

Job satisfaction of arts and college faculty members in Coimbatore city with reference to self-financing colleges

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Abstract

Teaching is considered as the noble profession irrespective of the position, branch of study and the institution where they work. The teachers who are working in Government educational institution and government aided institutions lead their life peacefully and make development to them and their family members in a planned way because they get all the benefits of the government as their salary is fixed by the government. Further they have unions which always work for the welfare of the members (teaching faculties). Now-a-days in teaching line the government offers high package to even the primary school teachers. If we consider the salary of government college and government aided college, it is too high because in no their government sector this much salary is not provided. Hence with the high salary scale fixed by the government they enjoy their life peacefully with high prosperity. Further their work load is very normal. They do not have job security and also the lecturer who are working in self financing colleges face number of problems in their work place. They are given consolidate pay per month with out any norms for calculating their basic pay their scale is fixed by the management. Further they are forced to do the clerical work when they are preparing for the class. They do not have job security. Due to the privatization policy many private institution have been given permission to start self financing colleges both arts and science and also the engineering colleges. As Coimbatore is familiar for its development both in industries and also in education in this districts nearly 200 self financing institutions functioning well. But the status of faculty members in all colleges is similar in many aspects. They are tortured and given more workload. Only limited colleges the faculty members are paid considerable amount of salary. In all other colleges they are paid with low scale consolidate. Hence their economic condition is going decreasing due to the hike of prices for all the domestic materials like, milk and other house hold materials. Someone should take initiatives to bring the betterment to the lives of 1000 of faculty members working in self financing colleges of Coimbatore district. Otherwise in future the teaching profession will be considered as troubled profession for the faculty members working in self financing colleges. Further their standard of living can not be improved. By keeping the above views in mind the researcher selected the topic "Job satisfaction of arts and college faculty members in Coimbatore city with reference to self financing colleges". In this article the researcher will analyze the real issues prevailing in self-financing colleges of Coimbatore and find the causes for the issues and also the proper suggestions to solve the issues of the faculty members working in arts and science colleges of Coimbatore.

Introduction

"All who have meditated on the art of governing mankind have been convinced that the fate of empires depends on the education of youth" - **Aristotle**

Education makes a man capable to practice a particular profession, develop his skills and analyze the factors related to his field. It develops the psychology of a human and thus personality development. Education has continued to evolve, diversify and extend its reach and coverage since the dawn of human history. Every country develops its system of education to express and promote its unique social cultural identity and also to meet the challenges of the time. There are moments in history when a new direction has to be given to an age old process. That moment is today. Thus begins the National policy on Education – 1986 high lighting. The importance and need for meeting the challenges – social, economical, cultural and moral of the present day Indian society. The response to this challenge is only through Education, which is fact, the most powerful instrument for meaningful and effective change. Young people are the most valuable heritage of a country Training and Developing these young people occurs through education Good education depends on

good teachers. Good teachers have the potential to transform nations.

Teachers mould the future generation of the society. They are most intimately in touch with human lives and their development. The teachers play a major and important role in molding the students for the future of India. The job satisfaction of these teachers becomes very important considering the fact that they are the architecture in building the nation. If a teacher is not satisfied with his work then both quantity and quality of this performance will suffer. These in turn will affect the development and growth of the country in order to improve the efficiency of the teachers, definite steps must be taken to satisfy their aspirations and need by evaluating their job satisfaction.

A systematic evaluation of the job satisfaction of a teacher in an institution provides factors for improving his efficiency of service. It is the process of delineating obtaining and providing useful information for judging decision alternatives. By such an evaluation the factors affecting the job satisfaction of a teacher can be identified for remedial action.

Job Satisfaction

Considering the growth of education in India and the important role played by the teachers or faculty members, it is obvious that efforts must be taken to study the job satisfaction of Faculty members in the institution. As Faculty members are critical agents of social and economic change, their attitude towards the job is significant. This general attitude of an employee towards his job is usually expressed by the term "Job Satisfaction". If the job satisfaction of a Lecturer increases then there will be an improvement in the quality and quantity of their performance. That will improve the quality of students also.

Definition of Job Satisfaction

According to **Vroom, V. H** defines Job satisfaction is the positive orientation of an individual towards the work role which he is presently occupying which can be restated as an individual liking more aspects of the work than he dislikes.

According to **Hansen, James C** defines as "Job Satisfaction results from the interaction between the worker and his job situation. The worker possesses values and needs that may or may not be fulfilled by his job activities. The degree to which his needs are met determines the level of satisfaction".

