



**Full Length Research Article**

**IMPACT OF TEACHERS' JOB SATISFACTION IN ACADEMIC ACHIEVEMENT OF THE STUDENTS IN HIGHER TECHNICAL INSTITUTIONS: A STUDY IN THE KAMRUP DISTRICT OF ASSAM**

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**ABSTRACT**

Education is a subject that takes in to consideration of the total human aspects of growth and development. It relates to the cognitive, affective as well as conative areas of human personality. It should be mentioned here that the most important and effective factor of any educational system is the teacher. It is the teacher who generally modifies the behaviour of the students and develops their capabilities to the fullest. The changing trend of educational system demands the competent teachers to cope up themselves with the new change in the horizon of knowledge, methods and techniques of teaching. The present changing scenario demands to know the teachers' job satisfaction level and job satisfaction survey is the best way to investigate and analyze the various causes of satisfaction and dissatisfaction of the teachers towards their job environment. This study was an attempt to trace out the level of job satisfaction of the teachers and its relationship with the academic achievement of the students in higher technical institutions of Kamrup district of Assam.

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**INTRODUCTION**

“The teacher is like the candle which lights others in consuming itself” (Radhakrishnan) Teacher has an important place in the society. He transmits the intellectual knowledge from one generation to other generation. Education is a subject that takes in to consideration of the total human aspects of growth and development. In such a broad subject, teachers play the key role and that is the reason for which from the time immemorial teachers have been occupied a much respected place in every society. With the advent of Human Relation Movement the new concepts “Teachers’ Job Satisfaction” and “Academic Achievement” have been emerged in the field of education. The term “Job Satisfaction” refers to the perceived feelings of an employee towards his job. It is a psychological feeling and has both rational and emotional elements. The job satisfaction, being global aspect is affected by a large array of variables such as salary, promotion, age, experience, primary and secondary needs, opportunity for advancement, congenial work conditions, competent and fair supervision, degree of participation in goal setting, and perception of the employees. Job satisfaction is presumed to wield considerable influence on job performance. It is necessary for good academic environment that teachers who are imparting education must enjoy at least a reasonable amount of job satisfaction.

Teachers have always been held in esteem as ‘Nation Builders’. Moreover, the teachers in colleges as well as universities send up young students as finished products in the shape of degree holders in different categories of subjects. These products needs to be prepared by good and satisfied teachers, because only such teachers can produce good citizens who will contribute in the economic, social, cultural, political and other fields of the nation. The low job satisfied teachers may lead to worse education standards. On the other hand “Academic Achievement” is the attained ability to perform educational tasks. This attainment may general or specific to a given subject matter. The achievement of the students in the courses, syllabi, subject and books studied by them and expressed in the form of grades, percentage or any other point scale can broadly be termed as academic achievement. (Narang, 1987). It should be noted here that, academic achievement refers not only to the performance of the students in various examinations but also to their performance in social activities, cultural activities as well as activities related to games and sports etc. conducted by the educational institutions. Higher education plays an important role in developing a nation to a great extent. Technical education is a part of higher education which essentially concerns education in areas of technical enterprise. Technical education is one of the most significant components of human resource development spectrum with great potential for contributing to the national economy and for the quality of life of the people.

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Technical education is a newer form of education compared to the general form of education. For this kind of education both theoretical and practical aspects should be taken care of. Due to revolution in information technology and rapid change in various aspects of society, higher education has become lifelong learning. Some say that "any time and anywhere" education is emerging and it plays a vital role in the development of technology. As we know that Guwahati (under Kamrup district) is the gate way of Assam. It is the centre place of education for most of the student of Assam as well as North East region. The Present study has tried to focus the level of job satisfaction of the teachers and its impact on academic achievement of the students in the higher technical institutions of the Kamrup district of Assam.

### Need and Justification of the Study

The present study has been justified on the ground that very few such exploratory work has been done giving emphasise on impact of teachers' job satisfaction in academic achievement of the students of higher technical institutions.

### Statement of the Problem

Keeping in view of the above justification, the present study is entitled with "Impact of Teachers' Job Satisfaction in Academic Achievement of the Students in Higher Technical Institutions: A Study in the Kamrup District of Assam."

