

RESEARCH ARTICLE :

Job satisfaction of academic staff of Vasantrya Naik Marathwada Krishi Vidyapeeth Parbhani

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SUMMARY : The present study was conducted in the jurisdiction of VNMKV, Parbhani. Under this 6 constituent Agricultural colleges were selected namely: College of Agriculture, Parbhani, College of Agriculture, Latur, College of Agriculture, Osmanabad, College of Agriculture, Ambejogai, College of Agriculture, Badnapur, College of Agriculture, Golegaon. Under Vasantrya Naik Marathwada Krishi Vidyapeeth, Parbhani there are seven faculties but for the purpose of present study only agriculture faculties were purposively selected. A questionnaire was supplied to all the staff members of the respective colleges, but some of the staff members not responded. Total 120 questionnaires supplied, but finally 100 questionnaires get back, thus 100 respondents were selected for study of constituent agricultural colleges under VNMKV, Parbhani. The majority of academic staff group were more than half (60.00%) of academic staff had medium age, more than three fourth (91.00%) of respondents were male, more than half (66.00%) of respondents were educated upto Ph.D. degree, more than two third (70.00%) of respondents were Class II, more than half (64.00%) of the respondents were form medium salary group, majority (80.00%) of respondents belonged to rural background, more than half (57.00%) of respondents had medium service experience. More than half (61.00%) of respondents had promotion opportunities, more than half (64.00%) of respondents were having medium level of training, more than half (59.00%) of the respondents of respondents were having medium level of work environment, more than two third (69.00%) of respondents do not have any aspiration and more than half (69.00%) of the respondents were having medium level of attitude towards job and more than half (69.00%) respondents were in medium level of job satisfaction. While cadre, work environment, attitude towards job were positively and significantly related to job satisfaction.

KEY WORDS :

Job satisfaction,
Academic staff

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BACKGROUND AND OBJECTIVES

University are considered as the highest source of knowledge and as awareness production institution, in addition to where manpower is trained in different fields of life

(Khalid *et al.*, 2012). The basic objective of an organization is to provide requisite opportunities and facilities to the individual to perform their job effectively and efficiently. The success of organization, therefore, can be best assessed in terms of the level of job

performance of its members.

Academic staff or college teachers are most important group of professionals for our nation future. Therefore, it is astonishing to know that even today many of the college teachers are dissatisfied with their job. Job satisfaction among college teachers is good not only for themselves but also for society as a whole.

Work has ceased to give satisfaction to many people in modern life. If a person enjoys their work, which can provide immense satisfaction and this in turn provides the incentive to work. If employees feel equitably treated by the outcome they receive, they will be satisfied. People may work not because they derive pleasure from it but there is no alternative way of living for many people the nature of work itself cannot yield any pleasure or satisfaction and for others there exist strong feeling which constantly keep them in a state of dissatisfaction with what they are doing.

Job satisfaction among the employees is a great significance for functioning of any organization. It is likely to lead not only to more effective functioning of the individual but also helps to efficient working of the organization as a whole. In view of its importance is functioning of an organization as a whole. Job satisfaction derived by members of organization as one of the criteria proposed for evaluating effectiveness of organization.

Further, the academic staff, being an individual the quality and quantum of his research work will be much dependent on his socio- psychological behaviour in the form of his satisfaction, attitude, skill and values.

RESOURCES AND METHODS

The present study was conducted during 2015-16 year in Marathwada region of Maharashtra state. The Vasantryao Naik Marathwada Krishi Vidyapeeth, Parbhani was purposively selected for the study as one of the Agricultural universities of Maharashtra state having integrated functioning of teaching, research and extension. The present study was conducted in the jurisdiction of VNMKV, Parbhani. Under this 6 constituent Agricultural colleges were selected. 100 respondents were selected for study of constituent agricultural colleges under VNMKV, Parbhani. Random sampling method was used for selection of respondents. Ex-post facto research design with one shot case study approach was used for the investigation. The data were collected with the help of questionnaire. It included

questions of background personal information, questions about job performance, questions about job satisfaction, questions about constraints faced in job performance and to suggest the suggestions. Data were classified, tabulated and analyzed by using methods mean, frequency, percentage, standard deviation, co-efficient of correlation and multiple regressions. The present study was conducted with the following specific objective:

