

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

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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

Degree College and Baba Saheb Bhimrao Ambedkar University. The sample size of the study was 150 samples. Out of which 50 were from private college teachers, 50 were from government college teachers and 50 were from university level teachers. The data were collected with the help of job satisfaction scale developed by Singh and Sharma (1999). The data were coded, tabulated and analyzed using percentage, frequency and chi square was used to compare the job satisfaction across the gender.

OBSERVATIONS AND ANALYSIS

Table 1 shows that the majority of male respondents (88 %) were extremely satisfied with their job whereas most female respondents (80 %) were extremely satisfied with their job. On the other hand, 4 per cent of male respondents were very satisfied with their job while 5 per cent female respondents were very satisfied with their job. On the whole 84 per cent respondents were extremely satisfied with their job and only 4

per cent respondents were moderately satisfied (Fig. 1).

The Null hypothesis was rejected and alternate hypothesis was accepted. Therefore, there was no significant difference between university teachers across the gender. It meant that gender had no effect on job satisfaction of university teachers. The findings of this study are similar to the study conducted by Oshagbemi (2000) which indicated that gender does not affect the job satisfaction of university teachers directly.

It was clear from Table 2 that majority of male respondents (76 %) were extremely satisfied with their job whereas 88 per cent female respondents were extremely satisfied with their job. The lowest percentages 4 per cent of male respondents were extremely dissatisfied with their job whereas 20 per cent respondents were very satisfied with their job. As per data, 82 per cent respondents were extremely satisfied with their job whereas two per cent respondents were extremely dissatisfied with their job (Fig. 2).

The Null hypothesis was rejected and alternate

Sr. No.	Level of job satisfaction	University teachers		Total (n=50)
		Male (n=25)	Female (n=25)	
1.	Extremely satisfied	22 (88)	20 (80)	42 (84)
2.	Very satisfied	1 (4)	5 (20)	6 (12)
3.	Moderately satisfied	2 (8)	00 (00)	2(4)
4.	Not satisfied	00 (00)	00 (00)	00 (00)
5.	Extremely dissatisfied	00 (00)	00(00)	00 (00)
	Total	25 (100)	25 (100)	50 (100)

$\chi^2=3.755$, NS ($P>0.05$) (Figures in parenthesis indicate percentages)
NS=Non-significant

Sr. No.	Level of job satisfaction	Government college teachers		Total (n=50)
		Male (n=25)	Female (n=25)	
1.	Extremely satisfied	19 (76)	22 (88)	41 (82)
2.	Very satisfied	5 (20)	1 (4)	6 (12)
3.	Moderately satisfied	00 (00)	2 (8)	2 (4)
4.	Not satisfied	00 (00)	00 (00)	00 (00)
5.	Extremely dissatisfied	1 (4)	00 (00)	1 (2)
	Total	25 (100)	25 (100)	50 (100)

$\chi^2=7.445$, NS ($P>0.05$) (Figures in parenthesis indicate percentages)

NS=Non-significant

Sr. No.	Level of job satisfaction	Private college teacher		Total (n=50)
		Male (n=25)	Female (n=25)	
1.	Extremely satisfied	00 (00)	5 (20)	5 (10)
2.	Very satisfied	3 (12)	8 (32)	11 (22)
3.	Moderately satisfied	13 (52)	11 (44)	24 (48)
4.	Not satisfied	9 (36)	00 (00)	9 (18)
5.	Extremely dissatisfied	00 (00)	1 (4)	1 (2)
	Total	25 (100)	25 (100)	50 (100)

$\chi^2=17.4388^*$, S ($P<0.05$), (Figures in parenthesis indicate percentages)

S= Significant

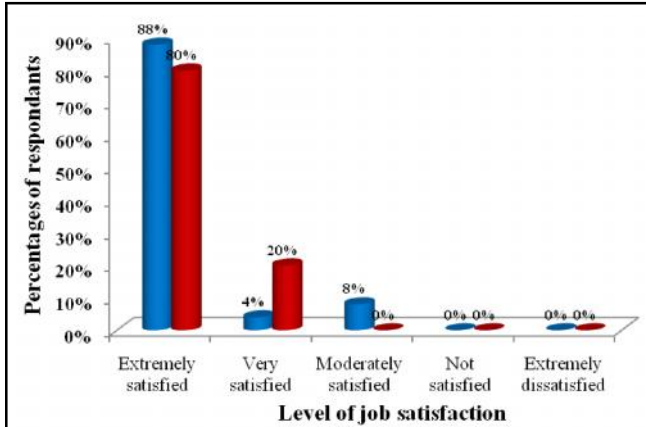


Fig. 1 : Job satisfaction level between university teachers across the gender

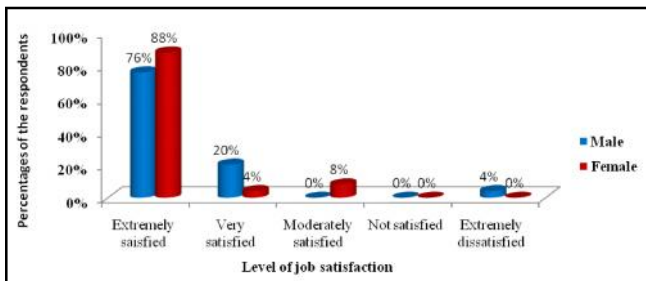


Fig. 2 : Job satisfaction level between government teachers across the gender

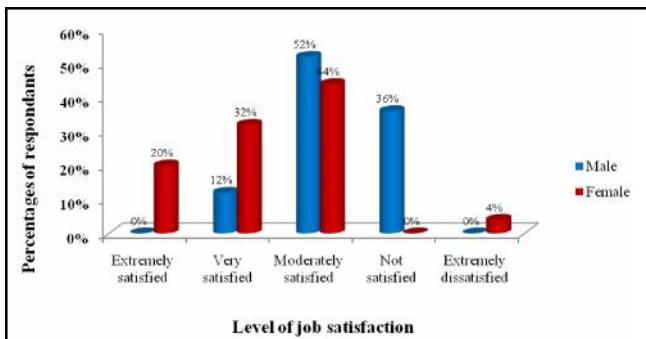


Fig. 3 : Job satisfaction level between private college teachers across the gender

hypothesis was accepted. Thus, there was no significant difference between Government college teachers across the gender. It meant that gender had no effect on job satisfaction of Government teachers. The findings of this study are similar to with the study conducted by Ali and Akhter (2009) which showed that there was no significant difference between male and female teachers.

Table 3 shows that majority of male respondents (52 %) were moderately satisfied with their job whereas 20 per cent female respondents were extremely dissatisfied with their job. On the other hand, 12 per cent of male respondents were very satisfied with their job and only four per cent of female respondents were extremely dissatisfied with their job. According to the observation, 10 per cent respondents were extremely satisfied with their job and only 2 per cent respondents was extremely dissatisfied with their job (Fig. 3).

The Null hypothesis was accepted and alternate hypothesis was rejected. Thus, there was a significant difference between private college teachers across the gender. It meant that gender had effect on job satisfaction of private teachers. The finding of this study was similar to the study conducted by Salahudin *et al.*(2009) which showed that significant relationship between job satisfaction and gender, whereby the male teachers were more satisfied than the female teachers.

Conclusion:

From results it was concluded that there was no significant gender differences in university teachers and government college teachers. Male university teachers were more satisfied as compared to the female teachers and female government teachers were more satisfied with their job than the male teachers. It was also concluded that gender do affect job satisfaction of private teachers. Female teachers were more satisfied with their job as compared to the male teachers.

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