

A Study On Examining The Perspectives Of Job Satisfaction Among Educators

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Abstract

When it comes to fostering a culture of student compassion in educational settings and preventing a large turnover of educators with a charitable mindset, the job satisfaction of educators is crucial to hospital management. Regarding pupils, it seems that teachers' levels of satisfaction with their working environments and other relevant elements are important. More support for pupils could be offered by a happy teaching staff. Theoretical frameworks for job satisfaction are still completely immature and have attracted far less study attention than workplace stress. Once again, the degree to which these sources of fulfillment apply to the work experiences of research consultants is uncertain. Instead, younger faculty and general practitioners have mostly recognized them. Despite the fact that educators often express extreme levels of pleasure with some elements of their jobs, there hasn't been much research done to determine the degree and nature of the relationship between work satisfaction and stress. In cases where a link has been found, it seems to be a weak and unfavorable one, suggesting that teachers who feel more stress at work are less satisfied with their jobs. Not enough research has been done on the connection between the fulfillment that educators experience at work and their mental health. Why some individuals claim high levels of work satisfaction while others report lower levels has drawn the attention of many organizational researchers. The elements that affect job satisfaction among academic personnel are, however, not well understood. The research attempts to examine the element of educators' work happiness.

Keywords: Job satisfaction, Emotional Intelligence, Self-efficacy, Work-life balance

Introduction to Job Satisfaction

Job satisfaction is how happy someone is at work. Satisfaction determines this emotion. A person's job satisfaction may depend on their ability to complete tasks, company communication, and managerial treatment. Cognitive and affective job satisfaction can differ. Affective job contentment is a person's overall job satisfaction. Cognitive work satisfaction assesses a worker's satisfaction with money, hours, or benefits. Because everyone's notion of happiness is unique, it is not always simple to quantify job satisfaction.

Understanding the notion of job satisfaction is crucial for human resource managers. Most workers don't think they are getting fairly compensated for their efforts. Also, they don't think their organizations are doing enough to find and develop top talent or to successfully manage it. According to the research by Dr. Manish Kumar Jaisal, Kommabatla Mahender, and Parnab Ghosh from 2022, both internal and extrinsic job satisfaction combine to create total job satisfaction: Those that are satisfied with their jobs only because of the tasks they do are said to be intrinsically motivated. Extrinsic job happiness is expressed when workers consider their compensation, coworkers, and supervisor. All LMSs support AI (Abdul Razak, M. Pandya Nayak, Geetha Manoharan, et al, 2023).

Work satisfaction has a number of advantages, including the fact that happy employees are more driven to improve business operations and employee morale (Geetha M & Nethra Vidyoth, 2020) because they feel valued by their employers. Customers also have a pleasant experience when all of the personnel are happy with their jobs. In contrast to angry workers, who need more tolerance to embrace the change, pleased employees are more likely to provide recommendations to make a transition easier. Freedom lets people create their own difficulties and find answers, making work more fun. Daily challenges and variety make work interesting following the principles of strategic human resource management. Workers who feel appreciated and don't have to worry about losing their jobs if they make a mistake are happier. We evaluate the weaknesses and advantages of the existing educational approach. Geetha Manoharan, K Rajyalakshmi, Sunitha Purushottam Ashtikar, G Ravi Kiran, etc (2022).

Companies must continually evaluate their plans, formations, courses of action, procedures, and development to remain cost-efficient and maintain an effective staff as a result of the obstacles they face in being competitive and successful. According to Manoharan, G., Ashtikar, S. P., Smitha, V., Sundaramoorthi, S., and Krishna, I. M. (2023), the management is largely responsible for operating a successful and profitable sector owing to the diversified workforce

and demanding environment of today. Yet, since there is so much human interaction, it is crucial to maintain workers' high levels of motivation, contentment, and productivity. As a result, human resource managers are compelled to develop methods for keeping their employees completely engaged in and committed to their work. The work of Ravi Kiran.G, Geetha Manoharan, Rajyalakshmi K, and Sunitha Purushottam Ashtikar. (2023), who have improved the scenarios already in place that deal with AI and ML in the academic world.

