

A Comparative study of Job satisfaction between male and female teaching staff of Ayurvedic Medical Colleges in Haryana

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ABSTRACT

Background: Job satisfaction is a collection of positive or negative feelings and emotions that employees have about their jobs. It refers to a set of attitudes that employees hold about their jobs.

Aim: The purpose of this study was to look into the job satisfaction of male and female teaching staff in ayurvedic medical colleges in Haryana.

Methods: The current study used a descriptive research design, with data obtained by a questionnaire. A total of 200 teachers were chosen at random from Haryana's Ayurvedic Medical Colleges.

Finding and Conclusion: The results were derived after the hypothesis were tested using descriptive and inferential analysis, Means, Standard Deviation, and the 't' test. In general, there is a significant difference in job satisfaction between male and female teaching staff in Ayurvedic medical college in Haryana.

Keywords: Job satisfaction, male and female teaching staff, college

INTRODUCTION

Teaching and job fulfillment are synonymous. Teaching had a great level of prestige in the past, and only the most dedicated and select persons entered this career. Teachers were generally regarded in high regard by various groups of people, and society was sensitive enough to consider their requirements. With the shifting social-economic landscape and rising unemployment, the value of teachers and the professional concerns that come with the work have been forced to shift. Many of them now handle "teaching" as if it was any other job, and profit has become extremely essential. For them, extrinsic motivation has become critical. Teachers' financial circumstances vary depending on the nature and type of institution to which they belong.

Furthermore, in this world, no two objects are alike or identical. The distinction can be found in both animate and inanimate objects. In every way, one person is never the same as another in any way. Each person has unique characteristics, traits, and capabilities that distinguish him from others.

Concept of Job satisfaction

The term "job satisfaction" is made up of the phrases "job" and "satisfaction." The term "job" refers to a set of tasks, responsibilities, and responsibilities, whereas "pleasure" refers to the satisfying of a need or want.

Job satisfaction is important in today's work-oriented society since people spend so much of their time at work. Job satisfaction refers to how pleased or dissatisfied employees are with their work. It expresses the degree of agreement between one's job expectations and the incentives offered by the employer. Job satisfaction is a component of overall happiness. The nature of one's environment outside of work has an impact on one's mood at work. Similarly, because a job is such a significant component of one's life, job satisfaction influences one's overall happiness.

Job satisfaction is an emotional state that occurs as a result of evaluating one's work experience. The final arbiters of the educational process are teachers. Teacher job happiness is so self-evident that it rarely requires elaboration to



understand its relevance in deciding his effectiveness. Low work satisfaction is a sure sign that teaching standards are slipping. On the other side, high job satisfaction leads to well-organized work (teaching).

Hodson is a character in the novel *Hodson* (1991) a person's general attitude toward his or her job might be defined as job satisfaction. The Macmillan English Dictionary is published by Macmillan (2002) Job satisfaction refers to how one feels when he or she appreciates one's work.

Kotzell is a German word that means "knotzel" (1980) Job satisfaction refers to an employee's feelings about his or her boss, coworkers, salary raises, and the work itself. This assessment is a comparison of the employee's expectations for certain job-related elements vs his or her actual work experience.

As a result, job satisfaction is defined as the sum of all negative and positive aspects of an individual's salary, working conditions, degrees of achievement, rewards, and social status as it relates to his or her employment. It relates to a person's subjective experience of his work settings, as well as his reactions and feelings toward various aspects of his job. What a composite of variables or dimensions is not a unitary idea

REVIEW OF LITERATURE

(Jyoti & Sharma, 2010) studied, "Job satisfaction of University teachers: An empirical study," The goal was to rank the aspects that influence a teacher's job satisfaction and offer some strategic steps for increasing and sustaining their job satisfaction. A questionnaire was employed to collect data from University of Jammu faculty. A random sample was chosen at random. Some beneficial aspects of work life that the author discovered were a high level of autonomy, creativity, a sense of accomplishment, idealness, and appropriateness of task. Teachers' marital status has no bearing on their job satisfaction. Professors are happier than lecturers and audience members. The research finds that teacher satisfaction is declining in the middle years, as evidenced by age, experience, and occupational level and that organisational issue must be addressed. The article also covered the strategic actions made to improve workplace happiness, such as appropriate recognition, encouraging teamwork, providing a higher compensation package for middle-aged instructors, and ensuring proper implementation of the Promotion Policy.

(Katoch 2012) examined the study on Job satisfaction among colleges professors; A study on government colleges in Jammu. The goal was to investigate the degree of job satisfaction among college professors as well as the factors that influence job satisfaction. The method of convenience sampling was used. The data was collected via a questionnaire from five government colleges in the Jammu district. Female college teachers are more satisfied with their jobs than male college teachers, according to the authors. Salary, working environment, job security, vacation, job matching, and friendge perks, among other factors, influence job satisfaction among college professors. Both men and women are content with their pay. Teachers, on the other hand, are dissatisfied with their jobs and offer at least full pay benefits. A happy teacher boosts productivity and classroom performance in college and executes their duties with greater focus and dedication.

(Aziz, Tabassum & Farooq, 2014) studied "Comparison of job satisfaction of Public and Private University instructors on chosen variables in Khyber PakhtumKhawa." The goal of the study was to determine the differences in job satisfaction between public and private university teachers in Khyber Pakhtumkhawa based on their designation, work experience, academic qualification, gender, and age. Data was collected via questionnaire from public and private university teachers in Khyber Pakhtumkhawa. Out of a total of 25 universities, 14 were chosen. The author discovered that both public and private university professors have similar views on job satisfaction. Teachers at both universities have the same wage package and promotion opportunities. Teachers are treated equally in society. Teachers are supposed to perform well whether or not they are happy with their jobs.