Kocher quotes an outstanding Industrial Psychologist who defines Job satisfaction as "The whole Matrix of Job factors that make a person like his work situation and be willing to need for it with out distaste at the beginning of his work day".

According to **Blum M. L.**, defines Job satisfaction as "A Complex of various attitudes presented by an employee these attitudes are related to the many aspects of Job, wages, supervision, steadiness of employment, conditions of work, advancement opportunities and such other specific factors connected with the job, play their part in making a worker satisfied or dissatisfied with his work. It refers to general attitudes in three areas, namely, specific job factors individual adjustment and group relationship outside the Job".

Scope of the Study

The great demand for education and the policy of the present government have led to the mushrooming of self-financing arts and science colleges in Tamil Nadu. This has resulted in the employment of thousands of faculty members in these colleges, as faculty members are the conscience keepers of the society, steps must be taken to consider their needs and aspirations. The job satisfaction of faculty members working in colleges is very important as they train influence, and mould the lives of many students who are the future hope of our country. There is general feeling among the public that the faculty members working in self-financing colleges have poor job security, pay, working conditions and other facilities when compared to those working in the government and aided colleges. There is also a great

need for the study to find the level of job satisfaction among college faculty members and determine the factors affecting job satisfaction. In this context, the present investigation gains importance as the researcher intends to study the job satisfaction among the faculty members working in Arts and Science Colleges in Coimbatore city.

Objectives of the Study

The overall objective of the study is to examine the various social, economic problems faced by the college faculty members. The specific objectives of the study are:

1. To study the Socio-Economic conditions of faculty members working in different colleges in Coimbatore city i.e. the age, gender, type of family, marital status, numbers of dependents are affecting the Job satisfaction.
2. To analyze the extent to which socio-economic conditions affect the job satisfaction.
3. To make a comparative study on Job satisfaction derived by the college faculty members working in four different colleges.
4. To offer suggestions for further improvement of job satisfaction of Arts and Science college faculty members in Coimbatore city.

Methodology

The validity of any research is based on the systematic method of data collection and analysis. Both primary and secondary data were used for the present study. The primary data has been collected from 200 sample respondents in Coimbatore city. For this purpose stratified random sampling method was used to select the samples. The researcher has approached the Principals and Administrative Officers of various Arts and Science Colleges in Coimbatore city to collect the list of Faculty members in the Colleges. Due to the time, money and inconvenience, the researcher has selected only top ten arts and science colleges in the Coimbatore city. The questionnaires were collected from 200 respondents (faculty members) from 10 reputed arts and science colleges. The ten colleges selected for this study were Dr. G. R. Damodaran College of Science, Sri Krishna Arts and Science College, RVS College of Arts and Science College, VLB College of Arts and Science, Bishop Ambrose College, CMS College of Science and Commerce, Dr. N. G. P. Arts and Science College, Dr. SNS Rajalakshmi College of Arts and Science, Hindustan College of Arts & Science and Nehru College of Arts and Science. The present study highlights the extent of job satisfaction of the faculty members of arts and science colleges by the selected sample respondents. It also shed light on the common level of job satisfaction and problems faced by the respondents.

For this study data have been collected from both primary and secondary source. An exclusive field study

and interview have been conducted. Interview schedule was the main tool used to collect the pertinent data from the selected sample respondents. Secondary data have also been collected for the study from books, leading journals, newspapers, magazines and textbooks related to study and from the internet sources. The collected data were analyzed through percentage, average, range, standard deviation and weighted average. In connection with this two-way tables were prepared and chi-square test was also employed to find the associationship.

The factor-wise analysis was made. The dependent variable satisfaction was related to independent factors influencing the same. The respondents were grouped according to these factors and accordingly their mean and range of satisfaction scores for each factor group were calculated in order to find out the significant of the differences, chi-square test has been applied. The fieldwork for the study was conducted during the month of February 2016 to December 2016. Questionnaire method used by the researcher was the major tool of data collection. The filled up schedules were thoroughly checked to ensure accuracy consistency and competence.

Limitations of the Study

The survey is conducted only among college faculty members of Arts and Science College and the sample size is restricted to 200 respondents. The study is based on faculty members attitudes and opinions. This attitude may change in future. The opinion could be biased. The study was contained to the faculty members serving in Arts and Science College in Coimbatore city alone.

