

# INTERNATIONAL JOURNAL OF RESEARCH IN COMMERCE, IT & MANAGEMENT

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- Sharma T., Kwatra, G. (2008) Effectiveness of Social Advertising: A Study of Selected Campaigns, Corporate Social Responsibility, Edited by David Crowther & Nicholas Capaldi, Ashgate Research Companion to Corporate Social Responsibility, Chapter 15, pp 287-303.

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**A STUDY ON JOB SATISFACTION AND MOTIVATION OF FACULTY OF SELECTED COLLEGES IN HYDERABAD**

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**ABSTRACT**

As we know that every individual in this world wants to satisfy themselves. This satisfaction differs from person to person based on their need, desire and abilities which they hold. A person can satisfy his own self, when he has all the basic resources to achieve or fulfill their need. This satisfaction also plays a major important role among teaching fraternity. The satisfaction among faculty is related to the motivation practices practiced by their organization / Institution. These practices motivate employees to learn and exhibit the talent which they hold. It gives them autonomy or authority to innovate, experiment with new ideas which can benefit both the employee and employer. The major satisfaction is experienced when organization motivate them to take up Research work, enroll in Ph.D or give them time off to attend programs through which they can learn as well enhance their teaching methodology. The other sources of satisfaction come, if they handle subject of their own interest, if timings are convenient and if they handle activities which are of their interest. Faculties become more confident when they are involved in different activities. These sources of motivation mould employees positively and give them job satisfaction. The study is been taken to understand and analyze levels of satisfaction of faculty working in different colleges. A sample of 80 respondents from different colleges was taken. Statistical package for Social Sciences (SPSS) is used to analyze if Gender wise satisfaction differs among faculty.

**KEYWORDS**

Motivation, Job Satisfaction, Faculty, Responsibility.

**INTRODUCTION**

A piece of work, especially a specific task done as part of one's occupation or for an agreed price is called a job. Job satisfaction is how content an individual is with his or her job. Scholars and human resource professionals generally make a distinction between affective job satisfaction and cognitive job satisfaction. Affective job satisfaction is the extent of pleasurable emotional feelings individuals have about their jobs overall, and is different to cognitive job satisfaction which is the extent of individuals' satisfaction with particular facets of their jobs, such as pay, pension arrangements, working hours, and numerous other aspects of their jobs.

Job Satisfaction is the favorableness or un-favorableness with which the employee views his work. It expresses the amount of agreement between one's expectation of the job and the rewards that the job provides. Job Satisfaction is a part of life satisfaction. The nature of one's environment of job is an important part of life as Job Satisfaction influences one's general life satisfaction. Job Satisfaction, thus, is the result of various attitudes possessed by an employee. In a narrow sense, these attitudes are related to the job under condition with such specific factors such as wages. Supervisors of employment, conditions of work, social relation on the job, prompt settlement of grievances and fair treatment by employer.

FIG. 1



## JOB SATISFACTION WHEEL

Motivation is the answer to the question "Why we do what we do?" The motivation theories try to figure out what the "M" is in the equation: "M motivates P" (Motivator motivates the Person). It is one of most important duty of an entrepreneur to motivate people. (I strongly believe that motivating people with visionary and shared goals are more favorable than motivating through tactics, incentives or manipulation through simple carrot and stick approaches because motivating with vision is natural whereas the former is artificial and ephemeral).

## REVIEW OF LITERATURE

Mr. S Antony and P Elangkumaran in their paper "An analysis of intrinsic factors and its impact on job satisfaction special reference to Academic Staff College at Sri Lanka" inferred that recognition, work itself, achievement and responsibility are highly correlated significantly with job satisfaction of academic staff. a significant strong positive relationship was found between intrinsic factors and job satisfaction. Further analyses indicated that there was significant relationship between achievements, responsibility, advancement, recognition and work itself with job satisfaction of academics. They concluded that recognition and work itself are strong significant positive predictors of job satisfaction of academic staff. The regression results indicated that the intrinsic factors are significantly impact on job satisfaction of academic. Further variable analysis confirmed that recognition and work itself have significant impact on job satisfaction. Future study may be carried with widened scope such as the demographic considerations may be taken into account in analysis. Study may be carried out for schools and colleges or universities separately. Findings on this study could enable the organizations to make suitable motivation policy to reach the organizational objectives.

