

“A Study On Factors Influencing Academic Employee’s Job Satisfaction In Higher Educational Sector”

Running Title: A Study On Factors Influencing Academic Employee’s

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ABSTRACT

Higher educational sector is one the major role in Developing and developed countries around the world. Accomplishment / success of every organisation depend on employee’s job satisfaction. Especially in higher educational sector, academic faculty’s contribution is immense. However, employee’s job satisfaction depends on financial and Non-Financial incentives which provided by their institution.

Findings: This study aimed to test different factors that affect the motivation of employees which can be classified into two categories: Financial and Non-Financial rewards. The study population was all professors, Associate professors, Assistant Professors and lecturers at private universities, aided and unaided colleges in India. By using SPSS 2.0, find out which demographic variables leads to job satisfaction and which factors are more motivated to their job in higher educational sector. The results of the study provide evidence that financial and non-financial compensation has a positive and significant effect on the faculty’s professionalism. These papers not only discuss about that the academic faculty’s motivation but also how they are respectability/interested to do their work.

Key words: Job satisfaction, Academic employees, Higher Education, Compensation, Incentives.

INTRODUCTION

Employee’s job satisfaction is the most vital role in every organisation especially in higher educational sector academic faculties are encourage/ motivate/ to spread positivity to their students. So generally they need encouragement from their institution to satisfy their work. Job satisfaction is a crucial factor in the field of human resource management, based on employee’s perception – to what extent does the job offer exactly what the employee expects from it. Job satisfaction can be considered as a general attitude towards work, or satisfaction according to various dimensions of work, such as: pay, job promotion possibility, superiors and colleagues.

Academic staff at higher educational institutions has to be equipped with the latest knowledge in their field when teaching their students. The motivation and ability of academic staff is to develop students’ knowledge and skill. Among them the satisfaction level depends upon their own working environment is one of the most important ones and that influencing job satisfaction. A positive and healthy working environment will result in a satisfied and motivated member of academic staff. This is true fact about higher education sector, working environment is one of the key role in successful institution.

The intention of this paper is to determine which factors are influenced by job satisfaction. Promotions, Educational Allowance, Conveyance Allowance, medical reimbursement, Pension Scheme, Housing Facilities are financial incentives which consider as Independent variable. Non- Financial incentives items are Job security, Career or professional development, Peer Support\ co-workers, Work-Life Balance, Flexible working hours, Job Enrichment, Medical facilities, Children Education, Medical facilities provided by their institution, which are the items considered as Non- Financial incentives as independent variable. Democratic variables are more influence by independent variables. Primary data and secondary data are used by this research paper.

Review of literature:

Job satisfaction is an attitude – a feeling of relative like or dislike towards something. Employees’ attitudes consist of feelings, thoughts, and intentions to act. An employee as an individual often adjusts their own attitude in accordance with the attitude of the group (team) he/she belongs to. Generally, attitudes are acquired for a long time, so that job satisfaction or dissatisfaction occurs when an employee receives more and more information about his/her work place. If the causes of job satisfaction are determined, they cannot be ignored later, because those causes may vary and lead to job dissatisfaction. Permanent monitoring of job satisfaction is a need based on the fact that job satisfaction is a dynamical attitude. Job satisfaction is a vital role for living a life happily and also to supports our surroundings such as family, neighbours, friends, and environment.

The primitive stage of job satisfaction has classified into two major factors. First one is how the organisational cultures and commitments are satisfied with the employees and how they treated around with these. Second, there are individual factors such as personal development and experience of the job. These two factors are determining the fundamental stage of job satisfaction in higher educational sector.

The primeval assumption of job contentment theory is that employees can be motivated by how much they get experience though achieving their risk or completing their task. When they find their work to be enjoyable and meaningful, people will like their jobs and will be motivated to perform their jobs well. If employees are found their work to be pleasurable and worthwhile, they like their work and institutions are benign to their employees.

In higher educational institution, decrease in retention of academic faculties stated that institution fails to focus on their employee’s job satisfaction. The retention of academic faculties is needed for growth and development in higher educational institution (Mothman 2009).

(Mateko 2017) recognise education is the most fundamental things for economic growth in developing countries. Education assures that the people who have highly knowledgeable are the one who overcome poverty and to promote the economic growth in their country.