Analysis and Interpretation of Data

Job satisfaction is the crucial element in the human resource function, which decides the goodwill of any institution. An attempt is made to analyze the various

factors influencing the faculty member's job satisfaction level of the selected sample respondents. The variables are classified into two important strata viz. Dependent variables and Independent variables. The level of satisfaction of faculty members is taken as the dependent variables. The independent variables used in the study are age, gender, category, marital status, monthly income, occupation and educational qualification.

Age group and level of job satisfaction on arts and science colleges

Age is an important factor in level of job satisfaction. Hence, the respondents have been grouped under three categories viz. Below 25 years, 26-30 years and above 30 years. The sample consisted of 88 respondents (44%) below 25 years, 74 respondents belong to (37%) 26 to 30 years and 38 (19%) respondents belong to above 30 years. The distribution of respondents according to age is observed from the following table. It could be observed from Table 1 that level of job satisfaction on arts and science colleges among the respondents of below 25 years category ranged between 35 and 51 with an average of 43.83. Level of job satisfaction on arts and science colleges between 26-30 years category of respondents ranged between 36 and 53 with an average of 45.84. On the other hand, the respondent's level of job satisfaction on arts and science colleges among the above 30 years category ranged between 45 and 56 with an average of 50.00. Thus, it may be concluded from the analysis that respondents of the age above 30 years are having maximum level of job satisfaction. Using chi-square test the age and level of job satisfaction on arts and science has been tested. For this purpose, the age and level of job satisfaction on arts and science colleges are given in the following table.

Table 1: Age group and level of job satisfaction

Sl. No.	Age Group	Level of Job Satisfaction			Total	Average	Range	S.D
		Low	Medium	High				
1.	Below 25 years	21 (14.96)	35 (26.40)	32 (46.64)	88	43.83	35 - 51	5.08
2.	26-30 years	13 (12.58)	16 (22.20)	45 (39.22)	74	45.84	36 - 53	5.43
3.	Above 30 years	0 (6.46)	9 (11.40)	29 (20.14)	38	50.00	45 - 56	3.98
	Total	34	60	106	200	-	-	-

Source: Survey Data

(Figures given in the brackets represent the Expected Frequency)

Null hypothesis: The association between the age of the respondents and their level of job satisfaction towards arts and science is not statistically significant.

The percentage of high level of job satisfaction is the highest (42.5) among the 26-30 years age group and the lowest (27.4) among the above 30 years age group. The percentage of medium level of job satisfaction is the highest (58.3) among the aged below 25 years respondents and the lowest (15) among the above 30 years aged respondents.

On the other hand, the percentage of low level of job satisfaction is the highest (61.8) among the respondents aged below 25 years and the lowest (38.2) among the 26-30 years aged respondents. As the calculated chi-square value (23.295) is greater than the table value (9.488) at 5% level of significance for 4 degrees of freedom, the null hypothesis is rejected and it could be concluded that the association between the age of the respondents and their level of job satisfaction towards arts and science colleges is statistically significant.

Gender and level of job satisfaction

Today there is no discrimination to study the level of job satisfaction on faculty members from arts and science among the male and female group. Today women are equally competing with men in all the fields, including teaching, business, military organization and space research centers. For the purpose of the study, gender classification is observed. The sample consists of 134 (67%) male respondents and 66 (33%) female respondents. The distribution of respondents according to gender and level of job satisfaction on arts and science college faculty members is shown in the Table 2. The maximum level of job satisfaction on arts and science college faculty members among the female respondents ranged between 37 and 54 with an average of 46.38. Whereas, male respondents level of job satisfaction on arts and science college faculty members ranged between 35 and 56 with an average of 45.43. Thus the table reveals that the maximum level of job satisfaction on arts and science college faculty members is among the female respondents. Using chi-square test the gender and level of job satisfaction on arts and science college faculty members has been tested. For this purpose, the gender and level of satisfaction on arts and science college faculty members are given in the following table.

Table 2: Gender and level of job satisfaction

Sl. No.	Gender	Level of Job Satisfaction			Total	Average	Range	S.D
		Low	Medium	High				
1.	Male	26 (22.78)	38 (40.20)	70 (71.02)	134	45.43	35 - 56	5.55
2.	Female	8 (11.22)	22 (19.8)	36 (34.98)	66	46.38	37 - 54	5.35
	Total	34	60	106	200	-	-	-

Source: Survey Data

(Figures given in the brackets represent the Expected Frequency)

Null hypothesis: The association between the gender of the respondents and their level of job satisfaction towards arts and science colleges is not statistically significant.

