

# Job Satisfaction of Academicians - A Conceptual Study in Higher Educational Sector

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**ABSTRACT**---Knowledge and morale are the keys to quality education. A conceptual study was taken up to find out the factors influencing academicians to stay with their institutions. Researchers have brought out that the teachers' motivation depends upon many factors such as salary, students' feedback, promotion, job security, superior-subordinate relationship, peer group support, work environment and work-life balance. Institutions are contributing for the development and enhancement of manpower of the nation by producing skilled and intellectual human capital. From the review and study of fifty journals and articles, it is concluded that job satisfaction of academicians in higher educational institutions plays a major role. The details are given in the full paper.

**Keywords**—Higher education; teaching; human capital; institutions; job satisfaction; motivation..

## INTRODUCTION

(Asan, J., &Wirba, V.; 2017) has explored their studies that job satisfaction is taken into account to be the measure of employee satisfaction of doing their job Knowledge and morale are the keys for quality teaching especially in higher educational sector. OngChoonHee et al.,(2018), Viet.V.V.(2013) and FarhanMehboob et al.,(2009) have brought out that the teachers' motivation depends upon many factors such as salary, students' feedback, promotion, superior subordinate relationship, peer group support, work environment and work life balance.

Muhammad Imran Malik, Muhammad Ali Tirmizi, BeenishChaudhary(2014) their concept is based on educational Institutions are contributing towards the development and growth of human resources which in turn improves the economy by adding skilled intellectual human capital.

Abdullah.M et al(2009) and Marzuki,Permadi,&Sunaryo,(2012) point out towards, job satisfaction means an individual's optimistic feeling that reflects his/her actual outcomes with the needs, their wishes or wants. Adnan Khalid Jawabri (2017), has analyse their study that the job satisfaction is crucial part of academicians in Higher Educational Sector because of it is closely related to the intrinsic and extrinsic well-being of employees. This paper is a conceptual study based on 50 relevant research papers in higher educational sectors.

According to Akafo,V&Boateng,P.A(2015) and Shafi (2016), analyse their study that the job satisfaction is most vital part of all teaching faculties and they work necessary for growth of the organization and to support develop our

society together. Nirav Dave and DameshRaval (2015),concluded their study that the job satisfaction is determined to meet the requirements and demands of academicians's i.e., teacher's in-order to interact or inspire their students. Academicians have improved their knowledge, skills, ability as compare to the first stage of classes; it reflects that they satisfy their job. Aziri.B (2011) concluded that the satisfaction is most important role aspects of any other profession. Therefore, the job satisfaction of academicians in Higher Educational Sector is depends on their behaviours so that they can be perform their duties with full-fledged, dedicative, sincere and diligence of their knowledge and data to their students development.

## OBJECTIVE :

- (1) To find out the importance of job satisfaction academic staffs in higher educational sector in salaries.
- (2) To find out the importance of student's feedback in higher educational sector.
- (3) To identify the importance promotions of academicians in higher educational sector.
- (4) To find out the importance of superior-sub ordinates relationship in higher educational sector.
- (5) To assess the importance of working environment in academicians in higher educational sector.
- (6) To find out the importance of work- life balance in job satisfaction of academic staffs in higher educational sector .

To find out the importance of organisational culture in higher educational sector in job satisfaction of academicians.

## SALARY:

Naseem I\* and Salman M (2015) discuss their research about salary is most significant factors that determine to employee's overall satisfaction. It depends on financially, increments, and by promotions. Salary or rewards plays a vital role in job satisfaction of academicians in Higher Educational Sector. According to Santhapparaj.A.S, and Syed,S.A. (2005) indicates that an employee with higher salary shows that highly satisfied with their job. Many researchers have concluded their studies are a close relationship between salary and job satisfaction. Bodla,A.A et al(2014) found their research that the salary is best outcome of job satisfaction in Higher educational Sector.

