

**"IMPACT OF QUALITY OF STUDENTS ON JOB SATISFACTION OF TEACHERS IN
HIGHER EDUCATIONAL INSTITUTIONS"**

Prof. Samreen NizamBagwan, Asst. Professor, Department of Commerce
Rajarshi Shahu Mahavidyalaya (Autonomous), Latur.

Dr. Pushpalata S. Trimukhe (Kawale), Research Guide & Associate Prof.
Head, Department of Commerce, Rajarshi Shahu Mahavidyalaya (Autonomous), Latur

ABSTRACT

Teachers are considered as the nation builders. If they are satisfied, they can build a nation in a promotive way, hence job satisfaction of teachers having the greater influence in the growth and development of education institutions. The quality of students can significantly affect the learning environment in a classroom. Highly motivated and responsive students can feel the job of a teacher more meaningful and rewarding. When students are motivated and engaged in their studies, they are enthusiastic to participate in class discussions, clear their doubts and collaborate with their peer members. This creates a positive atmosphere for the students as well teachers. It makes the teaching learning process more interesting and beneficial for all stakeholders. This research paper light on the job satisfaction and the quality of students. It will also provide feasible suggestion to increase the level of satisfaction of teachers and to raise the standard of their teaching.

Keywords: Teachers, Quality of Students, Job Satisfaction, Higher Educational Institutions

INTRODUCTION

The quality of students tends to high impact on the motivation, dedication and teaching methodologies of teachers. From the aspect of motivation, high-quality students lead to be more motivated and interested in learning, it is an inspiring thing for teachers and help them stay motivated too. 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. **Ruchika (2017)**, conducted the study on topic, A Study of Job Satisfaction amongst Government and Private School Teachers in Delhi. The study had undertaken with the view to understand job satisfaction among private and government schools and also to find out factors causing job satisfaction. For the analysis and interpretation of data research had used various techniques like Mean, Standard Deviation, T-Test, ANOVA.
2. **Mehraj Din Dar (2016)**, published research paper named, Job Satisfaction among teachers working in Government and Private Schools at Elementary Level. The researcher found that, government

teachers are most satisfied because they enjoy more facility as compared to private teachers in terms of financial conditions, better work environment, job guarantee and various opportunities provided for growth and development.

3. Mrs. C. Sumitha, Dr. P. Padmaja (2017), made research paper on, A Study on Job Satisfaction of Bank Employees (with special reference to Indian Bank Vellore City). The research has been conducted to analyse the job satisfaction in relation to two basic parameters that are work conditions provided by bank and promotional policy of a bank. The analysis has been made with the help of age, educational qualification, length of services etc.

OBJECTIVES OF THE STUDY

1. To study the job satisfaction level of teachers working in senior colleges affiliated college of SRTMU, Nanded in Latur District.
2. To understand the impact of quality of students in job satisfaction of teachers.
3. To study the motivational factors affecting on Job Satisfaction of teachers.
4. To provide conclusion and feasible suggestions.

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

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

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 hypotheses-

1. Hypothesis 1

H₀: Job Satisfaction of teachers is not significantly associated with the quality of students.

H₁: Job Satisfaction of teachers is significantly associated with the quality of students.

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

Table No.: 1.1 Descriptive Statistics for association between job satisfaction and quality of students					
	N	Mean	Std. Deviation	Minimum	Maximum
I derive satisfaction from students' quality.	317	3.90	1.097	1	5
I feel satisfied when students are curious, attentive, and clearing doubts instantly.	317	4.40	.984	1	5
Students take active part in co-curricular activities.	317	4.05	.913	1	5
Students' behaviour in the classroom is good.	317	4.12	1.004	1	5

I derive satisfaction from working with students and students' association.	317	4.13	1.020	1	5
Students respect me as a teacher.	317	4.47	.963	1	5

Descriptive statistics is used for describing the behaviour of a data, with the help of mean and standard deviation. Above table represents significant association between job satisfaction and quality of students.

