



NEED FOR SUSTAINABLE DEVELOPMENT IN POLICY MAKING FOR JOB SATISFACTION LEVEL OF LECTURERS WORKING IN PRIVATE UNIVERSITIES AND COLLEGES

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ABSTRACT

The profession of teaching is all told one amongst one in every of most nerve-racking profession in all over the planet. one amongst the foremost pressing drawback facing organizations these days is a way to encourage lecturers to figure additional fruitfully and to extend their feelings of satisfaction, involvement, and commitment. All around world we tend to see samples of shoddy and imperfect add product. Lecturers play a key role within the social transformation agenda. This agentic position of the lecturers implicates an agenda for property programmes that position them for this complicated responsibility. A qualitative case study analysis style was utilized to get the views of lecturers on would like of property Development to enhance Job Satisfaction Level of Lecturers operating in educational activity in Rajasthan. The researchers followed a semi-structured interview approach to explore lecturer's broader understanding on causes of job dissatisfaction among them. It absolutely was conjointly indicative that job Dissatisfaction caused disengagement of some lecturers with a subsequent lack of specialize in skilled activities and being negative in their job. The study concludes that lecturer's satisfaction is related for the property of social transformation. The aim of current study is to look at the necessity of sustainability development for policy change to grasp the job satisfaction level of lecturers working in private universities and colleges in Rajasthan

Keywords: Job Satisfaction, Sustainable Development, Policy For Higher Education

1. INTRODUCTION

When change is the market mantra, who thinks of sustainability? This is unfortunately the scenario in peripheral capitalist economies like India and hence we need to define our position at the outset. The business situation is marked by the coinciding collapse of structures and functions. Excellence isn't any longer fascinating however imperative. it's to be reborn into property for it to be meaty if not would stay a colourful rainbow on the horizon that we have a tendency to see however cannot reach What then is property ? we'll limit ourselves to the lexicon intending to sustain or inhibition. This paper makes an attempt to produce some sensible insights to modify gift situation and wish of property development in government policy system to carry up or sustain sure parameters at satisfactory levels to take care of or enhance Job Satisfaction of lecturers operating in numerous universities and schools in Asian country. "Job satisfaction is outlined because the enjoyable emotion ensuing from the appraisal of one's job as achieving of facilitating the accomplishment of one's job values." Job satisfaction has its connexion with respect to boosting up the morale of the staff. It will increase the potency and also the work orientation of the staff. it's a general read that job satisfaction will increase the motivation of staff and productivity of the organization. If job satisfaction is existing amongst the staff, it suggests that the management is doing well for the organization in numerous aspects. Job satisfaction will result in behavior by associate degree worker that affects institutional growth and development. within the same vein, it is a mirrored image of institutional functioning. a lot of significantly, it implies the extent to which individuals like their job and happy with it. Weiss declared that job satisfaction is associate degree angle that indicates to however a personal is easygoing along with his or her job. Job satisfaction is extremely crucial to the long run growth and development of any establishment. it's closely predicts work effectiveness, and it's been known that several workers lose or fail to develop

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work effectiveness as a result of they weren't excited inside the institutional settings. More significantly, prompt payment of pay may be associate degree influencing issue to the lecturers. Job satisfaction has been incontestable to be closely associated with commitment, turnover, job effectiveness, productivity, and burnout. It's typically believed that the connexion of job satisfaction and motivation square measure terribly crucial to the long-run growth of any instructional system within the international village. Lecturer's job satisfactions square measure progressively being known as progressive indicators not solely to the operate and property of business organizations. Sustainable development is development that meets wants the requirements(the wants of the current while not compromising the flexibility of future generations to fulfill their own needs. property Development completely correlates with lecturer job satisfaction at work place in several things, though not continuously allows individuals to develop data, values and skills to participate in selections concerning the manner organizations do things, on an individual basis and conjointly, domestically and globally, Government Policy for lecturers has to listen to the aspirations of lecturers and evolve methods to perpetually unearth their true potential. methods to boost Job Satisfaction square measure mechanically considered to attain each structure objectives and satisfy lecturer wants. Satisfaction and happiness of a personal in each work and off work aspects of life square measure vital in maintaining overall life balance. want of property Development for Job Satisfaction thus is associate degree evolved and supersensitized manner of considering individuals, work and organizations. consequently, the thrust isn't solely on however individuals will work higher however conjointly on however work and every one connected with it will encourage them to try and do higher.

