

# Factors Affecting on Teachers job Satisfaction in Ayurvedic Medical Colleges in Haryana

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## ABSTRACT

People, money, machines, and other resources, etc., are the important factors that play an important role in the success of an organization. So it is important for the organisation to satisfy the employees. The objective of this study is to identify the factors that influence the job satisfaction of teaching staff in Ayurvedic medical colleges in Haryana. 200 teaching staff was selected from the government and private Ayurvedic medical colleges. Primary data was used. Data was collected through a questionnaire. Percentage analysis was used for the analysis of the data. This research was undertaken to investigate factors such as salary, selection and promotion policies, job security, respect from faculty members, recognition, and working conditions. The findings of the study showed that most teaching staff in Ayurvedic medical colleges in Haryana were satisfied with their jobs.

*Keywords: Job satisfaction, factors affecting teaching staff, salary, promotion Recognition.*

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## INTRODUCTION

People, money, machines, and other resources, etc., are the important factors which play an important role in the success of the organization. People are the most important factor in the success of any organization. So it is important for the organisation to satisfy the employees. Nowadays, job satisfaction is more important than other things. The main purpose of job satisfaction is to determine the satisfaction level of an individual. As a result, it is critical to understand an individual's behaviour in order to improve their level of job satisfaction.

### Meaning and definition of job satisfaction

Job satisfaction is a combination of two words: "job" and "satisfaction". According to Edwin B. Flippo, "a job is a group of tasks related by similarity of functions." A job is an occupational activity that is performed by an individual for the purpose of receiving remuneration. The job includes physical and social aspects of the work environment. So it is described as a group of positions which include responsibilities, duties, knowledge and skills.

Satisfaction is a broad term, and it involves the inner satisfaction of a person in any type of job. So, job satisfaction is the feeling of pleasure, employment, and fulfilment that an employee feels from a job. Simply put, job satisfaction is the feeling we get from doing our job.

### Definition:

According to Schermerhorn, "job satisfaction" is defined as the degree to which an individual feels positive or negative about their job. It is an attitude or emotional response to one's task as well as to the physical and social conditions of the workplace. Job satisfaction is motivational and leads to a positive employment relationship and a high level of individual job performance. "

In the year 1957, Herzberg explained that the feature of a job is divided into two parts, i.e., intrinsic and extrinsic reward from work. Intrinsic factors that occur inside the job, i.e., the attitude of people towards their work, Extrinsic factors occur outside of the job, i.e., salary. There are many factors that should affect the job satisfaction level of people.

A satisfied employee can execute the work effectively, but a dissatisfied employee cannot do this. A dissatisfied employee gives service and affects the whole organization. The main objective of healthcare organisations is to give the highest

quality service to the people who need it. There are many researchers who explain the relationship between job satisfaction of ayurvedic medical employees and patient satisfaction.

## REVIEW OF LITERATURE

Studies related to job satisfaction are:

**(Jyoti & Sharma, 2010)** studied "Job Satisfaction of University Teachers: An Empirical Study." The goal was to discover the characteristics that influence a teacher's job satisfaction and to suggest some strategic strategies for achieving and maintaining that pleasure. A questionnaire was employed to collect data from University of Jammu faculty. A sample was chosen on a random basis. Some beneficial aspects of work life that the author discovered were a high level of autonomy, creativity, a sense of accomplishment, idealness, and appropriateness of task. Teachers' marital status has no bearing on their job satisfaction. Professors are happier than lecturers and audience members. The research finds that teacher satisfaction is declining in the middle years, as evidenced by age, experience, and occupational level and that organisational issue must be addressed. The article also covered the strategic actions made to improve workplace happiness, such as appropriate recognition, encouraging teamwork, providing a higher compensation package for middle-aged instructors, and ensuring proper implementation of the Promotion Policy.

**(Somvir & Kaushik, 2012)** analysed "Job satisfaction among Haryana State library professionals." The goal was to look into the aspects that influence library personnel's job happiness. Data was gathered from 100 library professionals from Haryana State's private engineering and management colleges. The author discovered that several factors influence job happiness in library professionals, such as supervisory atmosphere and job features, and that reducing stress among employees can improve job satisfaction in library professionals.