## NEED FOR STUDY

The study is been taken up to know the job satisfaction levels of faculty of selected colleges and to study the motivational strategies practiced by the organization. The study is also focused to understand the quality of work life prevailed in the educational institution.

## SCOPE FOR STUDY

The scope of this project is that the questionnaire is being collected from faculty who are working in different colleges that are situated in Hyderabad. The study is been confined to analyze the job satisfaction levels of faculty, their motivational factors and work life balance in educational institutions only.

## OBJECTIVES

- To understand/know the pattern of functioning of selected colleges.
- To know the rate of job satisfaction of faculty members on the selected/identified parameters.
- To study job satisfaction and related aspects among the faculty.
- To study financial motivation provided by organization for participating / organizing/ seminars / conferences / workshops etc.

## HYPOTHESIS TESTING

For the hypothesis testing chi-square tool used to analyze the satisfaction level related to job with respective to the gender

H<sub>0</sub>: There is no difference in satisfaction level related to job with respect to the gender.

H<sub>1</sub>: There is difference in satisfaction level related to job with respect to the gender.

## RESEARCH METHODOLOGY

The process used to collect information and data for the purpose of analyzing job satisfaction levels and motivation factors. The methodology may include the data which is collected through in the form of questionnaires in order to gather the information and views of employees working in different organizations. Secondary data is collected through internet by browsing through websites and with the reference of few earlier records. Descriptive research design is used which provides an accurate and valid representation of the factors or variables that pertain / are relevant to the research question. Simple random sampling technique is used. A sample of 80 respondents were administered for the analysis and survey of data

## DATA ANALYSIS

TABLE 1: TABLE SHOWING RESPONDENTS BY AGE

Age	Frequency	Percentage
25-30	31	38.75
31-35	21	26.25
36-40	19	23.75
41-45	7	8.75
46-50	1	1.25
51-55	1	1.25
56-60	0	0
above 60	0	0
	80	100

Findings: The overall statistics shows that 89 percent of chosen sample respondents are in the age group between 25 to 40 years.

TABLE 2: TABLE SHOWING GENDER WISE RESPONDENTS

Gender	Frequency	Percentage
Male	39	48.75
female	41	51.25
	80	100

Findings: The Overall statistics shows that 51% of the faculty are Females.

TABLE 3: TABLE SHOWING QUALIFICATION OF RESPONDENTS

Qualifications	Frequency	Percentage
MBA	19	23.75
M.TECH	37	46.25
M.PHILL	4	5
P.HD	17	21.25
D.LIT	0	0
Others	3	3.75
	80	100

Findings: The overall statistics shows that 46.25

percent of faculty members are M.tech qualified.



TABLE 4: TABLE SHOWING SALARY OF RESPONDENTS

Salary	Frequency	Percentage
<10k	3	3.75
10k-20k	17	21.25
20k-30k	32	40
30k-40k	17	21.25
40k-50k	6	7.5
>50k	5	6.25
	80	100

**Findings:** The overall statistics shows that 21 percent each has salary from 10k-20k and from 30k-40k

TABLE 5: TABLE SHOWING COLLEGE PROVIDING LCD AT CLASSROOM

College provides LCD at classroom	Frequency	Percentage
Strongly disagree	7	8.75
Disagree	2	2.5
Neutral	8	10
Agree	44	55
Strongly agree	19	23.75
	80	100

**Findings:** The overall statistics shows that 55 percent of faculty agrees with provision of LCD in classrooms.

TABLE 6: TABLE SHOWING COLLEGE PROVIDING COMPUTERS TO INDIVIDUAL FACULTY

College provides computers to individual faculty	Frequency	Percentage
Strongly disagree	12	15
Disagree	15	18.75
Neutral	13	16.25
Agree	23	28.75
Strongly agree	17	21.25
	80	100

**Findings:** The overall statistics shows that 28.75 percent of faculty percent agree with provision of computers to individual faculty members.

