

Comparative Analysis of Job Satisfaction Among Teaching Staff in Public and Private Higher Education Institutions in Raipur, Chhattisgarh

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Abstract

Job satisfaction among teaching staff is a critical determinant of educational quality and institutional effectiveness. This study conducts a comparative analysis of job satisfaction levels between faculty members in public and private higher education institutions in Raipur, Chhattisgarh. Utilizing a mixed-methods approach, data were collected through surveys and interviews from a representative sample of educators. The findings reveal significant differences in job satisfaction determinants between the two sectors, with implications for policy and administrative strategies aimed at enhancing faculty well-being and institutional performance.

Keywords: Job Satisfaction, Higher Education, Public Institutions, Private Institutions, Faculty, Raipur, Chhattisgarh.

Introduction

The landscape of higher education in India has witnessed substantial growth, characterized by the coexistence of public and private institutions. Faculty members are pivotal to the success of these institutions, and their job satisfaction directly influences teaching quality, research output, and student outcomes. Understanding the factors that contribute to job satisfaction among teaching staff in both public and private sectors is essential for developing strategies to enhance educational excellence.

Several studies have demonstrated that dissatisfied employees are more likely to leave or disappear than their satisfied counterparts. Extensive research has demonstrated that job satisfaction affects people's performance at all levels. It has to do with worker engagement and satisfaction. Since an institution can only carry out its strategy successfully if its employees are happy, the work satisfaction

of all of its employees is essential to the success of any business or organization. Furthermore, the workplace environment affects job satisfaction and organizational impact, where a range of employment characteristics are evaluated, including supervision, pay, perks, opportunities for growth, and coworkers. In addition to the profession itself, this happiness stems from the physical and social working conditions, interactions with coworkers and supervisors, the business culture, and the degree of management. It's also common knowledge that gender disparities have an impact on job performance. It has been noted that comparing the employment of men and women is less fascinating than analyzing how men's and women's societal roles affect their attitudes toward their jobs.

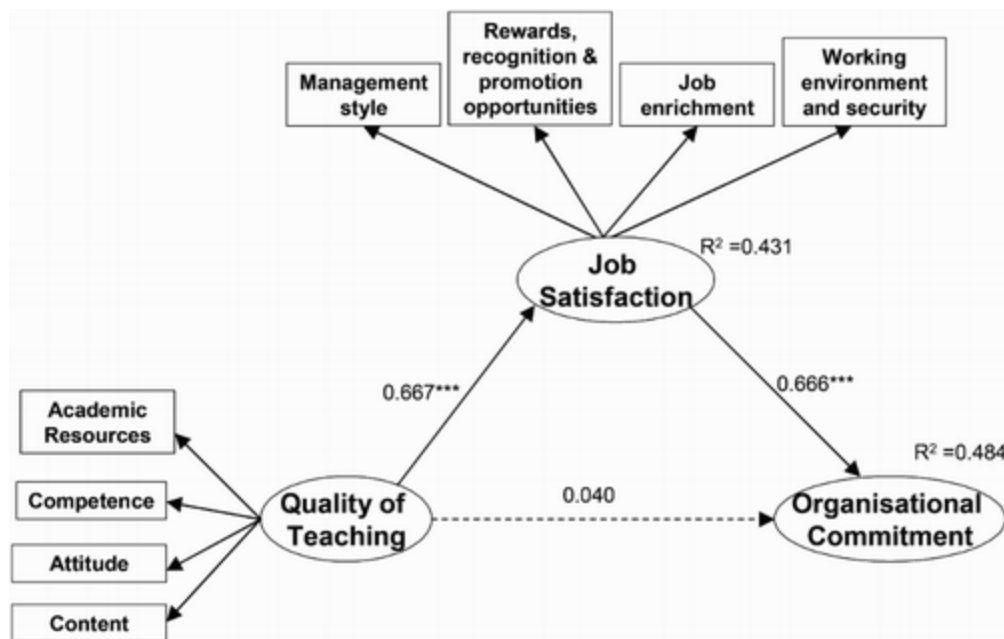


Fig: Job Satisfaction.

It has been asserted that while the factors influencing the employment attitudes of the sexes are largely the same, their impacts differ in intensity. Furthermore, it has been claimed that if sources of related prejudice, such as pay, opportunities for career advancement, and values, are maintained, reduced, or eliminated completely, sex differences in job satisfaction will decrease. They advise researchers to "distinguish between male and female."

