

Impact of Academics and Experience on the Motivation & Satisfaction Level of Management Faculties: A Case Study

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Article Info:

Article history:

Received 20 January 2017

Received in revised form 20 July 2017

Accepted 28 July 2017

Available online 15 September 2017

Keywords: Motivation, Level of Satisfaction, Job

Abstract

In the present milieu, organization thrives and survives on human resources. The behavior, attitude, perception and values of employees very much influence their performance so that they become able to realize individual as well as organizational goals, which are almost depends on self motivation, self discipline & self satisfaction implies the level of satisfaction agreement between job expectation of a worker and the reward that the job provides. The different demographics traits such as age, education, working hours, position at work place and years in service have significant impact on job satisfaction. The aim of this study is to measure the level of satisfaction among employee and the impact of different parameters on the job satisfaction of employees. The different parameters include the general working conditions pay, promotion, Boss-subordinate relationship, Age, Education, Skills & abilities.

1. Introduction

Job satisfaction is an essential part of life satisfaction, there is no fact denied that a satisfied worker is a productive worker. High morale & satisfaction of employees increase productivity.

Job satisfaction is a wide term which includes many factors like employees age, health, education, social status, level of aspiration, recreational activities in the organization etc.

These factors have a significant impact on employees job satisfaction & each factor has its own role regarding need & expectation from the job.

Job satisfaction is a positive emotional state. Which can be obtained by motivated employees & putting in place motivation programs & techniques to keep them motivated. Knowledge of the motivation process provides the basis for understating why people do what they do. According to Michale Jucius, its the act stimulating someone to take a desired course of action to get a desired reaction. By applying motivation techniques to the faculty in an organization, we can create a conducive environment at work place and it helps for increasing job satisfaction among the faculty members. Motivation can therefore be understood best as a process.

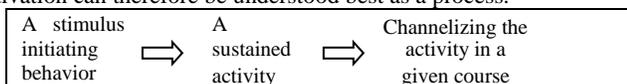


Fig.1 Motivation Process

An employee's performance on a assigned task is a function of his skill and motivation. In laboratory experiments it was found that other things being equal, performance level is higher if the motivation level is higher.

2. Literature Survey

The study by Dgoldblatt explores the effect of gender on employee's perception of job satisfaction and organizational commitment in Kuwait. The researcher is interested in the hypothesis whether females are more committed and satisfied as compare to males. According to him there are several research works done on relationship between gender & satisfaction level, but the results of most of the studies are contradictory. The study concludes that there exist positive relationship between gender & job satisfaction and gender and organizational commitment but these relationships are not significant.

Koteswara Rao et al. conclude that organizational culture differs in term of mean scores of its dimensions between manufacturing and IT sector. The employee's job satisfaction differs significantly between manufacturing & IT sector. The level of job satisfaction

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among IT sector employees is higher compared to that of the manufacturing sector.

Solaman and Muhammad (2010) have shown that the teachers in the initial ages are less satisfied than the teachers in the age group of 45 years and above, and unmarried teachers are more satisfied as compared to married teachers. The study by Sowmya and Panchanatham in decision making, little opportunity for advancement, great amount of formalization and high degree of specialization affect employee motivation negatively. Nidhijis (2011) reveals that employee satisfaction helps the company to maintain standards and increase productivity by motivating the employees. The study concludes that satisfied employees are more creative and innovative and bring positive changes in the organization in the long run.

3. Data and Methodology

The study was conducted in Institute of Management and Technology, Kashipur and college of Management and Higher studies (P) Kashipur, (Uttarakhand). Covering 50 employees of the institute. For the purpose of study, primary data were collected through a structured questionnaire (appendix) and personal investigation. Information was collected from both lower-level employees and their immediate superiors in the organization. Secondary data were also collected from published sources such as journals, government reports, newspaper and magazines, etc., and unpublished sources such as company internal reports prepared by analysts and trainees for investigation. Formal structured questionnaires were served to the respondents selected randomly for collecting data. Analysis of data was done by using graphs and tested using chi-square test, Z-test and ANOVA using MS-Excel.

Table 1: Gender-wise classification of liking for the organization

Rating	Female %	Cumulative %	Male %	Cumulative %
Poor	15.7	15.7	5.25	5.25
Typical	17.7	33.4	12.50	17.75
Fair	22.6	56.0	17.62	34.37
VeryGood	28.7	84.7	45.75	80.12
Excellent	15.3	100	19.8	100

4. Objective and Study

- To know the relationship between experience and level of motivation;
- To know the relationship between educational qualification and level of motivation; and
- To know the impact of these variables on satisfaction level of management faculties.

