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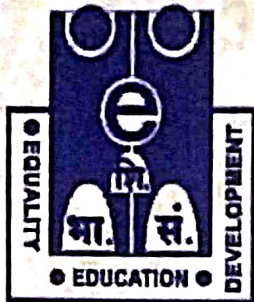
Education and Society

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A Study of Problems of Teachers in Higher Educational Institutions and its Impact on Job Satisfaction

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Abstract:

Teachers are the backbone of the future generations of every nation. In the country like India, teaching is considered as a noble and respectful profession. Teachers not only teach students but also shape their personality by building character in them. Hence, job satisfaction of teachers is a core element of educational system. The success and effectiveness of teaching and creating knowledgeable generations are totally based on the job satisfaction level of teachers. The present study is useful to study the problems of teachers and to determine job satisfaction level of teachers working in HEIs. The study also enhances all the possible ways to reduce the problems faced by teachers. The recommendations made by researcher provides aid to HEIs in Latur District to understand problems of teachers, factors that motivating teachers to be happy and satisfied and to formulate better policies for improving job satisfaction of teachers. It will also provide feasible suggestion to increase the level of satisfaction of teachers and to raise the standard of their teaching.

Keywords: Teachers, HEIs, Job Satisfaction

Introduction:

The job satisfaction of teachers tends to high impact on the motivation, dedication and teaching methodologies of teachers. Teachers also contribute more devotion in their teaching when they have high-quality students who are actively participating in class and asking thoughtful and innovative queries. Successful students can make teachers feel accomplished and proud of their work, which can boost their confidence and morale. If teachers have to deal with uninterested, disruptive and unresponsive students, it can move to stress and burnout, which can negatively impact their teaching and job satisfaction. Hence, the quality of students is a direct influencing factor on the job satisfaction of teachers.

The present study is conducted to understand level of job satisfaction of teachers working in Senior Colleges affiliated to SRTMU, Nanded with special reference to Latur district. The researcher has undertaken the study to understand various determinants of job satisfaction. This study is also helpful to understand various problems faced by teachers and to provide possible ways to overcome those problems. This study is beneficial to provide the suggestions to educational institutional, to improve the level of job satisfaction of teacher.

Review Of Literature

1. Stephen Ivanko (2013)²², in his book, Organizational Behavior the author provides an evidence with the help of Alderfer's Erg Theory that, motivational factor like a high responsibility, achievement, recognition of work, promotional opportunities leads to job satisfaction. Whereas, hygiene factors like poor quality supervision unfair pay, job insecurity, poor working conditions leads to job dissatisfaction.
2. Gopinath R., Shibu N. S.(2014), published research paper named, HRD Practices and its impact towards Job Satisfaction in BSNL, Thanjavur SSA- A Study. They concluded that, job satisfaction is positively affected by HRD practices. It means that there is a positive relationship between HRD practices and jobs satisfaction.
3. Laurie J. Mullins (2016), the book, Management and Organizational Behavior, in which author attempted to analyses job satisfaction in relation with motivation. Author states that job satisfaction is a complicated and multifaceted emotion which means the meaning of job satisfaction may differ from employee to employee.
4. S. Radhakrishnan, M Mollammal (2018), completed a research work on topic, Job Satisfaction among the Employees of a Industrial Unit. It is revealed that, job satisfaction is a positive attitude that one can found in a person in relation to job. Researcher concluded that, job satisfaction is positively affected with the salaries, additional benefits and the responsibilities provided.

Objectives Of The Study

1. To study the relationship between job satisfaction and problems of teachers in higher educational institutions.
2. To understand the impact of environment in higher educational institutions on satisfaction level of teachers.
3. To study the factors influencing negatively on job satisfaction of teachers.
4. To provide conclusion and feasible suggestions to overcome the problem.

Sample Design

The researcher has collected samples from 10 Talukas. During the study period, total teachers working in Senior Colleges are 1434. As it is not possible to collect responses from all the teachers because of time and budgetary constraints. The researcher has selected only 317 teachers from 10 talukas of Latur District.

Research Methodology

Primary data has been collected by conducting personal interviews and questionnaires. Secondary data is collected from various published sources and websites. The study is based on descriptive research design.