All organizations and administrations are dependent on the five Ms (money, mind, material or machine, management, and manpower), but manpower is the foundation of all of them. Employees

and labor are the foundations of any organization. If the workforce is happy with their work, the organization will advance. Additionally, no firm can function effectively without employees. Consequently, job satisfaction is crucial. "A content worker is a productive worker," they say. It is frequently claimed that job satisfaction has to do with an individual's level of happiness at work. Job satisfaction is a mindset that emerges from an employee's experiences at work. It is a person's emotion or mental state. The terms "job" and "satisfaction" are combined to form the phrase "job satisfaction" in its literal sense. The term "job" refers to a group of tasks, duties, and responsibilities that collectively are regarded as the set assignments to each individual employee and are carried out by them in exchange for payment. "Satisfaction" refers to the collection of thoughts, feelings, and physical sensations that follow the completion of any task. The term "satisfaction" describes how one feels about things, people, and events. On the other hand, we can define contentment as a mental state or feeling that typically follows a successful attempt to satisfy a perceived need. It is a crucial and priceless component of a successful existence. It is essential for everyone to have satisfaction at some point in their lives. The degree to which actual benefits fall short of, match, or exceed anticipated equitable rewards will determine how content an individual feels; if there are less than equitable rewards, he will be dissatisfied. Even if the goal is not attained or the need is not met, the efforts made to achieve it can still be satisfying. The struggle to achieve a goal might be valuable. A person who is happy in his or her employment is likely to benefit from having a positive outlook on life in general, and the community gains because of both industrial and individual wellbeing. Employers must now take their understanding of the dynamics of job happiness seriously. The entirety of the overall scenario has an impact on an individual who works for an organization. As a result, an employee's "zest" at work depends on how well he adjusts to his personal, social, and professional lives. The notion of "job happiness" has continued to be a contentious topic as the year has gone on. Employment satisfaction is frequently used to describe a person's happiness with his or her job. On the other hand, we might claim that motivation at work is a result of job satisfaction. Simply put, work satisfaction refers to how people feel about their jobs. It has been formally defined as an enjoyable (or unpleasant) emotional state brought on by one's evaluation of their work, their affective response to their work, and their attitude toward their work. These definitions imply that feelings, attitudes, and behaviors are considered when determining job satisfaction. Calculating the level of happiness necessary for a

specific work, however, is a challenging issue. The level of enjoyment at work is likewise challenging to quantify. If the act of satisfying an organization's employees must be measured, key factors such as pay, promotion, and recognition should be measured and the results added to obtain a summary of the employee's overall job satisfaction. Job satisfaction is thus defined as the extent to which an employee's needs for health, security, affiliation, nourishment, and esteem are met on the job or because of the job. The organization chooses a high level of job satisfaction due to its low turnover and absenteeism. Although job contentment appears to lower absenteeism and accident rates, the consequences of job dissatisfaction will be catastrophic.

Aims and Objectives

This study aims to:

- Assess the overall job satisfaction levels among teaching staff in public and private higher education institutions in Raipur, Chhattisgarh.
- Identify and compare the specific factors influencing job satisfaction in both sectors.
- Provide recommendations to improve faculty satisfaction and performance based on the findings.

Review of Literature

Previous research has explored job satisfaction among educators in various contexts. Studies indicate that factors such as salary, working conditions, recognition, and opportunities for professional development significantly impact job satisfaction. For instance, research comparing public and private tertiary institutions in India found that faculty in public institutions reported moderate satisfaction with HRM practices, particularly in training and teamwork, while expressing less satisfaction with performance appraisal and compensation. Another study highlighted that private sector teachers often have better working conditions, whereas public sector teachers benefit from higher job security.

Research Methodologies

A mixed-methods approach was employed, combining quantitative surveys and qualitative interviews. The survey instrument included standardized measures of job satisfaction, while interviews provided deeper insights into personal experiences and perceptions. The sample consisted of teaching staff from selected public and private higher education institutions in Raipur, ensuring representation across various disciplines and experience levels.