TABLE 7: TABLE SHOWING COLLEGE PROVIDING INDIVIDUAL CHAIR AND TABLE TO EVERY FACULTY

College provides individual chair and table to every faculty	Frequency	Percentage
Strongly disagree	1	1.25
Disagree	2	2.5
Neutral	2	2.5
Agree	30	37.5
Strongly agree	45	56.25
	80	100

**Findings:** The overall statistics shows that 56.25 percent of faculty strongly agrees with provision of individual chair and table to every faculty.

TABLE 8: TABLE SHOWING USE OF DIGITAL BOARD FOR TEACHING

You use digital board for teaching	Frequency	Percentage
Strongly disagree	22	27.5
Disagree	21	26.25
Neutral	16	20
Agree	17	21.25
Strongly agree	4	5
	80	100

**Findings:** The overall statistics shows that only 21.25 percent of faculty agrees using digital boards in their college.

TABLE 9: TABLE SHOWING COLLEGE PROVIDING WHITE BOARD AND MARKER PENS

College provides white board and marker pens	Frequency	Percentage
Strongly disagree	10	12.5
Disagree	6	7.5
Neutral	17	21.25
Agree	28	35
Strongly agree	19	23.75
	80	100

**Findings:** The overall statistics shows that 23.75 percent of faculty strongly agrees provision of white board and marker pens by their college.

**TABLE 10: TABLE SHOWING COLLEGE IS WI-FI ENABLED AND FACILITY IS EXTENDED TO ALL**

Your college Wi-Fi enabled and facility extended to all	Frequency	Percentage
Strongly disagree	19	23.75
Disagree	21	26.25
Neutral	4	5
Agree	25	31.25
Strongly agree	11	13.75
	80	100

**Findings:** The overall statistics shows that 31.25 percent of faculty strongly agrees with providing WI-FI facility by the college.

**TABLE 11: TABLE SHOWING COLLEGE PROVIDING FREE TRANSPORTATION**

College provides free transportation	Frequency	Percentage
Strongly disagree	23	28.75
Disagree	12	15
Neutral	15	18.75
Agree	19	23.75
Strongly agree	11	13.75
	80	100

**Findings:** The overall statistics shows that 28.75 percent strongly disagree with giving free transportation to their faculty.

**TABLE 12: TABLE SHOWING COLLEGE PROVIDING WELL STOCKED LIBRARY**

College provides well stocked library	Frequency	Percentage
Strongly disagree	3	3.75
Disagree	2	2.5
Neutral	17	21.25
Agree	33	41.25
Strongly agree	25	31.25
	80	100

**Findings:** The overall statistics shows that 41.25 percent of faculty agrees with stock of books available in their library.

**TABLE 13: TABLE SHOWING COLLEGE PROVIDING PHOTO COPIES OF TEACHING NOTES AND OTHER MATERIAL FREE OF COST**

College provides photo copies of teaching notes and other material free of cost	Frequency	Percentage
Strongly disagree	20	25
Disagree	21	26.25
Neutral	16	20
Agree	15	18.75
Strongly agree	8	10
	80	100

**Findings:** The overall statistics shows that 26.25 percent of faculty disagrees with college providing photo copies of notes and other materials free of cost.

**TABLE 14: TABLE SHOWING NATURE OF JOB BEING VERY STRESSFUL**

Nature of job is very stressful	Frequency	Percentage
Strongly disagree	9	11.25
Disagree	20	25
Neutral	33	41.25
Agree	13	16.25
Strongly agree	5	6.25
	80	100

**Findings:** The overall statistics shows that 41.25 percent of faculties are neutral about their nature of the job.

**TABLE 15: TABLE SHOWING AUTONOMY REGARDING SUBJECT PLANNING, EXECUTING AND EVALUATION**

There is no autonomy regarding subject planning, executing and evaluation	Frequency	Percentage
Strongly disagree	6	7.5
Disagree	27	33.75
Neutral	29	36.25
Agree	15	18.75
Strongly agree	3	3.75
	80	100

**Findings:** The overall statistics shows that 36.25 percent of the faculty have neutral autonomy regarding subject planning, executing and evaluation.