The percentage of high level of job satisfaction on arts and science college faculty members is the highest (66.0) among the male respondents and the lowest (34.0) among the female respondents. The percentage of medium level of job satisfaction on arts and science college faculty members is the highest (63.3) among the male respondents and the lowest (36.7) among the female respondents. On the other hand, the percentage of level of job satisfaction on faculty members of arts and science college is the highest (76.5) among the male respondents and the lowest (23.5) among the female respondents. As the calculated chi-square value (1.788) is less than the table value (5.991) at 5% level of significance for 2 degrees of freedom, the null hypothesis is accepted and it could be concluded that the association between the gender of the respondents and their level of job satisfaction on arts and science college faculty members is not statistically significant.

Category and Level of Job Satisfaction

The level of satisfaction may be varying according to the different types of faculty members. For the purpose of the study, category sample consists of 40 (20%) arts faculty members, 78 (39%) science faculty members and 82 (42%) social science faculty members. The distribution of respondents according to category and level of job satisfaction on faculty members of arts and science colleges is shown in the following Table 3. The maximum level of satisfaction on faculty members of arts and science colleges among the arts background respondents ranged between 39 and 54 with an average of 47.15. On the other hand the respondents' level of job satisfaction on faculty members of arts and science colleges among the science background respondents ranged between 41 and 52 with an average of 47.05, whereas social science faculty members level of job satisfaction on arts and science colleges ranged between 35 and 56 with an average of 43.82. Using chi-square test the category of faculty members and level of job satisfaction on arts and science colleges has been tested. For this purpose, the category of faculty members and level of job satisfaction on arts and science colleges are given in the following Table.

Table 3: Category of faculty members and level of job satisfaction on arts and science colleges

Sl. No.	Category	Level of Job Satisfaction			Total	Average	Range	S.D
		Low	Medium	High				
1.	Arts Faculty Members	4 (6.8)	12 (12.0)	24 (21.20)	40	47.15	39 - 54	4.22
2.	Science Faculty Members	0 (13.26)	27 (23.40)	51 (41.34)	78	47.05	41 - 52	3.54
3.	Social Science Faculty Members	30 (13.94)	21 (24.60)	31 (43.46)	82	43.82	35 - 56	6.86
	Total	34	60	106	200	-	-	-

Source: Survey Data

(Figures given in the brackets represent the Expected Frequency)

Null hypothesis: The association between the category of the faculty members and their level job of satisfaction on arts and science colleges is not statistically significant.

The percentage of high level of job satisfaction on arts and science colleges is the highest (48.1) among the arts faculty members and the lowest (22.6) among the science faculty members. The percentage of medium level of job satisfaction on arts and science colleges is the highest (45.0) among the arts faculty members and the lowest (20.0) among the science faculty members. On the other hand, the percentage of low level of job satisfaction on arts and science colleges is the highest (88.2) among the social science faculty members and the lowest (0.0) among the arts faculty members. As the calculated chi-square value (50.560) is greater than the table value (9.488) at 5% level of significance for 4 degrees of freedom, the null hypothesis is rejected and it could be concluded that the association between the category of the faculty members and their level of job satisfaction on arts and science colleges is statistically significant.

Marital status and level of job satisfaction

Marital status is an important factor to find the level of job satisfaction. For the purpose of this study marital status has been studied under three heads viz., Single, Married and widow. The study sample consists of 93 (46.5%) single category respondents, 104 (52%) married category respondents and 3 (1.5%) widow category respondents. The distribution of respondents according to category and level of job satisfaction on arts and science college faculty members is shown in the table 4. The maximum level of job satisfaction on arts and science college among the married category respondents ranged between 36 and 56 with an average of 47.12. On the other hand the respondents' level of job satisfaction on faculty members of arts and science college among the single category respondents ranged between 35 and 51 with an average of 44.20, whereas widow category level of job satisfaction on faculty members of arts and science college ranged at 46 with an average of 46. The study reveals that the maximum level of satisfaction on faculty members of arts and Science College is among the married category respondents in the study area. Using chi-square test the marital status and level of job satisfaction on arts and science colleges has been tested. For this purpose, the marital status and level of job satisfaction on arts and science colleges are given in the following Table.

