

Relationship between Job Satisfaction and Absenteeism Trends - A Case Study of College Teachers of Non-Professional Institutions in Punjab

¹Karambir Singh

¹Principal (off.) Dashmesh Institute Of Higher Education, Zirakpur, Distt. Mohali. (Punjab), India

Abstract: The present study has been conducted to measure the Job Satisfaction level among the College Teachers of Non- Professional Institution in Punjab and then to explore the relationship between Job Satisfaction level and Absenteeism trends among them. The study was based on the primary data collected. To fulfill the objectives of the study, 258 College Teachers from Non-Professional Institution in Punjab from representative 5 districts (i.e., Amritsar, Bathinda, Jalandhar, Patiala, Ropar) out of 22 districts of Punjab were selected to constitute the sample. Information from selected College Teachers was collected through a questionnaire. The data was further analyzed by using statistical techniques. The College Teachers of Non-Professional Institutions in Punjab were found to be approaching high degree of satisfaction. Further, there exists a non significant negative correlation (-0.06409) between Job Satisfaction level of College Teachers of Non-Professional Institutions and Absenteeism trends among them. The Paper recognizes the importance of teaching fraternity in improving the educational level of the society and furthering the overall interest of society.

Keywords: Job Satisfaction, Professional Institutions, Non - Professional Institutions, Absenteeism trends among College Teachers.

1. INTRODUCTION

Higher education system in India is highly developed and is quite capable of providing higher education in almost all aspects of human creative and intellectual endeavors. India's Higher Education system is the third largest education system in the world in terms of its size and diversity. At the time of Independence, higher education was available only to a limited segment of the population. There were only 20 universities and 500 colleges having an enrolment of less than a million students. After independence, India has seen exponential growth in the higher education system; the number of universities (as on 31st March 2012) has increased to 533, the number of colleges to 25951, the number of students enrolled in higher education is 13.6 million (which is 7.2% of total population and the number of Teachers in Institutions of Higher Education is 5.89 lakhs (Annual Report, UGC).

As far as the status of Punjab in terms of education is concerned, the state has been ranked 7th amongst the all Indian States. There are 569 colleges and 11 universities which are providing Higher education in Punjab.

1.1 Problem statement

Since the early 1950's higher education has been diversified and extended its reach and coverage quite significantly. But to achieve the objectives of national importance it is the well being of human resources involved in the education system i.e. the teachers that matters the most. The satisfied lot of teachers can contribute a lot towards the achievement of goals of national importance.

The main purpose of the study was to find out the level of Job satisfaction among college teachers of Non- Professional institutions in Punjab and to explore the relationship between Job satisfaction level and Absenteeism trends among College teachers of Non-professional Institutions in Punjab.

1.2 Meaning of Job Satisfaction:

Job satisfaction is concerned with the contentment an individual is having from his or her job. Job satisfaction is basically an attitude, which is the outcome of diversified experiences of an employee from his job. It is an individual's feeling or state of mind.

Job satisfaction is defined as the "pleasurable or positive emotional state resulting from the appraisal of one's job or job experiences" (Locke, 1976 p. 1300). Smith (1969) perceived job satisfaction as the "extent to which an employee expresses a positive orientation towards a job". Job satisfaction has also been defined as a pleasurable Emotional state resulting from the appraisal of one's job, an affective reaction to one's job and an attitude towards One's job (Brief, 1998). It is a generalized affective orientation to all aspects of the job.

Job satisfaction is a multi-pronged concept .The source of job satisfaction is not only the job; it also emanates from the business environment, government policies, working environment, supervision style, interpersonal relationship, and organizational culture and personality factors. The happier people are within their job, the more satisfied they are said to be.

1.3 Professional and Non-Professional Institutions:

As the present study is concerned with college teachers of Non-Professional institutions, it is very important to distinguish between Professional and Non-professional Institutions. For the purpose of study, if educational Institutions are engaged in imparting only Professional education, then such institutions have been termed as professional institution. There are certain educational institution in Punjab which are engaged in imparting both General and Professional education. If such institution are providing professional education to two third or more students then such educational institutions have been termed as professional institution. All the remaining higher educational institutions have been termed as Non professional Institution for the purpose of this study.

