A STUDY ABOUT JOB SATISFACTION OF PRIVATE PROFESSIONAL COLLEGES'S EMPLOYEES OF KURUKSHETRA DISTRICT (HARYANA)

Mr. Anil Kumar

Asst. Prof. CBS Group of Institutions
Fetehpuri, Jhajjar (Haryana)

ABSTRACT

Performance of an individual depends on job satisfaction. So job satisfaction plays a major role in the work performance of individual. The purpose of our study is to find out the level of job satisfaction and the factors that contribute to the low and high satisfaction among private professional colleges' employees. The researchers choose a segments of Kurukshetra University Kurukshtra in Haryana State for study as the universe is very vast and wide. The term 'job satisfaction' refers to the general attitude of an employee towards his/ her job. It is a relative term and varies from person to person. The study focuses on the relationship between the profile of the employees of select colleges of Kurukshetra University Kurukshetra and their overall attitude towards their jobs. The searcher used a number of statistical tools and tests like- Kaiser-Meyer-Olkin (KMO) Measure of sampling, Bartlett's Test of Sphericity, Factor analysis, Eign value, Chi-square test .After using all above told tests then gives conclusion for each test.

***Keywords**: satisfaction, professional, Sphericity, sampling, segments.*

1. INTRODUCTION

Job satisfaction of employees is the most important for the growth and development of any organization. In this case all the groups of are reasonably satisfied with their job but they differ in terms of degree of satisfaction. Job satisfaction has been widely studied over the years. Tziner and Vardi (1984) define work satisfaction as an effective response or reaction to a wide range of conditions or aspects of one's work such as pay, supervision, working conditions, and/or the work itself. Others define it as an effective orientation towards anticipated outcome (Wanous and Lawler, 1972), a statement that describe the feelings of employees about their work (Arches, 1991), or an employee's affective reactions to a job based on comparing actual outcomes with desired outcomes (Cranny et al., 1992). Porter and Steers (1973) argued that the extent of employee job satisfaction reflects the cumulative level of met worker expectations. That is, employees expect their job to provide a mix of features (e.g., pay, promotion, autonomy) for which the employee has certain preferential values.

2. OBJECTIVE OF THE STUDY

The following are the specific objective of the study.

- To explain the attitude of the employee towards their respective work.
- To examine the relationship between profile of the employee and their overall attitude towards their jobs.
- To measure the impact of independent variables on the job satisfaction of employees.
- To identify and study the factors influencing job satisfaction
- Try find out the major factors which are, can play the most important role to increase the job satisfaction of employees towards jobs.

3. METHODOLOGY

The study employs primary data as well as secondary data. Secondary data was collected from different published sources such as research articles, conference proceedings, books, magazines, periodicals, newspapers etc. Primary data was collected by survey using convenience sampling. A structured questionnaire containing 19 items was developed for the purpose of primary data collection. All items were measured by responses on a five-point Likert scale in satisfaction/ relevance with statements, ranging from 1= Highly Satisfied to 5= Highly Dissatisfied. The analysis of primary data was carried out using Statistical Package for the Social Sciences (SPSS) 17.0 for windows.

A. The sample

The population for the study comprised the **private professional colleges' employees (Teaching & non Teaching Staff)** from **Kurukshetra University Kurukshetra** in Haryana State. A sample of 120 respondents was selected on the basis of convenience sampling. The data has been collected personally with the help of well structured and non-disguised questionnaire. After scrutiny of the filled questionnaires, 100 were found to be fit for analysis; others were incomplete or lacked seriousness in response and weeded out.

4. TOOLS FOR ANALYSIS

The following statistical tools were used in the present study for analysis purpose. The Chi-square test has been used to test the hypothesis framed. The Factor analysis is used to find out the relationship between the different factors of jobs satisfaction. The Multiple Regression analysis to find out the impact of the various attitude indexes on overall job satisfaction of the employees.

5. ANALYSIS AND INTERPRETATION OF THE DATA

The results of the analysis of the collected data are presented under different heads.

- **Gender of the Respondents and the Level of Satisfaction towards Job**

The gender-wise classification of the sample respondents and their level of satisfaction towards their job are given in Table1 in appendix below. In order to find out the association between the gender of the respondents and their level of satisfaction towards the jobs, the Chi-square test is applied.

Null hypothesis: The association between the gender of the respondents and their level of satisfaction towards jobs is not significant.

As the calculated Chi-square value (**5.871**) is less than the table value (**9.488**) at 5% level of significance for 4 degrees of freedom, the null hypothesis is accepted and it could be concluded that the association between the gender of the respondents and their level of satisfaction towards job is not significant.