2. LITERATUTR REVIEW

Review of literature within the literature, job satisfaction is usually remarked as an emotional emotive response to employment or specific aspects of employment (Locke, 1976; Smith, 1969). Locke (1976) outlined lecturer satisfaction as "a gratifying or positive spirit ensuing from the appraisal of one's job or job experience". Locke noted 3 "schools" of considered the causes of lecturer satisfaction: physical economic (physical operating conditions), social (supervision and cohesive work groups) and nature of labor (mentally difficult tasks and work-related variables). As argued by Spector, lecturer satisfaction will be assessed as a worldwide feeling concerning the task or as attitudes concerning varied sides of the task. Spector (1985) assessed 9 facets: pay, promotion, supervising, fringe advantages, contingent rewards, operative conditions, co-workers, nature of labor and communication. Smith (1969) suggests that "lecturer satisfaction is feelings or emotive responses to sides of the situation". And 5 sides thought-about by them are: pay, promotions, co-workers, supervising and also the work itself. As argued by Agho et al., (1993), to higher perceive the factors influencing lecturer satisfaction, one has got to study the combined effects of atmosphere, job characteristics and temperament variables. Classic theories typically emphasize job satisfaction as ensuing from harmoniousness between what lecturers need from their jobs and perceptions concerning what they really receive(deLeon & Taher, 1996; Emmert & Taher, 1992; Scarpello & mythologist, 1983; Wright & Davis, 2003). Wright & Davis (2003) examined the influence of the general public sector work atmosphere on public lecturer work experiences and feelings of job satisfaction. They showed that the work atmosphere is created from 2 components: job characteristics; because the direct antecedents of lecturer job satisfaction and work context. Their study analyzed the results of 3 parts of the work context structure goal conflict, structure goal specificity, and procedural constraints and 4 job characteristics job specificity, routineness, feedback, and human resource development (HRD) faced by public lecturers. This study focuses on the task satisfaction information{of data|of information} lecturers within the public sectors; and knowledge lecturers have distinctive temperament characteristics. As argued by Root-Bernstein (1989) information employees WHO undertake pioneering analysis generally dislike bureaucracies, resent administration and work most creatively once satisfying their own curiosity. In line with this, Rosenbaum (1991) finds that information employees tend to possess high desires for autonomy, important drives for accomplishment, stronger identity and affiliation with a profession than a corporation and a larger sense of autonomy, creating them doubtless to resist the authoritarian imposition of views, rules and structures.

3. OBJECTIVE

1. To know the view of Lecturers with current government policies and implementations for the growth of higher education.
2. To Know the Job Satisfaction of Lecturers working in Various Universities and Colleges.

4. HYPOTHISISS

The following hypotheses are proposed for the study:

- H1: Lecturers are satisfied with the Current Policies and implementations made by the Government for the growth of higher education.
 H2: The lecturers working in Private universities and colleges have higher level of satisfaction as compared to the Government Lecturers.
 H3: Lecturers working in Private Universities and Colleges feel that there is a need for Sustainable development revives various Policies by UGC or Dept. of college education, to improve the satisfaction level of Lecturers/teaching staff.

5. RESEARCH METHODOLOGY

Questionnaire

This study forms an exploratory study as the investigations still are in the early stages. The study is based on descriptive design as it tends to analyze the behavior of the lecturers. Questionnaire has been designed to know the point of view of lecturers regarding their Job Satisfaction. Questionnaire focuses

on Need for sustainable development in policy making for job satisfaction level of lecturers working in private universities and colleges. Almost all the scale items are selected from the highly cited publications on empirical research in consumer psychology, job satisfaction, social platforms etc.

Sample

For Transparent Study and to know its outcomes samples were collected from lecturers working in various Government and private colleges and universities across Rajasthan. The reason behind the selection of the study is to have the comparative study and assess the view related to satisfaction with current policy for job satisfaction. As all the variables have different units of measurements, natural log values have been used to ensure uniformity. Universe:- The Universe is Rajasthan State.