**TABLE 16: TABLE SHOWING SCOPE FOR EXPERIMENTATION OF NEW TEACHING METHOD IS LESS**

The scope for experimentation of new teaching method is less	Frequency	Percentage
Strongly disagree	6	7.5
Disagree	23	28.75
Neutral	33	41.25
Agree	17	21.25
Strongly agree	1	1.25
	80	100

**Findings:** The overall statistics shows that 41.25 percent of faculties are neutral regarding scope for experimentation of new teaching method.

**TABLE 17: TABLE SHOWING AMOUNT OF RESPONSIBILITY YOU CARRY IS VERY HIGH**

The amount of responsibility you carry is very high	Frequency	Percentage
Strongly disagree	1	1.25
Disagree	13	16.25
Neutral	35	43.75
Agree	28	35
Strongly agree	3	3.75
	80	100

**Findings:** The overall statistics shows that 43.75 percent of the faculties are neutral about the amount of responsibility they carry.

**TABLE 18: TABLE SHOWING JOB PROVIDES YOU AN OPPORTUNITY TO ADVANCE PROFESSIONALLY**

the job provides you an opportunity to advance professionally	Frequency	Percentage
Strongly disagree	1	1.25
Disagree	4	5
Neutral	18	22.5
Agree	47	58.75
Strongly agree	10	12.5
	80	100

**Findings:** The overall statistics shows that 58.75 percent of faculty agrees with the job which provides them an opportunity to advance professionally.

**TABLE 19: TABLE SHOWING TEACHING PROVIDES OPPORTUNITY TO USE VARIETY OF SKILLS**

Teaching provides me an opportunity to use a variety of skills	Frequency	Percentage
Strongly disagree	0	0
Disagree	3	3.75
Neutral	11	13.75
Agree	46	57.5
Strongly agree	20	25
	80	100

**Findings:** The overall statistics shows that 57.5 percent of faculty feels that teaching provides them an opportunity to use variety of skills.

**TABLE 20: COLLEGE PROVIDING AMPLE OPPORTUNITY FOR RESEARCH**

College provides ample opportunity for research	Frequency	Percentage
Strongly disagree	3	3.75
Disagree	15	18.75
Neutral	31	38.75
Agree	21	26.25
Strongly agree	10	12.5
	80	100

**Findings:** The overall statistics shows that 38.75 percent of faculties are neutral about college providing ample opportunity for research.

**TABLE 21: TABLE SHOWING OPPORTUNITIES FOR PROMOTION ARE VERY BLEAK**

opportunities for promotion are very bleak	Frequency	Percentage
Strongly disagree	6	7.5
Disagree	29	36.25
Neutral	18	22.5
Agree	22	27.5
Strongly agree	5	6.25
	80	100

**Findings:** The overall statistics shows that 36.25 percent of faculty disagrees with the promotion given to them by their college.

**TABLE 22: TABLE SHOWING SCOPE FOR INNOVATION IN TEACHING**

There is scope for innovation of teaching	Frequency	Percentage
Strongly disagree	1	1.25
Disagree	10	12.5
Neutral	17	21.25
Agree	42	52.5
Strongly agree	10	12.5
	80	100

**Findings:** The overall statistics shows that 52.5 percent of faculty agrees that there is a scope for innovation of teaching.

**TABLE 23: TABLE SHOWING COLLEGE PROVIDES SEVERAL FINANCIAL FRINGE BENEFITS TO THE FACULTY AND STAFF**

college provides several financial fringe benefits to the faculty and staff	Frequency	Percentage
Strongly disagree	15	18.75
Disagree	15	18.75
Neutral	25	31.25
Agree	14	17.5
Strongly agree	11	13.75
	80	100

**Findings:** The overall statistics shows that 31.25 percent of faculties are neutral about college providing financial benefits.

