

**RESEARCH ARTICLE :**

# Job satisfaction of teachers in horticulture college, Arabhavi

■ **SHREESHAIL RUDRAPUR, ANIL BIRADAR, MITHUN P. KUDACHI AND SANTOSH BALIKAI**

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**SUMMARY :** The study conducted revealed that majority of the teachers were satisfied with the salary as the present salary is in commensurate with the work and position (52.00%) and salary paid is a vital source of satisfaction (60.00%). In case of job security also majority of the teachers were satisfied as the performance will be assessed objectively before taking any serious actions (68.00%) and guidance will be given to improve the job (64.00%). The teachers were highly satisfied with teaching the students (60.00%). Majority of the teachers were satisfied with working conditions with respect to distance from office to home (36.00%), provision of separate chair, table and almera in office (32.00), provision of quarters (36.00%), provision of transportation (36.00%), job authority delegated to me in the present job (72.00%) and opportunity to work with team spirit (68.00%). The data also revealed that majority of them belonged to high and medium job satisfaction category (28% high and 36% medium). And among the remaining 36% of them belonged to the low job satisfaction category. The mean job satisfaction score of all the teachers was 97.40 with a standard deviation of 9.93.

**KEY WORDS :**

Job satisfaction, Teachers, Mean score, Standard deviation

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## BACKGROUND AND OBJECTIVES

A teacher affects eternity, we can never tell where his influence stops.

-Henry Adams

The greatest resource of nation is its people and not the mountains, rivers and gold mines. The strategy to develop this human resource is the key factor for the development of country. Education is more powerful than hydrogen bomb, because it is the education that gives an idea to produce bombs. The level of education is in the masses of the country is a vital factor that determines the prosperity of nation. Higher agricultural production can

only be achieved through the use of highly rewarding inputs which must arise from adaptive researches carried out by devoted scientists who are trained for the purpose in an organised manner in different horticultural universities.

The task of building up valuable research, appropriate extension methods and training the human resource for development, hundreds of technically qualified persons are engaged in horticultural universities are Professors, Associate Professors and Assistant Professors.

Teachers are the entry and base level

Author for correspondence :

**SHREESHAIL RUDRAPUR**

Department of Agricultural Economics, College of Agriculture, University of Agricultural Sciences, DHARWAD (KARNATAKA) INDIA  
Email: shree4476@gmail.com

See end of the article for authors' affiliations

workers in horticultural universities. They are the primary working force directly engaged in three major activities namely, teaching, research and extension. The ultimate growth of horticultural university lies in the performance of these teachers who are the immediate implementing cadres.

Job satisfaction of teachers is a criterion for evaluating the effectiveness of an organization. Greater satisfaction leads in a simple or direct way to superior performance. Essentially, job satisfaction is persons' attitude towards the job itself. A person with a high level of job satisfaction holds very positive attitude about the work place and conversely, a person dissatisfied with the job embraces negative attitudes towards the job environment. The importance attached to the job satisfaction rests on humanistic values; the effects of job satisfaction with his job will be a poor performer. It is therefore, very necessary to know the extent to which the teachers are satisfied with their work organizations.

## RESOURCES AND METHODS

The investigation was focused on the horticulture college Arabhavi, Karnataka state, India. Twenty five teachers were selected randomly to know the job satisfaction of the teachers in the Horticulture College, Arabhavi. The study is an ex-post-facto research as the phenomena *viz.*, job satisfaction have already occurred.

### Statistical tests and techniques used :

Frequency, mean scores and percentages were used to analyse the data relating to job satisfaction of teachers.

## OBSERVATIONS AND ANALYSIS

The findings of the present study as well as relevant discussion have been presented under following heads.