- **Age Group of the Respondents and the Level of Satisfaction towards Job**

The age-wise classification of the sample respondents and their level of satisfaction towards their job are given in Table2 in appendix. In order to find out the association between the gender of the respondents and their level of satisfaction towards the jobs, the Chi-square test is applied.

Null hypothesis: The association between the age group of the respondents and their level of satisfaction towards jobs is not significant.

As the calculated Chi-square value (**7.016**) is less than the table value (**21.026**) at 5% level of significance for 12 degrees of freedom, the null hypothesis is accepted and it could be concluded that the association between the age group of the respondents and their level of satisfaction towards job is not significant.

- **Work Experience of the Respondents and the Level of Satisfaction Towards Job**

The experience-wise classification of the sample respondents and their level of satisfaction towards their job are given in Table 3 in appendix. In order to find out the association between the experience of the respondents and their level of satisfaction towards the jobs, the Chi-square test is applied.

Null hypothesis: The association between the experience of the respondents and their level of satisfaction towards jobs is not significant.

As the calculated Chi-square value (**12.34**) is less than the table value (**21.026**) at 5% level of significance for 12 degrees of freedom, the null hypothesis is accepted and it could be concluded that the association between the experience of the respondents and their level of satisfaction towards job is not significant.

- **Income of the Respondents and the Level of Satisfaction Towards Job**

The distribution of the respondents on the basis of their monthly income and their level of satisfaction towards their job are given in Table 4 in appendix. In order to find out the association between the monthly income of the respondents and their level of satisfaction towards the jobs, the Chi-square test is applied.

Null hypothesis: The association between the monthly income of the respondents and their level of satisfaction towards jobs is not significant.

As the calculated Chi-square value (**7.5343**) is less than the table value (**21.026**) at 5% level of significance for 12 degrees of freedom, the null hypothesis is accepted and it could be concluded that the association between the monthly income of the respondents and their level of satisfaction towards job is not significant.

- **Qualification of the Respondents and the Level of Satisfaction Towards Job**

The distribution of the respondents on the basis of their Qualification and their level of satisfaction towards their job are given in above Table 5. In order to find out the association between the monthly income of the respondents and their level of satisfaction towards the jobs, the Chi-square test is applied.

Null hypothesis: The association between the qualification of the respondents and their level of satisfaction towards jobs is not significant.

As the calculated Chi-square value (**7.767**) is less than the table value (**21.026**) at 5% level of significance for 12 degrees of freedom, the null hypothesis is accepted and it could be concluded that the association between the qualification of the respondents and their level of satisfaction towards job is not significant.

6. FACTOR ANALYSIS

The dimensionality of the satisfaction was examined using the factor analysis based on the 17 individual statements of the questionnaire and the reliability of the subsequent factor structure was then tested for the internal consistency of the grouping of the items.

The Kaiser- Meyer- Olkin measure of sampling adequacy index is .537 can see in table-6, which indicates that the factor analysis is appropriate for the given data set. The KMO measure of sampling adequacy is an index to examine the appropriateness of the factor analysis. High values between 0.5 and 1.0 indicate that below 0.5 imply that the factor analysis may not be appropriate. The Bartlett's Test of Sphericity is used to examine the hypothesis that variables are uncorrelated. It is based on the Chi- Square transformation of the determinant of the correlation matrix. A large value of the test statistic will favour the rejection of the null hypothesis. In turn this would indicate the factor analysis is appropriate. The Bartlett's test of Sphericity Chi-square

statistics is 272.843, which would mean that the 17 statement are correlated and hence as concluded in the KMO, the factor analysis is appropriate for the given data set.

7. CONCLUSION

A. Chi- Square Analysis Conclusion: In our study we found out followings:

- The gender-wise classification of the sample respondents and their level of satisfaction towards their job concluded that the association between the gender of the respondents and their level of satisfaction towards job is not significant.
- The age-wise classification of the sample respondents and their level of satisfaction towards their job concluded that the association between the age group of the respondents and their level of satisfaction towards job is not significant.
- The experience-wise classification of the sample respondents and their level of satisfaction towards their job concluded that the association between the experience of the respondents and their level of satisfaction towards job is not significant.
- The distribution of the respondents on the basis of their monthly income and their level of satisfaction towards their job concluded that the association between the monthly income of the respondents and their level of satisfaction towards job is not significant.

The distribution of the respondents on the basis of their Qualification and their level of satisfaction towards their job concluded that the association between the qualification of the respondents and their level of satisfaction towards job is not significant.

