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GENDER DIFFERENCE AND JOB SATISFACTION: A STUDY AMONG FACULTIES OF PRIVATE COLLEGES IN INDIA

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Abstract

Teaching is one of the most important profession in which the faculties play a major role in improving the standard of an organization and the country. It is important to determine which factors influence the faculties in their job and it's important to determine their level of job satisfaction. This study examined the influence of gender on job satisfaction among faculties of private colleges and investigated the extent to which faculties differ in various attitudes and attributes, level of satisfaction with the type of work they do. Stratified random samples of 215 academic faculties from private colleges in India were selected for this study. Findings indicate that differences between male and female faculties in the level of satisfaction were due to negative work experiences such as castism, favoritism, physical appearance, gender discrimination and due to certain source of stress from major life changes, unforeseen events and family social isolation. These negative experiences generated lower levels of job satisfaction among men than women and all these factors that might explain different job satisfaction among faculties at private colleges in India. The attributes that stood out as significant are namely:

technical support at work, understanding teaching and research process and responsibilities, broadening role, belonging to an ageing group, need for more outcomes of the work. The paper recognizes the importance of gender differences in workplace and it should be controlled to improve the job satisfaction among faculties in private colleges.

Keywords

Gender, Job Satisfaction, Workload, Private Colleges, Faculties, India

1. Introduction

Education is one of the backbones of Indian economy as it generates lot of talented persons for the growth of Indian economy. In education, the faculties play a big role in bringing up the talents hidden among the individuals and shaping them towards the path of success. Faculty members are the most essential forces of education as they play a vital role in the overall development in many crucial steps in academic life of students. The organization in or colleges in which the faculties are working plays a big role in encouraging the faculties to make the students shine and excel in their academics. It's important for an every faculty to be provided with the facilities in a college to achieve the objective of the organization and also his personal objective. Job satisfaction is important for both the genders in an organization. Job satisfaction declines with the increasing levels of education (Metle, 2000). Faculty satisfaction is the most significant aspect in higher education and is important for the improvement, efficacy and effectiveness of the upper education system (Syed et al, 2012).

Quality in teaching and learning can only enhanced if the faculty members are satisfied and content (Chen et al., 2006), and the health of an educational institution depend on the job satisfaction of its employees (Wood, 1976). Gender plays an important role in identifying which factors attract and satisfy female workers on the job and what factors satisfy male workers on their jobs. The main objective of this study is to determine whether or not there were significant gender differences in the level of satisfaction with the type of work that faculties of private colleges do. The second objective is to determine whether or not the difference in satisfaction with the type of work that male and female employees of a private college do could be explained by other factors within and outside the work environment. Finally the key attributes are identified that could be used to predict the likelihood of job satisfaction among faculties in

private colleges.

1.1 Problem Statement

Education is an organization whose success depends on the involvement, effort and contributions of the academic staff and its personal expertise. Although India's education system is a standardized one and recognized by universities around the world, the faculties of the private colleges are still experiencing a problem of gender difference and a kind of partiality in their job.

It creates a situation in determining the level of job satisfaction among the faculties and how much impact the gender difference creating has to be analyzed. The main purpose of this study was to determine whether there were significant differences in the level of satisfaction with the type of work that faculties of private college do. The investigation of this study is a step towards enhancing the satisfaction level of faculties in private colleges.

1.2 Meaning of Job Satisfaction

Job satisfaction has been widely studied over the decades of organizational research (Lund, 2003). Job satisfaction expresses the feeling of an individual about his job. Job satisfaction is defined as general attitude or reaction of employees in reaction to their jobs and job elements such as the working environment, working conditions and communication with colleagues (Glisson & Durick, 1988). Job satisfaction is a positive feeling about a job, emanating from an assessment of its characteristics (Robbins & Judge, 2013). The overall job satisfaction depends on what one expects and what he or she receives. An employee will remain satisfied with fewer amenities, provided he or she expects less. Higher career satisfaction of the faculty creates a healthy and positive climate in the institution (Noordin & Josuff, 2009).