### Socio-economic aspect of the respondents

The socio-economic characteristics of the teachers of Horticulture College, Arabhavi are presented in Table 1. The average age of the teachers was 39.48 years. The average distance between home and workplace was 12.2 km. Out of 25 teachers, 10 teachers completed M.Sc, 14 teachers completed Ph.D and remaining one teacher completed post doctoral. Out of 25 teachers, 15 teachers are of nuclear type of family where as the remaining 10 teachers are of joint family. The average family size of the teachers was 4.64.

The average experience of the teachers in the other job was less (2.94 years) compared to average experience of the teachers in the present job (8.71 years). The average annual income of the teachers alone was Rs. 706098.40.

### Job satisfaction of teachers :

Table 2 results revealed the job satisfaction of teachers of Horticulture College, Arabhavi. Item wise analysis was undertaken to highlight the level of satisfaction on specific job dimensions. As evident from the data, majority of the teachers were satisfied with the salary as the present salary is in commensurate with the work and position (52.00%) and salary paid is a vital source of satisfaction (60.00%). In case of job security also majority of the teachers were satisfied as the performance will be assessed objectively before taking

Table 1 : Socio-economic aspects of the teachers in Horticulture College, Arabhavi		(n=25)
Particulars	Units	Average
Age	Years	39.48
Distance between home and work place	Km	12.2
Education		
	M.Sc.	10
	Ph.D.	14
	Post doctoral	1
Family type		
	Nuclear	15
	Joint	10
Average family size	Number	4.64
Average experience of the teachers in the other jobs	Years	2.94
Average experience of the teachers in the present job	Years	8.71
Average annual; income of the teachers alone	Rs.	706098.40

any serious actions (68.00%) and guidance will be given to improve the job (64.00%). The teachers were highly satisfied with teaching the students (60.00%). Majority of the teachers were satisfied with working conditions with respect to distance from office to home (36.00%), provision of separate chair, table and almera in office

**Table 2 : Job satisfaction of teachers in Horticulture College, Arabhavi**

Sr. No.	Statements	VMS	S	PS	D	VDS
<b>A Salary</b>						
1.	Present salary is commensurate with my work and position	10 (40.00)	13 (52.00)	2 (8.00)	0 (0)	0 (0)
2.	Salary paid is a vital source of satisfaction.	6 (24.00)	15 (60.00)	4 (16.00)	0 (0)	0 (0)
<b>B Job security</b>						
1.	The performance will be assessed objectively before taking any serious actions.	4 (16.00)	17 (68.00)	4 (16.00)	0 (0)	0 (0)
2.	Guidance will be given to improve the job.	4 (16.00)	11 (64.00)	4 (16.00)	1 (4)	0 (0)
3.	Are you satisfied by teaching the students?	15 (60.00)	9 (36.00)	1 (4.00)	0 (0)	0 (0)
<b>C Working condition</b>						
1.	Distance from office to house	8 (32.00)	9 (36.00)	4 (16.00)	0 (0)	4 (16.00)
2.	Provision of separate chair, table with almera in office	14 (56.00)	8 (32.00)	3 (12.00)	0 (0)	0 (0)
3.	Provision of quarters	0 (55.56)	9 (36.00)	5 (20.00)	3 (12.00)	8 (32.00)
4.	Provision of transportation during late hours from work place to home	0 (0)	9 (36.00)	7 (28.00)	5 (20.00)	4 (16.00)
5.	Job authority delegated to me in present job	2 (8.00)	18 (72.00)	4 (16.00)	0 (0)	1 (4.00)
6.	Opportunity to work with team spirit	3 (12.00)	17 (68.00)	4 (16.00)	1 (4.00)	0 (0)
<b>D Recognition</b>						
1.	Recognition given to your work by the people of your area.	2 (8.00)	18 (72.00)	3 (12.00)	2 (8.00)	0 (0)
2.	Recognition from your senior officers for good work done	5 (20.00)	10 (40.00)	10 (40.00)	0 (0)	0 (0)
3.	Recognition you are getting from your colleagues	4 (16.00)	16 (64.00)	5 (20.00)	0 (0)	0 (0)
4.	Recognition and reward for creative work	5 (20.00)	9 (36.00)	9 (36.00)	2 (8.00)	0 (0)
<b>E Opportunity for personal growth and promotion</b>						
1.	Scope to prove your excellence in doing the job	4 (16.00)	18 (72.00)	3 (12.00)	0 (0)	0 (0)
2.	Opportunities to update your technical information	7 (28.00)	13 (52.00)	4 (16.00)	1 (4.00)	0 (0)
3.	Promotional opportunities in the present job	8 (32.00)	10 (40.00)	7 (28.00)	0 (0)	0 (0)
4.	Promotion policy of the department	7 (28.00)	11 (44.00)	2 (8.00)	5 (20.00)	0 (0)
5.	Ambition you have with the present job.	8 (32.00)	13 (52.00)	3 (12.00)	1 (4.00)	0 (0)
<b>F Supervision</b>						
1.	Your relationship with the superiors.	7 (28.00)	15 (60.00)	2 (8.00)	1 (4.00)	0 (0)
2.	Scope given to express new ideas before superiors.	5 (20.00)	15 (60.00)	5 (20.00)	0 (0)	0 (0)
<b>G Number of working hours</b>						
	Amount of time devoted for maintaining records	1 (4.00)	19 (76.00)	5 (20.00)	0 (0)	0 (0)
	Flexibility provided in your work	4 (16.00)	20 (80.00)	1 (4.00)	0 (0)	0 (0)
	The timings of present working hour.	6 (24.00)	15 (60.00)	2 (8.00)	2 (8.00)	0 (0)