### Objective of the Study

- To measure the level of job satisfaction of the teachers in the higher technical institutions of Kamrup district.
- To study whether there is any significant difference in the level of job satisfaction between the male and female teachers of higher technical institutions.
- To study the relationship between the Teachers Job Satisfaction and Academic Achievement of the students in higher technical institutions of Kamrup district.

### Hypotheses

**H1** = the level of job satisfaction of the teachers in the higher technical institutions of Kamrup district is very high.

**H2** = There is significant difference in the level of job satisfaction between male and female teachers of higher technical institutions.

**H3** = There exists a significant relationship between the Teachers Job Satisfaction and Academic Achievement of the students in higher technical institutions of Kamrup district.

### Method and Procedure

For the present study, data were collected from both the primary and secondary sources. Under the descriptive method of educational research this study has been completed.

### Population and sample

Generally universe means the collection of systematic group of human beings and non human entities which have one or more characteristics is common and at the same time which may be of interest of the researcher. In the present study, universe comprises of all the engineering institutions of undivided

Kamrup district. In order to collect the relevant data for the study, the investigator selected 100 teachers by using Purposive Sampling Method. The sample comprises of 50 male and 50 female from all those institutions of Kamrup district of Assam. The sample teachers are selected from the 5 popular branches of the state engineering institutions that are Computer Science and Engineering, Civil Engineering, Electronics and Communication Engineering, Mechanical Engineering and Electrical Engineering, (List of the sample teachers received from the selected branches).

### Engineering Institutes in the Kamrup District

- Indian Institute of Technology.
- Assam Engineering College.
- Guwahati University Institute of Science and Technology.
- Assam Down Town University.
- Don Bosco College of Engineering and Technology.
- Girijananda Chowdhury Institute of Management and Technology.
- NETES Institute of Technology and Science.
- Royal School of Engineering and Technology.
- Scholars Institute of Technology and Management.
- Sample Colleges
- Assam Engineering College.
- Guwahati University Institute of Science and Technology.
- Don Bosco College of Engineering and Technology.
- Girijananda Chowdhury Institute of Management and Technology.
- NETES Institute of Technology and Science.
- Royal School of Engineering and Technology.

Population of the Teachers = 841

Teacher Population in sample Colleges		
Male	Female	Total
291	135	426

Teacher Population in 5 selected Branches		
Male	Female	Total
205	131	336

Sample Teachers in 5 selected Branches		
Male	Female	Total
50	50	100

### Delimitation of the Study

- The first delimitation of the study is that it only covers one district of Assam and that is Kamrup district.
- The study restricts to the engineering colleges and institutions.
- The study includes the 100 sample teachers of above higher technical institutions for measuring their level of satisfaction.

### Tools

In this study, collection of data has been facilitated with the help of the following tools.

- Teacher's Job Satisfaction Scale (TJSS, 2005) developed by Yudhvirendra Mudgil, Pof. I. S. Mubar, Prabha Bhatia.

- A ‘Data Gathering Schedule’ prepared by the investigator to collect different college related data.

**Description of the Tool**

**Teacher’s Job Satisfaction Scale (TJSS):** Teacher’s Job Satisfaction Scale developed by Yudhvirendra Mudgil, Prof. I.S. Mubar, and Prabha Bhatia is a tool which can be used for measuring the degree of job satisfaction of the college teachers. This is a Likert type five point scale which was developed to measure satisfaction with different aspects of job. The instructions are printed on the scale form. Before administering the questionnaire, it is advisable to emphasize orally that replies should be checked as quickly as possible and frankness and sincere cooperation is required. The respondent should be assured that his/her answers would be kept in strict confidence. It should also be emphasised that each and every item should be answered and there is no right and wrong answer.

**Scoring:** All the items are given a score from 5 to 1 i.e. strongly agree to strongly disagree. The sums of these values give the Job Satisfaction scores for the subject.

**Analysis and Interpretation of Data**

In the present study the data were analyzed and interpreted objective wise in the following way.

**Objective no. 1**

To measure the level of job satisfaction of the teachers in the higher technical institutions of Kamrup district. To serve the purpose of the above objective, at the very beginning the investigator administered the Job Satisfaction questionnaire to the sample teachers. With the help of the test manual each individual teacher’s scores were calculated. Then Mean, Standard Deviation and Z- Scores were calculated that are presented in Table 1.