B. Factor Analysis Conclusion :

Table11 Rotated Component Matrix

	Component					
	1	2	3	4	5	6
VAR00001 :Satisfied with job	**-.831**					
VAR00017: Participation in Management	**.809**					
VAR00008: Comfort ability with job		**.748**				
VAR00010: Job assignment of the employee wise		**.681**				
VAR00007: Loan Advance Facility		**-.604**				
VAR00009: Gender Relationship		**.422**				
VAR00012: Work environment			**.744**			
VAR00013: Promotional Opportunities			**.637**			
VAR00011: Grievances Handling System within job			**.602**	**-.417**		

VAR00014: Performance Appraisal System				.828		
VAR00015: Appreciation of work				.603		
VAR00002: Interpersonal Relationship					.717	
VAR00003: Communication Channel					.664	
VAR00004: Salary benefits						
VAR00016: Faculty Training and Development Programme						.673
VAR00006: Relationship with superiors and subordinates						-.565
VAR00005: Job Security						.528

Extraction Method: Principal Component Analysis. Rotation Method: Varimax with Kaiser Normalization. a. Rotation converged in 7 iterations.

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9. APPENDIX

Table1: Gender and the Level of Satisfaction

S.No	Gender	Level of Satisfaction					Total
		Highly Satisfied	Satisfied	Neutral	Dissatisfied	Highly Dissatisfied	
1	Male	5(5.25)	10(13.5)	30(30)	20(17.25)	10(9)	75
2	Female	2(1.75)	8(4.5)	10(10)	3(5.75)	2(3)	25
	Total	7	18	40	23	12	100

Source: Survey data

(Figures given in the brackets represent the Expected Frequency)

Table2: Age Group and the Level of Satisfaction

S.No	Age Group	Level of Satisfaction					Total
		Highly Satisfied	Satisfied	Neutral	Dissatisfied	Highly Dissatisfied	
1	0-25	2 (1)	2 (3.2)	3 (3.7)	1(1)	2(1.1)	10
2	25-35	5(4.5)	15 (14.4)	16(16.6)	4(4.5)	5 (4.95)	45
3	35-55	2(3.5)	13(11.2)	15(12.9)	3(3.5)	2(3.85)	35
4	55-above	1(1)	2(3.2)	3(3.7)	2(1)	2(1.1)	10
		10	32	37	10	11	100

Source: Survey data

(Figures given in the brackets represent the Expected Frequency)

Table3: Work Experience and the Level of Satisfaction

S.No	Work Experience	Level of Satisfaction					Total
		Highly Satisfied	Satisfied	Neutral	Dissatisfied	Highly Dissatisfied	
1	0-10	2 (1.2)	3 (3.7)	3 (4.3)	2(1.3)	2(1.4)	12
2	11-20	5(4.3)	13 (13.3)	16(15.5)	4(4.7)	5 (5.2)	43
3	21-30	2(3.7)	14(11.5)	15(13.3)	3(4.1)	3(4.4)	37
4	30-above	1(0.8)	1(2.5)	2(2.9)	2(.88)	2(.96)	8
		10	31	36	11	12	100

Source: Survey data

(Figures given in the brackets represent the Expected Frequency)

Table4: Monthly Income and the Level of Satisfaction

S.No	Monthly Income	Level of Satisfaction					Total
		Highly Satisfied	Satisfied	Neutral	Dissatisfied	Highly Dissatisfied	
1	Below-10,000	5 (4.5)	10 (12.9)	10(8.4)	4(4.9)	6(4.2)	35
2	10,000-20,000	4(5.2)	15(14.8)	10(9.6)	6(5.6)	5 (4.8)	40
3	20,000-30,000	2(1.9)	8(5.5)	2(3.6)	2(2.1)	1(1.8)	15
4	30,000-above	2(1.3)	4(3.7)	2(1.9)	2(1.4)	0(1.2)	10
		13	37	24	14	12	100

Source: Survey data

(Figures given in the brackets represent the Expected Frequency)

Table5: Qualification of Respondents and the Level of Satisfaction

S.No	Qualification	Level of Satisfaction					Total
		Highly Satisfied	Satisfied	Neutral	Dissatisfied	Highly Dissatisfied	
1	Under Graduate	0 (0.4)	1 (1)	2(2.3)	2(.95)	0(.35)	5
2	Graduate	2(1.2)	2(3)	6(6.9)	3(2.8)	2 (1.1)	15
3	Post Graduate	5(5.6)	15(14)	35(32.2)	10(13.3)	5(4.9)	70
4	Any Other	1(.8)	2(2)	3(4.6)	4(1.9)	0(.7)	10
		8	20	46	19	7	100