4.1 Hypotheses

4.1.1 Ho1

There is no significant difference between experience and motivation level of employees.

4.1.2 Ho2

There is no significant difference between employees with different educational qualification with respect to level of motivation.

4.1.3 Ho3

There exists no significant difference between different parameters of satisfaction level.

5. Analysis and Findings

The data were collected through the questionnaire from a sample of 50 faculty members comprising males and females with different educational background. Data so collected revealed that they are happy with the overall environment prevailing in the organization, irrespective of their gender and educational qualification.

Further its showed that a majority of faculties members(females & males) find their organization as very good place to work (Females-28.7% & males-45.7%) fine organization fare place to work(females-22.6% & males-17.62%), find their organization as an excellent place to work(females-15.3% & males-19.88%)(as shown in the Table-1). However the percentage of employees who find their organization as a poor & typical place to work is less in comparison to that of employees who find their organizations as an excellent or good place to work. This in term, signifies that the employees are happy and quite satisfied with their workplace as shown in figure 1.

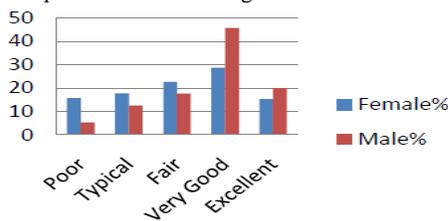


Fig. 1: Gender -wise classification of liking for the organization

From table 2, it can be observed that 61% (11 out of 18 employees) of employees in the age group of 25-34 years feel motivated to take extra work from their superiors, while the remaining do not get motivated. Similarly, 80%(4 out of 5 employees) of employees who's age is more than 54 years feel motivated to take extra work from their superiors, while only 20% of employee do not feel motivated. Further, an equal no. of employees, i.e. 8, in the age group of 35-44 years (53%) and 45-54 years(67%) are motivated to take extra work from their superiors. Overall 31 out of 50 employees (62%) get motivated and the remaining do not get motivated to take extra work. Therefore superiors must motivate their subordinate to take extra work as intern helps to boost morale, leading to increase in the excellence of the organization.

Table 2: Relationship Between motivation & Age

Response age (yrs.)	25-34	35-44	45-54	Above 54	Total
No	7	7	4	1	19
Yes	11	8	8	4	31
Total	18	15	12	5	50

Chi-square test is conducted to test whether there is any relation between the age of employees and motivation level to extra work. The calculated value of chi-square is 1.276 is more than the critical value (1.15) at 99% confidence level, which implies that the hypothesis, Ho1 : There is no significant difference between different age group & motivation level of employees is rejected. Hence, it can say that age influenced the level of motivation among the employees.

From table 3 it can be seen that employees who have only graduate are most enthused about work and taking extra work they are followed by employees having post graduate degree. Further it is seen that the most qualified employees of the organization are least unwilling to take extra work in comparison to the less educated persons.

Table 3: Relationship Between Motivation and Qualification

Response / Qualification	No	Yes	Total
Graduate	6	13	19
Post Graduate	6	11	16
M Phil / NET	6	4	10
Ph.D. / Resarch	1	3	4
Total	19	31	50

Chi-square test is conducted to see whether there is any significant relation between levelof motivation and qualification in the given condition calculated value o chi-square is 2.77 & critical value is 1.15 at 99% level of significant which implies that the calculated value of chi-square is more than the tabulated value enhance the hypothesis Ho2 is rejected therefore we can conclude that the level of motivation varies with educational qualification of the employees. Table 4 shows that there is no significant difference between the different parameter of job satisfaction. As the calculated value of „t“ is less than tabulated value, which implies that the null hypothesis is accepted, and hence it can be said that between the groups and within the group, the level of satisfaction with respect to the general working conditions, pay and promotion potential, superior-subordinate relationships, skills and abilities are equal predominant in measuring job satisfaction.

Table 4: Results of ANOVA test of Different parameters Affecting job.

Source of variation	Sum of Square	Degree of Freedom	Mean sum of square	F (Calculated)	F (Tabulated) at 5% loss
Between Group	3596.98	4	899 aprox	28.09	2.41
Within Group	1446.69 8	45	32 aprox	-	-
Total	5043.97	49	-	-	-

6.Conclusion

The employee in Institute of Management & Technology, Kashipur & College of Management & Higher Studies, Kashipur, find their organization a good place to work in, which in turn, signifies that the employees are happy and quite satisfied with their workplace. Most of the employees are satisfied get motivated to take extra work form their superiors. Qualification does not have any direct relation with employee's motivation to take extra work.

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