Hypothesis of the Study

The validity of the assumptions was tested from collected data by applying appropriate statistical test that is Chi-Square test. The present study has undertaken the following hypothesis-

1.Hypothesis 1

H_0 : There is no statistically significant relationship between problems faced by teachers and their job satisfaction.

H_1 : There is statistically significant relationship between problems faced by teachers and their job satisfaction.

Problems Faced By Teachers

Teachers face various challenges and difficulties. Researchers listed out following problems which are commonly faced by teachers.

1. Lack of Additional Remuneration

In the present research work researcher found that, out of the total respondents, 116 respondents are disagreeing to the fact that, extra remuneration is provided for extra hours. So, this is a problem faced by teachers that remuneration is not available as per work done. No additional remuneration is provided for additional work.

2. Job Insecurity

If the security of job is guaranteed employees feel satisfied. In the present study researcher observed that job security is one of the problems faced by teacher. Job security provides the mental satisfaction to the teachers and they can show their full involvement in performing their duty.

3. Poor Working Conditions

Out of total respondents, 104 respondents opined that poor working condition and limited resources are the problem faced by teachers. In the today's technological scenario, it is the need of hour that teachers should be well prepared with ICT enabled tools. So, the teachers could give understanding of the subject contents in depth. But, now in today's era also many teachers struggle with limited resources, such as inadequate funding, outdated technology, and insufficient classroom materials.

4. Inappropriate Students Behavior

Researcher observed that 33.8% respondents responded that student's behavior is also a basic problem faced by teacher. Teachers often face challenges related to student behavior and discipline, including disruptive behavior, aggression, and lack of motivation. Studious and dedicated students raise the job satisfaction level of teachers.

5. Centralized Management

Out of total respondents, 135 respondents feel that centralized management is a problem faced by teacher. As per the study, 38.8% respondents stressed on this problem. Teachers have no power to make changes in the teaching pedagogy and other issues. They have to follow the orders issued by higher authorities. This is the adverse effect of centralized management.

6. Inadequate professional development

Teachers need ongoing professional development to stay up-to-date with the latest teaching practices and technologies, but many do not have access to sufficient training and support.

7. Heavy workload and other clerical work

Teachers often have heavy workloads, with long hours spent on lesson planning, grading, and administrative tasks. Along with this, teachers are loaded with extra clerical work. This can tend into burnout and impact the quality of instruction.

8. Diversity and inclusion

Teachers face a range of challenges and problems that can impact their ability to provide high-quality education and support to their students. Teachers need to be prepared to teach a diverse range of students with different backgrounds, languages, and learning needs, but may lack training And Resources In This Area.

Data Analysis and Interpretation

Descriptive statistics is used for describing the behavior of a data, with the help of mean and standard deviation. Above table represents positive association between job satisfaction and problems faced by teachers.

[Note: Strongly Agree = 5, Agree = 4, Neutral = 3, Disagree = 2, Strongly Disagree = 1]

	N	Mean	Std. Deviation	Minimum	Maximum
Insufficient Remuneration	31 7	3.35	1.383	1	5
Inappropriate Students Behavior	31 7	3.23	1.241	1	5
Job Insecurity	31 7	3.15	1.320	1	5
Number of tasks to perform	31 7	3.57	1.073	1	5
Poor working conditions	31 7	2.92	1.108	1	5
Lack of institutional support	31 7	2.73	1.262	1	5
Centralized Management	31 7	3.25	1.157	1	5

	Insufficient Remuneration	Inappropriate Students Behavior	Job Insecurity	Number of tasks to perform	Poor working conditions	Lack of institutional support	Centralized Management
Chi-Square	48.599	52.038	27.432	121.407	71.565	52.132	74.467
Df	4	4	4	4	4	4	4
Asymp. Sig.	.000	.000	.000	.000	.000	.000	.000

Decision Criteria:

For testing the null hypothesis, the researcher has used the Chi-Square Test that states the significant relationship between expected result and observed results. If P-value is less than or equal to the smallest level of significance that is 0.05, then the researcher may reject the null hypothesis that is H_0 and accept the alternative hypothesis that is H_1 . If the P-value is more than or greater than the smallest level of significance that is 0.05, then the researcher may reject the alternative hypothesis that is H_1 and accept the null hypothesis that is H_0 .