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### STUDENTS' FEEDBACK:

Young Han Chun et al.,(2018) in their study brought out that researchers have finished that students' tutorial accomplishment collectively of the foremost essential goals of educational establishments. However, the researchers opined that data dissemination and innovative ways that in teaching can enhance the ability level and capability. GordanaStankovska et al.,(2017) conducted a probe and located that students' satisfaction is considerably associated with their relationship with academics and successively which will influence students' tutorial accomplishment. To develop this live, we tend to collective responses to four relevant queries that raise teachers' performance, commitment, and data and experience by college.

Feedback is one of the important segments of supporting student learning. Hundera,M.B.(2014),found their study that the smart feedback will facilitate learners to change or increase their behaviour, as well as improving their assessment. Advantages of getting feedback are learning and correct their mistakes in any respect levels of education. Raisa B. Gul et al.,(2016) found that the importance of feedback has to make suggestions for improve their works and helpful self-assessment.

There are many strategies of giving feedback to their students, as follows verbal assessment, written or self-assessment and peer-assessment and advance level of strategies like audio, electronic and video. Brown and Glover (2006), found their research that written feedback of students is the most helpful for assessment. According to Nicol and Macfarlane (2006), developed their study that 'seven principles of excellent feedback', that are accepted by the tutorial analysis community. These seven principles will helpful for improving self-assessment, self-esteem and improve positive intrinsic of academic staffs in Higher Educational Institution. Consider students feedback for future learning.

### SUPERIOR SUBORDINATE RELATIONSHIP:

Azimpremji (wipro) said" a good employee remain with their bad jobs due to their good bosses" and vice versa. This statement indicates that even if the employee is not interesting to doing their job, they will remain with the organisation because of good interpersonal skills of their subordinates. A good relationship between faculty (superior) and subordinate is good communication skill and guidance of subordinate will makes good pathway of superior

### WORK LIFE BALANCE:

If employees are happy with their work in an organization, it will helpful for making the relationshipbetween needs of personal life and work life. According to Susi.S, (2010), research found that the work life balance is derived from satisfaction of employees in an organisation. Successful institutions will analyse that the needs of work life balance which include having a valuable work force, which will decrease their family problems, and stress, increase work life balance. Institution will have been better organizational culture; employee will satisfy their job and balance their family.

Felicity Asiedu-Appiah et al.,( 2013) stated that work life balance can enhance employee dedication at both work place as well as home. Small difference in work life balance are gender, female need more work life balance as compare to male employee in the organisation, because female employee have more commitments then the men within their family. Researchers found that, calculation of work life balance will be individual performance of employee in an organisation not overall performance of the organisation.

Kosteas.V.D,(2011) has analyse their study that the achieving work life balance in every organisation should make their employee more productive and creative. A person spending quality time with their family and also concentrate on their career ambition, then the organisation is providing a good self-management balance.

Vlems(2005) studied that how organisations to improve their work life balance of their employee, are as follows Organisation should have to arrange for work-life Balance in employees (Geevarghese& Devi K.K.S.; 2018).

- Flexible working time provide to their employees
- Sharing their job timings with themselves, this helps split their salary, holidays and benefits.
- Maternity leave for female (24 week) and also provide leave for male employee (8 weeks)

Provide counselling services, this will helpful for how to deal the problems with working neighbours and how to solve with themselves.

### WORK ENVIRONMENT:

According to Rashedul Islam & Md. MonzurHossain(2018),studied that job satisfaction mainly depends on working environment, employee choose their institutions depends on, how far travel from home to institution, near hospitals, schools, temple, IT companies. Mostly production companies making their noise and any other chemical industry are near in working institution employee are not interested to working with it. This will plays a crucial role in employee's decision making either staying and leaving the job. This study concluded that employee select their institution depends up on working environment.

### PEER GROUP SUPPORT:

According to James, (2011) concluded their study, relationship of job satisfaction and peer group support, which are understanding and smooth relationship with their co-workers. It will helpful for increasing their job satisfaction employees in an organisation. Naseem I\* and Salman M (2015), concluded their study, employees are happier with their job if their relationship of colleague are traditional. Geevarghese et al (2018) in their study brought that older employees are more satisfied on their job and their retention rates are higher. Positive impact of working with co-workers which are as follows supportive, encouragement, motivate, problem solving. It will helpful for stay longer with their job in an organisation.



