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JOB SATISFACTION OF GUEST LECTURER IN DEGREE COLLEGES: A STUDY IN PURULIA DISTRICT, WEST BENGAL

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ABSTRACT

Job satisfaction is an important factor of an employee towards his job. It would not be wrong to say that the success of a person's work depends on the job satisfaction of that person. Job satisfaction is determined by the different needs of the person. Such as work according to the qualifications of the person, earnings, work environment, cooperation of colleagues, work pressure, etc. The present research paper focuses on guest lecturers in Purulia district of West Bengal. This research paper has tried to show the job satisfaction of about 300 guest lecturers of Purulia district. The researcher has adopted the descriptive survey method for this research paper. Researchers have used a self-made questionnaire on about 100 guest lecturers from Purulia district. However, the researcher has tried to show the job satisfaction of the guest lecturers of Purulia district and it is discussed in detail below.

KEYWORDS: Guest lectures, Job satisfaction, Profession, Various Factor.

1. INTRODUCTION

One of the elements of education is the teacher. The contribution of the teacher is important to carry forward the education in an uninterrupted manner. Our future generation is created by the hand of this teacher, so the teacher is often called the craftsman or the backbone of the society. Our different human resources and members of different professions are created by the hands of teachers, so in our society this teaching profession is considered as a great profession. Some times this profession is not considered as a profession but as a social service. At present our society is constantly changing as a result of science and technology and education is changing in tandem with this change. The teachers of our society are helping to change the different needs of the society and bring about this change in education. In other words, the contribution of the teacher in advancing the education in a timely and uninterrupted manner and building a bright future for the students is undeniable. One of the achievements of teachers is to advance education in a timely manner. We know that the more satisfied a person is with his work, the more likely he is to succeed. We know that the more satisfied a person is with his work, the more likely he is to succeed. That is, the teacher's satisfaction with his work is one of the conditions for his success. This complacency depends on various conditions such as work pressure, work according to qualifications, place of work, relationship with the client, salary etc. We all know the role of higher education in educating the students and making them suitable citizens. Through higher education, students are able to choose future careers and seek to establish themselves as good citizens in society. This higher education is being imparted by the teachers working in different colleges and universities of the country and the state. There are about 300 general degree colleges and about 20 universities in West Bengal. But there is a significant shortage of full-time teachers in proportion to the number of students. A one-time, part-time contact teacher was hired to cover this teacher shortage. The government later extended the tenure of all these teachers to 60 years and fixed a fixed salary structure. As seen later, the number of students increases and new subjects are added which leads to the need for teachers. For this reason, the colleges hire another type of teacher for their own needs, who is probably a guest professor. The appointment of these guest professors was completely temporary and conditional. The guest professors used to call different colleges for their own needs in different ways. Their salary was somewhere around Rs 150 per class or somewhere around Rs 200 per class, somewhere around Rs 3,000 monthly and somewhere around Rs 5,000. They have to go somewhere for 3 days and somewhere for 4 days. If you look at the work of these guest professors, you can see who has to do the duty of examination, evaluation of examination books, other other work of the college besides taking specific classes. Despite this, they have to be humiliated in various ways or deprived in various ways, never fear of losing their job, no job in a month, no salary, non-cooperation from other teachers, etc. From January 1, 2020, the present Government of West Bengal has fixed a fixed salary structure for these guest professors for a period of 60 years.



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2. STATEMENT OF THE PROBLEM

The researcher identifies and states the problem as “**Job Satisfaction of Guest Lecturer in Degree Colleges: A Study in Purulia District, West Bengal**”

Delimitations of the Study:

- The investigation was delimited to only the Purulia district of West Bengal.
- The study was restricted to only the guest lecturer in Purulia district.