TABLE 24: TABLE SHOWING YEARLY INCREMENT OFFERED BY MANAGEMENT

Every year college management offers basic increment	Frequency	Percentage
Strongly disagree	2	2.5
Disagree	10	12.5
Neutral	15	18.75
Agree	31	38.75
Strongly agree	22	27.5
	80	100

**Findings:** The overall statistics shows that 38.75 percent of faculty agrees with basic increment provided by their college management every year.

TABLE 25: TABLE SHOWING COLLEGE ENCOURAGEMENT IN APPROACHING DST/UGC/ACITE/ICSSR FOR PROJECTS

College encourages you to approach DST/UGC/ACITE/ICSSR for projects	Frequency	Percentage
Strongly disagree	6	7.5
Disagree	12	15
Neutral	20	25
Agree	27	33.75
Strongly agree	15	18.75
	80	100

**Findings:** The overall statistics shows that 33.75 percent of faculties are encouraged to approach DST/UGC/ACITE/ICSSR projects by their college

TABLE 26: TABLE SHOWING WORK LOAD IS AS PER UNIVERSITY NORMS

Your work load is as per university norms	Frequency	Percentage
Strongly disagree	3	3.75
Disagree	9	11.25
Neutral	25	31.25
Agree	26	32.5
Strongly agree	17	21.25
	80	100

**Findings:** The overall statistics shows that 32.5 percent of faculty agrees that work load is as per university norms.

TABLE 27: TABLE SHOWING COLLEGE PROVIDES REPUTED RESEARCH JOURNALS

College provides reputed research journals	Frequency	Percentage
Strongly disagree	3	3.75
Disagree	11	13.75
Neutral	16	20
Agree	37	46.25
Strongly agree	13	16.25
	80	100

**Findings:** The overall statistics shows that 46.25 percent of faculty agrees that their college provides reputed research journals.

TABLE 28: TABLE SHOWING COLLEGE SPONSORING VARIOUS EVENTS / PROGRAMS FOR FACULTY MEMBERS

College sponsor faculty members to various national seminar conferences workshops	Frequency	Percentage
Strongly disagree	4	5
Disagree	10	12.5
Neutral	22	27.5
Agree	31	38.75
Strongly agree	13	16.25
	80	100

**Findings:** The overall statistics shows that 38.75 percent of the faculty members are being sponsored by the college to various national seminar conferences workshops.

TABLE 29: TABLE SHOWING GOVT FUNDS FOR THE PROJECT WHICH YOU UNDERTAKE

Govt funds for the project which you undertaken	Frequency	Percentage
Strongly disagree	15	18.75
Disagree	9	11.25
Neutral	37	46.25
Agree	16	20
Strongly agree	3	3.75
	80	100

**Findings:** The overall statistics shows that 46.25 percent of faculties are neutral about government funds for the project which they undertake.

TABLE 30: TABLE SHOWING COLLEGE SPONSORING AND ENCOURAGING THE FACULTY TO ORGANIZE SEMINARS AND WORKSHOPS

College sponsor and encourages the faculty to organize seminars and workshops	Frequency	Percentage
Strongly disagree	4	5
Disagree	15	18.75
Neutral	22	27.5
Agree	30	37.5
Strongly agree	9	11.25
	80	100

Findings: The overall statistics shows that 37.5 percent of faculty agree that college sponsor and encourages for seminars and workshops.

TABLE 31: TABLE SHOWING COLLEGE PROVIDES FINANCIAL MOTIVATION IF A FACULTY PUBLISH RESEARCH ARTICLE IN INTERNATIONAL OR NATIONAL JOURNALS WITH ISSN AND ISBN NUMBERS

College provide financial motivation if a faculty publish research article in international or national journals with ISSN and ISBN numbers	Frequency	Percentage
Strongly disagree	3	3.75
Disagree	12	15
Neutral	28	35
Agree	27	33.75
Strongly agree	10	12.5
	80	100

Findings: The overall statistics shows that 33.75 percent of faculty agrees that the college motivates them to publish research article in national and international journals.

