A STUDY OF JOB SATISFACTION AMONG UNIVERSITY TEACHERS IN INDIA

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ABSTRACT

This purpose of this study is to determine the job satisfaction among university teachers in the area of Delhi working in a management institute and to investigate the effect of various demographic factors like gender, marital status on employees’ job satisfaction. The study was done on 234 teachers working in a management institute in Delhi and results showed that the important factors that have an impact on job satisfaction are supervision, relationship with co-workers, present pay, nature of work, and opportunities for promotion. Descriptive analysis performed to determine level of teacher's job satisfaction. Demographic variables were tested to find the association between the job satisfaction and various demographic variables. The findings suggest that married teachers are more satisfied than unmarried ones. Gender was not found to have any effect on job satisfaction. Teachers working in government universities are found to be most satisfied. Context job satisfaction factors (i.e. satisfaction with pay, variety of activities, environment & security) are more descriptive of employee job satisfaction than the content factors (i.e. satisfaction with work, customer interaction, promotion).

KEY WORDS: Job Satisfaction, teachers, higher education.