**(Kumari Lalita, 2013)** studied, "Factors impacting college instructors' job satisfaction in the Doaba region of Punjab, India." The goal was to look at the elements that influence college professors' job satisfaction as well as the link between job contentment and job performance. The method of convenient sampling instruction was utilised. The data formats of abilities and experience were collected via a questionnaire. The author discovered that eight factors influence college professors' job satisfaction in Punjab's Doab region. Work-life balance, professional advancement, job security, organisational culture, relationships with superiors, job motivation, and application of skills and experience are all factors to consider.

**(Hooda & Singh, 2014)** studied "Determining satisfaction among private educational institution faculty members." The goal was to look at the elements that affect faculty members' job happiness at the undergraduate and graduate levels in universities and institutes (both public and private) in Delhi and Haryana, as well as to determine the general level of job satisfaction among faculty members. Faculty members from Haryana and the National Capital Region, as well as Sonapat and Rohtak in Haryana, were polled using a questionnaire. The author discovered that job happiness among faculty members is influenced by three factors: their hands' leadership behaviour, the benefits they receive for their work, and the working environment.

**(Manohar & Methew, 2016)** "An Empirical Study of the Relationship between Job Satisfaction and Teacher Performance among Bangalore's Unaided Management Institutions." The goal was to establish teacher job satisfaction levels in management institutions and to assess teacher effectiveness in management institutions. The study relied on quota sampling. Data was collected from various management institutions in Bangalore, including Asst. Professors, using a questionnaire. The author discovered that job satisfaction and teacher performance have a positive relationship. Teachers are valued by their coworkers, who will improve the organization's total contribution. If teachers are able to teach things that they enjoy, they will have a successful career. Teachers' performance can be increased if they are completely happy.

**(Sheopuri, 2019)** studied, "Job satisfaction among hospital health care personnel." The goal was to investigate the elements that influence job satisfaction among hospitalised healthcare personnel. A questionnaire was utilised to obtain data from employees of four hospitals in Bhopal via a survey method (respondents were doctors, technicians, nursing staff, supporting staff, and housekeeping staff). There is a relationship between employee attitudes and patient happiness, according to the author. Employees appreciate open door policies, feedback boxes, and management access. Healthcare professionals play a critical role in defining the healthcare system's effectiveness, efficiency, and long-term viability.

**(Annu, Mohan & Jain 2020)** explained the results of a comparison study of job satisfaction among GJU and PDM teachers were revealed. Teachers at GJU (Government University) were happier than teachers at PDM, according to the

study (Private University). In terms of income and retirement benefits, GJU has a higher level of job satisfaction than PDM. Teachers at both universities were pleased with their morale and motivation

**Objectives of the study**

1. To study the satisfaction level of teaching staff in Ayurvedic Medical Colleges in Haryana.
2. To identify the factors that influences the job satisfaction of teaching staff in Ayurvedic Medical Colleges in Haryana.

**RESEARCH METHODOLOGY**

The descriptive type of research was used in the present study. Six private and two government Ayurvedic Medical Colleges were selected for the study. The respondents of the study were assistant professors, associate professors, professors, and principals of colleges in Haryana. The data was collected through a questionnaire. The questionnaire was prepared on the basis of various factors which affect the satisfaction level of respondents. The first part of the questionnaire includes information regarding demographics and background like age, sex, level of education, nature of job, designation, experience, marital status, and type of job. The second part of the questionnaire includes the various statements to find out the level of job satisfaction. A total of 200 teachers from two Ayurvedic colleges and six private Ayurvedic colleges were selected. Data was analysed by SPSS.

**DATA ANALYSIS**

Data after collection is processed and analysed in accordance with the objective. Processing means editing, coding, classification and tabulation of collected data so that the data is easily analyzed. In this section, the results and findings are analysed on the basis of collected data from respondents. This research focuses on the factors affecting job satisfaction in Ayurvedic medical colleges in Haryana. This discussion helps to accomplish all the objectives of the study. This part discussed the respondents' overall perception of employee job satisfaction in Ayurvedic Medical Colleges in Haryana and sub dimensions such as salary, job security, working hours, etc. conditions, section and promotion policies, recognition, and support from senior faculty members. The findings are presented in frequencies and percentages.

