

Relationship Between Job Satisfaction and Absenteeism — A Comparative Analysis of College Teachers of Professional and Non-Professional Institutions in Punjab

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Abstract

The present study has been conducted to measure the job satisfaction level among the college teachers of professional and non-professional institutions in Punjab and then to explore the relationship between job satisfaction level and absenteeism trend among them. The study was based on the primary data collected. To fulfill the objectives of the study, 516 college teachers (258 college teachers from professional institutions and 258 college teachers from non-professional institutions in Punjab) from representative 5 districts (i.e., Amritsar, Bathinda, Jalandhar, Patiala, Ropar) out of 22 districts of Punjab were selected to constitute the sample. Information from selected college teachers was collected through a questionnaire. The data was further analyzed by using statistical techniques. The college teachers of both professional and non-professional institutions in Punjab were found to be approaching high degree of satisfaction but college teachers of non-professional institutions are having an edge over college teachers of professional institutions. Further, the study has also explored that college teachers of professional institutions are more prone to absenteeism than their counterparts in non-professional institutions in Punjab. The paper recognizes the importance of teaching fraternity in improving the educational level and furthering the overall interest of society.

Key Words

Job Satisfaction, Professional Institutions, Non-Professional Institutions, Absenteeism Trend Among College Teachers.

INTRODUCTION

India possesses a highly-developed higher education system which offers facility of education and training in almost all aspects of human creative and intellectual endeavors. In its size and diversity, India has the third largest higher education system in the world, next only to China and the United States. Before independence, access to higher education was very limited and elitist, with enrolment of less than a million students in 500 colleges and 20 universities. Since independence, the growth has been very impressive; the number of universities (as on 31st March 2010) has increased to 533, the number of colleges to 25951, the number of students enrolled in higher education is 13.6 million (which is 7.2% of total population and the number of Teachers in Institutions of Higher Education is 5.89 lakhs (Annual Report, UGC).

As far as the state of Punjab is concerned, the state has been ranked 7th amongst the all Indian States in terms of education. There are 569 colleges and 11 universities which are providing higher education in Punjab.

Problem Statement

Since early 1950s, higher education has been diversified and extended its reach and coverage quite significantly. But to achieve the objectives of national importance it is the well-being of human resources involved in the education system i.e. the teachers that matter the most. The satisfied lot of teachers can contribute a lot towards the achievement of goals of national importance.

The main purpose of the study was to explore the job satisfaction level among college teachers of professional and non-professional institutions in Punjab and to present a comparative picture regarding the impact of job satisfaction level on the absenteeism trend among college teachers.

Meaning of Job Satisfaction

Job satisfaction describes how content an individual is with his or her job. Job satisfaction is an attitude, which results from the experiences of an employee from his job. It is an individual's feeling or state of mind.

Job satisfaction is defined as the "pleasurable or positive emotional state resulting from the appraisal of one's job or job experiences" (Locke, 1976 p. 1300). Smith (1969) perceived job satisfaction as the "extent to which an employee expresses a positive orientation towards a job". Wikipedia (2007) notes that job satisfaction describes how content an individual is with his or her job. Job satisfaction has also been defined as a pleasurable emotional state resulting from the appraisal of one's job, an affective reaction to one's job and an attitude

towards one's job (Brief, 1998). It is a generalized affective orientation to all aspects of the job.

Job satisfaction is a multi-pronged concept. The source of job satisfaction is not only the job; it also emanates from the business environment, government policies, working environment, supervision style, interpersonal relationship, and organizational culture and personality factors. The happier people are within their job, the more satisfied they are said to be.

Professional and Non-Professional Institutions

In the state of Punjab, higher education is provided by both professional and non-professional institutions. Educational institutions imparting professional education are termed as professional institutions. At the same time, there are certain educational institutions which are imparting, both general and professional education. In such institutions, if two-third of students are getting professional education, then such educational institutions will be termed as professional institutions. All other higher educational institutions will be termed as non-professional institutions.

REVIEW OF LITERATURE

Various studies conducted in the past have concluded that job satisfaction of college teachers is influenced by various intrinsic as well as extrinsic factors. Santhapparaj and Alam (2005) in their study indicated that pay, promotion, working conditions and support of research have positive and significant effect on job satisfaction. The results further indicated that female staff is more satisfied than their male counterparts. Gautam *et al.* (2008) measured moderate job satisfaction among faculty members. Moreover, younger faculty members were found to be more satisfied as compared to those with longer service although the relationship was not linear. The study conducted by Ch'ng *et al.* (2010) shows that management support, salary and promotion opportunities are significant in determining the job satisfaction level of college teachers. Singh (2012) asserted that there is a significant difference in job satisfaction among college teachers with regard to gender in self-financing institutions. There are only a few studies that have linked job satisfaction level to the absenteeism trend among college teachers. Lirit R. Abeles (2009) in his study found that the latent variables, which deal with the personal and organizational position of the teacher, explain some of the excused and unexcused absences. This research showed that organizational positioning has a stronger effect on excused absence rather than unexcused. The study further concluded that most absences in organizations are excused, and severely harm the organization.