3. REVIEW OF LITERATURE

Mr.V. Senthil kumar(2015) In Trichy, 273 secondary level teachers have studied job satisfaction. The result of the study shows that there is no significant difference in the job satisfaction of schools with respect to the locality. Age has no bearing on the level of job satisfaction of higher secondary school teachers. **Dr. Kingshuk Adhikari, Mr. Surajit Paul(2015)** In Tripura, 176 college teachers have studied job satisfaction. The result of the study shows that college teachers have expressed dissatisfaction with salaries, allowances, promotions, other benefits, etc. On the other hand, they have shown satisfaction with the spirit of cooperation with colleagues. **Dishari Gupta (2014)** has conducted a study on “A Comparative study of Job satisfaction and Organizational Commitment as work place values among Part-Time Lecturers and Guest Lecturers of Government Aided Colleges in West Bengal”. It is cleared that the Part time Lecturers are much more committed to their organization, if the variables that are related to their job satisfaction are enhanced, they will perform better and their quality of work life will be enhanced whereas if job security of Guest Lecturers is ensured, then their overall performance and commitment would increase. **Malik (2010)** studied suggested that level of job satisfaction among the male was much lesser as compared to female faculty, he further asserted that work itself and advancement were highly correlated with job satisfaction. **Abhijit Dutta, Pranab Barman, Dr. Santosh Kumar Behera(2014)** College teacher in Hooghly district are not dissatisfied or dissatisfied i.e. moderate. And it is also available by the demographic variables that gender, locality, stream, educational qualification, experience and income do not have a significant effect on part-time college teachers in their job satisfaction.

Needs and Significance of the problem

Satisfaction at work is an important issue. Many research papers have been written on this before. There is no doubt about the importance of the role of guest professors in improving the quality of higher education. There are about 21 general undergraduate colleges under S-K-B-U in Purulia district. All these colleges have about 300 guest professors in different departments in different subjects, who are constantly working for the future development of education and students in the same way as a full-time professor or a purse teacher. A guest professor has to participate in many more activities of the college starting from completing certain courses on time. But the honors they get instead are very low. Yet, whether one wants to or not, some have been working as guest professors for the past 3 years, some for 4 years and some for 9 years. We have made a small effort to verify the work satisfaction of the guest professors of Purulia district through this research paper.

Objectives of the Study

- To find out the level of job satisfaction of guest lecturer with respect to their gender.
- To find out the level of job satisfaction of guest lecturer with respect to their place.
- To find out the level of job satisfaction of guest lecturer with respect to their salary.
- To find out the level of job satisfaction of guest lecturer with respect to their work load.

Hypotheses of the Study

H01: There is no significant difference between Male and Female Guest Lecturers with respect to their Job Satisfaction.

H02: There is no significant difference between Rural and Urban Guest Lectures with respect to their Job Satisfaction.

H03: There is no significant difference between Urban Male and Urban Female Guest Lecturer with respect to their Job Satisfaction.

H04: There is no significant difference between Rural Male and Rural Female Guest Lecturer with respect to their Job Satisfaction.



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H05: There is no significant difference among the Guest Lecturers with respect to their Job Satisfaction on the basis of their Salary.

H06: There is no significant difference among the Guest Lecturers with respect to their Job Satisfaction on the basis of their work load.

4. METHODOLOGY OF THE STUDY

The present study is Descriptive type in nature. The investigators have used Descriptive type survey method in the present study. Therefore, naturally the researchers have used different tools, techniques, strategies and methods of Descriptive survey type research to collect, analyze and interpret the data.

Population of the Study

The entire guest lecturer in the district of Purulia, West Bengal has been treated as population for the present study.

Sample of the Study

Only 100 guest lecturer are selected in them 67 are male and 33 are female from 6(six) General Degree Colleges which are situated in the district of Purulia as a sample for the present study.

Sampling Technique

The Random sampling technique has been used in the selection of the sample.

Tools of the Study

The researcher use self-made questioner to investigate the present study.

Statistical Techniques Used

In the present study, the statistical techniques used were as under:-

- i. Mean
- ii. Standard deviation
- iii. Significance of difference between means (t-test)

5. RESULTS AND DISCUSSION

H01: There is no significant difference between Male and Female Guest Lecturers with respect to their Job Satisfaction.

Table 1. Shows the difference between Male and Female Guest Lecturer with respect to their Job Satisfaction

Students	N	Mean	S.D	Mean Difference	df	t-value	Result
Male	67	105.82	4.72	7.13	98	6.79	Significant at 0.01 & 0.05 Level
Female	33	98.69	5.02				

From the Table 1, it is observed that the calculated mean of Male Guest lecturers is 105.82 and S.D is 4.72, for Female Guest lecturers is 98.69 and S.D is 5.02. The calculated 't' value ('t'=6.79) is greater than the table value (2.58 at 0.01 level & 1.96 at 0.05 level). So, the result is significant and it indicates that there is significant difference exist between Male and Female Guest lecturers with respect to their Job Satisfaction. Hence, the Null hypothesis is rejected. And on the basis of their Mean Score, it can be said that Male Guest lecturers are comparatively more satisfied on their job than the Female Guest lecturers in the district of Purulia.