Table 4: Marital status and level of job satisfaction on faculty members of arts and science colleges

Sl. No.	Marital Status	Level of Job Satisfaction			Total	Average	Range	S.D
		Low	Medium	High				
1.	Single	21 (15.81)	35 (27.9)	37 (49.29)	93	44.20	35 - 51	5.12
2.	Married	13 (17.68)	25 (31.20)	66 (55.12)	104	47.12	36 - 56	5.55
3.	Widow	0 (0.51)	0 (0.9)	3 (1.59)	3	46.00	46 - 46	0.00
	Total	34	60	106	200	-	-	-

Source: Survey Data

(Figures given in the brackets represent the Expected Frequency)

Null hypothesis: The association between the marital status of the respondents and their level of job satisfaction on arts and science colleges is not statistically significant.

It is found that the percentage of high level of job satisfaction on arts and science college faculty members is highest (62.3) among married respondents and the lowest (2.8) among widow category respondents. The normal level of job satisfaction on arts and science college faculty members is highest (61.8) among the single category respondents and lowest is widow category which has no respondent. On the other hand, the percentage of low level of arts and science college faculty members is the highest (61.8) among single category respondents and lowest is widow which has no respondent. As the calculated chi-square value (13.752) is greater than the table value (9.488) at 5% level of significance for 4 degrees of freedom, the null hypothesis is rejected and it could be concluded that the association between the marital status of the respondents and their level of job satisfaction on arts and science college faculty members is statistically significant.

Monthly income and level of job satisfaction

Faculty members make the choice of the college or teaching career based on their income for teaching work. Hence, the researcher has given utmost importance to the monthly earning of respondents. For the purpose of the study income has been studied under three heads viz. namely below Rs.10,000, Rs.10,001 to

Rs.20,000 and Rs.20,001 and above. The sample consists of 66 (33%) respondents from below Rs.10,000 category, 64 (32%) respondents from Rs.10,001 to Rs.20,000 category and 70 (35%) from Rs.20,001 and above category. The distribution of respondents according to the income and level of job satisfaction on arts and science college faculty members is shown in the following table. It is observed from the table 5 that maximum level of job satisfaction on arts and science college faculty members is among the Rs.10,001 to Rs.20,000 income group which has ranged between 41 and 54 with an average of 48.70. The level of job satisfaction of arts and science college faculty members among the Rs.20,001 and above income group ranged between 36 and 56 with an average of 45.26. On the other hand the below Rs.10,000 income group with a range of 35 and 51 has an average of 43.39. Thus it may be concluded that the level of job satisfaction on arts and science college faculty members is maximum among Rs.10,001 to Rs.20,000 income group of respondents. Using chi-square test the monthly income and level of job satisfaction on arts and science college faculty members has been tested. For this purpose, the monthly income and level of job satisfaction on arts and science college faculty members are given in the following Table.

Table 5: Monthly income and level of job satisfaction on faculty members of arts and science colleges

Sl. No.	Monthly Income	Level of Job Satisfaction			Total	Average	Range	S.D
		Low	Medium	High				
1.	Below Rs.10,000	21 (11.22)	19 (19.8)	26 (34.98)	66	43.39	35 - 51	5.24
2.	Rs.10,001 - Rs.20,000	0 (10.88)	17 (19.2)	47 (33.92)	64	48.70	41 - 54	3.93
3.	Rs.20,001 & above	13 (11.90)	24 (21.0)	33 (37.10)	70	45.26	36 - 56	5.77
	Total	34	60	106	200	-	-	-

Source: Survey Data

(Figures given in the brackets represent the Expected Frequency)

Null hypothesis: The association between the monthly income of the respondents and their level of job satisfaction on arts and science college faculty members is not statistically significant.

It is found that the percentage of high level of job satisfaction on arts and science college faculty members is highest (44.3) among Rs.10,001 to Rs.20,000 income group of respondents and the lowest (24.5) among the below Rs.10,000 income group of people. The medium level of job satisfaction of arts and science college faculty members is the highest (40) among the Rs.20,001 and above category and lowest (28.3) among the Rs.10,001 to Rs.20,000 income group. The low level of job satisfaction on arts and science college faculty members is highest (61.8) among below Rs.10,000 income respondents and lowest is Rs.10,001 to Rs.20,000 category, which has no respondent. As the calculated chi-square value (28.022) is greater than the table value (9.488) at 5% level of significance for 4 degrees of freedom, the null hypothesis is rejected and it could be concluded that the association between the monthly income of the respondents and their level of job satisfaction on arts and science college faculty members is statistically significant.