Job satisfaction is related to employee's opportunities for interaction with others on the job irrespective of their gender. The better the relationship, greater the level of job satisfaction (Wharton & Baron, 2004)

2. Review of Literature

Research suggests that men and women use qualitatively different criteria in their assessment of work (Oshagbemi, 2000). Okpara et al (2005) have found that the female college and university teachers are more satisfied with their work and co-workers than their male colleagues. Ma and MacMillan (1999) surveyed elementary school teachers and found that

female teachers were more satisfied with their professional role as a teacher compared to their male counterparts. Bender et al (2005) reported that overall women have higher job satisfaction than men and have higher job satisfaction in workplaces dominated by women. Female teachers are more satisfied with their jobs as compared to males because in Bangladesh teaching is considered as conventional career for females due to several reasons (Rehman & Parveen, 2008). Gautam et al, (2006) measured Moderate Job Satisfaction among faculty members. Moreover Younger faculty members were found to be more satisfied as compared to those with longer service although the relationship was not linear. Wu & Wu (2001) conducted a study among 960 elementary school teachers from Taipei and found that higher levels of satisfaction are found among female teachers. Women are more likely to have lower paying jobs and even with the same job, they are paid less than men (Hausmann et al, 2011). Clark (1997) shows that women are significantly less likely to identify earnings as the most important aspect of a job and also showed that those workers who identify earnings as the most important aspect have lower overall job satisfaction. On the other hand, Clark shows women are significantly more likely to identify social relations at work as the most important aspect of a job and that this identification correlates with higher job satisfaction. Analysis of the gender pay gap which adjusts for compositional differences between men and women suggests there was actually some narrowing of the pay gap between male and female workers in the private sector (Bergin et al., 2012).

Nadjla and Hasan (2009) in their study of gender differences in job satisfaction of public librarians under the authority of Iran public libraries foundation in capital cities of provinces in Iran found out that job satisfaction for female librarians was significantly lower than that of male librarians. Schuler (1975) finds that the females value the opportunities to work with pleasant employees more than males, whereas males consider the opportunity to influence important decisions and direct the work of others as more important. Bender and Heywood (2006) have concluded that female academicians report lower job satisfaction as compared to their male counterparts. While considering gender and age Ward and Sloane (2002) have found that males have higher job satisfaction levels than females for academics aged up to 36, where an opposite result is found for academics older than 36. Klecker and Lodman (1999) found that female elementary teachers rated their job satisfaction more positively than their male colleagues. Conversely, Abdullah et al (2009) showed that male teachers were more satisfied.

2.1 Need and Significance of the Present Study

Job satisfaction is an important need for every individual to know about the status of his job. The gender issue which raises among the individuals in the workplace is an serious factor which disrupts not only the satisfaction of an employee in his job but also affects him personally and makes him isolated from job in all forms.

This study helps in solving the issues that arise because of gender problem in private colleges and figures out how to improve the satisfaction level of faculties with equality and unity among coworkers.

2. Objectives of the Study

The objectives of the study are:

- To determine whether there is significant gender difference in the level of satisfaction.
- To determine whether or not the difference in satisfaction could be explained by other factors within and outside the work environment.
- To identify key attributes that could be used to predict the likelihood of job satisfaction among faculties in private colleges.

