

# Job Satisfaction Assessment of Self funded University Teachers - Analysis after the Implementation of Kerala State Act No. 45

Vedatroyee Ghosh<sup>1</sup>, Akash Sharma<sup>2</sup>, Viraj Bansal<sup>3</sup>

<sup>1</sup>Assistant Professor, SNGS College, Pattambi, Palakkad Dt.). Ph. D. Research Scholar, PG & Research Department of Commerce, Jamal Mohamed College (Autonomous) (Affiliated to Bharathidasan University), Tiruchirappalli - 620020, Tamandu, India  
gh.vedatroyee@yahoo.com

<sup>2</sup>Assistant Professor and Research Advisor, PG& Research Department of Commerce, Jamal Mohamed College (Autonomous) (Affiliated to Bharathidasan University) Tiruchirappalli - 620020, Tamilnadu, India  
akash.sh20@gmail.com

<sup>3</sup>Assistant Professor, PG Department of Commerce, SNGS College, Pattambi, Palakkad Dt. Kerala - 679306, India  
viraj.ban@gmail.com

**Abstract:** *The Government of Kerala implemented Bill No.45 for the purpose of making transparency in the appointment and conditions of service of teaching and nonteaching employees of the self - financing colleges affiliated with various universities of the state. The Bill provides for the manner to be followed in making appointments of teaching and non - teaching employees of self - financing colleges, agreement with the educational agency, the registration of teaching and non - teaching employees to the University in which self - financing college is affiliated to by the educational agency, various bodies to be constituted in the self - financing college and other provisions connected therewith. This study mainly examines the job satisfaction of Self - financing college teachers after the implementation of Bill No.45 by the government of Kerala. The study was conducted in three districts of Kerala Namely Thrissur, Palakkad, and Malappuram. Teachers of self - financing colleges were randomly selected for this study. The study highlights that the teachers are dissatisfied in many aspects even after the implementation of the bill. The study also concludes that there are no significant differences in job satisfaction with respect to the gender and educational qualifications of the respondent.*

**Keywords:** Bill No.45, Job Satisfaction. Self - financing colleges

## 1. Introduction

The Kerala State Higher Education Council had recommended making a law for the method of appointment and conditions of service of teaching and non - teaching employees of the self - financing colleges affiliated with various Universities in the State. The Government has examined the recommendation of the Council in detail and decided to enact a law for the said purpose. The Bill provides for the manner to be followed in making appointments of teaching and non - teaching employees of self - financing colleges, agreement with the educational agency, the registration of teaching and non - teaching employees to the University in which self - financing college is affiliated by the educational agency, various bodies to be constituted in the self - financing college and other provisions connected therewith. This bill was passed by the 15<sup>th</sup> Kerala Legislative Assembly for protecting the rights of employees of self - financing higher educational institutions in Kerala. This study mainly examines the job satisfaction of teachers in self - financing colleges of select districts in Kerala after the implementation of Bill No.45.

Siegal and Lance (1987) stated that 'job satisfaction is an emotional response defining the degree to which people like their job.'

Lofquist and Davis (1991), defined job satisfaction as "an individual's positive affective reaction of the target environment as a result of the individual's appraisal of the

extent to which his or her needs are fulfilled by the environment".

Job satisfaction refers to the degree of pleasure or happiness that an individual feels in their job. This can be influenced by a variety of factors, such as the nature of the work itself, the work environment, the company's culture, and the employee's relationships with their co - workers. A person who is satisfied with their job is more likely to be productive and motivated, and less likely to leave their position. Job satisfaction refers to a person's feeling of satisfaction on the job, which acts as a motivation to work. It is not self - satisfaction, happiness, or self - contentment but satisfaction on the job. In this research, an attempt is made to analyze the impact of bill no.45 on the job satisfaction of self - financing college teachers.

### 1.1 Objectives of the study

- 1) To examine the level of job satisfaction of teachers in the self - financing colleges after implementation of Bill No.45
- 2) To analyze the job satisfaction under different socio demographic features of the respondent.

### 1.2 Research Methodology

The study is descriptive and analytical in nature. The study was conducted for a period of two months. Primary data was collected by using a structured questionnaire from the teachers of self - financing colleges of three districts in

Kerala viz. Malappuram, Palakkad and Kerala. The sample size is 191 and random sampling method was used for the study. Mean percentage analysis, Standard Deviation, Mann - Whitney U Test, Kruskal Wallistest etc. were used for this study.

