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A Study of Job Satisfaction of Teachers During Covid-19 in Commerce Colleges With Special Reference to Latur City

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Abstract

The present study is aimed at understanding the job satisfaction of teachers during the pandemic period. The term job satisfaction plays very important role in the working life of an employees. As satisfied employees tends to work hard and in an efficient manner. As far as teachers are concerned their satisfaction is very important as they are performing the role of nation builders. At the current stage the entire world is facing the problem of covid-19. So, it is a need of hour to understand the level of job satisfaction of teachers. Because the teachers are the foundation of an education system.

Keywords: Job Satisfaction, Education System, Covid-19.

Introduction

Today the whole world has affected with covid-19. This pandemic has bring various drastic changes in the society. No doubt it has af-

ected near about all the sectors in an economy, but the educational sector is affected at a greater extent. Because the complete system of teaching and learning has been changed. As a result it has also changes the level of job satisfaction of teachers.

A satisfied teacher can contribute in a better way for the well-being of a students. For the students the teachers are the source of knowledge, inspiration, director, guider, and so on. If college teachers are satisfied and well motivated at that time only they can perform their roles with their best possible ways. For motivating, inspiring and for providing good citizens to the society and working youth to the nation teachers satisfaction plays very vital role.

Latur city is situated in Maharashtra state. It is emerged as 'Educational Hub' in Maharashtra. It is one of the largest city in Marathwadaregion. The education and research quality of Latur city attracts the students from all over Maharashtra. As a result it is well known for its 'LaturPattern' in case of education.

Review of Literature

S. Suganya (2020), 'Job Satisfaction Level on Online Teaching among Higher Secondary School Teachers During Covid-19 Pandemic', provided in his study that there is a relation between virtual teaching and learning process and in case of online teaching. And also expresses the fact that in case of online teaching the job satisfaction of teachers is decreasing.

Objectives of the Study

1. To understand the level of job satisfaction among Commerce College teachers during covid-19.
2. To study the factors affecting job satisfaction during covid-19.
3. To give suggestions to overcome the problems of online teaching.

Statement of Problem

In each and every profession job satisfaction is important from employees and employer point of view, because it was always

observed and experienced that a satisfied employees always work in an efficient manner. In general sense, it is considered that salary is prominent factor for teachers job satisfaction. But now a days due to change in education system, teachers satisfaction also varies. Due to this there is a need of understanding level of teachers job satisfaction emerges.

Significance of the Study

In an educational system the major factor that requires attention is teachers job satisfaction, because job satisfaction and job performance are related with each other. The present study analyses the job satisfaction of Commerce College teachers in Latur city during the covid-19 period. As the period of emergency brings lot of changes with it. So, it also evolved the educational system. That's why it is required to understand the factors affecting job satisfaction of teachers during this pandemic period.

Methodology of the Study

The present study is based on primary as well as secondary data.

1. Primary Data

For collecting primary data structured questionnaire is used which includes 18 questions in two parts. Part I is associated with personal information and part II is related with, determinants of job satisfaction which covers Yes/No type questions.

2. Secondary Data

Secondary data is collected from various research articles and websites for reference purpose only.

3. Statistical tools to be used

The data is analysed with the help of table and charts. And also the percentage method is used to analyse the data as the questions are of Yes/No type.

Scope of the Study

1. Geographical

The study covers commerce colleges in Latur city only.

2. Operational

The study covers understanding of different factors affecting job satisfaction of Commerce College teachers in Latur city only.

Limitations of the Study

1. The present study is conducted only for commerce colleges in Latur city.
2. The responses are collected through Google form which includes only 50 samples..
3. From the collected samples only, the results are drawn.
4. No hypothesis is set in the present study.
5. As the questionnaire contains Yes/No type questions that's why only percentage method is used for analysing data.

Job Satisfaction Analysis and Interpretation

I. Analysis of Personal Information

Table 1: Age

Age	Number of respondents	Percentage
21-30	33	66
31-40	14	28
41-50	2	4
Above 50	1	2

The above table represents age of the teachers. As it indicates 66% teachers are below 30 years of age.