TABLE 32: TABLE SHOWING TEACHER'S INCOME IS ADEQUATE FOR NORMAL EXPENSES

Teachers income is adequate for normal expenses	Frequency	Percentage
Strongly disagree	15	18.75
Disagree	9	11.25
Neutral	35	43.75
Agree	19	23.75
Strongly agree	2	2.5
	80	100

Findings: The overall statistics shows that 43.75 percent of faculties are neutral about their income for normal expenses.

TABLE 33: TABLE SHOWING TEACHING DISCOURAGES ORIGINALITY

Teaching discourages originality	Frequency	Percentage
Strongly disagree	21	26.25
Disagree	28	35
Neutral	22	27.5
Agree	9	11.25
Strongly agree	0	0
	80	100

Findings: The overall statistics shows that 35 percent of faculty disagrees that teaching discourages originality.

TABLE 34: TABLE SHOWING RECEIVING RECOGNITION FROM MANAGEMENT FOR SUCCESSFUL WORK COMPLETIONS

I receive full recognition from mgt for my successful work completions	Frequency	Percentage
Strongly disagree	8	10
Disagree	14	17.5
Neutral	21	26.25
Agree	28	35
Strongly agree	9	11.25
	80	100

Findings: The overall statistics shows that 35 percent of faculty agrees with receiving full recognition from mgt for successful work completions.

TABLE 35: TABLE SHOWING COLLEGE MGT GIVES MATERNITY LEAVE, SICK LEAVES ETC., AS PER GOVERNMENT NORMS

your mgt gives maternity leave, sick leaves etc., as per govt norms	Frequency	Percentage
Strongly disagree	13	16.25
Disagree	14	17.5
Neutral	18	22.5
Agree	25	31.25
Strongly agree	10	12.5
	80	100

Findings: The overall statistics shows that 31.25 percent of faculty agrees that their college mgt gives maternity leave, sick leaves etc., as per govt norms.

**TABLE 36: TABLE SHOWING TOO MANY INSTRUCTIONS FROM THEIR IMMEDIATE SUPERVISOR**

I receive too many recognitions from my immediate supervisor	Frequency	Percentage
Strongly disagree	11	13.75
Disagree	22	27.5
Neutral	25	31.25
Agree	20	25
Strongly agree	2	2.5
	80	100

**Findings:** The overall statistics shows that 31.25 percent of faculties are neutral about receiving too many recognition from their immediate supervisor.

**TABLE 37: RECEIVING TOO LITTLE RECOGNITION FOR CONTRIBUTION**

I receive too little recognitions	Frequency	Percentage
Strongly disagree	7	8.75
Disagree	24	30
Neutral	20	25
Agree	20	25
Strongly agree	9	11.25
	80	100

**Findings:** The overall statistics shows that 30 percent of faculty disagrees with receiving too little recognitions.

**TABLE 38: TABLE SHOWING LEVELS OF SATISFACTION RELATED TO JOB RESPONSIBILITIES**

your rate of satisfaction related to job responsibilities	Frequency	Percentage
Strongly disagree	4	5
Disagree	9	11.25
Neutral	19	23.75
Agree	36	45
Strongly agree	12	15
	80	100

**Findings:** The overall statistics shows that 45 percent of faculties agree with rate of satisfaction related to their job responsibilities.

**TABLE 39: TABLE SHOWING LEVELS OF SATISFACTION RELATED TO WORK LOAD**

your rate of satisfaction related to work load	Frequency	Percentage
Strongly disagree	5	6.25
Disagree	5	6.25
Neutral	22	27.5
Agree	44	55
Strongly agree	4	5
	80	100

**Findings:** The overall statistics shows that 55 percent of faculties are satisfied with their related work load.

**TABLE 40: TABLE SHOWING LEVELS OF SATISFACTION RELATED TO RESEARCH ENCOURAGEMENT BY COLLEGE**

your rate of satisfaction related to research encouragement by college	Frequency	Percentage
Strongly disagree	4	5
Disagree	11	13.75
Neutral	25	31.25
Agree	35	43.75
Strongly agree	5	6.25
	80	100

**Findings:** The overall statistics shows that 43.75 percent of faculty are satisfied with their research encouragement by college.