Table No.: 1.2
Test Statistics for association between job satisfaction and quality of students

	I derive satisfaction from students' quality.	I feel satisfied when students are curious, attentive, and clearing doubts instantly.	Students take active part in co-curricular activities.	Students' behaviour in the classroom is good.	I derive satisfaction from working with students and students' association.	Students respect me as a teacher.
Chi-Square	173.931	417.211	230.397	209.262	232.700	479.136
Df	4	4	4	4	4	4
Asymp. Sig.	.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. 1.2 indicated that, P-value for all the determinants is less than the smallest level of significance that is 0.05. That's why, the researcher has to reject the null hypothesis H_0 and accept the alternative hypothesis H_1 .

As, for all the determinants P-value is less than 0.05. The researcher has noticed that, job satisfaction of teachers is significantly associated with quality of students.

Accepted Alternative Hypothesis H_1
 H_1 : Job Satisfaction of teachers is significantly associated with the quality of students.

FINDINGS OF THE STUDY

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

2. 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% respondents are agreed to student's quality affecting job satisfaction.
4. It is discovered that 85.2% respondents 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.

CONCLUSIONS AND SUGGESTIONS

In every nation, teachers are the backbone of education system. Teachers provides knowledge to the students but they are also take active part in nation building. The most important task to maintain quality in higher education system is to recruit and retain qualified teachers and provide them satisfied and promotive environment. If the teachers are satisfied and enthusiastic, they can contribute more and can perform their duties with the full devotion and dedication.

Teachers are working for betterment of students. So, it has been observed by researcher that, Students quality affects job satisfaction of teachers. When students are curious, attentive, clearing doubts instantly and taking active part in co-curricular activity, then it leads to increase in job satisfaction of teachers. Teachers are appointed as per UGC Norms, so they feel satisfied. Whereas, as per basis of appointment teachers feel biased behaviour in an institution. Existence of gender equality, healthy relationship among colleagues, student's teacher relation in institute, also affect job satisfaction of teachers. ~~The researcher noticed that autonomy to perform task, participation in decision making also~~ leads to job satisfaction of teachers. 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.

For the growth and development of educational institutions, teachers play crucial role. 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.

Hence, the quality of students and the job satisfaction of teachers are important factors that impact the quality of education. By maintaining these factors, educational institutions can create a more positive and creative learning environment for all stakeholders.

REFERENCE

1. Ruchika, A Study of Job Satisfaction Amongst Government and Private School Teachers in Delhi, Asian Journal of Management, Volume No.-8, Issue- 1
<https://ajmjournal.com/AbstractView.aspx?PID=2016-8-1-6>
2. Mehraj Din Dar, Job Satisfaction among teachers working in Government and Private Schools at Elementary Level, International Journal of Science and Research, Volume No.-5, Issue- 3, Mar. 2016, Pg. No. 172 to 176
https://www.ijsr.net/get_abstract.php?paper_id=NOV161790

3. Mrs. C. Sumitha, Dr. P Padmaja, A Study on Job Satisfaction of Bank Employees (with special reference to Indian Bank Vellore City), International Journal of Research Granthalayan, Volume No.-5, Issue- 7, July. 2017, Pg. No. 12 to 23
<https://www.granthaalayahpublication.org>
4. Abhijit Dutta, Pranav Barman, Dr. Santosh Kumar Behera, Job Satisfaction of Part time College Teachers in District of Hooghly West Bengal, American Journal of Educational Research, Volume No.-2, 2014, Pg. No. 13 to 21 <http://pubs.sciepub.com/education/2/12A/3/index.html>
5. Dr. S. S. Khanka- Organizational Behaviour (Test and cases), S Chand and Company Private Limited, New Delhi, Fourth Edition, Reprint 2013
6. M. Prabhakara Rao (1990), A Study of Job Satisfaction among Secondary School Teachers, PhD Thesis Submitted to Andhra University.
7. Fred Luthans- Organizational Behaviour, McGraw Hill International, Tenth Edition, Pg. No. 211-216 and 240 to 255
8. Suja R. Nair- Organizational Behaviour-Text and Cases, Himalaya Publishing House, Mumbai, First Edition, Reprint 2009, Pg. No. 91 to 97