Designation and level of job satisfaction

Designation is an important factor in determining the level of job satisfaction on arts and science college faculty members. For the purpose of this study designation has been studied under six heads viz. Principals, Directors,

Professors, Head of the Departments, Associate Professors and Assistant Professors. The sample consists of 8 (4) respondents from Principals, 24 (12) respondents are working in the directors, 21 (10.5) respondents are Professors, 37 (18.5) are Head of Departments, 16 (8) are Associate Professors and 94 (47) respondents belong to Assistant Professors category. The distribution of respondents according to designation and level of job satisfaction in utilizing the services of arts and science colleges is shown in the following table 6. The maximum level of job satisfaction on arts and science college faculty members is among the Associate Professors, which has ranged between 45 to 54 with an average of 51.5. The level of job satisfaction of arts and science college faculty members among the head of the departments ranged between 41 and 54 with an average of 48.30. The level of job satisfaction of arts and science college faculty members among the Assistant Professors category respondents has ranged between 35 and 53 with an average of 44.61. The level of job satisfaction of arts and science college faculty members among the Directors have ranged between 36 and 51 with an average of 44.50. The level of job satisfaction of arts and science college faculty members among the Professors has ranged between 37 and 56 with an average of 44.43. On the other hand, the level of job satisfaction of arts and science college faculty members among the Principals has ranged at 43 with an average of 43.00. Thus, it is concluded that the level of job satisfaction on arts and science college faculty members is maximum among the Associate Professors. Using chi-square test the designation and level of job satisfaction on arts and science college faculty members has been tested. For this purpose, the designation and level of job satisfaction on arts and science college faculty members are given in the following table.

Table 6: Designation and level of job satisfaction on faculty members of arts and science colleges

Sl. No.	Designation	Level of Job Satisfaction			Total	Average	Range	S.D
		Low	Medium	High				
1.	Principals	0 (1.36)	8 (2.4)	0 (4.24)	8	43.00	43 - 43	0.00
2.	Directors	9 (4.08)	0 (7.2)	15 (12.72)	24	44.50	36 - 51	6.53
3.	Professors	8 (3.57)	5 (6.3)	8 (11.13)	21	44.43	37 - 56	7.27
4.	Head of the Departments	0 (6.29)	8 (11.1)	29 (19.61)	37	48.30	41 - 54	3.85
5.	Associate Professors	0 (2.72)	3 (4.8)	13 (8.48)	16	51.50	45 - 54	3.31
6.	Assistant Professors	17 (15.98)	36 (28.2)	41 (49.82)	94	44.61	35 - 53	4.90
	Total	34	60	106	200	-	-	-

Source: Survey Data

(Figures given in the brackets represent the Expected Frequency)

Null hypothesis: The association between the designation of the respondents and their level of job satisfaction on arts and science college faculty members is not statistically significant.

The percentage of high level of job satisfaction in utilizing teaching services is the highest (38.7) among the Assistant Professors. The percentage of high level of job satisfaction in utilizing teaching services is the highest (15) among Assistant Professors and the same is the lowest (9) among the Directors. The percentage of medium level of job satisfaction in utilizing teaching services is the highest (8) among the Professors and the same is the lowest (0) among the Principals. As the calculated chi-square value (60.094) is greater than the table value (18.307) at 5% level of significance for 10 degrees of freedom, the null hypothesis is rejected and it could be concluded that the association between the designation of the respondents and their level of job satisfaction on arts and science college faculty members is statistically significant.

Educational qualification and level of job satisfaction

Education of the respondents is one of the most important influencing factors of the study. It is acquiring or imparting skills, values and knowledge. Education also means preparing people to develop new ideas and to adjust to the changing environment. For this purpose the respondents have been classified according to their educational level viz. Post Graduate, M.Phil., holders, Ph.D. holders and Ph.D. with additional degrees. Out of 200 respondents, 7 (3.5%) respondents are Post Graduates, 37 (18.5%) respondents are M.Phil., qualified, 122 (61.0%) respondents are Ph.D., holders and 34 (17.0%) respondents are Ph.D., with additional degree holders. The distribution of respondents according to education and level of job satisfaction on arts and science college faculty members is shown in the following Table 7.

The level of job satisfaction on arts and science college faculty members based on educational qualification in utilizing teaching services ranged between 39 and 46 with an average of 42 among Post Graduates. The level of job satisfaction among people with M.Phil., holders ranged between 45 and 54 with an average of 50. The range of Ph.D., holders and Ph.D., with additional degree holders level of job satisfaction in utilizing teaching services is between 35 and 53 and between 36 and 56 with an average of 45.14 and 44.06 respectively. From the analysis it is inferred that the maximum level of job satisfaction is found among M.Phil., degree holders of faculty members. A two-way table is prepared and is shown below. Using chi-square test the educational qualification and level of job satisfaction on arts and science college faculty members has been tested. For this purpose, the education and level of job satisfaction on arts and science college faculty members are given in the following Table.

