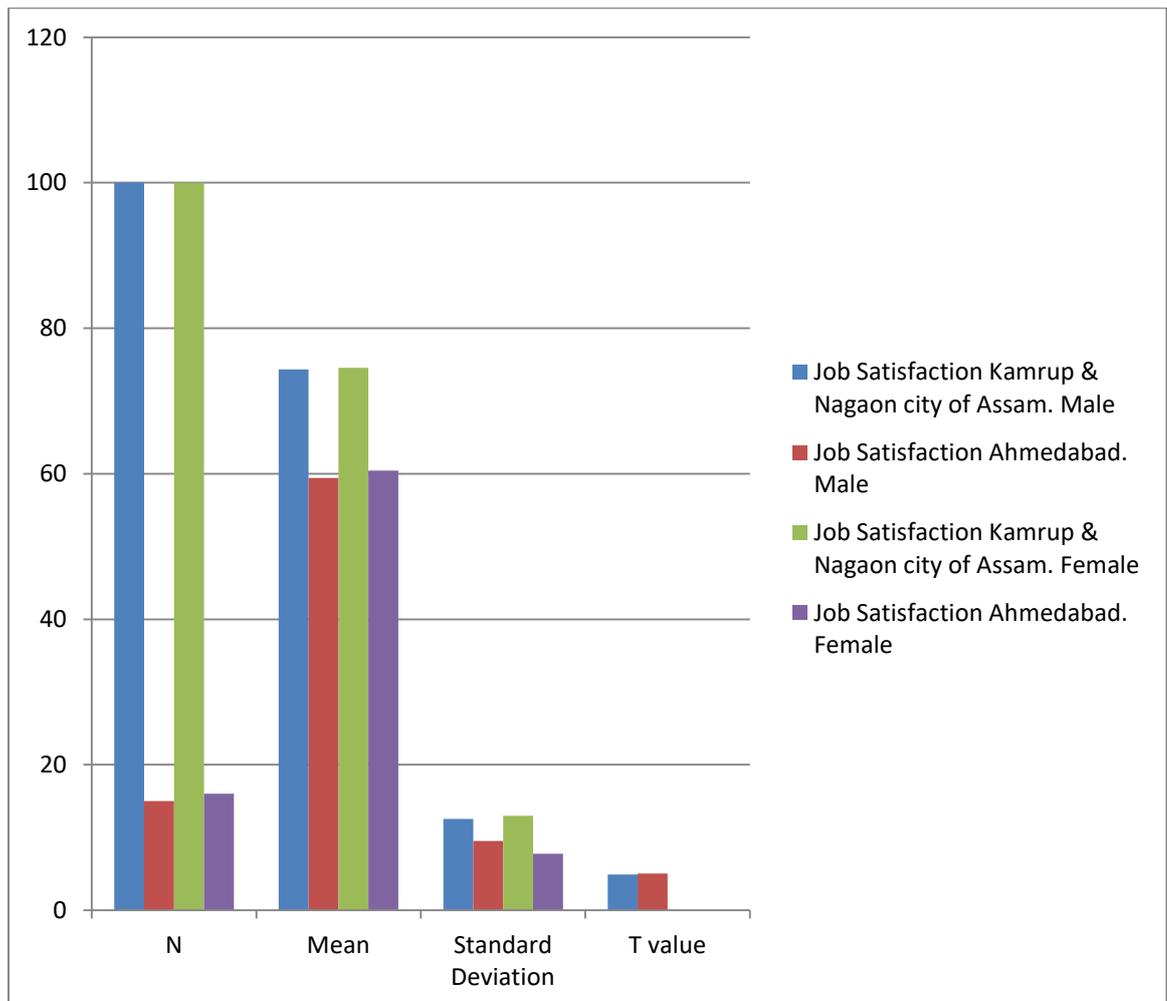


Figure 1: Comparison of job satisfaction level

The figure 1 reveals that teachers in Ahmedabad are charmed with their employments. The male teachers had the mean estimation of 59.4000 when contrasted with female mean of 60.4375. Additionally the p value is more than the significance value of 0.05, it is gathered that there is no impressive difference between the job satisfaction level of male and female teachers.

In table, 3 to test the differences between the means of groups of teachers T-proportion is ascertained with is 4.899 which is more than the level of significance 0.05 therefore null hypothesis is accepted, along these lines, invalid speculations is

acknowledged accordingly we infer that there is no impressive divergence between the work fulfilment of among male educators of two gatherings of different states.

Thus, in table 4, we figure same that level of significance is non significant in this manner invalid theory is acknowledged which implies there is no distinction among work fulfilment of female instructors of two gatherings of different states. As the t-estimation of the male is not as much as the t-estimation of female. This demonstrates male is more satisfied than female of two gatherings of different states.

## **7. FUTURE SCOPE OF THE STUDY**

This investigation, study is a re-examine based on earlier studies assessed of job satisfaction level among the faculties of Kamrup (M) and Nagaon Districts of Assam by [16] and self-finance institute of Ahmedabad district by [15] and the outcome may fluctuate from different locales of India. Study can be enlarged by including other districts, colleges of other geological regions of India.

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