### 1.3 Limitations of the study

- 1) The accuracy of the results depends on the attitude of the respondents while filling the questionnaire.
- 2) The study is limited to only three districts in Kerala but the problem prevalent in all districts.
- 3) The period of study was also limited.
- 4) Sample size is limited to 191 only because of time constraints.
- 5) The Study includes only teachers of Self - financing colleges

## 2. Review of Literature

Dr. I. Savari Muthu, S. Akilandeswari (2016) This paper examines the work environment and its impact on the job satisfaction of teachers of self - financing colleges of the Cuddalore district. The research concludes that work environment and infrastructure are the important factors leading to overall job satisfaction of the teaching faculty, Major focus needs to be given particularly to the

compensation dimension which is closely associated with overall job satisfaction.

Byju K and Dr. P Kannan (2018) This research highlights the impact of the emotions of teachers in self - financing colleges on job security and work culture. It also examines the relationship between colleagues, HOD, Principal, management, and Students

R. Ganapathi (2017) The researcher has made an attempt to find out the real problems faced by teachers in the self - financing colleges of Coimbatore. The study examines the level of job satisfaction of teachers working in four different colleges. The study also highlights the impact of socio economic factors on job satisfaction.

Hari Singh & Dr. S. K. Saharan (2022) Observed the job satisfaction of teachers working in self - financing colleges of education in Haryana state. The study focused on the role of Gender, Age, and Proactive personality on job satisfaction. The study concludes that there is no significant differences in job satisfaction with respect to Gender and age group. But the job satisfaction of higher proactive personality teachers was found to be higher than that of job satisfaction of low personality teachers.

### Satisfaction of teachers after implementation of Bill.45

Items	Mean	Std. Deviation
Awareness of provisions of Bill No. .45	2.6597	1.09275
Agreement on terms and conditionsofthe job	2.5183	1.31727
Remuneration is fixed as per the bill	2.0262	1.11182
The increment is fixed as per the bill	1.9476	1.13665
Period of appointment, bonus, promotion, etc. fixed as bill	1.7906	1.09934
Agreement for extra work is made	2.3770	1.15817
The workload is fixed as same as Govt. and aided college teachers	2.0995	1.43474
HEI started PF for employees	2.4084	1.43664
HEI started employee insurance	2.4503	1.49610
The age limit for appointment and retirement is fixed	2.4241	1.43389
HEI constituted Governing council, IQAC, and PTA	2.3979	1.40255
Students Grievance Redressal Cell is working in the college	2.7382	1.51642
You are not subject to unnecessary punishments	2.8429	1.53089
Your appointment is registered with affiliating university	1.9529	1.20214
Proper Registers of teachers are maintained in the college	4.1780	.76070
Your duties and responsibility are fixed as stated by the university	4.1152	.66279
HEI has Internal Committee against sexual harassment	3.2723	1.18287

On almost all the variables the respondents have below - average satisfaction even after the implementation of bill number 45. The employees of self - financing colleges are not even aware of such a bill passed by the Government of Kerala to protect their rights. It is analyzed that the teachers have very low satisfaction with increments, promotions, bonuses, periods of appointment, and registration of appointments with affiliated universities. Teachers are highly satisfied with the maintenance of registers in the college and the fixation of duties and responsibilities by the university.

### Satisfaction on Implementation of Bill among different Gender

#### Satisfaction with the Implementation of the Bill

Gender	Mean	Std. Deviation
Male	56.5650	13.55947
Female	53.6768	12.70971
Total	54.5689	13.01119

Male teachers are more satisfied after implementation of the bill number 45.

### Satisfaction on Implementation of Bill among Different Educational Qualifications

Educational Qualifications	Mean	Std. Deviation
PG with M. Phil.	54.1961	13.21566
PG Only	54.0984	13.60710
PG with NET	54.9383	12.57106
Ph. D.	53.6000	18.14509
Total	54.5689	13.01119

The teachers having Ph. D. were less satisfied after the implementation of Bill No.45. The teachers with higher qualifications still expect more from the institutions. Government and aided institutions provide more monetary benefits and promotion opportunities to teachers processing higher qualifications like MPhil and Ph. D.