- To know the profile of academic of staff members of academic staff members of Vasantryao Naik Marathwada Krishi Vidyapeeth, Parbhani.
- To know the job satisfaction of academic staff members of Vasantryao Naik Marathwada Krishi Vidyapeeth, Parbhani.
- To know the relationship between the profile of academic staff members with job satisfaction.

OBSERVATIONS AND ANALYSIS

The results obtained from the present study as well as discussions have been summarized under following heads:

Profile of academic staff members of Vasantryao Naik Marathwada Krishi Vidyapeeth, Parbhani :

It is revealed from Table 1, indicated that more than half (60.00%) of the respondents had medium age group, followed by less than one fourth (22.00%) of respondents had old age group and only 18.00 per cent respondents were in young age group. More than three fourth (91.00%) of respondents were male and only 9.00 per cent of respondents were female. More than half (66.00%) of respondents were educated upto Ph.D. degree level followed by (34.00%) of respondents were M.Sc. degree holders. With more than two third of respondents (70.00%) were Class II, followed by less than one third (30.00%) of respondent were Class I.

It was noticed that more than half (64.00%) of the respondents were from medium salary group (Rs. 52,651 to Rs. 1,17,122), followed by 22.00 per cent of respondents were from high salary group (above Rs.1,17,123) and only 14.00 per cent of respondents were from low salary group (upto Rs. 52,651). Majority (80.00%) of respondents belonged to rural background, whereas 20.00 per cent respondents belonged to urban area. 57.00 per cent respondents had medium service experience, followed by 25.00 per cent of respondents in high service experience and only 18.00 per cent of

respondents had low service experience. More than half (61.00%) of respondents had promotion opportunities, while 39.00 per cent of respondents were not have promotion opportunities.

It is revealed that more than half (64.00%) of the respondents were having medium level of training, followed by 25.00 per cent with low training and only 11.00 per cent of respondents were having high level of training it means they had attended more than 5 training programmes in their service period. More than half (59.00%) of respondents were having medium level of work environment, followed by 23.00 per cent had low work environment and 18.00 per cent of respondents were having high level of work environment. 69.00 per

cent of respondents were not having any aspiration, whereas less than one third (31.00%) of respondents were having aspiration. More than half (69.00%) of the respondents were having medium level of attitude towards job, followed by 16.00 per cent had low attitude towards job and 15.00 per cent of respondents were having high level of attitude towards job.

To know the job satisfaction of academic staff members of Vasantryao Naik Marathwada Krishi Vidyapeeth, Parbhani :

It was clear from Table 2, that more than half of (69.00%) respondents were in medium level of job satisfaction, followed by 17.00 per cent of respondents

Table 1 : Distribution profile of academic staff members of Vasantryao Naik Marathwada Krishi Vidyapeeth, Parbhani

Sr. No.	Profile of the academic staff	Category	Respondents (n=100)	
			Frequency	Percentage
1.	Age	Young (upto 37 years)	18	18.00
		Middle (38 to 53 years)	60	60.00
		Old (above 54 years)	22	22.00
2.	Gender	Male	91	91.00
		Female	9	9.00
3.	Qualifications	M.Sc.	34	34.00
		Ph.D.	66	66.00
4.	Cadre	Class I	30	30.00
		Class II	70	70.00
5.	Salary	Low (upto Rs. 52,651)	14	14.00
		Medium (Rs. 52,652 to Rs. 1.17,122)	64	64.00
		High (Rs. 1,17,123 and above)	22	22.00
6.	Rural and urban background	Rural	80	80.00
		Urban	20	20.00
7.	Total service experience	Low (upto 7)	18	18.00
		Medium (8 to 24)	57	57.00
		High (25 and above)	25	25.00
8.	Promotion opportunities	Promotion opportunities	61	61.00
		No promotion opportunities	39	39.00
9.	Training	Low (Upto 1)	25	25.00
		Medium (2 to 3)	64	64.00
		High (4 and above)	11	11.00
10.	Work environment	Low (Upto7)	23	23.00
		Medium (8 to 12)	59	59.00
		High (13 and above)	18	18.00
11.	Aspiration	Aspiration	31	31.00
		No aspiration	69	69.00
12.	Attitude towards job	Low (upto 31)	16	16.00
		Medium (32 to 39)	69	69.00
		High (40 and above)	15	15.00