2. REVIEW OF LITERATURE

Various studies conducted in the past have concluded that Job satisfaction of college teachers is influenced by various intrinsic as well as extrinsic factors. Santhapparaj and Alam (2005) in their study indicated that pay, promotion, working conditions and support of research have positive and significant effect on Job Satisfaction. The results further indicated that female staff is more satisfied than their male counterpart. Gautam et al, (2008) measured Moderate Job Satisfaction among faculty members. Moreover Younger faculty members were found to be more satisfied as compared to those with longer service although the relationship was not linear. The study conducted by Ch'ng et al, (2010) shows that management support, salary and promotion opportunities are significant in determining the Job Satisfaction level of College Teachers. Singh (2012) asserted that there is a significant difference in Job Satisfaction among college teachers with regard to gender in self financing institutions. There are only a few studies that have linked Job satisfaction level to the Absenteeism trend among College teachers. Lirit R. Abeles (2009) in his study found that the latent variables, which deal with the personal and organizational position of the teacher, explain some of the excused and unexcused absences. This research showed that organizational positioning has a stronger effect on excused absence rather than unexcused. The study further concluded that most absences in organizations are excused, and severely harm the organization.

It can be concluded that although various studies have been conducted to analyze job satisfaction of college teachers but only a few studies are available in which relationship between job satisfaction level and Absenteeism trends have been explored.

2.1 Need and Significance of the Present Study:

Performance of Individual employees in the organization is very important for the growth of that organization. A Satisfied lot of workforce can contribute a lot towards successful running of the organization. If the employees in the organization are not satisfied then they can prove to be a major bottleneck in the smooth running of an organization. The Dissatisfied lot of workforce can endanger the very existence of the organizations thus hampering the process of creation of national wealth in the long run.

In the changing scenario of education, it will be interesting to bring out the relationship between Job Satisfaction level and Absenteeism trends among college Teachers of Non professional institutions in Punjab. The Present study will help the

organizations in controlling such factors which are causing dissatisfaction and thus will help in enhancing the quality and performance of their workforce.

3. OBJECTIVES OF THE STUDY

The present study has been carried out with a basic mission to explore the level of Job Satisfaction among college teachers of Non-Professional Institutions in Punjab and to find out the relationship between Job satisfactions levels on Absenteeism trends among college teachers among the College Teachers of Non-Professional Institutions in Punjab.

More specifically, the following are the objectives of the study:

1. To assess the Job Satisfaction level of college teachers of Non-professional institutions in Punjab.
2. To determine the Absenteeism trends among college teachers of Non-Professional Institutions in Punjab.
3. To explore the relationship between the Job Satisfaction level and Absenteeism trends among College Teachers of Non-Professional Institutions in Punjab.

3.1 Sample of the Study:

The sample for the present study has been selected from five districts (out of 22 districts in the state of Punjab) i.e. Amritsar, Jalandhar, Ropar, Patiala and Bathinda so as to represent the whole population of the study. As the research is exploratory in nature, the non-probability sampling technique is used to select the sample. For the purpose of the study, 258 college Teachers from Non - Professional Institutions have constituted the sample. Around 50 teachers have been selected from each district.

3.2 Methodology of the Study:

Data for the purpose of this study was collected through questionnaire so as to measure job satisfaction in 20 facets. The 5 point likert scale is used to record the responses of teachers to the various aspects of Job satisfaction.

The data so collected was analyzed with the help of Graph Pad Prism software by applying various statistical measures like frequency count, Means, standard deviations, two way ANOVAs tests, correlation measure and P value.

3.3 Limitations of the Study:

The present study has mainly stressed upon finding out the job satisfaction level of college teachers in relation to the intrinsic and extrinsic factors related to work place. There may be various other factors which can affect the job satisfaction level of college teachers like age, gender, educational level of educators, location of the institution, psychological factors, family conditions, overall general conditions prevailing in the society etc. Moreover, data has been collected from the individual teachers and the responses to the questions depend upon the perceptions of those individual teachers.

4. FINDINGS OF THE STUDY

The main findings of the study can be enumerated as below:

4.1.1 Overall Job Satisfaction and Significance of Different Factors for Overall Job Satisfaction among College Teachers of Non-Professional Institutions:

One of the main aims of the study is to find out the level of overall Job Satisfaction and the factors which are significantly affecting the overall Job Satisfaction among College Teachers of Non-Professional Institutions in Punjab. As already stated that Minnesota Job Satisfaction questionnaire has been used to satisfy the above stated objectives of the study. Overall Job Satisfaction has been taken as the combined total of mean score of twenty dimensions of Job Satisfaction Questionnaire.

The table 4.1.1.1 depicts the overall Job Satisfaction score as well as satisfaction score for each of the twenty dimensions of the Job Satisfaction. The table also shows the F ratio and P value for depicting the significance of difference between the mean score of each of the dimension of Job Satisfaction and the overall Job Satisfaction of College Teachers of Non-Professional Institutions in Punjab.