### JOB SECURITY:

Naseem I\* and Salman M (2015) concluded that their research of job satisfaction and job security are more closely related. Organisation can provide higher job security, it will increase higher job satisfaction of academicians in Higher Educational Sector. Cadsby, C. Bram et al., (2007) and Clark, Andrew. (2001), concluded in their studies that the employees are satisfied with their permanent job than temporary job. High Job security is contemplated for staying long with their job.

### PROMOTIONS:

Blau and DeVaro (2007), concluded in their study that to determine the economic well-being will be a key concern of political economy, associated with job satisfaction could be a key of an individual's concern. Kosteas, V.D. (2011), promotion is a most crucial role in employee's career and their life, it depends upon different sides of the working experience.

Promotion determines the following factors

1. Appraisal of employee's experience and it will be the optimistic outcomes of employee's effort.
2. The length of employee's service
3. Depends upon employee's ability and skill,

This factors which are enhancing the level of job satisfaction for employees in institutions. Especially in Higher Educational Sector, expertise academicians can provide more knowledge to their students and this will motivate the students in higher level of career.

Malik, M. E., Danish, R. Q., & Munir, Y. (2012), concluded in their research that in pay and promotion are satisfiers of female academicians in Higher Educational Sector. Researcher found that the gender characteristics can also influence their motivation; female employees in Higher Educational Sector are more satisfied than male employees. Geevarghese & Shyjo (2018) brought out in their study that the managerial employees are more satisfaction as compared to employees working in non-managerial position. Employees in higher level have felt optimistic impact on job satisfaction (Geevarghese & Blessie P.; 2018).

Taslim Khan and Dr. G.P. Mishra (2013), found in their study that especially Higher Educational Sector promote their existing employees in the institution before hiring from outside the institution. Skilled and knowledgeable employees are assets of an organization (Geevarghese & Blessie P.; 2018).

### ORGANISATIONAL CULTURE:

Panagiotis Trivellas and Dimitra Dargenidou (2015) found that the college and workers satisfaction of their job and provide high job satisfaction is excited a lot of analysis interest, primarily as a result of it's argued that either as a private outcome or as a vital interconnected issue, that both are plays a vital role on Human Resource assessment. Zafarullah Sahito and Pertti Vaisanen (2017), analyse their study about the organisational culture, job satisfaction of academicians depends on institutional views, attitudes perception of human resource through the vision and mission of higher Educational Sector. These field has been

targeted to implement new technologies and innovative cultures.

Kusku (2003) states that worker satisfaction of upper education establishments is extremely vital think about order to succeed in university answerability and quality. particularly, worker satisfaction is expounded completely to accrued quality levels of Higher educational sector.

Prachi Nikam, Suresh Patidar, P.N. Mishra (2017), finished their analysis that the various studies have stressed cultures instrumental worth, there's still absence of any comprehensive theory of however OCTAPACE Culture could influence Organizations worker rate, worker satisfaction and employee morale in academic Sector whereas providing quality of education. Sayeeduzzafar Quazi et al., (2017), analyse their study that the link between OCTAPACE Culture and better education is additionally restricted. The out there researches on Culture, HRD conjointly doesn't contemplate education based mostly services, worker attrition, associated worker satisfaction and employee morale as an objective. And after all a awfully very little attention has been conjointly created on education trade. therefore it's argued that in education sector, staff rate is extremely high therefore to review however OCTAPACE Culture is useful to cut back the attrition rate, more this analysis has targeted on however OCTAPACE Culture is useful to understand the school performance in terms of students' results, placements and their grooming. so in organisational culture is one in every of the supporting issue for job satisfaction of academicians in higher establishment.

Conceptual framework of JOB SATISFACTION OF ACADEMICIANS- A CONCEPTUAL STUDY IN HIGHER EDUCATIONAL SECTOR



Figure 1: Conceptual Framework

### CONCLUSION:

This research concluded that the job satisfaction of academicians in higher educational sector depends on factors such as; salary, students' feedback, promotion, job security, superior-subordinate relationship, peer group support, work environment and work-life balance. Further, employees will be motivated and stay for longer periods, if they are given higher salary, promotions, job security peer group support, better work environment and job security.



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