Review of literature on Job Satisfaction among educators

Geetha, M.; Sripiraba, B. (2017). Being a significant element of our workforce, academics working for several B-Schools, they were the subject of a study to determine their level of job satisfaction. In order to improve the concept of performance evaluation, work satisfaction is an important psychological trait (Gopinathan R & Geetha Manoharan, 2023). This pilot research looks at how self-efficacy and emotional intelligence relate to faculty job satisfaction. The academic staff of Coimbatore's business schools provided the information. Job satisfaction is demonstrated to be favorably connected with the faculty members of the Coimbatore B-emotional school's intelligence and self-efficacy. The study by Geetha, M., & John, S. F. (2017) shows how several facets of emotional intelligence and self-efficacy are measured and then linked to job satisfaction among B-School professors. It is possible that different types and sizes of companies may test the research's conclusions. The study's findings are helping schools understand how emotional intelligence and self-efficacy affect teacher performance.

In accordance with J Z Tria, this systematic review of the literature looked at the newly published scientific literature on the topic of educator work satisfaction. Based on the synthesis and conclusions of research conducted all around the world over the previous five years, it is thought to provide administrators and educational leaders an overall picture of educators' work satisfaction and its connected aspects. The results showed that self-efficacy and work performance were primarily the focus of empirical research on job satisfaction among educators. The necessity to investigate several relevant aspects, including relationships, internal and external influences, and theoretical advancements on work satisfaction, is therefore evident. In order to improve efficacy and efficiency at work and better direct educational administration, supervision, and leadership, the researcher thus hopes that future studies might study associated aspects on educators' job happiness.

In Cross River State, Nigeria, the researchers Okeke, C.I., and Thomas Ogbeche, A. (2022) found that job satisfaction among early childhood educators was influenced by work stress and gender. With a sample size of 362, the study used a correlational research approach. A questionnaire created by the researchers served as the tool for data collection. Linear regression, mean, and Pearson Product Moment Correlation Analysis were employed to answer study questions and test the null hypotheses at 0.05. The study found that work stress significantly affected early childhood educators' job satisfaction in Cross River State.. When it relates to evaluating work happiness, gender plays a big role. Less work-related stress increases job satisfaction. The government and headmasters of schools should, among other things, constantly address the requirements of early childhood educators in order to lessen stress at work and increase their happiness with their careers.

If ignored, the urge to leave becomes genuine attrition. According to Annamalai, S.'s study, workers' level of job satisfaction has a significant impact on whether they want to remain or quit (2022). To reduce attrition and the urge to resign, a number of human and organizational elements that impact work satisfaction levels must be carefully examined. This study examines how perceived equality, job enrichment, and burnout affect job satisfaction and resigning among Indian private college educators. 272 university faculty members were surveyed on work enrichment, perceived equality, employee fatigue, job happiness, and willingness to leave using AMOS 17. Results show that perceived equity, job enrichment, burnout, and job satisfaction negatively affect the desire to leave. The connection between work enrichment and the urge to leave was shown to be moderated by perceived equity, exhaustion, and job satisfaction. The findings suggest that private colleges should prioritize work happiness to lower employees' desire to leave, hence lowering attrition levels, which are now a major issue with negative financial and non-financial repercussions for institutions. The findings show that work enrichment has served as a mediator to impact employees' job happiness. These findings would have significant practical ramifications, and future research may address the HR practices that contribute to high job enrichment.

Islam, K., and Nasrin's research was (2020). aims to determine the differences in teaching ability and work satisfaction among male and female teacher educators in western Uttar Pradesh. The importance of teacher educators has been acknowledged in producing qualified educators for future generations. If teacher educators possess the necessary skills, they can carry out their duties appropriately. To create qualified trainee teachers for the development of

people who can contribute to the construction of a flourishing country, it is necessary for them to be aware of their level of teaching competency. 338 teacher educators from western Uttar Pradesh were chosen using a straightforward random sample approach. The data was gathered using a self-developed work satisfaction instrument and a general teaching ability assessment. At a significance level of 0.05, the data were analyzed using the central tendency and independent't' test statistical technique.

