



# Correlates relationship of job performance and job satisfaction of academic staff of Vasantao Naik Marathwada Krishi Vidyapeeth, Parbhani

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## ABSTRACT

The present study was conducted in the jurisdiction of VNMKV, Parbhani. Under this 6 constituent Agricultural colleges was 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 Vasantao Naik Marathwada Krishi Vidyapeeth, Parbhani there are seven faculties but for the purpose of present study only agriculture faculties was purposively selected. A questionnaire was supplied to all the staff members of the respective colleges, but some of the staff members are not responded. Total 120 questionnaires supplied, but finally 100 questionnaires get back. Thus, 100 respondents was 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 belongs to rural background, more than half (57.00%) of respondents have medium service experience. more than half (61.00%) of respondents have 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 does not have any aspiration and more than half (69.00%) of the respondents were having medium level of attitude towards job. While, gender, qualification, cadre, training shows positively and significantly relationship with job performance and cadre, work environment, attitude towards job were positively and significantly related to job satisfaction.

## INTRODUCTION

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.

## MATERIAL AND METHODS

The present study was conducted during 2015-16 year in Marathwada region of Maharashtra state. The Vasantrya 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 Vasantrya Naik Marathwada Krishi Vidyapeeth, Parbhani. Under this 6 constituent Agricultural colleges was selected. 100 respondents was selected for study of constituent agricultural colleges under Vasantrya Naik Marathwada Krishi Vidyapeeth, 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 was 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 Vasantrya Naik Marathwada Krishi Vidyapeeth, Parbhani.
- To know the relationship between the profile of academic staff members with job performance and job satisfaction.
- To know the multivariate relationship between the job performance and job satisfaction.

## OBSERVATIONS AND ANALYSIS

The results obtained from the present investigation as well as relevant discussion have been summarized under following heads :

### **Profile of academic staff members of Vasantrya 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 for 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 belongs to rural background,

whereas 20.00 per cent respondents belongs 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 have low service experienced. More than half (61.00%) of respondents have promotion opportunities, while 39.00 per cent of respondents 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 have 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 have low work environment and 18.00 per cent of respondents were having high level of work environment. 69.00 per cent of respondents does not have any aspiration, whereas less than one third (31.00%) of respondents having aspiration. More than half (69.00%) of the respondents were having medium level of attitude towards job, followed by 16.00 per cent have low attitude towards job and 15.00 per cent of respondents were having high level of attitude towards job.

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

#### Correlation analysis :

It was observed from Table 2, gender, qualification,

Sr. No.	Profile of the academic staff	Category	Respondents (n=100)	
			Frequency	Percentage
1.	Age	Young (up to 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 (up to 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 (Up to 1)	25	25.00
		Medium (2 to 3)	64	64.00
		High (4 and above)	11	11.00
10.	Work Environment	Low (Up to 7)	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 (up to 31)	16	16.00
		Medium (32 to 39)	69	69.00
		High (40 and above)	15	15.00

Sr. No.	Independent variables	Co-efficient of correlation	Co-efficient of correlation
1.	Age	-0.067 <sup>NS</sup>	0.065 <sup>NS</sup>
2.	Gender	0.261**	-0.015 <sup>NS</sup>
3.	Qualifications	0.280**	0.165 <sup>NS</sup>
4.	Cadre	0.246**	0.208*
5.	Salary	0.142 <sup>NS</sup>	0.076 <sup>NS</sup>
6.	Rural and urban background	-0.063 <sup>NS</sup>	0.111 <sup>NS</sup>
7.	Total service experience	-0.093 <sup>NS</sup>	0.038 <sup>NS</sup>
8.	Promotion opportunities	0.071 <sup>NS</sup>	0.107 <sup>NS</sup>
9.	Training	0.288**	-0.007 <sup>NS</sup>
10.	Work environment	0.151 <sup>NS</sup>	0.365**
11.	Aspiration	0.104 <sup>NS</sup>	0.027 <sup>NS</sup>
12.	Attitude towards job	0.090 <sup>NS</sup>	0.381**