3. 1 Research Framework and Hypothesis Formulation

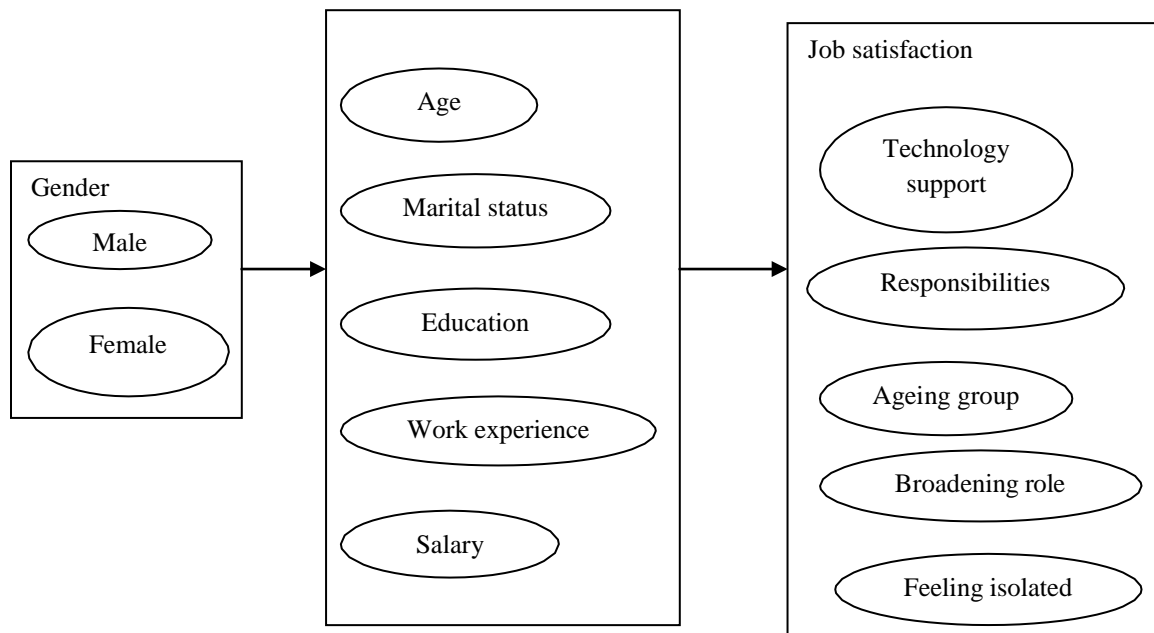


Figure 1: Research Framework

The research framework above (Figure 1) shows the factors which are involved in the study and it shows the relationship with the gender and job satisfaction related factors. Based on the research framework, the following hypothesis is framed;

- There is a significant difference between male and females in socio economic and demographic characteristics.
- There is a significant difference between gender and satisfaction with type of work respondents did.
- There is a significant difference between maximum likelihood estimates of satisfaction with type of work employees do.

3. 2 Methodology of the Study

The sample for the present study has been selected from all states in India so as to represent the whole population of the study. Total samples of 215 (120 male and 95 female) faculties from private colleges in India were selected for this study. Data were collected with the help of a questionnaire. A four point scale ranging from strongly agree to strongly disagree was used to measure the various aspects of work environment.

3. 3 Limitations of the Study

The present study has been mainly focused on finding out the gender difference and job satisfaction among faculties of private colleges in India. There may be various other issues which can affect the work environment and the satisfaction level which includes work life balance, organizational commitment and performance and other variables may be considered for future study. Moreover the study is limited to the faculties of private colleges in India and the data's were collected from individual faculties with the help of the questionnaire.

4. Findings of the Study

The sample consisted of 215 faculties from private colleges. There were 120 males and 95 females. 24.2% of them were categorized as old (45yrs or older), 47.8 were categorized as middle aged (35-44yrs) and 28% were categorized as young (35yrs or younger). Faculty's educational background includes 38.2% with a doctoral degree, 37% with master's degree and

24.8% with qualifications below master's degree. The majority of the respondents 86.2% worked in three academic faculties Engineering, Business and Humanities. 75.2% respondents were classified as being highly satisfied with type of work they did. While 20.8% were moderately satisfied and only 5% were having a low level of satisfaction with the type of work they did. A significantly high proportion of females 76.2% were married compared to 42.2% of males. In terms of salary, both men and women are significant differences. While 79.3% females were highly satisfied with the type of job they did and only 54.4% males were highly satisfied with the type of work they did. This shows that females were highly satisfied with the type of work than the males see table.1. The data so collected was analyzed with the help of chi-square test of association.