According to Shaari, R., Kamarudin, D., Soon Yew, J., and Zakaria, H. (2022) in their study paper, employee work satisfaction is a crucial aspect of any job and may be impacted by various styles of leadership. Educational leadership is difficult since administrators and instructors work separately. A leader must walk a delicate line and choose the optimal leadership style to motivate different staff types. Laissez-faire, transformative, and transactional leadership are the three forms of leadership examined in this research. In order to sample educators from Malaysia's private and public educational institutions, 393 individuals were used in a planned sampling process. Questionnaires were used to gather the data. Transactional leadership and laissez-faire did not affect work satisfaction, but laissez-faire and transformational leadership have a substantial link with job happiness.

The study conducted by Sucuolu, E., and Karnley, W. A. (2022) focused on faculty job satisfaction at the University of Liberia in Monrovia, Liberia. The study investigated the causes of professors' job dissatisfaction at the University of Liberia and measured their job satisfaction. The quantitative method was used to conduct the inquiry. In this, questionnaires were distributed to the responders. Surveys may be used to learn about a broad variety of various aspects, including effects, attitudes, perspectives, preferences, and actions. Surveys can provide a very easy and efficient approach to gather a lot of data (Graveter & Forzano, 2006). The main indicators that were utilized to conduct the evaluation were based on the framework provided by the literature and included (a) the degree of job satisfaction and dissatisfaction among faculty members; and (b) the causes of the pleasure and discontent. In order to choose the necessary respondents for this study, the researcher used a straightforward random sampling procedure. Low compensation and poor working conditions compared to administration and other sectors contribute to low work satisfaction among University of Liberia academics. The University of Liberia administration should elevate faculty compensation in proportion to their ability and improve working conditions.

The authors of this research, Akhtar, M. S., Shakeela Shah, R. M., and Tatlah, I. A. (2023), examine the impacts of organizational justice on employees' intentions to leave their jobs while using work satisfaction as a mediator. For this research, only teacher educators from Punjab's public universities in Pakistan were included. This research was done after the event. For a comprehensive investigation, a quantitative census comprising all teacher educators employed by public institutions was used to gather data. By adjusting three previously developed surveys to assess organizational fairness, turnover intention, and job satisfaction, a questionnaire was utilized for this purpose. In this work, the data were subjected to structural equation modelling (SEM), a multivariate analytical approach, for both descriptive and inferential statistical analysis. Teacher educators' turnover intention is directly affected by procedural, distributive, and interactive organisational fairness. The relationship between organizational justice and employees' desire to leave their jobs is shown to be significantly mediated by work satisfaction. Similar research might be carried out to evaluate the conditions at public and private institutions in the Punjab and other Pakistani regions. This research makes an important addition to our knowledge of Pakistani teacher education.

According to Iqbal, F., Muzamil, & Shiraz, M., work satisfaction is a positive attitude toward one's employment (2023) throughout their investigation. Job discontent, on the other hand, is a bad impression of a job. The present study's goal was to look into and assess the work satisfaction levels of male and female secondary school teachers in Lahore, Pakistan's private and public schools. Teachers from Lahore, Pakistan's private and public schools were the chosen targeted demographic for this cross-sectional quantitative research. Convenience sampling was used to choose the research sample. 500 male and female secondary school teachers made up the final sample. Based on a 36-item structured questionnaire, the survey was self-administered. Descriptive statistics and inferential statistics were utilized to examine the collected data for data analysis. By classifying the participants according to their experience, qualifications, age, gender, and type of institution, one-way ANOVA and an independent sample t-test were used to determine if there was a difference in work satisfaction (public vs. private). According to the findings, female instructors were happier than male teachers. In terms of salary ($F=2.610$, $p 0.075$), supervision ($F = 3.534$, $p 0.030$), fringe benefits ($F=5.761$, $p 0.003$), advancement ($F=2.396$, $p 0.092$), and kind of work ($F =4.400$, $p 0.013$), there was a substantial difference between the job satisfactions. In addition, compared to private schools, public secondary schools provide greater amenities and advantages. For teachers in public or