were in low level of job satisfaction and only 14.00 per cent of respondents were in high level of job satisfaction. The probable reason may be that the staff are not getting equal opportunities for work and the things like promotion and selection on regular basis. It is therefore, essential on the part of the university authority to take a cognizance on this aspect and try to give justice while dealing with various matters connected with the teachers and their job. It also does not mean that all the teachers are not satisfied with the fairness. However, taking appropriate action and providing fairness to everyone will add in the overall job satisfaction of the teachers. It will altogether change the atmosphere among the staff community and will encourage them in discharging their duties more effectively. Similar findings were noticed by Basco (2000); Mishra *et al.* (2007); Shinde (2007); Mehdi *et al.* (2013); Nawale (2013) and Patel and Dhodia (2015).

To know the relationship between the profile of academic staff members with job satisfaction :

It was observed from Table 3, that cadre, work environment, attitude towards job were positively and significantly related to job satisfaction. The probable reason might be that the higher the cadre class higher the job

satisfaction, higher the work environment higher the job satisfaction and lower the work environment lower the job satisfaction. Those respondents having positive attitude towards job had more job satisfaction. While age, gender, qualification, salary, rural and urban background, total service experience, promotion opportunities, training, aspiration showed non significant relationship with job satisfaction. Similar finding was noticed by Shinde (2007); Yadav *et al.* (2013); Jabbari *et al.* (2014); Mehrad (2015) and Udeh (2015).

Conclusion :

The majority of academic staff members were middle aged, more than three fourth of respondents were male, more than half of respondents were educated upto Ph.D. degree, more than two third of respondents were Class II, more than half of the respondents were form medium salary group, majority of respondents belonged to rural background, more than half of respondents had medium service experience. More than half of respondents had promotion opportunities, majority of respondents were having medium level of training, more than half of the respondents were having medium level of work environment, more than two third of respondents do not have any aspiration and more than half of the

Table 2 : Distribution of academic staff members according to their job satisfaction

Sr. No.	Job satisfaction of academic staff	Respondents	
		Frequency	Percentage
1.	Low level (Upto 99)	17	17.00
2.	Medium level (100 to 125)	69	69.00
3.	High level (126 and above)	14	14.00

Table 3 : Relationship between profile of academic staff members with job satisfaction

Sr. No.	Independent variables	Co-efficient of correlation (c)
1.	Age	0.065 ^{NS}
2.	Gender	-0.015 ^{NS}
3.	Qualification	0.165 ^{NS}
4.	Cadre	0.208*
5.	Salary	0.076 ^{NS}
6.	Rural and urban background	0.111 ^{NS}
7.	Total service experience	0.038 ^{NS}
8.	Promotion opportunities	0.107 ^{NS}
9.	Training	-0.007 ^{NS}
10.	Work environment	0.365**
11.	Aspiration	0.027 ^{NS}
12.	Attitude towards job	0.381**

NS=Non-significant

respondents were having medium level of attitude towards job and more than half of respondents were in medium level of job satisfaction. Correlation analysis shows that that cadre, work environment, attitude towards job were positively and significantly related to job performance. While age, gender, qualification, salary, rural and urban background, total service experience, promotion opportunities, training, aspiration showed non-significant relationship with job satisfaction.

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