The significant difference between male and female respondents was found among those with 10 or more years of service. There were no significant differences between male and female respondents who had worked for nine or fewer years at the private college. Similarly, a significant difference between males and females ($p=0.005$) was found among those with 10 or more years in their current position in the private college shown in table.2. The marital status continued to be associated with type of work faculties do and the results showed that 84% females were highly satisfied with the type of work they did and a significantly lower position of married males (62%) were highly satisfied.

Table.3 shows that women were more satisfied with men with the type of work regardless or not they were isolated at work. Similarly women tend to be more satisfied than men whether or not they felt adequate technological support. There were no significant difference in satisfaction between men and women who felt that responsibilities did not allow time for research ($p=0.523$) and between men and women who felt that responsibilities allow time for research ($p=0.417$). The regression model was used to determine the differences in satisfaction with the type of work they do. The results showed that faculties in ageing category were almost more likely to be satisfied with the type of work they did than faculties in the young age group. Faculties who felt that they were not given broadening role were about 45% as likely to be satisfied with the type of work they did.

5. Conclusion

Job satisfaction is an important factor in any organization as it leads the organization towards the path of success. The primary objective of this study was to provide insight into the gender difference issues among faculties and to determine the level of job satisfaction. To achieve this objective, the study examined the socio-demographic factors and work environment factors and job satisfaction variables were used in this study. The results of this study concluded that men and women have different levels of satisfaction on the relationship between gender and job satisfaction. Managers need to play a role in avoiding gender issues in workplace and should be aware of other factors which influence employees in type of work they do. Faculties are not to be fed up with over workload as it reduces the outcome of the organization and also the performance of the faculty becomes poor. It is an important for the manager to allocate the workload for the faculties which should be made transparent and role of faculties in the college has to be broadened to make them not isolated from job. Future research can add more samples and a comparative study has been made to show more results related to gender difference and level of job satisfaction among faculties in private colleges.

Table 1: Association between Gender and Selected Variables

Variables	Male	femlae	overall	Chi-squ value
Age				22.2
Young	24.2	47.3	28	
Middle	49.6	43.2	47.8	
Old	26.2	9.5	24.2	
Education				54.2
Doctorate	48.4	29.7	38.2	
Masters	38.2	49.2	37	
Bachelors	13.4	21.1	24.8	
Over all working experiences				17.2
0-3 Years				
4-9	24.6	45.2	31.2	
10 or more	38.4	37.6	37.6	
	37	17.2	31.2	

Table 2: Association between Gender and Satisfaction with type of work

Factors	Level of satisfaction		Level of satisfaction		Overall association controlling for factor	
	High		Moderate			
	Male	Female	Male	Female	Chi-sq	ρ value
Technology support					4.3	0.027
Agree	65.2	82.4	25.2	12.5		

Disagree	54.6	72.2	32.7	21.3		
Feeling isolated					3.2	0.042
Agree	24.5	62.3	47.8	27.6		
Disagree	71.2	84.6	24.2	29.1		
Broadening role					7.4	0.012
Agree	64.3	82.6	25.2	12.8		
Disagree	44.2	53.8	26.5	24.7		

Table 3: Association between Gender and Satisfaction with type of work, Negative work experiences for stress

Factors	Level of satisfaction		Level of satisfaction		Overall association controlling for factor	
	High		Moderate			
	Male	Female	Male	Female	Chi-sq	ρ value
Favoritism					6.3	0.011
Agree	31.4	72.2	54.2	17.2		
Disagree	64.2	78.5	32.7	21.3		
Physical appearance					9.4	0.014
Agree	42.5	93.5	47.8	27.6		
Disagree	71.2	84.6	24.2	29.1		
Gender discrimination					4.6	0.012
Agree	78.2	83.6	25.2	12.8		
Disagree	64.7	73.2	26.5	24.7		

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