Sampling unit:- Keeping in view cost, expenses, time and efforts concerned for the study, it was decided that the analysis of present study will be done in all seven regions of Rajasthan which were Ajmer, Bharatpur, Bikaner, Jaipur, Jodhpur, Kota, and Udaipur for the exploration of job satisfaction factors which affect Lecturers working in various government and private universities and colleges effectively.

Sampling Method:- The researcher had selected Non Probability Convenience sampling method for the present study.

Sample size:- An optimum sample is one, which is appropriate representative and within the reach of the researcher. In the present research work, the sample size will be of 300 respondents (150 respondents from Government Universities and Colleges and 150 respondents from Private Universities and Colleges of Rajasthan).

6. STATISTICK MODEL

The modules on speculation testing introduced procedures for testing the equity of means in two free examples. A basic presumption for proper utilization of the tests portrayed was that the ceaseless result was around typically disseminated or that the examples were adequately enormous (normally $n_1 > 30$ and $n_2 > 30$) to legitimize their utilization upheld the Central Limit Theorem. When looking at two autonomous examples when the outcome isn't typically disseminated and hence the examples are little, a nonparametric test is worthy .

A well known nonparametric test to coordinate with results between two autonomous gatherings is that the Mann Whitney U test. The Mann Whitney U test, at times called the Mann Whitney Wilcoxon Test or the Wilcoxon Rank Sum Test, is utilized to check whether two examples are probably going to get from an identical populace (i.e., that the 2 populaces have a comparable shape). A few agents decipher this test as contrasting the medians between the 2 populaces. Review that the parametric test thinks about the methods ($H_0: \mu_1 = \mu_2$) between autonomous gatherings

This test is regularly proceeded as a two-sided test and, along these lines, the exploration speculation shows that the populaces are not equivalent rather than indicating directionality. An uneven examination speculation is utilized if interest lies in identifying a positive or negative change in one populace when contrasted with the other. The system for the test includes pooling the perceptions from the two examples into one consolidated example, monitoring which test every perception comes from, and afterward positioning least to most noteworthy from 1 to $n_1 + n_2$, separately.

Test Statistic for the Mann Whitney U Test

The test statistic for the Mann Whitney U Test is denoted **U** and is the *smaller* of U_1 and U_2 , defined below.

$$U_1 = n_1 n_2 + \frac{n_1(n_1+1)}{2} - R_1$$

$$U_2 = n_1 n_2 + \frac{n_2(n_2+1)}{2} - R_2$$

where R_1 = sum of the ranks for group 1 and R_2 = sum of the ranks for group 2.

Type of Research:-This Research is descriptive in nature and has used surveys, fact-findings, and inquiries from different groups.

Research Instrument:-Study has been done on the basis of feedback received through structured closed-end Questionnaire along with personal Interview and feedback from lecturers of various universities and colleges in Rajasthan.

Sources of Data Collection:-The data was collected from the sample for fulfilling research objectives and to verify the research hypotheses with the utilization of tool. The data was collected to measure the job Satisfaction of lecturers working in Government & private Universities and colleges in Rajasthan.

The data for the planned study has been collected from the under define following sources.

A. Primary Data:-The primary data for present study had been collected through the following techniques:-

I.Structured questionnaire II. Somewhat observations III. Unscheduled Personal Interviews

B. Secondary Data: In this study the required data was collected from secondary sources that are given below:

Internet, Websites, Magazines, Newspapers, Periodicals, Published books and literatures, Published reports Journals.

VARIABLE USED FOR MEASUREMENT OF JOB SATISFACTION

Job satisfaction was measured through a five pointer scale. The scale used a five point rating scale with V.S for very satisfied, S for satisfied, D.S for dissatisfied, V.D for very Dissatisfied, N.A for not applicable. The responder was asked to tick the one of these according to his satisfaction level.