Regardless of their support, academic faculties share their conversation regarding financial incentives which are as follows and accurate on below: (a) Salary or payment Support, (b) Professional appreciation, (c) Academic Promotion, and (d) Capacity enrichment. Most of their ideas were comes in their own working experiences while some other were more theoretical in nature. (Nasreen S. Jessan 2020).

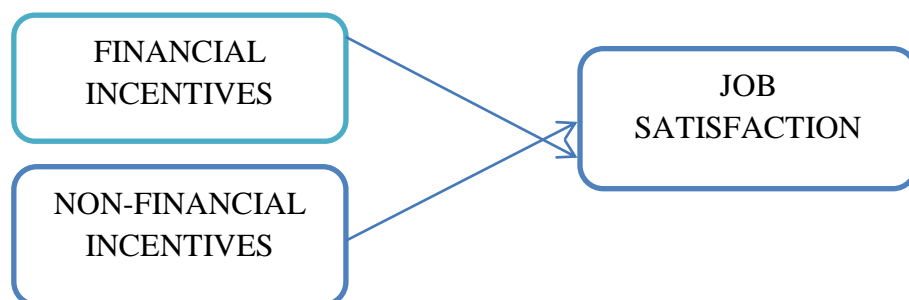
(Ahmad Suliman Alnsoura and Omar Ali Kanaanb 2021) concluded their study that the employee’s job satisfaction is determining the accomplishing organizational goals and also found in their study is an incentive plays a crucial role in personnel profession achievement.

(Imran Anwar Mir 2012) stated that Job dissatisfaction is caused by financial and non-financial aspects such as organizational cultures and commitments, supervision, technical problems, salary, mutual relationship on the job and working conditions.

Objectives of the study:

1. To evaluate the job satisfaction level among faculties
2. To identify the factors influencing job satisfaction among faculties
3. To analyse the demographic variables influencing job satisfaction

THEORETICAL FRAMEWORK:



METHODOLOGY:

The descriptive analysis was taken on the demographic variables. However, to analysis the study, Frequency and Factor analysis were tested on the Likert scale questionnaire. The relationship between these two independent variables was studied for determine which factors are more influenceor leading to job satisfaction among academic staff in higher educational sector. The data were collected from the Google form and the data was obtained by using the IBM STATISTICS SPSS 20 version.

The target respondents in the present study were includes all the academic faculties working in deemed university and university affiliated private universities located in Chennai. This survey was conducted among 350 academic staff of these universities, comprises of Professor, Assistant Professor, and Lecturer.

A Five-point Likert scale questionnaire was framed based on the review of literature. The questionnaires were incorporatefour sections which comprises of demographic variable, financial incentives, Non- Financial incentives and Job satisfaction of academic faculties. The reliability test was taken in the Cronbach alpha test (Table I). Since the value is beyond the minimum required value of 0.6, then the value is hypothetical and reliable and therefore theanalysis could be conducted.

TABLE I:

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.978	.979	43

Data Analysis:

Demographic profile has been determined by the professor (21.4%), Assistant Professor (57.1%), Lecturer (21.4%). Within the structure of population the male respondents(71.4%) were dominated then Female respondents (28.6%) in the area of Urban (42.9%), Semi Urban (50%), Rural (7.1%), in Deemed University (57.4%) and University Affiliated (42.9%) and their experience in current organisation isLess than a Year (28.6%), 1-5 years (28.6%), 6-10 Years (21.4%), 11-15 years (14.3%), and 16-20 years (7.1%).

RESULTS AND DISCUSSIONS

FREQUENCY

TABLE II:

	Frequency	Percentage
Valid 20-30	92	26.25
31-40	125	35.50
41-50	85	24.25
51-60	48	14
Total	350	100.0

INFERENCE :

From the above analysis (Table II), it's clearly shows that under the age of 31-40 of academic faculties were working. Other than that 26.25% of employees were working under the age of 20-30. 24.25% of employees were working under the age of 41-50. Further, 14% of employees were working under the age of 51-60.

FACTOR ANALYSIS:

FINANCIAL BENEFITS :

TABLE III:

RotatdeComponent Matrix

	Component		
	1	2	3
FB1	.904	.175	.239
FB7	.858	.464	
FB3	.793	.351	.391
FB4	.734	.321	.495
FB6	.681	.463	.251
FB8	.266	.910	.144
FB2	.217	.831	.351
FB9	.422	.765	.251
FB10	.503	.633	.359
FB5	.282	.598	.291
FB12	.133	.299	.926
FB13	.221	.437	.804
FB11	.468	.123	.754

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.