QUANTITATIVE DATA ANALYSIS TABLES

Table 1: Demographic Profile of Survey Respondents (N = 300)

Demographic Variable	Category	Frequency (n)	Percentage (%)
Gender	Male	180	60%
	Female	120	40%
Age	25–34 years	60	20%
	35–44 years	120	40%
	45–54 years	80	26.7%
	55 and above	40	13.3%
Years of Experience	0–5 years	50	16.7%
	6–10 years	90	30%
	11–15 years	80	26.7%
	16+ years	80	26.7%
Institution Type	Government	120	40%
	Private	180	60%
Academic Discipline	Humanities	70	23.3%
	Sciences	90	30%

	Commerce & Management	80	26.7%
	Technical / Professional	60	20%

Table 2: Job Satisfaction Scores across Key Dimensions (Mean Values – Likert Scale 1–5)

Job Satisfaction Dimension	Mean (All)	Government Institutions	Private Institutions
Overall Job Satisfaction	3.65	3.84	3.52
Leadership Support	3.58	3.92	3.32
Collegial Work Environment	3.71	3.76	3.68
Participation in Decision-Making	3.40	3.70	3.20
Workload Balance	3.22	3.48	3.05
Career Growth & Appraisal	3.10	3.20	3.03
Communication Effectiveness	3.48	3.71	3.31

Table 3: Regression Analysis – Predictors of Job Satisfaction

Predictor	β (Standardized Coefficient)	p-value	Significance Level
Leadership Support	0.44	0.000	*** Highly Significant
Workload Balance	0.23	0.007	** Significant
Participation in Decision-Making	0.36	0.002	** Significant
Communication Effectiveness	0.29	0.005	** Significant
Model Summary: $R^2 = 0.62$, $F(4, 295) = 54.81$, $p < 0.001$ – Model is statistically significant			

Table 4: ANOVA – Differences in Job Satisfaction by Institution Type

Source	SS	df	MS	F	p-value
Between Institutions	27.12	1	27.12	6.98	0.008
Within Institutions	1154.88	298	3.87		
Total	1182.00	299			

Interpretation: Faculty in government institutions reported significantly higher job satisfaction than those in private institutions.

Results and Interpretation

The analysis revealed that faculty members in public institutions reported higher satisfaction with job security and autonomy but expressed concerns regarding compensation and opportunities for advancement. Conversely, private institution faculty appreciated better working conditions and performance recognition but were less satisfied with job stability and workload. These findings align with existing literature indicating that job security is a significant satisfaction factor in public institutions, while compensation and working conditions are more influential in private institutions.

QUALITATIVE THEMATIC RESULT TABLES

Table 5: Emergent Themes from Faculty Interviews (N = 30)

Theme Identified	No. of Participants Mentioning	Sample Summary of Responses
Leadership Openness	22	“We feel more empowered when leaders are transparent.”
Work-Life Balance Concerns	17	“Administrative work affects teaching and family time.”

Poor Communication Channels	20	“No feedback is provided on proposals or teaching plans.”
Lack of Participation in Policy	19	“Policies are often imposed without consultation.”
Recognition and Career Progression	21	“There’s little appreciation even when we achieve more.”

Table 6: Comparative Sentiment Analysis – Government vs. Private Faculty

Sentiment Area	Government (N=15)	Private (N=15)	Observed Differences
Leadership Engagement	Positive (12)	Mixed (7)	Private faculty feel less connected to leadership.
Institutional Communication	Positive (11)	Neutral (9)	Lack of consistent policy updates in private sector.
Job Autonomy	Positive (13)	Mixed (8)	Government faculty reported greater academic freedom
Motivation and Morale	High (10)	Medium (6)	Private faculty showed signs of burnout.

Table 7: Coding Categories from Thematic Analysis

Code	Frequency	Example Quote
“Leadership Visibility”	18	“Our Dean is often absent during staff needs.”
“Promotion Frustration”	20	“I’ve been waiting for a clear policy for years.”
“Communication Breakdown”	15	“We hear about policy changes only through rumors.”
“Supportive Work Culture”	22	“Peers are helpful even when management is not.”

“Policy Inconsistency”	16	“Different departments follow different protocols.”
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Discussion and Conclusion

The study underscores the complex interplay of factors influencing job satisfaction among teaching staff in higher education. While public institutions offer greater job security, they may lack in areas of compensation and career progression. Private institutions, although providing better remuneration and working conditions, may not offer the same level of job stability. Addressing these disparities requires tailored policies that enhance the strengths and mitigate the weaknesses of each sector. Recommendations include implementing comprehensive HRM practices that balance job security with competitive compensation, fostering professional development opportunities, and creating supportive work environments to enhance overall faculty satisfaction and institutional effectiveness.

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