Table 2: Gender

Gender	Number of respondents	Percentage
Male	24	48
Female	26	52

The above table indicates that out of total respondents 52% teachers are female.

Table 3: Designation

Designation	Number of respondents	Percentage
Professor	2	4
Associate Professor	3	6
Assistant Professor	29	58
Lecturer	16	32

From the above table it is clear that out of 50 respondents 29 respondents are assistant professor where as 16 respondents are lecturer.

Table 4: Basis of Appointment

Basis of Appointment	Number of respondents	Percentage
Permanent	16	32
Contract Basis	27	54
C&E	7	10

The above table represents basis of appointment of teachers and it indicates 54% teachers are appointed on the basis of contract whereas only 16% teachers are permanent.

Table 5: Salary

Salary	Number of respondents	Percentage
Below 10,000	1	2
10,001 to 20,000	29	58
20,001 to 30,000	3	6
As per Govt./UGC pay scale	17	34

The above table represents the salary of teachers as the table indicates majority teachers are having salary less than Rs. 20,000 and only 34% teachers enjoys the salary as per government norms.

II. Analysis of Determinants of Job Satisfaction

1. Are you satisfied with your current salary?
Responses



Figure 1: The above chart indicates satisfaction of teachers in respect of their salary. And it indicates that 68% teachers are satisfied with their salary.

2. Are you satisfied with Work From Home (WFH) system?
Responses

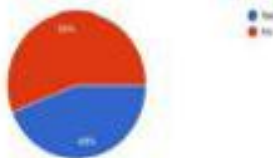


Figure 2: From the above chart it is clear that

56% of teachers are not satisfied with the system of Work From Home.

5. Do you feel virtual teaching requires more efforts?
Responses



Figure 3: 86% teachers are not satisfied with online teaching as they think that it requires an extra efforts.

7. Are you satisfied with online teaching platforms adopted by your institute?
Responses



Figure 4: 86% teachers are satisfied with the online platforms adopted by institutions for online teaching whereas 14% teachers are not satisfied.

8. Do you think in this present situation your institutional support (in respect of training, technical support, and providing funds for purchasing advanced technologies, etc.) is satisfactory?
Responses



Figure 5: The above chart shows teachers satisfaction in relation to institutional support. 80% of teachers are satisfied with the support provided by an institute during this pandemic period, and 20% teachers dissatisfied.

5. Are you satisfied with students behaviour in online class? (In respect of attentiveness, response and attentiveness, etc.)

Shanlax



Figure 6: The above chart indicates the satisfaction of teachers in relation to students behaviour in online class. It shows 78% teachers are dissatisfied with students attitude due to lack of attentiveness, response, and attendance etc.

Findings

1. Female teachers are more as compared to male teachers.
2. 54% teachers are working on a contract basis and this is major percentage as compared to permanent and CHB teachers.
3. Out of total respondent 29 teachers are getting a salary more than Rs. 10,000 but less than Rs. 20,000.
4. 68% teachers are satisfied with their salary.
5. Only 32% teacher's feels that present system of online teaching is satisfactory.

Suggestions

1. Awareness about online teaching system among the students is required.
2. Requirement of proper guidelines for students to attend online classes.
3. Adaptation of appropriate teaching platforms is necessary
4. Institutions are required to provide adequate training facilities to embrace the advanced technologies in online teaching.
5. Contractual teachers should also get adequate amount of salary as per their qualifications.

Conclusion

The present study indicate that, the system of online teaching is not satisfactory as compared to offline teaching. As it does not cre-

ate interest in the students and teachers are also required to take an extra efforts, for adopting and handling advanced teaching platforms. Majority teachers are satisfied with institutional policies and support during this pandemic period, but they are not satisfied with Work From Home System. Because the system of work from home suffers from too many drawbacks as-home environment setting, family interruption, and lack of basic facilities, etc. As a result teachers are of opinion that this system does not provide proper work life balance. Even the teachers are not satisfied with students attitude during the online class, because it involves one way teaching process. So, it requires awareness and proper guidelines to the students to attend the classes with the positive approach. As a result online teaching can also become two-way interacting and interesting process.

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