private secondary schools, it is recommended that the Executive District Officers (EDO) incorporate various techniques and teacher welfare packages. Future study, however, may focus on other variables that are thought to be the best predictors of teachers' work satisfaction.

In their current research, Hansraj Yadav and Ganga Shyam Gurjar (2023) evaluated the job satisfaction levels of physical education teachers (PETs) employed by government and private schools in Rajasthan. The Singh and Sharma (1999) Job Satisfaction Scale (JSS) was used to gather the necessary information. 300 instructors (150 male and 150 female) were chosen for the research. Mean, SD, and the "t" test were used in the statistical analysis. The study's findings showed that compared to male physical education instructors, female physical education teachers were happier with their work. Similar findings were obtained regarding the satisfaction of physical education instructors in government vs private schools. The least satisfied employees were male physical education instructors in private schools, whereas the most satisfied employees were female physical education teachers in government schools.

According to Kassahun T. Gessesse & Peteti Premanandam (2023), in their most recent study work, employee-organizational connections may be evaluated to meet the aim of the company generally and create a healthy working environment. Studies at Ethiopia's higher education institutes, however, were subpar. Thus, this study evaluated how emotional commitment affects work satisfaction and turnover intention among academic staff in Addis Abeba higher education institutions. The study included full-time university academics. Quantitative and correlational. A proportionate stratified random sample selected 319 respondents. Structural equation modelling was used to examine data from self-administered structured questionnaires (SEM). The direct association between work satisfaction and turnover intention was shown to be totally mediated by emotional commitment in this research, as the relationship between the two became negligible at $p < 0.05$. Consequently, programs for academic staff members' training and development as well as support for research are advised.

Discussions and conclusion

The tools employed by Geetha Manoharan, Subhashini Durai, and Gunaseelan Alex Rajesh are essential to the effectiveness of the performers in many fields (2022). According to Manoharan, G., & Ashtikar, S. P. (2022), employee job satisfaction may indicate perks that people may be seeking for when they accept the job, which are normally set by the employer based on their

strategy to be profitable and competitive in recruiting and keeping employees. The desire of employees to use their knowledge and skills to contribute meaningfully and to be respected are, on the other hand, factors related to the workplace that have an impact on satisfaction. In addition to Keserwani, H., PT, R., PR, J., Manoharan, G., Mane, P., and Gupta, S. K. (2021). In order to accomplish their business objectives, organizations employ people to carry out specific tasks. Employers and employees benefit when they locate candidates that satisfy work requirements and are satisfied with compensation. One of the key variables affecting whether objectives are met is the level of job satisfaction among employees. However, professional settings are where it has been documented that people have used it most frequently to improve performance (S Gokula Krishnan, Geetha Manoharan 2022). Today's business environment makes managing a company more difficult than ever. Effective job performance is a requirement in today's workforce. Retaining employees and inspiring them to perform better is one of management's most challenging and difficult tasks. This will increase productivity. Workplace motivation, as well as career choices, interpersonal relationships, and personal health, can all be impacted by job satisfaction. Feelings of uncertainty and decreased job satisfaction can be common among those who work in professions that are very demanding and occasionally unpredictable. Providing high quality care also requires that healthcare professionals are happy in their jobs. There is proof that there is a link between job satisfaction and student satisfaction, and that unsatisfied healthcare professionals not only provide subpar, less effective care, but also give it. Given healthcare professionals' critical role in defining health care systems' efficacy, efficiency, and sustainability, it's important to understand their motivations and how well the organisation and context fulfil them.

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