It can be concluded that although various studies have been conducted to analyze job satisfaction of college teachers but only a few studies are available in which relationship between job satisfaction level and absenteeism trend have been explored.

NEED OF THE STUDY

Performance of individual employees at work is an important factor in organizational growth. A satisfied workforce is essential for the success of organizations and their businesses. Dissatisfied employees make organizations dysfunctional in businesses, damaging their financial performance. They endanger the very existence of their organizations, jeopardizing the creation of national wealth in the long run.

In the changing scenario of education, it will be interesting to bring out the comparative position regarding impact of job satisfaction level on absenteeism trend among college teachers of professional and non-professional institutions in Punjab. The present study will help the organizations in controlling such factors which are causing dissatisfaction and thus, will help in enhancing the quality and performance of their workforce.

OBJECTIVES OF THE STUDY

The present study has been carried out with a basic mission to explore the impact of job satisfaction level on absenteeism trend among college teachers and to bring out the comparative picture of the impact of job satisfaction level on absenteeism trend among the college teachers of professional and non-professional institutions in Punjab.

More specifically, the following are the objectives of the study :

1. To assess the job satisfaction level of college teachers of professional and non-professional institutions in Punjab.
2. To determine college teacher's satisfaction level for each of the twenty dimensions of the job of college teachers of professional and non-professional institutions in Punjab.
3. To explore the relationship between the job satisfaction level and absenteeism trend among college teachers of professional and non-professional institutions in Punjab.

SAMPLE OF THE STUDY

The sample for the present study has been selected from five districts

(out of 22 districts in the state of Punjab) i.e. Amritsar, Jalandhar, Ropar, Patiala and Bathinda so as to represent the whole population of the study. As the research is exploratory in nature, the non-probability sampling technique is used to select the sample. For the purpose of the study, 516 college teachers (i.e. 258 college teachers each from professional and non-professional institutions) have constituted the sample. Around 50 teachers have been selected from each district.

METHODOLOGY OF THE STUDY

Data for the purpose of this study was collected through questionnaire so as to measure job satisfaction in 20 facets. The 5 point Likert scale is used to record the responses of teachers to the various aspects of job satisfaction.

The data so collected was analyzed with the help of Graph Pad Prism software by applying various statistical measures like frequency count, means, standard deviations, two way ANOVAs tests, correlation measure and P value.

LIMITATIONS OF THE STUDY

The present study has mainly stressed upon finding out the job satisfaction level of college teachers in relation to the intrinsic and extrinsic factors related to workplace. There may be various other factors which can affect the job satisfaction level of college teachers like age, gender, educational level of educators, location of the institution, psychological factors, family conditions, overall general conditions prevailing in the society etc. Moreover, data has been collected from the individual teachers and the responses to the questions depend upon the perceptions of those individual teachers.

FINDINGS OF THE STUDY

The main findings of the study can be enumerated as below :

Job Satisfaction Level Among College Teachers of Professional and Non-Professional Institutions in Punjab

The main objective of the study is to measure and compare the job satisfaction level of college teachers of professional and non-professional institutions. The following Table 1 has been drawn to present a consolidated comparative picture of job satisfaction level of college teachers of professional and non-professional institutions.

Table 1
Comparison of Overall Job Satisfaction Level Among College Teachers of Professional and Non-Professional Institutions in Punjab

Sr. No.	Type of Institution	No. of College Teachers	Mean	Std. Deviation	F-Ratio	Significance
1.	Professional Institutions	258	69.81	8.71	1.25	P=0.0349, alpha<0.05,
2.	Non-Professional Institutions	258	74.48	9.21		Significant

As per the criteria, job satisfaction score ranging from 25 to 75 is termed as having moderate job satisfaction. As the above Table 1 depicts, the overall job satisfaction score of college teachers of professional institutions is 69.81 whereas the overall job satisfaction score of college teachers of non-professional institutions is 74.48. The overall job satisfaction score of both types of college teachers falls in the moderate level of job satisfaction category. Moreover, job satisfaction level among college teachers of non-professional institutions, despite being in the category of moderate level of job satisfaction, approaches to the higher job satisfaction category. Moreover, from the Table it is evident that college teachers of non-professional institutions enjoy better level of job satisfaction level as compared to their counterparts in professional institutions.

As per the Table, we find that the tabulated value of $F = 1.23$ at $\text{Alpha} = 0.05$ for the degree of freedom of 257 for both numerator as well as denominator is less than the computed value of $F = 1.25$. Hence the difference between the mean score of overall job satisfaction among college teachers of professional and non-professional institutions is significant.

Measurement of Job Satisfaction for Twenty Dimensions of Job of College Teachers of Professional and Non-Professional Institutions in Punjab

As already stated, job satisfaction of college teachers has been measured on twenty dimension scale of Minnesota Job Satisfaction questionnaire. The results of the data collected have been presented in the following Table 2.