STATISTICAL TOOLS AND TECHNIQUES FOR DATA ANYLISISS

Various Tools and Techniques are used as under:

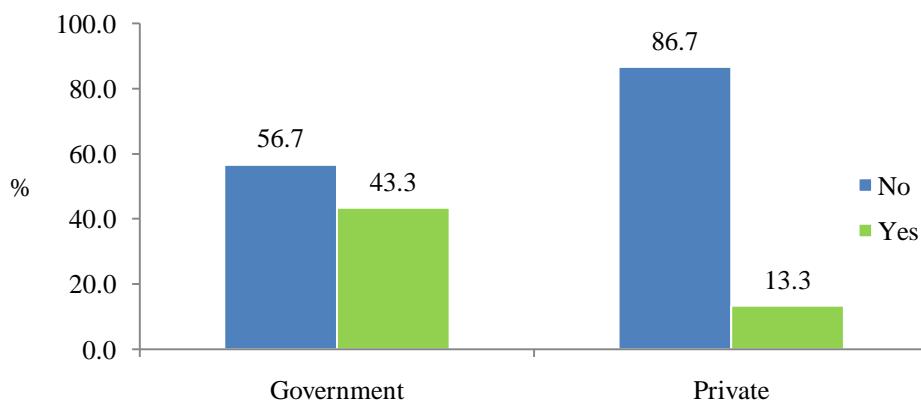
1) Arithmetic Mean 2) Frequency Tables 3) Mann-Whitney U Test 4) Percentage Analysis 5) Standard Deviation 6) The SPSS software package 12.0 version and MS Excel had been used for the purpose of analysis.

7. FINDINGS

H1: Lecturers are satisfied with the Current Policies and implementations made by the Government for the growth of higher education.

Table 1

Are you satisfied with current government policies and implementations for the growth of higher education?	Government		Private	
	Frequency	%	Frequency	%
No	85	56.7	130	86.7
Yes	65	43.3	20	13.3



Graph 1

INTERPRETATION

Researcher observed that 86.7% of majority of Private Lecturers are More Dissatisfied with the current government policies and implementations for the growth of higher education as compared to 85% not Satisfied Government Lecturers. Results show that:

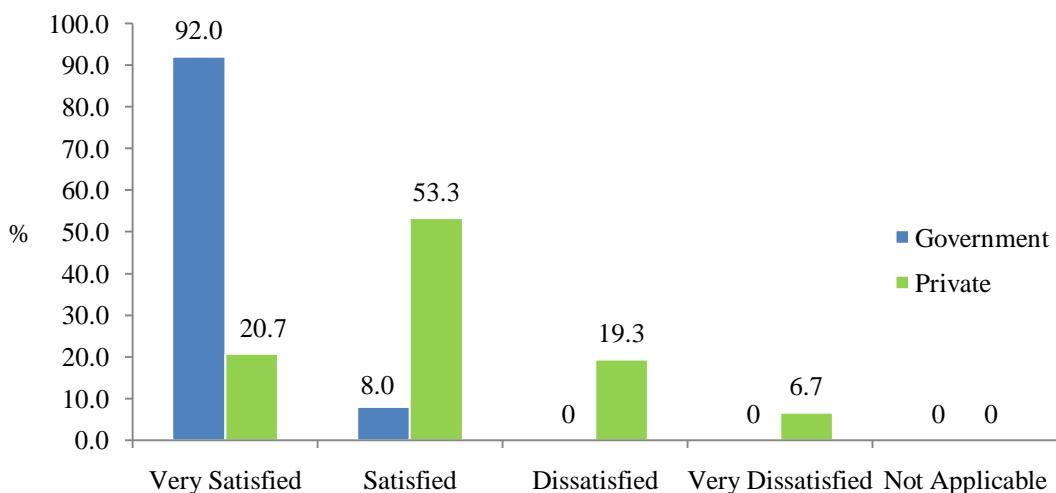
65 (43.3%) Government Lecturers says YES, and 85 (56.7%) Says NO about their Satisfaction Level with current government policies and implementations for the growth of higher education.

13.13%) Private Lecturers says YES, and 130 (86.7%) Says NO about their Satisfaction Level with current government in Rajasthan policies and implementations for the growth of higher education.

H2: The lecturers working in Private universities and colleges have higher level of satisfaction as compared to the Government Lecturers.

Table 2

Considering all aspects of your job as a PA educator, please indicate the overall level of job satisfaction	Government		Private	
	Frequency	%	Frequency	%
Very Satisfied	138	92.0	31	20.7
Satisfied	12	8.0	80	53.3
Dissatisfied	0	0	29	19.3
Very Dissatisfied	0	0	10	6.7
Not Applicable	0	0	0	0

**Graph 2**

INTERPRETATION

Researcher observed that Majority of Government Lecturers are Satisfied with their overall Job Satisfaction Compared to Very Less Satisfied Private Lecturers. Result Shows:

138 (92%) are Very Satisfied, 12 (8%) are Satisfied, and 0 (0%) are Dissatisfied, Government respondents for Concern of overall level of job satisfaction.

