

**Name of the scholar: Arshia Husain**

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**Department: Commerce and Business Studies**

**Topic of the Thesis: A Study of the Impact of Job Satisfaction of Female Teachers of Higher Education on Their Work Performance**

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## **ABSTRACT**

### **Findings of the study**

- Findings of the research explored the parameters of job satisfaction (pay, promotional opportunities, security, leisure and pleasure, co-workers, work load and students) and it is found that the extent of satisfaction is highest among the teachers when they assess their pay scale and promotional opportunities as fairly high. Two major findings of the research are : One, teachers pay scales have gradually improved over the years and second, the implementation of MPS and CAS, have benefited teachers in getting their promotions. It is also found that there are no significant differences in the level of satisfaction of female and male respondents. In teaching profession, there is no gender discrimination in matters of pay and promotion.
- Considering the satisfaction from co-workers, it is found that teachers derive a high level of satisfaction from their co-workers (75.30).
- A general satisfaction among teachers with different aspects of the job such as security, economic benefits after retirement, plenty of holidays, respect and recognition from students, prestige, dignity and respect and challenging job have also been found. It is also found that there is no significant difference in the satisfaction level of two genders.
- Regarding the availability of facilities, it has been found that more than half of the teachers (56.2%) do not have their separate rooms. 62.1% do not have staff canteen in their campus area. More than half (57.2%) of the teachers do not have departmental libraries. Nearly three-fourth of the teachers indicated that financial assistance is not available to them for undertaking research activity. Facilities like tutorial rooms, communication facilities, Indoor games, rest room for females and medical facilities in the work place are inadequate and almost all the teachers have expressed their dissatisfaction. Male teachers have expressed a higher level of dissatisfaction towards the non-availability of these facilities. Non-availability of these facilities has affected the work performance of teachers and is confirmed in the findings as well. It is found that where separate room is given to the teachers, a significant percentage of teachers are involved in research and

- publications. Thus, separate room has a significant influence on some of the parameters of work performance.
- With regards to the research performance of teachers in terms of major and minor research projects, articles and books published, it is found that very few respondents are involved in research related activities. It is found that considerably more male teachers than female teachers are involved in research and publications. Various constraints have been put forward by the teachers.
  - Unfavorable work situation, non- availability of books and equipment and lack of financial assistance are the several difficulties mentioned by the teachers for doing research. Female teachers face problems like job strain, role conflict and inadequate household help. This affects their work performance and efficiency.
  - Further an in depth ANOVA analysis reveals that among the genders, female respondents seems to perform better when they are given separate room and facilities.
  - Availability of departmental library has a significant relationship for most of the parameters of work performance. The reason could be that the availability of department library facilitates stimulation of academic know-how.
  - An ANOVA analysis also reveals a significant relationship between the availability of telephone and work performance in terms of research and publications.
  - Availability of fax has an insignificant relationship with the work performance of teachers except in case of few parameters like publications in national and international journals.
  - In case of female teachers, availability of PC has a significant influence on their work performance but in case of male teachers, PC has an insignificant influence. The ANOVA analysis also shows that the female respondents seem to perform better when they are given personal computers as a facility.
  - Availability of financial assistance has a significant influence on the work performance of all teachers. An ANOVA analysis also reveals a significant relationship between performance and the availability of financial assistance.
  - Regarding the relationship between the satisfaction from pay and promotion and the different parameters of work performance among male and female teachers, an insignificant relationship has been found between the two. Two reasons can be cited for this. First of all, salaries of the university teachers are considerably high and secondly, the salaries are better than the teachers of private university. Thus it is not a strong motivating factor for work performance.

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