Rotation converged in 6 iterations.

From the above Table III, factor analysis conducted to determine the variables that are significantly influencing job satisfaction levels amid academic staff in higher educational sector. Adnan Jawabri 2017 proved that salary is the most influencing factor in job satisfaction. Further, Pay and promotion are more influenced the job satisfaction. Other allowances like Transport allowances, medical reimbursement are influencing. Statutory Allowance like rental and PF are also statistically influencing the job satisfaction.

NON-FINANCIAL BENEFITS:

TABLE IV:

	Component							
	1	2	3	4	5	6	7	8
NFB13	.913	.255	.119		-			.144
					.174			
NFB43	.864	.256	.128	.109		.295	-.158	-.130
NMF14	.840	.298	.178	.256	.135		.231	
NBF18	.813		.110	.166	-	-.245		-.462
					.102			
NFB28	.807	.286	.294	.256	.211			
NFB27	.807	.286	.294	.256	.211			
NFB31	.791	.251		.181	.271	.114	.308	.200
NFB16	.673	.383		.319	.441		.279	
NFB39	.575	.179	.552	.203	.262		.415	-.107
NFB11	.308	.866	.246	.159		.109		
NFB10	.306	.844	.297		.168	-.119	.118	
NFB12	.259	.805	.291	.314	.127	.239		
NFB8	.172	.756	.181	.573				
NFB9	.318	.745	.433		.259		.141	.219
NFB38	.421	.699	.235	.138	.289	-.171	.323	
NFB5	.203	.673	.289	.352		-.104	.464	-.104
NFB26	.555	.651	.231		.390			
NFB15	.464	.546	.165	.266	.516	-.101	.288	
NFB42	.477	.505	.378	.376	.158	.292		-.235
NFB36		.170	.848	.350	.211			-.153
NFB4	.299	.293	.841	-.122				.263
NFB21	.258	.294	.753	.455		-.214		
NFB1		.282	.737	.422	.236		.136	.186
NFB37	.273	.459	.711		.349		.154	-.157
NFB3	.539	.407	.610		.302		.219	
NFB40	.325	.355	.562	.166	.109	.556	.259	
NFB41	.461	.386	.555	.237	.111	.236	.208	
NFB19	.107	.188		.931	.229			
NFB20		-.169	.356	.876	.107		-.133	.153
NFB25	.102	.285		.849	.114			-.234
NFB24	.283	.200	.108	.841			.234	.115
NFB17	.497	.229	.375	.632	-		.319	-.120
					.157			
NFB23	.312	.260	.326	.532	.478	.116	.155	.404
NFB32	.339	.336	.231	.523	.457	.275	.389	
NFB35	-.160	.137	.181	.226	.888	.240		
NFB29	.620	.149		.123	.703	.178		.220
NFB2	.248	.466	.512		.621	-.116	.192	
NFB33	.265	.459	.299	.410	.487	.250	.371	
NFB7	-.134		-.147	-.300	.282	.853	-.105	
NFB30	.283	-.245		.331		.743	.183	
NFB6	-.186	.315	.441	-.210	-	.375	.545	.178
					.104			
NFB34	.354	.500	.335	.424	.205		.518	.117
NFB22	.263	.464	.454	.410	.195		.202	.481

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.

a. Rotation converged in 10 iterations.

INFERENCE

From the above Table IV shows in the non-financial benefits, work-life-balance is major influencing the job satisfaction, it correlated with this (Khairunneezam et al., 2017) paper to identify the result. Next dominating factors are career development, job enrichment and peers support. Other benefits like job security are also influenced in job satisfaction.

CONCLUSION:

Academic employee's job satisfaction in higher educational institution in India determines organizational cultures and commitments (Ehsan Malik et al.,2010). In this study, pay and promotion, educational allowance for faculty's higher degree and transport allowance are more influencing job satisfaction. Rental allowance and Provident Fund comparatively less influencing the job satisfaction in financial incentives.

In Non- Financial incentives, work-life –balance and career development are more dominate the employee's job satisfaction. Job security and peer support arenext influencing the job satisfaction. Hence, educational institutions have to concentrate on these factors for retaining the employees.

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