Table 7: Educational qualification and level of job satisfaction on faculty members of arts and science colleges

Sl. No.	Educational Qualification	Level of Job Satisfaction			Total	Average	Range	S.D
		Low	Medium	High				
1.	Post Graduates	4 (1.19)	0 (2.1)	3 (3.71)	7	42.00	39 - 46	3.74
2.	M.Phil.,	0 (6.29)	5 (11.1)	32 (19.61)	37	50.00	45 - 54	3.35
3.	Ph.D.,	21 (20.74)	42 (36.6)	59 (64.66)	122	45.14	35 - 53	5.21
4.	Ph.D. with Additional Degree	9 (5.78)	13 (10.2)	12 (18.02)	34	44.06	36 - 56	6.32
	Total	34	60	106	200	-	-	-

Source: Survey Data

(Figures given in the brackets represent the Expected Frequency)

Null hypothesis: The association between the educational qualification of the respondents and their level of job satisfaction on arts and science college faculty members is not statistically significant.

The percentage of high level of job satisfaction in utilizing teaching services is the highest (55.7) among the Ph.D., holders category and same is the lowest (2.8) among the Post Graduate holders. The percentage of medium level of job satisfaction in utilizing teaching services is the highest (70) under among Ph.D. holders and the same is the lowest (0) among the Post Graduates. The percentage of low level of job satisfaction in utilizing teaching services is the highest (61.8) among the M.Phil., holders and the same is the lowest (0) among the respondents with Ph.D., holders. As the calculated chi-square value (32.211) is greater than the table value (12.592) at 5% level of significance for 6 degrees of freedom, the null hypothesis is rejected and it could be concluded that the association between the educational qualification of the respondents and

their level of job satisfaction on arts and science college faculty members is statistically significant.

Existing facilities in the self-financing arts and science colleges – Henry Garrett Ranking

An attempt is made to analyze the reasons for choosing the particular arts and science college. Various factors such as Standard of Education, Attractive Salary, Self Respect, Good Management, Individual Freedom, Possibility of Career Development, Better Working Conditions, Cordial Relationship with Management, Additional Monetary Benefits, Provident Fund Contribution & Free Insurance, finally Normal Working hours and Proud of the Institution are selected for the purpose of the study. The respondents are asked to rank their preferences based on the factors that motivated them most. Table 8 shows the details of various factors that influenced the faculty members.

Table 8: Existing facilities in the self-financing arts and science colleges

Sl. No.	Various Facilities	Total Score	Mean Score	Rank
1.	Standard of Education	15082	75.4	I
2.	Attractive Salary	13056	65.3	II
3.	Self Respect	10078	50.4	V
4.	Good Management	9482	47.4	VII
5.	Individual Freedom	10725	53.6	IV
6.	Possibility of Career Development	8051	40.3	XI
7.	Better Working Conditions	7561	37.8	XII

8.	Cordial Relationship with Management	11559	57.8	III
9.	Additional Monetary Benefits	8900	44.5	VIII
10.	Provident Fund Contribution & Free Insurance	9898	49.5	VI
11.	Normal Working hours	8083	40.4	X
12.	Proud of the Institution	8239	41.2	IX

Source: Calculated from Primary Data

Table 8 indicates that the 'standard of education' 'attractive salary' and 'cordial relationship with management' are the main motivating factors that influenced them to select the particular arts and science college which is ranked first, second and third with the score of 15082, 13056 and 11559 points respectively. The factors like individual freedom, self-respect and provident fund contribution and free insurance are ranked to fourth, fifth and sixth position with the score of 10725, 10078 and 9898 respectively. Good management, additional monetary benefits, proud of the institution and normal working hours are ranked in the seventh, eighth, ninth and tenth positions with Garret scores of 9482, 8900, 8239 and 8083 points respectively. The last two positions are occupied by possibility of career development and better working conditions are ranked in the eleventh and twelfth place with a score of 8051 and 7561 points respectively. From the analysis it is concluded that the 'standard of education' 'attractive salary' and 'cordial relationship with management' were the main factors in choosing the self-financing arts and science colleges.