**Table 3 : Overall job satisfaction of teachers in Horticulture College, Arabhavi**

Total scores	2435	Scores	Job satisfaction level	Frequency
Mean scores	97.40	>102	High	7
S.D.	9.93	92.4-102	Medium	9
Mean+0.5*SD	102	9<92.4	Low	9
Mean-0.5*SD	92.4			

(32.00), provision of quarters (36.00%), provision of transportation (36.00%), job authority delegated to me in the present job (72.00%) and opportunity to work with team spirit (68.00%).

In recognition dimension, majority of the teachers were satisfied with respect to recognition given to your work by the people of the area (72.00%), recognition from the senior officers for good work done (40.00%), recognition from the colleagues (64.00%), recognition and reward for the creative work (36.00%). The teachers were also satisfied with opportunity for personal growth and promotion. In case of scope for excellence in doing the job it was 72.00 per cent, opportunities to update technical information it was 52.00 per cent, promotional opportunities in present job it was 40.00 per cent, promotion policy of the department it was 44.00 per cent and in case of ambition with the present job it was 52.00 per cent. The findings are in line with previous research of Sharma and Singh (2001); Suchitra and Sharadhadevi (2003); Manjula (2000); Sangwan *et al.* (2007) and Jini Doni *et al.* (2011).

In recognition dimension the most of the teachers were satisfied with respect to relationship with the superiors (60.00 %) and scope given to express new ideas before superiors (60.00%). And in case of number of working hours dimension also majority of the teachers were satisfied with amount of time devoted for maintaining records (76.00%), flexibility provided in the work (80.00%) and the timings of the present working hour (60.00%).

### Overall job satisfaction of teachers :

Table 3 represents the data on the overall job satisfaction of teachers. The data revealed that majority of them belonged to high and medium job satisfaction category (28% high and 36% medium). And among the remaining 36% of them belongs to the low job satisfaction category. The mean job satisfaction score of all the teachers was 97.40 with a standard deviation of 9.93.

Authors' affiliations :

**ANIL BIRADAR AND MITHUN P. KUDACHI**, Department of Agricultural Extension Education, College of Agriculture, University of Agricultural Sciences, DHARWAD (KARNATAKA) INDIA  
**SANTOSH BALIKAI**, Department of Agri-Business Management, University of Agricultural Sciences, DHARWAD (KARNATAKA) INDIA

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