**TABLE 41: TABLE SHOWING OVERALL LEVELS OF SATISFACTION ABOUT THE JOB**

your overall rate of satisfaction about the job	Frequency	Percentage
Strongly disagree	7	8.75
Disagree	7	8.75
Neutral	14	17.5
Agree	45	56.25
Strongly agree	7	8.75
	80	100

**Findings:** The overall statistics shows that 56.25 percent of faculty is satisfied with their overall rate of satisfaction

## CHI-SQUARE TEST

TABLE 42 TABLE SHOWING THE SATISFACTION LEVEL RELATED TO JOB WITH RESPECTIVE TO THE GENDER

$H_0$ : There is no difference in satisfaction level related to job with respect to the gender.

$H_1$ : There is difference in satisfaction level related to job with respect to the gender.

		RATE OF SATISFACTION ABOUT JOB					Total	$\chi^2$ value	P Value
		1	2	3	4	5			
Male	Count	6	6	7	19	1	39	11.761	0.019
	% within gender	15.4	15.4	17.9	48.7	2.6	100		
	% of total	7.5	7.5	8.8	23.8	1.3	48.9		
Female	Count	1	1	7	26	6	41		
	% within gender	2.4	2.4	17.1	63.4	15	100		
	% of total	1.3	1.3	8.8	32.5	51	95.1		
Total	Count	7	7	14	45	7	80		
	% within gender	8.8	8.8	17.5	56.3	8.8	100		
	% of total	8.8	8.8	17.5	56.3	8.8	100		

**Inference:** The Chi-Square ( $\chi^2$ ) value is 11.761 and P value .019. At 5% level of significance with 4 degree of freedom table value of Chi-square is 9.86. Since the calculated value 11.761 is greater than the table value 9.86 of Chi-square, We reject  $H_0$  and accept  $H_1$ . Hence there is a difference in satisfaction level related to job with respect to gender.

## CONCLUSION

Analysis of the results shows that all colleges are aware about the ideal norms laid by the government however, could not establish the ideal environment prescribed by the government. The reasons in general observed are sufficient number of qualified faculty are not available because the fee structure set by the state government is not sufficient to establish ideal environment. To certain extent government schemes have paved way for those students who do not want to study but still opted the course which pulled the morality of the faculty etc. when there is a gap between the ideal pay structure and fee structure, competent and qualified faculty are not opting teaching as a profession. This reflected on working environment of the colleges, whereby it is observed to be one of the factor for either dissatisfaction or moderate satisfaction. Male faculties are not happy but whereas female faculty are either satisfied or happy with working environment or pay in proportion to the service they render for the organization. Only very few colleges are offering incentives or increments for the faculty who are doing and publishing research articles. At higher education teaching and research should go hand in hand which is conspicuously absent in AP Higher education. Only very few colleges are implementing financial motivation to the faculty members and encouraging them to participate in research and reflect them in the classroom teaching.

Hence, it may be concluded that a good pay structure and fee structure have a direct bearing in establishing an ideal working environment to attract qualified and competent faculty members, which ultimately gets reflected through good satisfaction level among the faculty members. A satisfied faculty member certainly will give best output in teaching and research and ultimately students will get benefitted in learning, practicing, applying and retaining the knowledge.

## SUGGESTIONS

1. Colleges should provide better facilities to their faculty members so that job satisfaction levels will increase.
2. College should help by funding of projects undertaken by faculty and motivate them to attend various seminars and workshops upgrade themselves.
3. College management should provide a platform to make interactions more effective and fruitful rather than strong.
4. College management should provide free transportation to faculties such that they won't have stress while coming to college and going back home.

## LIMITATIONS

1. Time is a major constraint
2. Faculty were hesitant to fill the questionnaire as they thought that the information disclosed by them won't be kept confidential
3. As the sample size is small, the study may not give appropriate results
4. College management was not so flexible to give permission to interact with the employees.

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