### Satisfaction on Implementation of Bill among Different Teaching Experiences

Teaching Experience	Mean	Std. Deviation
Below 5 Years	53.8667	12.78817
5 - 10 Years	55.7004	12.93613
10 - 15 Years	55.1795	13.67081
15 - 20 Years	52.6111	12.32713
Above 20 Years	51.1111	15.12061
Total	54.5689	13.01119

The satisfaction level of teachers having more than 20 years of experience was less after the implementation of the bill.

### Satisfaction with Implementation of Bill among Different Areas of Residence

#### Satisfaction with the Implementation of the Bill

Area of Residence	Mean	Std. Deviation
Rural	54.4444	12.76895
Semi - Urban	54.6306	13.70260
Urban	54.8148	12.31681
Total	54.5689	13.01119

Urban teachers are more satisfied with a mean of 54.81 after the implementation of bill number 45.

$H_0$ : There is no significant difference in the satisfaction on implementation of Bill 46 in HEI of male and female teachers of self - financing colleges

$H_1$ : There is a significant difference in satisfaction with implementation of Bill 46 in HEI male and female teachers of self - financing colleges

The above hypothesis is validated using Mann - Whitney U Test and the results are shown in the table

	Gender	Mean Rank	Sum of Ranks	Mann - Whitney U	P value
Satisfaction on Implementation of Bill	Male	104.02	6137.00	3421.00	.180
	Female	92.42	12199.00		

p value is greater than 0.05 thus accept the null hypothesis. Thus there is no significant difference in the job satisfaction of male and female teachers after the implementation of Bill number 45.

$H_0$ : There is no significant difference in satisfaction with the implementation of Bill 45 in HEI among teachers with different educational qualifications

$H_1$ : There is a significant difference in the satisfaction with implementation of Bill 45 in HEI among teachers with different educational qualifications

The above hypothesis is validated using Kruskal - Wallis Test

	Educational Qualifications	Mean Rank	Kruskal - Wallis H	P value
Satisfaction with Implementation of the Bill No 45	PG with M. Phil.	96.09	.659	.883
	PG Only	93.57		
	PG with NET	98.07		
	Ph. D.	80.60		

p - value is greater than 0.05 thus accepting the null hypothesis. Thus, there is no significant difference in job satisfaction among different educational qualifications after the implementation of Bill number 45. But even then, the satisfaction of teachers having a Ph. D. was slightly less.

### 3. Major Findings

The awareness about bill no.45 among the self - financing college teachers was very less.

The teachers of self - financing colleges were still not satisfied in many aspects of the job even after the implementation of the bill. The teachers have very less job satisfaction regarding increments, periods of appointment, bonuses, promotions, and registration of appointments with affiliating universities. The faculties of self - financing colleges were also very dissatisfied with Remuneration and workload. There are no significant differences in the job satisfaction of male and female teachers after implementation of bill number 45. There are no significant differences in the job satisfaction of teachers having different qualifications. The teachers residing in the Urban area were more satisfied in their job after the implementation of BillNo.45. Teachers with more than 20 years of experience were least satisfied in their job after the implementation of Bill number no.45.

### 4. Suggestions

The authorities should take steps to educate the teachers of Self - financing colleges regarding Bill no 45. The Government should ensure that all self - financing colleges follow Bill number 45 to protect the rights of employees. Compared to Government Colleges and Aided Colleges the self - financing college teachers are getting salary and other benefits to the very minimum. Authorities should take necessary steps to ensure their standard of living by providing attractive monetary benefits. Teachers processing higher qualifications should be compensated by providing additional increments and other benefits. The authorities should ensure the job security of teachers in self - financing colleges. Proper implementation of Bill No.45 should be ensured.

### 5. Conclusion

The study concluded that the job satisfaction of self - financing college teachers is very low even after the implementation of bill no.45. Majority of the institution did not follow bill number 45 regarding the appointment and other service - related matters mentioned in the bill. It is the duty of the authorities to protect the rights and duties of teachers working in self - financing colleges, the teachers are very much dissatisfied with compensation, job security, Promotional opportunities, annual increment, retirement

benefits, etc. The authorities should ensure that all the colleges in the self - financing sector follow bill no.45. The teachers are subject to exploitation of labor by providing extra workload and poor monetary benefits.

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