

THE STUDY ABOUT RELATIONSHIP BETWEEN JOB SATISFACTIONS OF COLLEGE TEACHERS WITH AGE

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ABSTRACT

Job satisfaction has 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. In the present research, 'job satisfaction' refers to the perceived feelings of an employee towards his job. The present study, seeks to find teachers relationship with age. To find out the relationship between job satisfaction and age the hypothesis; "There exists no relationship in Job Satisfaction of college teachers with Age" was established. And the result of the study said that the age and job satisfaction is negatively correlated.

Keywords: Job satisfaction, Age and College Teachers

INTRODUCTION:

Teaching is one of the noblest professions in the world. Today retention rate have been dropping steadily for many reasons in this profession. The reasons include stress, job satisfaction, institutional environment and low salary, etc. Some people are also staying away from this profession because available jobs are sometimes located in bad neighborhoods and the students are generally harder to gain respect from them. Job satisfaction has 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. In the present research, 'job satisfaction' refers to the perceived feelings of an employee towards his job. It is necessary for a good academic environment that teachers who imparting education must enjoy at least a reasonable amount of job satisfaction Mudgil et al (1991). After reviewing the researches, it may be concluded that age is the major correlate of job satisfaction. Age affects the job satisfaction of a teacher very much. The present study, seeks to establish the levels of job satisfaction of the aided and self-financing institutions' teachers and to find their relationship with age.

SAMPLE:

In the present study, samples were selected through Random Cluster Sampling. First of all, the researcher prepared a list of Aided and Self Financed Institutions situated in NCR. Then from that list of institutions, 30 Self Financed Institutions and 10 Aided Institutions were selected randomly. These

Self financed and Government aided institutions, exist about in the same proportion as taken in the study. From these institutions all the teachers from different courses available in the college were taken.

METHODOLOGY:

There are various correlates of job satisfaction among college teachers, Such as demographic variables, academic variables, organizational variables etc. Age is the demographic variable. Relationship of Age variable with job satisfaction was studied with the help of Biserial Correlation method.

RELATIONSHIP IN JOB SATISFACTION AND AGE:

To find out the relationship between job satisfaction and age, First of all, college teachers were categorized age wise. In this manner, the total sample was alienated into two categories. First category belongs to teachers having age above 35 years and the second category of teachers having age below 35 years. There were fewer teachers in first category i.e.; above 35 years age (N=134) in comparison to the second category i.e.; below 35 years age (N=166). To find out the relationship between job satisfaction and age following hypothesis was established:

Testing Hypothesis: There exists no relationship in Job Satisfaction of college teachers with Age

Table 1: Biserial Correlation Coefficient in Job Satisfaction of College Teachers and Age

S.N	AGE GROUPS	N	MEAN OF P/Q	SD	r_{bis}
1.	Above 35 years	134	232.80	17.40	-0.48**
2.	Below 35 years	166	249.70		

** (P<0.05& 0.01)

It may be read from table 1 that calculated value of r_{bis} is found 0.48, which is negative and significantly correlated. Hence hypothesis is rejected at both levels of significance. Result said that age and job satisfaction is negatively correlated. In other words, it can be said that as age increases job satisfaction of college teachers decreases.

INTERPRETATION OF RESULT:

The outcome of this study interprets that teacher's job satisfaction decreases as they get older. While for many years no relationship between age and job-satisfaction had been consistently identified, there

now seems to be a growing amount of evidence that a relationship exists. Perhaps one would expect the relationship to be linear, i.e. older employees reporting higher levels of job-satisfaction than younger employees, but the relationship appears to be more complex than this. Recent evidence suggests the relationship is U-shaped. Very young employees report higher levels of satisfaction than those in their late 30s. From the findings revealed in discussion, it is evident that age has a significant relationship with job satisfaction. Job Satisfaction generally decreases with age – as one gets older, one level of job satisfaction tends to decrease. It feels that the obvious reason may be related to the physical stamina of the teachers, as they get older their stamina and enthusiasm also get lower levels. Also perhaps the finding came from taken sample as the number of teachers in above 35 years of age is more than other group of below 35 years. Also at the same time as younger college teachers are more likely to be satisfied due to their lesser qualifications and experience that result in lesser expectations, on the other hand, the older and more experienced teachers, who hold more qualifications and experience are less satisfied because of their high expectations. This finding is in contrast with Hickson and Oshagbemi's (1999), findings which revealed that older teachers were more inclined to be satisfied with the aspects of job than younger teachers.

SUGGESTIONS FOR FURTHER RESEARCHES:

The present study may serve as a threshold for further researches considering different aspects related to the job satisfaction of the teaching staff as mentioned below: Studies like the present one should be extended to all the levels of education, Comparative study can be conducted taking into account courses wise difference also, Certain studies may be conducted taking into consideration job satisfaction of mentally challenged institution's teachers.

REFERENCES

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