**Table 1: Satisfaction with respect to pay scale.**

	Frequencies	Percentage
Agree	110	55
Disagree	30	15
Neutral	50	25
Strongly Agree	6	3
Strongly disagree	4	2
Total	200	100

**Interpretation:**

In term of satisfaction with respect to salary, the study found that 110(55%) respondent is agree and 30(15%) respondent is disagree, 50(25%) respondent responded neutral, 6(3%) respondent responded strongly agree, 4(2%) respondent responded strongly disagree.

**Table 2: Satisfaction with respect to selection and promotion policies and procedures.**

	Frequency	Percentage
Agree	111	55.5
Disagree	23	11.5
Neutral	50	25.0
Strongly agree	9	4.5
Strongly disagree	7	3.5
Total	200	100

**Interpretation:**

In term of satisfaction with respect to selection and promotion policies and procedures in the colleges. The study found that 111(55.5%) respondent responded agree, 23(11.5%) respondent responded disagree, 50(25%) respondent responded neutral, 9(4.5%) respondent responded strongly agree, 7(3.5%) respondent responded strongly disagree.

**Table 3: Satisfaction with respect to job security**

	Frequency	Percentage
Agree	115	57.5
Disagree	20	10
Neutral	54	27
Strongly agree	10	5
Strongly disagree	1	0.5
Total	200	100

**Interpretation:**

In term of satisfaction with respect to job security, the study found that 115(57.5%) respondent responded agree, 20(10%) respondent responded disagree, 54(27%) respondent responded Neutral, 10(5%) respondent responded strongly agree, 1(0.5%) respondent responded strongly disagree.

**Table 4: Satisfaction with respect to recognition by the college.**

	Frequency	Percentage
Agree	137	68.5
Disagree	10	5.0
Neutral	41	20.5
Strongly agree	12	6.0
Total	200	100

**Interpretation:**

In term of satisfaction with respect to recognition by the college, the study found that 137(68.5%) respondent responded agree, 10(5.0%) respondent responded disagree, 41(20.5%) respondent responded neutral, 12(6.0%) respondent responded strongly agree.

**Table 5: Satisfaction with respect to respect from faculty member**

	Frequency	Percentage
Agree	127	63.5
Disagree	3	1.5
Neutral	40	20
Strongly agree	30	15
Total	200	100

**Interpretation:**

In term of satisfaction with respect to respect from faculty member, the study found that 127(63.5%) respondent responded agree, 3(1.5%) respondent responded disagree, 40(20%) respondent responded neutral, 30(15%) respondent responded strongly agree.

**Table 6: Satisfaction with respect to working condition in college**

	Frequency	Percentage
Agree	139	69.5
Disagree	4	2
Neutral	49	24.5
Strongly agree	7	3.5
Strongly disagree	1	0.5
Total	200	100

**Interpretation:**

In term of satisfaction with respect to working condition in college, study found that 139(69.5%) respondent responded agree, 4(2%) respondent responded disagree, 46(24.5%) respondent responded neutral, 7(3.5%) respondent responded strongly agree, 1(0.5%) respondent responded strongly disagree.

## **CONCLUSION AND SUGGESTION**

Employee job satisfaction helps to improve service quality and service quality increases employee satisfaction. So college management has to pay attention towards employees to provide different kinds of facilities. This study tested factors affecting job satisfaction for Ayurvedic medical colleges in Haryana. The result of this study suggests that a factor satisfactorily explains job satisfaction, and management should focus on the factors that affect the job satisfaction level of employees. On the basis of results, we can see that salary, selection and promotion policy, job security, recognition, respect from faculty members and working conditions are the key factors in satisfying employees.

A good salary is the best motivator for employees. A good salary is the key factor in satisfying an employee. So, in this way, employees increase the service quality and improve organisational performance.

Selection and promotion policies are also factors that affect the satisfaction level of employees. There is transparency in the selection and promotion procedures in the institution. Due to transparency, the employees feel motivated and work hard. Job security is also an important factor that affects employee satisfaction. If an employee does not feel safe and secure at work, the satisfaction level is ultimately going to fall. Recognition in the workplace motivates and provides a sense of accomplishment to employees. This recognition not only boosts employee engagement but increases productivity. If employees want to be treated with respect by their co-workers, then the satisfaction level of employees is high. Working conditions also lead to job satisfaction. Good working conditions help the personnel do their job easily. On the other hand, bad work creates problems for people doing their work.

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