(Shaheen, 2014) analysed "Job satisfaction among male and female employees in public sector organisations,". The goal of the study was to see if there was a gender difference in job satisfaction and if there was an influence of variables on job satisfaction. Male and female employees were chosen from two government hospitals, one in Islamabad and one in Rawalpindi. Male medical officers are more satisfied with income, advancement, and supervision, according to the author. However, there was no difference between people and jobs in terms of job satisfaction. In comparison to men, women's duty hours should be more flexible, and their working conditions should be better.

(Jamia, 2016) "Job satisfaction among male and female teachers in Faridabad". The goal was to see if male and female teachers at Faridabad schools had different levels of job satisfaction. Purposive sample was utilized, with 100 teachers assigned to two groups of male and female elementary teachers and a senior section. The authors discovered that there

was a difference in job satisfaction and occupational stress among the teachers. Teachers are unsatisfied with their pay because of the bad pay structure.

(Bordhan, 2016) studied "A comparative study of job satisfaction and attitude toward education among male and female professors of degree colleges," The goal was to investigate the level of job happiness among male and female degree college teachers, as well as the impact of job satisfaction and teacher attitude on education. The method of instruction was quota sampling. Teachers from degree institutions in the Kamrup and Nagam districts of Assam, India, were surveyed using a questionnaire. The author discovered that both male and female degree college professors had a negative attitude toward education, whereas female degree college teachers have a more positive attitude toward education.

(Eswaran & Pavithra, 2018) analysed, "Job satisfaction among college teachers: a study on government colleges in Tamilnadu,". The goal was to see if there was a difference in job satisfaction between male and female teachers, as well as if there was a link between years of service and job satisfaction among college teachers. The descriptive research method was used in this study. The data was collected using a questionnaire from five government colleges in Tamilnadu. Many aspects, according to the author, influence job satisfaction, including the nature of the job, its laws and regulations, student behaviour, superior's subordinates' attitude and behaviour, principle, etc., participation in decision-making, and recognition of one's accomplishments. There is a favourable association between job happiness and years of service among male and female instructors, as well as years of service and job satisfaction. Teacher satisfaction is also vital for society because when instructors are happy in their jobs, they teach their students more efficiently and effectively. The job satisfaction of teachers is used to assess an institution's effectiveness.

In recent years, there has been a rising recognition of the importance of understanding teacher job satisfaction and how it affects teacher performance and life. If the instructor is happy with his or her job, he or she may defend his or her effort. Teachers' mental health is important since they can only serve the cause of society if they are psychologically well. This is an area that needs to be investigated. As a result, a more thorough investigation in the field is required.

Objective

To find out the comparative difference between male and female teaching staff in their jobsatisfaction.

Hypothesis

H0: There will be no significance difference between male and female teaching staff in their jobsatisfaction.

H1: There will be significance difference between male and female teaching staff in their jobsatisfaction.

Sample

The sample for this study consisted of 200 teaching staff in ayurvedic medical colleges in Haryana, 108 of whom were male and 92 of whom were female.

Statistical Techniques Used

The following statistical procedures were used in this study: Mean, Standard Deviation, and the t-test.

ANALYSIS AND INTERPRETATION

The information gathered from the chosen samples was statistically evaluated using Mean, SD and t-value. Following the collection of data, the next step in the research process is the organization, analysis, and interpretation of data, as well as the formulation of generalizations and conclusions, in order to create a meaningful picture from the raw data gathered by the research through various sources. The application of deductive and inductive logic to the research process is represented by data analysis and interpretation. The data acquired was statistically examined using the t-test in order to meet the study's objectives.

Table 1: Mean Difference Between Male And Female Teaching Staff In Their Job Satisfaction

Job Satisfaction		N	Mean	STD Deviation	T-value
	Male	109	1.999	0.9682	6.0781
	Female	91	1.0011	1.2924	
	Total	200	1.5450	0.49920	

Interpretation:

The table shows the mean and standard deviation of job satisfaction among male and female teaching staff at an ayurvedic medical college in Haryana. Male teachers have a mean work satisfaction score of 1.999, whereas female teachers have a score of 1.0011. Male teachers have a standard deviation of 0.9682 in job satisfaction, whereas female teachers have a standard deviation of 1.2924.

The t-value in the table relating to male and female teachers' job satisfaction shows a significant mean difference in job satisfaction ($t = 6.0781$), because the acquired 't' value was found to be higher than the table's 't' value, i.e. 1.98, so H_0 is rejected and concluded that there is a significant difference between male and female teaching staff in their jobsatisfaction.



Fig 1: Chart showing mean difference between male and female teaching staff in their job satisfaction

CONCLUSION

Male teaching personnel in Haryana's ayurvedic medical institutions reported considerably higher levels of job satisfaction than female teaching staff. When comparing the obtained mean scores, the female (mean =1.0011) and male (mean =1.999) reflect a high level of job satisfaction and a moderate level of job satisfaction, respectively. Male teaching employees in an ayurvedic medical college in Haryana reported significantly higher job satisfaction than female teaching staff, owing to females' greater duties to their families. Females are dissatisfied due to a lack of safe transportation; hence the college should provide transportation for female teaching staff. Females are also dissatisfied at work due to a lack of a pleasant working atmosphere. Females likewise struggled to strike a balance between their personal and work lives.

LIMITATIONS OF STUDY AND FUTURE SCOPE

1. The current study used a small sample size (200). It is recommended that a big sample be obtained for further investigation.
2. The present study was limited to only one state. A similar study may be conducted in other state also.
3. The study only looked at one variable i.e. job satisfaction. More variables should be included in studies to make them more comprehensive.

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