\* and \*\* indicate significance of values at P=0.05 and 0.01, respectively

NS=Non-significant

Sr. No.	Variables	B (i)	SE	't' value
1.	Age	-0.420	0.525	-0.800
2.	Gender	1.617	6.204	2.607**
3.	Qualification	6.641	3.777	1.710
4.	Cadre	8.468	4.923	1.719
5.	Salary	2.723	8.062	0.337
6.	Rural and urban background	-0.249	4.484	-0.055
7.	Total service experience	-0.297	0.489	-0.608
8.	Promotion opportunities	-1.537	3.750	-0.409
9.	Training	2.381	1.348	1.766
10.	Work environment	0.363	0.545	0.666
11.	Aspiration	1.612	3.658	0.440
12.	Attitude towards job	0.488	0.429	1.137
		F-value= 2.82	R <sup>2</sup> = 0.280	

\*\* indicate significance of value at P=0.01

Sr. No.	Variables	B (i)	SE	't' value
1.	Age	0.071	0.384	0.185
2.	Gender	-0.031	4.535	-0.066
3.	Qualification	3.043	2.761	1.102
4.	Cadre	3.214	3.598	0.893
5.	Salary	-2.769	5.893	-0.469
6.	Rural and urban background	4.933	3.277	1.505
7.	Total service experience	-0.040	0.357	-0.112
8.	Promotion opportunities	3.857	2.742	1.406
9.	Training	-0.297	0.985	-0.301
10.	Work environment	1.352	0.398	3.390**
11.	Aspiration	-1.181	2.673	-0.442
12.	Attitude towards job	1.326	0.313	4.229**
		F-value = 3.66	R <sup>2</sup> = 0.336	

\*\* indicate significance of value at P=0.01

cadre, training shows positively and significantly relationship with job performance. The probable reason might be that that female lack in opportunities as compared to male. Although female are way better than male when deduction and hard work is concerned but lack in opportunity, lack in education and gender bias. The higher qualified have greater knowledge and comparatively skilled than the less qualified. So qualification shows positive and significant relationship with job performance, The higher cadre class having high experience in teaching, research and extension and having high job performance. Higher is the training higher the job performance as higher they gets familiar about the job. While age, salary, rural and urban background, total service experience, promotion opportunities, work environment, aspiration, attitude towards job shows non-significant relationship with job performance. 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 have more job satisfaction. While age, gender, qualification, salary, rural and urban background, total service experience, promotion opportunities, training, aspiration shows non-significant relationship with job satisfaction. Similar findings was noticed by Shinde (2007); Ajayi *et al.* (2011); Yadav and Dhillon (2013); Rahman *et al.* (2013); Jabbari *et al.* (2014); Mehrad (2015) and Udeh (2015).

### **To know the multivariate relationship between the job performance and job satisfaction :**

#### *Multiple regression analysis :*

Multiple regression analysis showed that selected independent variables explained (28.00%) variation in job performance of academic staff. The value of 't' showed that job performance were significantly related with gender. While age, qualification, cadre, salary, rural and urban background, total service experience, promotion opportunities, training, work environment, aspiration, attitude towards job shows non-significant relationship with job performance. Similar finding was noticed by Shinde (2007).

Multiple regression analysis showed that selected independent variables explained (33.60%) variation in job performance of academic staff. The value of 't' showed

that in the multiple regression analysis, the job satisfaction were significantly related with work environment and attitude towards job. While age, qualification, cadre, salary, rural and urban background, total service experience, promotion opportunities, training, aspiration, shows non-significant any relationship with job satisfaction. Similar finding was noticed by Shinde (2007).

### **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 belongs to rural background, more than half of respondents have medium service experience. more than half of respondents have promotion opportunities, majority of respondents were having medium level of training, more than half of the respondents of respondents were having medium level of work environment, more than two third of respondents does not have any aspiration and more than half of the respondents were having medium level of attitude towards job. Correlation analysis shows that gender, qualification, cadre, training shows positively and significantly relationship with job performance. While age, salary, rural and urban background, total service experience, promotion opportunities, work environment, aspiration, attitude towards job shows non-significant relationship with job performance. Cadre, work environment, attitude towards job were positively and significantly related to job satisfaction. While age, gender, qualification, salary, rural and urban background, total service experience, promotion opportunities, training, aspiration shows non-significant relationship with job satisfaction.

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