Performance of the self-financing arts and science colleges in respect of additional facilities

Success of any service depends upon competitive factors that differentiate the services with competitive advantages over traditional services. A selected self-financing arts and science colleges holds some competitive advantage over other traditional colleges. The Table 9 shows the competitive gains of self-financing arts and science colleges.

Table 9: Performance of the self-financing colleges in respect of additional facilities

Sl. No.	Types of Additional Facilities	Total Score	Mean Score	Rank
1.	Smart Class Room	11216	62.60	II
2.	Health Care and Fitness Centre	9368	46.84	VI
3.	Free Bus Facility	10734	53.67	IV
4.	Modern Teaching Aids	11099	55.50	III
5.	Canteen Facility	9841	49.21	V
6.	Arrangements of Educational Loan	8078	40.39	IX
7.	24 x 7 Free Access of Internet Use	9014	45.07	VII
8.	Arrangement of Guest Lectures and Industrial Visits	8552	42.76	VIII
9.	NSS, NCC and YRC	12520	56.08	I

Source: Calculated from Primary Data

It is noted from the above table that smart class room is ranked first among all the services with 12520 Garret points which distinguishes the self-financing arts and science colleges from other traditional colleges. The second rank is given to arrangement of guest lectures and industrial visits with Garret score of 11216. NCC, NSS and YRC, Modern Teaching Aids, Free bus facility and canteen facility are secured third, fourth, fifth and sixth with score of 56.08, 55.50, 53.67 and 49.21 respectively. The health care and fitness centre and 24 x 7 free access of internet use were secured seventh and eighth rank with score of 9368 and 9014 respectively. The last preference is given for arrangement of educational loan with 40.39 points. From the analysis it is found that smart class room is the major competitive advantage gained by the self-

financing colleges when compared to other aided / government colleges.

Suggestions

1. Most of the respondents felt that they are always given extra work due to the leave or permission of other staff members in the department. Further the usual work load is more when compared with the work load of the staff appointed in the government colleges and the government aide colleges. By appointing adequate number of staff in the concerned department the management may try to reduce the work load of the faculty members.
2. Almost in all self financing college the faculty members are given consolidated pay instead of fixed the salary on the basis of the norms given by the UGC and AICTE. The government may take

initiatives to monitor all these issues and find a solution to provide a reasonable salary package to the faculty members working in self-financing colleges of Coimbatore city.

3. There is no job security to the faculty members of the self-financing colleges in Coimbatore. If the faculty members register their name in any union working for the welfare of the staff working in self-financing colleges of Coimbatore, surely there will be a negative reaction from the management side. The government and the university should frame a policy for providing job security to the workers in self-financing colleges of Coimbatore.
4. In some of the colleges the salary is given to the faculties even after 15th of every month which gives further trouble to the faculties to pay the house rent and the regular expenses for the month like groceries, milk and tuition fees of the wards of the faculty members.
5. In some of the self-financing colleges the partiality is shown by the authorities in many occasions like promotion, increment and also even in work load. It should be eliminated.
6. In almost all self-financing colleges for recruiting the faculties' proper system is not followed and many staff members get jobs by recommendations. It leads to deterioration in the quality of the teachers which will spoil the future generation. Hence recruitment of faculty members should be based on quality and experience of the faculty members. The management of self-financing colleges should follow this strictly.
7. In many colleges (self-financing colleges) Provident Fund is not deducted for the faculty members for two of three years from the date of appointment. The authorities should have proper checking regarding the provident fund contribution from the employer side.

Conclusion

All the faculty members in self-financing colleges of Coimbatore face problems due to various reasons. Due to the privatization policy the government encouraged all the private group or individual to commence Arts and Science colleges which led to establishment of more self-financing colleges in and around Coimbatore. Further the city Coimbatore is familiar for its development in higher education. Hence the educated faculty members from all parts of Tamil Nadu come to Coimbatore for getting jobs in teaching. The standard of living and cost of living of Coimbatore is higher when compared with other cities in southern parts of Tamil Nadu. Further due to the policy of the ruling government the prices of the household items and the domestic products are going on increasing month by month. Hence all the faculty members suffer a lot to make finance to meet their family requirements. If the government, university and the government agencies

take effort to provide job security, reasonable salary for the faculties based on their qualifications and experience, it will be a great support to the faculty members working in self-financing colleges not only in Coimbatore district but also in all parts of the state, because teaching is considered as the noble profession. So that the teachers are forced to adjust with all the problems in their working place, if these problems of teaching faculty continue then there is no meaning for the noble profession.

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