Table 4.1.1: Significance of Factor Affecting Job Satisfaction Level of College Teachers of Non-Professional Institutions

Sr. no.	Sub Scale	N	Mean Response	Std. Dev.	F Ratio	P value
1	The chance to work alone on the job (Independence)	258	3.39	1.07	1.15	0.1265 Not Significant
2	The chance to do different things from time to time (Variety)	258	3.89	.99	1.33	0.0114 Significant
3	The chance to be 'somebody' in the community (Social Status)	258	3.79	.77	1.11	0.2113 Not significant
4	The way my boss handles his/her employees (Supervision)	258	3.89	1.11	1.33	0.0109 Significant
5	The competence of my supervisor in making decisions (Supervision – Technical).	258	3.55	1.12	1.18	0.0878 Not Significant
6	Being able to do things that don't go against my conscience.(moral values)	258	3.73	.92	0.99	0.5301 Not significant
7	The way my job provides for steady employment.(Security)	258	3.63	.90	1.11	0.2030 Not Significant
8	The chance to do things for other people. (social service)	258	4.00	.81	1.21	0.0656 Not significant
9	The chance to tell people what to do. (Authority)	258	3.89	.80	1.15	0.1357 Not significant
10	The chance to do something that makes use of my abilities. (Ability Utilization)	258	3.95	1.03	1.36	0.0075 Very significant
11	The way company policies are put into practice. (Company policies and practices)	258	3.57	.90	1.22	0.0581 Not significant
12	My pay and the amount of work I do. (Compensation)	258	3.82	0.98	1.27	0.0270 Significant
13	The chances of advancement on this job.(Advancement)	258	3.42	1.03	1.30	0.0172 Significant
14	The freedom to use my own judgment. (Responsibility)	258	3.59	.88	1.28	0.0240 Significant
15	The chance to try my own methods of doing the job. (Creativity)	258	3.76	.83	1.264	0.0303 Significant
16	The working conditions.(Working conditions)	258	3.82	.99	1.32	0.0133 Significant
17	The way my co-worker gets along with each other. (co-worker)	258	3.86	.86	1.223	0.0537 Not significant
18	The praise I get for doing a good job. (Recognition)	258	3.32	1.19	1.18	0.0883 Not Significant
19	The feeling of accomplishment I get from the job.(Achievement)	258	3.82	.82	1.263	0.0307 Significant
20	Being able to keep busy all the time. (Activity)	258	3.76	.87	1.240	0.0427 Significant
	Overall	258	74.48	9.21		

4.1.2 Overall Job Satisfaction:

As the table 4.1.2 depicts, Mean overall Job Satisfaction score of College Teachers of Non-Professional Institutions is 74.48. As per the criteria, Job Satisfaction score ranging from 25 to 75 is termed as having moderate satisfaction. As depicted in the table, the overall mean Job Satisfaction score of College Teachers of Non-Professional Institutions falls in this category. Hence the College Teachers of Non-Professional institutions are having moderate level of Job Satisfaction but on the higher side

4.2. Absenteeism Trends among College Teachers:

Absenteeism trend has been measured on the basis of absents during last six months reported by the respondents in the questionnaire. From the data, mean Absenteeism score was calculated. The mean Absenteeism score for College Teachers of Non-Professional Institutions was 4.87. As the figures show that College Teachers of Non-Professional Institutions are having high absenteeism rate.

4.2.1. Job Satisfaction and Absenteeism among College Teachers of Non-Professional Institutions

To satisfy the next objective of the study, we have to see the impact of Job Satisfaction of College Teachers on Absenteeism trend among College Teachers of Non-Professional Institutions. The table 4.2.1.1 is depicting the Absenteeism trends among College Teachers of Non-Professional Institutions and its correlation with their level of Job Satisfaction.

Table 4.2.1.: Pearson Correlation between Job Satisfaction Level and Absenteeism among College Teachers of Non-Professional Institutions

	N	Mean	SD	R	R Square	P value
Job Satisfaction	258	74.48	9.21	-0.06409	0.0041	.3052
Absenteeism	258	4.87	4.30			

*Not Significant Alpha = 0.05

As depicted in the table 4.2.1.1, the College Teachers of Non-Professional Institutions are having high rate of Absenteeism rate. There exists a non-significant negative correlation (-0.06409) between College Teachers of Non-Professional Institutions and Absenteeism trends among them. As depicted, the College Teachers of Non-Professional Institutions having high level of Job Satisfaction are more prone to Absenteeism due to various reasons.

4.3 Findings of the Study:

The analysis of the data shows that the mean score of Absenteeism among College Teachers of Non-Professional Institutions is quite on the high side. Further there is a non significant negative correlation between Job Satisfaction level and Absenteeism trend among College Teachers of Professional Institutions in Punjab.

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