Job Satisfaction and Its Impact On Absenteeism: A Case Study Related To Teachers In Private Engineering Colleges: Literature

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Abstract—Job satisfaction is positive and pleasant attitude of an employee for his job. Job satisfaction is the feelings of effective responses of individual towards his job. Definition of Job satisfaction is different for different teachers. Teacher possesses powerful influence in the formation of student’s character for future citizen. If teachers are not satisfied then it may lead to absenteeism. There is growing concern that the teacher’s job has become more demanding and intense for technical education. This necessitates the need to investigate and address the issue of ‘private engineering college teachers’ job satisfaction and obtaining the factors in which dissatisfied teachers get absent from college. This study evaluates the job satisfaction and its impact on absenteeism, a case study related to teachers in private engineering colleges. According to Result the sources of job satisfaction have a great impact on absenteeism. Teacher’s absenteeism is a costly personnel problem. The relationship between job satisfaction and other factors to absenteeism is very important for teachers. Understanding of these factors may help management (owners of private engineering college) to design policies and rules that provide positive work environments for teacher’s, by which they have positive feelings about the work situation. Absence from work is a complex issue influenced by multiple causes, both of personal and of institutional nature. Job satisfaction has been identified as main factors that affect an employee’s motivation to work attendance. Main purpose of this study is to explain job satisfaction and its impact on teacher’s absenteeism relation to teachers in private engineering colleges.

1. INTRODUCTION

Job satisfaction and Absenteeism are very important for long-term growth of any educational system. job satisfaction in work is very essential for teachers because they form the fundamental reason for working in life [15].Engineering education plays a very important role for development of nation includes social and economic development. Presently in India, according to demand of engineers private engineering institutions are mushrooming without fulfilling the norms and required level of quality [11]. Today engineering institutions have their primary and main focus on moneymaking not the development of students. In past, the education was considered as God in India. And the Gurukuls are the best
Institutes for achieving the education. Gurukuls were dedicated to give complete human development which includes spiritual development, mental development as well as physical development. Now engineering colleges are not a temple of education but they have become the shops of poor quality education. Education System in India currently represents a vast contradiction. There are many institutes like IITs, IIMs, AIIMS, BITS, CSIR, Space Research and Atomic Energy Commission that rank among the best institutes in the world and on the contrary [9]. Almost every teacher works for satisfying his or her needs in life. Job satisfaction is the ability of the educational environment in which teaching job teachers’ needs and improve their job satisfaction and reduce Absenteeism. May reducing teachers absenteeism will work for improving the technical and practical include creative thinking skills, communication skills, inter-personal skills, ability of students to cope with changing situations, problem solving skills.In any institute, what makes teachers absent or intend to absent are always become the big question. Absenteeism has long been considered a significant and pervasive problem. Many theories are developed identify the causes of absenteeism. But one of the most common theories which describe that the absenteeism is caused by teachers to avoiding a painful or dissatisfying work situation. Dissatisfying work situation includes furniture, light, non-teaching duties, personal work, transportation problems, work relationships, salary, job security, frustration and dissatisfaction, motivational factors family responsibilities which are the cause for absenteeism. Once all these variables are identified, management, owner of engineering college, government understands why employees are not come to work when they are capable to do work. This paper investigates the job satisfaction and its impact on teacher’s absenteeism relation to teachers in private engineering colleges while considering the sources of job satisfaction and the relationship between absenteeism and job satisfaction. [16]

2. JOB SATISFACTION

Job satisfaction is the topmost important target for the process of making total quality in the working environment, because the total quality is based on the sincere commitment to work. [13]. job satisfaction is the difference between the inputs made by employee and the outputs receive from the job. When the answer comes positive then the employee is satisfied and when the answer comes negative then the employee is dissatisfied with the job. Job satisfaction may be an emotional state which gives positive energy and pleasure to employees. [1].

![Figure 1 - Components of job satisfaction][19]

Definitions of job satisfaction are as follows:
1. E.A. Locke states that Job satisfaction is a positive emotional state resulting from appraisal of one’s job experience.
2. Feldman and Arnold state that Job satisfaction is the amount of overall positive feelings of individuals towards their jobs.
3. Kreitner and Kinicki described states that Job satisfaction is an emotional response toward one’s job.
4. According to Davis and Newstrom
Job satisfaction is a set of feelings (favorable or unfavorable) which employees view their work.[21]

5. Satisfaction denotes the happiness a worker derives from his/her work and from work-related factors (salary, opportunities for promotion, co-workers, superiors, etc.). Satisfied worker likes his/her work, feels a sense of commitment to his/her works and is pleased with work and/or work-related factors. Job satisfaction is a worker’s positive or negative emotional reaction to his/her role at work or in work-related matters. [8]

3. LITERATURE REVIEW

The literature search focused on reducing the absenteeism due to job dissatisfaction. Review of literature gives the opportunity to research worker to get information related to what has been already done in the area of job satisfaction and absenteeism. Core purpose of this literature review is to examine the impact of job satisfaction and its impact on teacher’s absenteeism relation to teachers in private engineering colleges.

3.1 JOB SATISFACTION

- **Herzberg (1959)**
  In 1959, Herzberg, Mauser and Snyderman found that job satisfaction is elusive even chimerical concept that has been immensely confronted since. In any field of business job satisfaction has been a matter of concern and attention nowadays.

- **Cranny et al. (1992)**
  It is justifiable to say that improving job satisfaction; managers, supervisors, human resource specialists, employees, and citizens in general are concerned.

