



Effect of gender differences on job satisfaction among academic professionals : A comparative study of Lucknow city

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ARTICLE INFO :

Received : 10.08.2012
Revised : 26.10.2012
Accepted : 28.11.2012

KEY WORDS :

Academic professionals, Profession, Job satisfaction, Gender

HOW TO CITE THIS ARTICLE :

Bhatt, Pragya and Mishra, Sunita (2012). Effect of gender differences on job satisfaction among academic professionals : A comparative study of Lucknow city, *Adv. Res. J. Soc. Sci.*, 3 (2) : 258-260.

ABSTRACT

Teachers are the most important group of professionals for our nation's future. It is astonishing to know that even today many of teachers are dissatisfied with their job. Job satisfaction among academic professionals is good not only for themselves but society depends upon the role played by the teacher. The main purpose of this investigation was to study the effect of gender differences on job satisfaction among academic professionals. The study was conducted in Lucknow city by selecting the total 150 sample comprising 50 teachers from Government College, 50 teachers from Private College and 50 teachers from University. The information was collected using self-prepared interview schedule along with job satisfaction scale. The data were coded, tabulated and analyzed using percentage, frequency and chi square. From the findings of the study, it can be concluded that there was a non-significant gender difference in job satisfaction of university and government teachers. Also significant gender differences were found in private college teacher.

INTRODUCTION

Job satisfaction is "the sense of achievement and arrogance felt by employees who get pleasure from their employment and complete it well" or it could be defined as an encouraging emotional condition resulting from the work. Teacher's job satisfaction is a necessary factor that organizations desire in their staff. If teachers are not satisfied then it may lead to absenteeism and excessive turnover. The costs attached with job dissatisfaction include training, recruiting, as well as reduction in the student enrolment base. Teaching profession is facing problems related to teachers' job satisfaction. The general perception is that teachers in the government colleges are unsatisfied with their profession. A well-known and successful educational system requires a shining, reputed and high quality teaching staff.

Hence, the present study was carried out with the objective to study the effect of gender differences on job satisfaction among academic professionals.

Hypothesis :

- H_0 - There is significant difference between job satisfactions of male and female university teachers.
- H_1 - There is no significant difference between job satisfactions of male and female university teachers.
- H_0 - There is significant difference between job satisfactions of male and female government college teachers.
- H_1 - There is no significant difference between job satisfactions of male and female government college teachers.
- H_0 - There is significant difference between job satisfactions of male and female private college teachers.
- H_1 - There is no significant difference between job satisfactions of male and female private college teachers.

METHODS

The study was conducted in the urban area of Lucknow city during 2011-12. Three academic professionals were selected those were Jai Narayan Degree College, Dr. Rajendra Prasad