Interpretation:

Table No. 1.1 and 1.2 presented that, all the P-values are less than the smallest level of significance that is 0.05. Therefore, the researcher has to reject the null hypothesis H_0 and accept the alternative hypothesis H_1 .

The P-values for all the problems that are considered by researcher is less than 0.05. Hence, researcher noticed that, there is statistically significant relationship between problems faced by teachers and their job satisfaction.

Accepted Alternative Hypothesis H_1

H1: There is statistically significant relationship between problems faced by teachers and their job satisfaction

Findings of the Study

Researcher found that job satisfaction of employees is very important for overall growth of an organization.

1. It has been realized that teachers job satisfaction plays vital role for the development of education institutions, education sector and a country.

2. It is found that restricted research work has been done over job satisfaction of teachers working in Arts Commerce and Science senior colleges affiliated to SRTMUN in Latur district. 3. It is discovered that various factors affecting job satisfaction of teachers like Monetary Benefits, Promotion, Leave, Students Quality, Nature of Appointment, Job Security Institutional Support and Working Conditions etc.

4. Researcher observed that when teachers are satisfied in their jobs, they are more likely to remain in their current positions.

5. Job satisfaction of teachers maintains higher retention rates among teachers, which is beneficial for both students and schools.

3. It is found that 42.3% respondent teachers are agreed to student's quality affecting job satisfaction.

4. It is discovered that 85.2% respondent teachers feel satisfied when students are curious, attentive and clearing doubt instantly.

5. It is noticed that students benefit from having consistent teachers who are familiar with their learning methods and needs,

6. It is founded that schools benefit from having experienced teachers who can provide educational knowledge and contribute positively in the growth and development of educational institutions.

7. It is observed that educational institutions carrying good quality students and satisfied teachers leads to have better reputations among stakeholders. This can lead to increased enrollment, better growth opportunities, and a good funding benefit.

Remedies On Problems of Teachers

Researcher suggested some remedies to sort out the problems faced by teachers which are listed below:

1. Proper Workload management

HEIs should provide the teachers with adequate planning time, reducing non-teaching duties, and delegating responsibilities. These things can help reduce workload pressure and teachers can work in healthy and happy educational environment. Teachers are appointed as per UGC Norms, so they feel satisfied.

2. Discipline Management of Students

Teachers are directly connected with students; hence students are the most influencing factor on efficiency and effectiveness of teachers. Developing effective behavior management strategies, involving parents, and providing support from administrators can help to reduce stress of teachers related to student behavior and indiscipline.

3. Better facilities to teachers

HEIs should provide better working conditions to teachers such as adequate resources, funding, ICT technology, and classroom materials, e-access to various journals and magazines, so teachers can improve teacher effectiveness and reduce frustration.

4. Professional growth and development

Providing ongoing professional development opportunities, mentorship programs, and coaching can support teachers' growth and development, improving job satisfaction and effectiveness. This can be achieved through encouraging collaboration among teachers, providing opportunities for team teaching, and sharing of best practices can create a supportive and collaborative teaching community.

5. Positive Educational Environment

HEIs should promote a positive educational and working environment which include respect and support to teachers. There should be culture of inclusion. It may result into foster students' success. From the financial perspective, teachers should ensure about competitive payments and provide access of all benefits and retain quality educators.

Conclusions And Suggestions:

Teachers job satisfaction makes the environment more dedicated, motivated, and effective in the classroom. When teachers are satisfied, they develop positive relationships with students, create innovative teaching plans, and be more patient and understanding with slow learning students also. Satisfied teachers creates the better learning outcomes and active students. Job satisfaction of teachers is also related with working environment provided by institution in terms of welfare and infrastructural facilities. Various promotional and growth opportunities also lead to increase in job satisfaction of teachers. By maintaining these factors, educational institutions can create a more positive and creative learning environment for all stakeholders. For overcoming all these problems, it requires a collaborative effort between teachers, schools, and policymakers to provide adequate resources, support, and training to ensure that teachers can provide high-quality education to their students as job satisfaction is a crucial factor in the success of any profession, including teaching. When teachers are satisfied with their jobs, they are more likely to be effective in their role and provide high-quality education to their students.

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