H02: There is no significant difference between Rural and Urban Guest Lectures with respect to their Job Satisfaction.



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Table 2. Shows the difference between Urban and Rural Guest Lecturer with respect to their Job Satisfaction

Students	N	Mean	S.D	Mean Difference	df	t-value	Result
Urban	27	106.96	5.40	4.79	98	3.82	Significant at 0.01 & 0.05 Level
Rural	73	102.17	5.51				

From the Table 2, it is observed that the calculated mean of Urban Guest lecturers is 106.96 and S,D is 5.40, for Rural Guest lecturers is 102.17 and S.D is 5.51. The calculated 't' value ('t'=3.82) is greater than the table value (2.58 at 0.01 level & 1.96 at 0.05 level). So, the result is significant and it indicates that there is significant difference exist between Urban and Rural Guest lecturers with respect to their Job Satisfaction. Hence, the Null hypothesis is rejected. And on the basis of their Mean Score, it can be said that Urban Guest lecturers are comparatively more satisfied on their job than the Rural Guest lecturers in the district of Purulia.

H03: There is no significant difference between Urban Male and Urban Female Guest Lecturer with respect to their Job Satisfaction.

Table 3. Shows the difference between Urban Male and Urban Female Guest Lecturer with respect to their Job Satisfaction

Student	N	Mean	S.D	Mean Difference	df	t-value	Result
Urban Male	16	110.68	3.77	9.13	25	9.62	Significant at 0.01 & 0.05 Level
Urban Female	11	101.55	0.52				

From the Table 3, it is observed that the calculated mean of Urban Male Guest lecturers is 110.68 and S,D is 3.77, for Urban Female Guest lecturers is 101.55 and S.D is 0.52. The calculated 't' value ('t'=9.62) is greater than the table value (2.58 at 0.01 level & 1.96 at 0.05 level). So, the result is significant and it indicates that there is significant difference exist between Urban Male and Urban Female Guest lecturers with respect to their Job Satisfaction. Hence, the Null hypothesis is rejected. And on the basis of their Mean Score, it can be said that Urban Male Guest lecturers are comparatively more satisfied on their job than the Urban Female Guest lecturers in the district of Purulia.

H04: There is no significant difference between Rural Male and Rural Female Guest Lecturer with respect to their Job Satisfaction.

Table 4. Shows the difference between Rural Male and Rural Female Guest Lecturer with respect to their Job Satisfaction

Students	N	Mean	S.D	Mean Difference	df	t-value	Result
Rural Male	51	104.29	3.90	7.02	71	5.31	Significant at 0.01 & 0.05 Level
Rural Female	22	97.27	5.64				

From the Table 4, it is observed that the calculated mean of Rural Male Guest lecturers is 104.29 and S,D is 3.90, for Rural Female Guest lecturers is 97.27 and S.D is 5.64. The calculated 't' value ('t'=5.31) is greater than the table value (2.58 at 0.01 level & 1.96 at 0.05 level). So, the result is significant and it indicates that there is significant difference exist between Rural Male and Rural Female Guest lecturers with respect to their Job Satisfaction. Hence, the Null hypothesis is rejected. And on the basis of their Mean Score, it can be said that



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Rural Male Guest lecturers are comparatively more satisfied on their job than the Rural Female Guest lecturers in the district of Purulia.

H05: There is no significant difference among the Guest Lecturers with respect to their Job Satisfaction on the basis of their Salary.