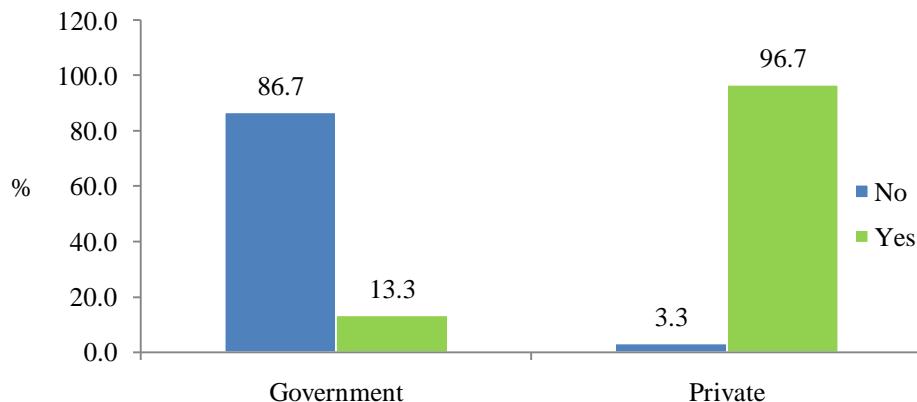
31(20.7%) are Very Satisfied, 80 (53.3%) are Satisfied and, 29 (19.3%) are Dissatisfied and 10 (6.7) are Very Dissatisfied Private respondents for Concern of overall level of job satisfaction.

Results show that Government Lecturers Have more Job Satisfaction in Comparison to Private Lecturers.

H3: Lecturers working in Private Universities and Colleges feel that there is a need for Sustainable development revives various Policies by UGC or Dept. of college education, to improve the satisfaction level of Lecturers/teaching staff.

Table 3

Need to implement & revive various factors by UGC or Dept. Of college education to improve the satisfaction level of Lecturers/ teaching staff	Government		Private	
	Frequency	%	Frequency	%
No	130	86.7	5	3.3
Yes	20	13.3	145	96.7



Graph 3

INTERPRETATION

The opinion regarding need to implement and revive various factors by UGC or Department of College Education (Rajasthan) to improve the satisfaction level of teaching staff was compared among government universities and college lecturers, and private universities and college lecturers, by performing Mann-Whitney test.

The private universities and college's lecturers were highly satisfied with present factors provided for improving job satisfaction level by UGC or Department of College Education in Rajasthan, as compared to the government sector, and were not in favour of implementing and reviving them. There was a significant difference between the two regarding this opinion for need to implement and revive various factors by UGC or Department of College Education (Rajasthan) ($U = 1875.000, p = 0.000$) (Table 99). Hypothesis H3 is accepted.

Table 4

Opinion regarding need to implement and revive various factors by UGC or Dept. of college education (Rajasthan) to improve the satisfaction level of teaching staff.

Variables	Mean Rank	Sum of Ranks	Mann-Whitney U	Sig.
Government	88.00	13200.00	1875.000	.000
Private	213.00	31950.00		

This is in accordance with the study conducted by Shafi et al (2016) on the satisfaction level among government college's teachers in Hyderabad district of Sindh (Pakistan). The study showed that the government college teachers were not satisfied with the policies regarding factor considered for promotion, training and outcomes of training and payment issues, as compared to private college teachers.

8. CONCLUSION

The central objective of this comparative study was to explore the relationship and Need for sustainable development in policy making for job satisfaction level of lecturers working in private universities and colleges of Rajasthan. The results obtained in this study showed that sustainable development in policy making for lecturers had a significant positive correlation with Job Satisfaction of Lecturers. The findings indicate, Lecturers Working in private Colleges and Universities have shown their positive view that there is a need to amend the current policy of job satisfaction and bring it to the level compared to those lecturers whose working in government sector. Thus we can conclude that there is a need and wider scope for sustainable development in policy making for lecturers working in private sector of Rajasthan.

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