- **Syptaket al. (1999)**
  Such employees are satisfied with their job and are inclined to be more energetic, ardent, inspired, and committed to their work.

- **Steyn & Van Wyk (1999)**
  Job satisfaction can be formally defined "as the degree to which individuals feel positively and/or negatively about their jobs”

- **Gordon (1999)**
  Job satisfaction befalls when a job meets the, values, expectations and standards of an individual and will stimulate their commitment and performance.

- **Thomas (2001)**
  According to Thomas the personage of job satisfaction is much higher in managers of co-operatives. According to him majority of managers in co-operatives are also unsatisfied with the present salary.

- **Thomas and Sasikumar (2002)**
  According to Thomas and Sasikumar challenge in job, job security, participate in decision making and variety in job are the factors which are important for deciding the job satisfaction.

- **Baron and Greenberg (2003)**
  Baron and Greenberg (2003) assert that job satisfaction is an attitude towards ones' job and it is basically the affective, cognitive and evaluative reactions towards their job.

- **Maher (2004)**
  Job satisfaction regulates the peace of mind, foster relaxation that leads to more enthusiasm and more innovative work.

- **McShane and Von Glinow (2005)**
  Job satisfaction is a multi-faceted concept, which is a combination of
past and present gratifying feelings that results when one evaluates his or her work role.

- **Dinler (2008)**
  The level of job satisfaction increases when he finds his work more interesting and different.

- **Bennet (2009)**
  Bennet (2009) examined the relationship between the subordinates’ perception of the leadership style of IT managers and one of three dependent measures predicting subordinate extra effort, manager effectiveness and satisfaction with management.

- **Pillai (2010)**
  Pillai (2010) indicated the willingness of IT employees to exert high levels of discretionary effort – put in extra hours to solve a problem, make suggestions for improving processes and generally seek to play a key role in an organization has plummeted to its lowest levels.

- **Obasan Kehinde (2011)**
  Job satisfaction has been noted as one of the factors influencing an employee’s motivation to attend.

- **Saifuddin Khan (2012)**
  Job satisfaction is a recurring attitude therefore needs continuous management. A huge research is going on in the organizations around the world to understand and thereby control the elements of employees’ satisfaction.

### 3.2 ABSENTEEISM

- **Pitkoff, (1993).**
  Pitkoff also found that absenteeism rates are higher in schools where the principal does not require teachers to make personal contact with a supervisor to report an absence.

- **Uehara, (1999)**
  Another study found that there is a negative correlation between student performance and high teacher absenteeism, stating that the more days a teacher was absent, the more the level of student performance decreased.

- **Miller, Murnane, and Willett (2002),**
  In another study by Miller, Murnane, and Willett (2002), they found that out of 2,594 teachers from 75 schools, teachers took an average of 5.13 sick and personal days off per year, with a range of 2.5 to 8 days per year.

- **Casio (2003)**
  According to Casio (2003), is “any failure of an employee to report for or to remain at work as scheduled, regardless of reason?

- **Suryadarma et al. 2006, p. 423).**
  Research conducted in Indonesia to study the performance of students in developing countries found that “higher teacher absence significantly correlates with lower student scores in the mathematics test”

- **Absenteeism (Scott, Vaughn, Wolfe, and Wyant, 2007)**
  A report for the North Carolina Department of Public Instruction in May 2007 concluded that having teachers report in person instead of only calling in to an automated telephone system reduces

- **(Bradley, Green, and Leeves, 2007).**
  Other researchers found evidence that an individual teacher’s usage of leave is affected by the behavior of their peers

- **(Bruno et al., 2007).**
  In another study, researchers concluded that “students in a
classroom eventually lose the desire to learn when the regular teacher is frequently absent and the delivery of instruction is by an array of substitute teachers”

- (Zuckerbrod, 2008).
  "Professional culture of a school and the relationship between teachers and administrators affect absenteeism”

- Wisconsin Association of School Boards (2008)
  In a report to the Wisconsin Association of School Boards, Craig Hubbell states that attendance improves when teachers are required to report their absences to their direct supervisor

- A study conducted by Raegen Miller in October 2008
  A study conducted by Raegen Miller in October 2008 for the Center for American Progress titled “Tales of Teacher Absence: New Research Yields Patterns that Speak to Policy Makers”, reports that on average, teachers in the United States are absent between nine and ten days per school year. This results in an individual student having a substitute teacher for the equivalent of two-thirds of a school year during his school career from kindergarten through high school.

4. CONCLUSION AND FUTURE SCOPE

This quantitative research set out to explore the main variables which makes teachers dissatisfies and get absent. it is the equal responsibility of government, universities and owners of private engineering college to take care of teachers. Because if in an industries workers are not satisfied they may produces the product with less quality or may be production loss but if the teachers is not satisfied with their job the next generation of nation which is our students they will not gain the knowledge that is important for near future. There are so many factors that we discussed like motivational factors, family problems, job security, salary, non teaching work, workload are also have to taken in to account by which the teacher will give their best for their students and nation. Satisfied and secure teacher will motivated enough to be committed to work for the university’s objectives and goals. It may be helpful for government, universities and owners of private engineering college. This research reveals that absenteeism as a threat to the education and it leads to the dissatisfaction of the teachers. The result obtained at the end indicates that there is a direct linkage between teacher absenteeism and job satisfaction. An understanding of relationship between job satisfaction and other factors to absenteeism may provide important insight for management who must cope with the consequences of teacher’s absenteeism.

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