Source: Survey data

(Figures given in the brackets represent the Expected Frequency)

Table6-KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.537
Bartlett's Test of Sphericity	Approx. Chi-Square	272.843
	df	136
	Sig.	.000

Table7
Descriptive Statistic

	Mean	Std. Deviation
VAR00001	2.8500	1.07661
VAR00002	3.2200	1.08786
VAR00003	3.2100	1.11278
VAR00004	3.6200	1.06154
VAR00005	3.2900	1.00800
VAR00006	3.4700	1.05844
VAR00007	3.7500	.43519
VAR00008	3.4400	1.00825
VAR00009	3.2800	1.10170
VAR00010	4.0400	1.17138
VAR00011	3.2000	1.14592
VAR00012	3.1300	1.22808

VAR00013	3.4200	1.12976
VAR00014	3.1000	1.17637
VAR00015	3.3300	1.07360
VAR00016	3.3400	1.04659
VAR00017	3.5300	1.09595

Table8

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	2.415	14.204	14.204	2.415	14.204	14.204	1.907	11.219	11.219
2	2.032	11.952	26.156	2.032	11.952	26.156	1.835	10.792	22.012
3	1.597	9.394	35.550	1.597	9.394	35.550	1.693	9.957	31.968
4	1.472	8.660	44.210	1.472	8.660	44.210	1.582	9.307	41.275
5	1.202	7.071	51.281	1.202	7.071	51.281	1.487	8.744	50.020
6	1.156	6.799	58.080	1.156	6.799	58.080	1.370	8.060	58.080
7	.994	5.848	63.929						
8	.967	5.691	69.619						
9	.958	5.636	75.255						
10	.792	4.660	79.915						
11	.737	4.333	84.248						
12	.657	3.866	88.114						
13	.549	3.229	91.343						
14	.451	2.652	93.996						

15	.408	2.399	96.394						
16	.355	2.088	98.483						
17	.258	1.517	100.000						

Extraction Method: Principal Component Analysis.

Table9 Component Matrix[a]

	Component					
	1	2	3	4	5	6
VAR00001	-.352	-.715	-.175	-.018	-.072	.250
VAR00002	-.237	.015	.049	.569	.369	-.104
VAR00003	-.207	-.147	.158	.560	.262	-.027
VAR00004	.213	.340	.395	-.397	.100	.221
VAR00005	.145	.347	-.145	.167	-.060	.387
VAR00006	.128	-.326	-.181	.035	.008	-.517
VAR00007	-.610	.527	.062	-.056	.128	.066
VAR00008	.532	-.050	-.177	.352	-.435	.160
VAR00009	.276	.279	-.291	.516	.029	-.055
VAR00010	.738	.040	.014	.000	-.279	-.286
VAR00011	.535	-.103	-.382	-.277	.341	.159
VAR00012	.473	-.287	.042	-.032	.402	.300

VAR00013	.419	-.244	.339	.264	.344	.227
VAR00014	.116	-.257	.780	.034	-.186	.158
VAR00015	.158	.114	.578	.138	-.124	-.326
VAR00016	-.081	.339	-.055	.292	-.381	.421
VAR00017	.321	.670	.004	-.040	.321	-.162

Extraction Method: Principal Component Analysis.

a. 6 components extracted.

Table10 Rotated Component Matrix[a]

	Component					
	1	2	3	4	5	6
VAR00001	-.831	-.102	.087	-.113	-.047	-.101
VAR00002	.057	-.112	-.002	-.024	.717	-.015
VAR00003	-.105	-.057	.049	.124	.664	-.006
VAR00004	.368	-.259	.226	.302	-.387	.196
VAR00005	.162	.112	.075	-.145	.006	.528
VAR00006	-.059	.281	-.054	-.115	.078	-.565
VAR00007	.214	-.604	-.414	-.085	.119	.274
VAR00008	-.054	.748	.092	.011	-.029	.287
VAR00009	.305	.422	-.002	-.253	.366	.203
VAR00010	.327	.681	.122	.150	-.262	-.171

VAR00011	.131	.150	.602	-.417	-.274	-.095
VAR00012	-.023	.076	.744	.001	-.006	-.020
VAR00013	.026	.124	.637	.312	.264	.031
VAR00014	-.175	.005	.173	.828	-.038	.052
VAR00015	.291	.125	-.123	.603	.096	-.155
VAR00016	-.030	.150	-.232	.010	.044	.673
VAR00017	.809	-.038	.086	-.117	-.007	.076

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.

a. Rotation converged in 7 iterations.