Table 5. Shows the difference between Male and Female Guest Lecturers with respect to their Job Satisfaction on the basis of their Salary

Students	N	Mean	S.D	Mean Difference	df	t-value	Result
Male	67	12.05	2.29	0.58	98	1.31	Not Significant at 0.01 & 0.05 Level
Female	33	12.63	1.98				

From the Table 5, it is observed that the calculated mean of Male Guest lecturers is 12.05 and S,D is 2.29, for Female Guest lecturers is 12.63 and S.D is 1.98. The calculated 't' value ($t'=1.31$) is less than the table value (2.58 at 0.01 level & 1.96 at 0.05 level). So, the result is not significant and it indicates that there is no significant difference between Male and Female Guest lecturers with respect to their Job Satisfaction on the basis of their salary. Hence, the Null hypothesis is accepted. But on the basis of their Mean Score, it can be said that Female Guest lecturers are comparatively more satisfied than the Male Guest lecturers on their job on the basis of their salary in the district of Purulia.

H06: There is no significant difference among the Guest Lecturers with respect to their Job Satisfaction on the basis of their work load.

Table 6. Shows the difference between Male and Female Guest Lecturers with respect to their Job Satisfaction on the basis of their work load

Students	N	Mean	S.D	Mean Difference	df	t-value	Result
Male	67	16.08	2.68	0.75	98	1.24	Not Significant at 0.01 & 0.05 Level
Female	33	15.33	2.99				

From the Table 6, it is observed that the calculated mean of Male Guest lecturers is 16.08 and S,D is 2.68, for Female Guest lecturers is 15.33 and S.D is 2.99. The calculated 't' value ($t'=1.24$) is less than the table value (2.58 at 0.01 level & 1.96 at 0.05 level). So, the result is not significant and it indicates that there is no significant difference between Male and Female Guest lecturers with respect to their Job Satisfaction on the basis of their work load. Hence, the Null hypothesis is accepted. But on the basis of their Mean Score, it can be said that Male Guest lecturers are comparatively more satisfied than the Female Guest lecturers on their job on the basis of their work load in the district of Purulia.

6. MAJOR FINDINGS OF THE STUDY

From the above analysis there is found some major findings of the study. The findings are discussed given below.

- There is significant difference exist between Male and Female Guest lecturers with respect to their Job Satisfaction. And on the basis of their Mean Score, it can be said that Male Guest lecturers are comparatively more satisfied on their job than the Female Guest lecturers in the district of Purulia.
- There is significant difference exist between Urban and Rural Guest lecturers with respect to their Job Satisfaction. And on the basis of their Mean Score, it can be said that Urban Guest lecturers are comparatively more satisfied on their job than the Rural Guest lecturers in the district of Purulia.



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- There is significant difference exist between Urban Male and Urban Female Guest lecturers with respect to their Job Satisfaction. And on the basis of their Mean Score, it can be said that Urban Male Guest lecturers are comparatively more satisfied on their job than the Urban Female Guest lecturers in the district of Purulia.
- There is significant difference exist between Rural Male and Rural Female Guest lecturers with respect to their Job Satisfaction. And on the basis of their Mean Score, it can be said that Rural Male Guest lecturers are comparatively more satisfied on their job than the Rural Female Guest lecturers in the district of Purulia.
- There is no significant difference between Male and Female Guest lecturers with respect to their Job Satisfaction on the basis of their salary. But on the basis of their Mean Score, it can be said that Female Guest lecturers are comparatively more satisfied than the Male Guest lecturers on their job on the basis of their salary in the district of Purulia.
- There is no significant difference between Male and Female Guest lecturers with respect to their Job Satisfaction on the basis of their work load. But on the basis of their Mean Score, it can be said that Male Guest lecturers are comparatively more satisfied than the Female Guest lecturers on their job on the basis of their work load in the district of Purulia.

7. CONCLUSION

The present study was conducted to provide information about the job satisfaction of guest lecturers of various degree collages under the sidho-Kanho-Birsha University in purulia district. This study examine on the various factors of Guest Lecturers how related with their job satisfaction. Result of the study indicates that there is significant difference exist between Male and Female, Urban Male and Urban Female, Rural Male and Rural Female. The results have also shows that there has no significant difference exist between Male and Female on the basis of their salary and their work load. The result also indicate on the basis of their mean difference that Male Guest lecturers are comparatively more satisfied than the Female Guest lecturers on their job on the basis of their work load but on the basis of the their salary it can be said that Female Guest lecturers are comparatively more satisfied than the Male Guest lecturers on their job on the basis of their salary in the district of Purulia.

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