**Table 1. Mean, Standard Deviation and Z- Scores of the Teacher’s Job Satisfaction Scores**

N	Mean	Std Deviation	Z- Score
100	165.54	26.47	1.98

From the table 1 it is found that the calculated Z- score is 1.98. As per the Z- score norms given in the test manual, the level of job satisfaction of the teachers in the higher technical institutions can be categorised as “High Satisfaction”. Here it can be interpreted that the teachers of higher technical institutions of Kamrup district have a good degree of satisfaction as a whole.

**Objective no. 2**

To study whether there is any significant difference in the level of job satisfaction between the male and female teachers of higher technical institutions. To meet the need of this objective, the investigator took the help of ‘t-test’ which is presented with the help of Table 2.

**Table 2. T-test of the Teacher’s Job Satisfaction Scores**

Areas	N	Mean	S.D.	t-value	Level of significance
Male	50	42.54	7.16	3.33	Not Significant
Female	50	38.37	4.19		

Critical value t is = 3.36 at 0.01 %level of significance.  
= 2.31 at 0.05 % level of significance.

From the table 2, it has been found that, the computed t-value 3.33 is quite less than both the critical values at 5% and 1% level of significance. Therefore null hypothesis can be accepted that there is no any significant difference in the level of job satisfaction between the male and female teachers of higher technical institutions.

**Objective no. 3**

To study the relationship between the Teachers Job Satisfaction and Academic Achievement of the students in higher technical institutions of Kamrup district. To meet the need of this objective the Investigator calculated the Mean and Standard Deviation of Teacher’s Job Satisfaction Scores and Academic Achievement Scores of the students. The pass percentage of the students in final examination is considered as the index of Academic Achievements of the particular technical institution. The average pass percentage of the students in final examination in five consecutive years (2011 – 2016) is considered as Academic Achievement of students (AAS). The Investigator found out the AAS in each technical institution with the help of a data gathering schedule and calculated the average Academic Achievement of the students in the sample institutions which is considered as the AAS in higher technical institutions of Kamrup district. These are presented with help of Table 3.

**Table 3. Mean and Std. Deviation of the Teacher’s Job Satisfaction Scores and Academic Achievement Score of the Students**

	Mean	Std. Deviation	N
TJSS	165.54	26.47	100
AAS	81.39	11.03	8

To study the significance of relationship between the Teacher’s Job Satisfaction Scores and Academic Achievement of the students Pearson’s Correlation is applied that is presented in Table 4.

**Table 4. Pearson’s Correlation between the Teacher’s Job Satisfaction Scores and Academic Achievement of the students**

	TJSS	Achievement
TJSS Pearson’s Correlation	1	.128
Sig. (2-tailed) N	100	.1988
AAS Pearson’s Correlation	.128	1
Sig. (2-tailed) N	.198	8
	100	

From the table 4 it is found that the Coefficient of Correlation value is .198 (2 tailed). There is very negligible correlation between Teacher’s Job Satisfaction Scores and Academic Achievement of the students. It can be concluded that there is no significant relationship between the teachers’ job satisfaction and Academic Achievement of the students in higher technical institutions of Kamrup district.

**Conclusion and Suggestions**

The study has been revealed that the teachers in higher technical institutions (both private and govt.) have a high degree of satisfaction as a whole. The Academic Achievement of the students of such institutions is also found satisfactory. The present study also shows that the relationship between Teacher’s job satisfaction and the Academic Achievement of

the students is negligible. Therefore, it can be concluded here that Teachers' Job Satisfaction does not have impact on the Academic achievement of the students. On the basis of the present study the Investigator has forwarded the following suggestions to attain high degree of job satisfaction as well as to increase the academic performance of the students in higher technical institutions of Kamrup district.

- Efforts should be made to improve the various facilities like teaching technology, laboratory, library, teaching aids etc. for professional as well as academic development of the teachers of technical colleges.
- New schemes and modifications of the existing institutional plans and policies should be introduced as soon as possible.
- The shortage of teaching staff has a negative impact on the development of an educational institution. Therefore the vacant posts should be filled up immediately with the efficient and diligent teachers.
- It is very important to increase and upgrade teachers with regular and adequate salary, promotional avenues, service conditions, adequate retirement benefit etc.
- Both pre-service and in-service training should be made compulsory and mandatory.

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