Table 2 shows that the factors for which college teachers of professional institutions in Punjab feel low are somewhat different from that of college teachers of non-professional institutions in Punjab. The factors regarding which their mean score of job satisfaction level of college teachers of professional institutions are having very low level of job satisfaction include variety of work involved in

Table 2
Measurement of Job Satisfaction of College Teachers of Professional and Non-Professional College Teachers

Sr. No.	Sub-Scale	Professional College Teachers		Non-Professional College Teachers		Total	
		N	Mean Response	N	Mean Response	N	Mean Response
1.	The chance to work alone on the job (Independence)	258	3.58	258	3.39	516	3.48
2.	The chance to do different things from time to time (Variety)	258	3.14	258	3.89	516	3.52
3.	The chance to be 'somebody' in the community (Social Status)	258	3.41	258	3.79	516	3.60
4.	The way my boss handles his/her employees (Supervision)	258	3.69	258	3.89	516	3.79
5.	The competence of my supervisor in taking decisions (Supervision-Technical)	258	3.91	258	3.55	516	3.73
6.	Being able to do things that don't go against my conscience. (Moral Values)	258	3.19	258	3.73	516	3.46
7.	The way my job provides for steady employment.(Security)	258	3.29	258	3.63	516	3.46
8.	The chance to do things for other people. (Social Service)	258	3.23	258	4.00	516	3.62
9.	The chance to tell people what to do. (Authority)	258	3.96	258	3.89	516	3.92
10.	The chance to do something that makes use of my abilities (Ability Utilization)	258	4.02	258	3.95	516	3.98
11.	The way company policies are put into practice (Company Policies and Practices)	258	3.17	258	3.57	516	3.37
12.	My pay and the amount of work I do. (Compensation)	258	3.24	258	3.82	516	3.53
13.	The chances of advancement on this job.(Advancement)	258	3.48	258	3.42	516	3.45
14.	The freedom to use my own judgment. (Responsibility)	258	3.51	258	3.59	516	3.54
15.	The chance to try my own methods of doing the job. (Creativity)	258	3.15	258	3.76	516	3.46
16.	The working conditions.(Working Conditions)	258	3.29	258	3.82	516	3.55
17.	The way my co-worker gets along with each other. (Co-worker)	258	3.54	258	3.86	516	3.70
18.	The praise I get for doing a good job. (Recognition)	258	3.76	258	3.32	516	3.54
19.	The feeling of accomplishment I get from the job. (Achievement)	258	3.36	258	3.82	516	3.59
20.	Being able to keep busy all the time. (Activity)	258	3.91	258	3.76	516	3.84
	Total	258	69.81	258	74.48	516	72.14

the job, creativity involved in doing job, the way institutional policies and practices are put into practice, practicing of moral values, chances of social service, compensation received for rendering services, job security enjoyed, general working conditions of the institution and the feeling of accomplishment etc. on the contrary, college teachers of non-professional institutions feels low about advancement opportunities available on the job, independence involved, and recognition for the good work done etc.

Absenteeism Trend Among College Teachers

Absenteeism trend has been measured on the basis of absents during last six months reported by the respondents in the questionnaire. From the data, mean absenteeism score was calculated. The mean absenteeism score for college teachers of professional institutions was 5.86 and that for non-professional institutions was 4.87. As the figures show, although college teachers of both professional and non-professional institutions are having high absenteeism rate but college teachers of professional institutions were more prone to absenteeism.

Job Satisfaction and Absenteeism Trend Among College Teachers

As already stated, although both types of college teachers are having high absenteeism trend, but the college of professional institutions are more prone to absenteeism as compare to their counterparts in non-professional institutions in Punjab.

The following Table 3 depicts the correlation between absenteeism trends among college teachers of both professional and non-professional institutions and their level of job satisfactions. Combined figures have also been presented in the Table 4.

Table 3
Pearson Correlations Between Job Satisfaction and Absenteeism Among College Teachers

Job Satisfaction	Absenteeism Among College Teachers					
	Professional Colleges		Non-Professional Colleges		Total	
	Pearson	Sig (2-tailed)	Pearson	Sig (2-tailed)	Pearson	Sig (2-tailed)
	-0.08054	0.1972	-0.06409	0.3052	-0.09699	0.0276
	*Not Significant, alpha = 0.05, R squared = 0.0064		*Not Significant, alpha = 0.05, R squared = 0.0041		* Significant, alpha = 0.05, R squared = 0.0094	

As depicted in the above Table, there exists a non-significant negative correlation between absenteeism trend and level of job satisfaction among college teachers of both professional ($r = -0.08054$) and non-professional institutions ($r = -0.06409$). Moreover, it is further important to note that there is an overall significant negative correlation ($r = -0.09699$) between job satisfaction level and absenteeism trend among them. From the results, it can be concluded that job satisfaction might not be the only reason for absenteeism trends among college teachers as there is non-significant correlation between job satisfaction and absenteeism in both types of institutions.

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