

A Study of Job Satisfaction of Adhyapak Sahayaks Appointed in the Grant-In-Aid Colleges of Gujarat

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ABSTRACT - For the development of any country, Universities and Higher Education Institutes are playing important role. For this, lecturers and professors working in these Universities and institutions should be given much importance. Adhyapak Sahayaks appointed in various Grant-in-aid colleges of Gujarat are facing various problems and challenges at different stages. This study focuses on such various problems faced by Adhyapak Sahayaks. Socio-economic factors play an important role in determining the level of job satisfaction amongst Adhyapak Sahayaks. These factors have also been studied in this in this work. In this research, researcher has selected various Adhyapak Sahayaks working in different grant-in-aid colleges of Gujarat state. To conduct this study, a sample of 50 Adhyapak Sahayaks from various grant-in-aid colleges of Gujarat has been selected. After the study of socio-economic factors and level of job satisfaction of Adhyapak Sahayaks, more and more scholars will be encouraged for further research in this area. It will help HRDC and UGC to take proper actions against the state governments which are violating their rules. Similarly, this study will also help the state government to frame various strategies for the development of Adhyapak Sahayaks.

Key Words: Adhyapak Sahayak, UGC, HRDC, Grant-in-aid, job satisfaction, socio-economic factors.

I. INTRODUCTION

In India, education has been considered as the most important aspect after health. Education is understood as a path to socio-economic development and a ladder to success. Teaching is considered as a 'noble' act. Teachers (guru) are praised since so many decades. But, during the last few years, the problems of teachers are increasing and their real issues are not listened or less listened. The present situation of this noble profession is dire. In Gujarat, Adhyapak Sahayak scheme in the Grant-in-aid colleges was firstly introduced by the Education Department of Gujarat Government by the circular number NGC-1104-1657-KH dated 25-8-2005. Under this scheme, Adhyapak Sahayaks were appointed on a fix salary of only Rs. 7,500/- for a period of first five years instead of appointing Assistant Professors on a full scale basis. No other allowances were paid during this fix pay period.

The interesting thing was that the education qualification for appointment was as per the UGC Regulations but the salary was as per the Gujarat Government. Another interesting thing was that the main object of such scheme was to reduce the economic burden of the Government in the well-developed Gujarat state. Gradually, the salary of Adhyapak Sahayak was increased to Rs. 16,500 (year 2012), Rs. 25,000 (year 2015) and Rs. 40,176 (year 2017). Up to now, near about 1,000 Adhyapak Sahayaks have been appointed in various Grant-in-aid colleges of Gujarat on a fix salary for five years. There is no such scheme of appointing Adhyapak Sahayak in UGC or in any other state

of India. In all the other states, Assistant Professors are appointed on a full scale from the beginning.

Considering all these factors, it becomes necessary to make a study about socio-economic condition of Adhyapak Sahayaks and to find the level of job satisfaction amongst them.

INTER-DISCIPLINARY RELEVANCE

- The findings of the research may have significant relevance with the life style of other fix pay employees also.
- It will also have the impact on the various factors affecting job satisfaction of the ad-hoc and contractual employees.
- It will also bring a focus on the life style and job satisfaction of part-time employees.

II. LITERATURE REVIEW

1) International Status

Olorunsola E.O. (2010) conducted a study on the job satisfaction level of non-teaching male and female staff of South-West Nigeria Universities. His research found that there was a high degree of job satisfaction in male and female staff in both federal and state universities. The study also found that there was a significant difference in the job satisfaction between male and female staff.

Muindi F. K. (2011) conducted a study to find whether there is any relation between the participation of teaching

staff of Nairobi University in decision making and their job satisfaction. The study found that there was a strong positive correlation ($r = 0.888$) between these two variables.

Rafique T. and Et. al. (2014) conducted a study on the various factors which affect job satisfaction of private sector employees in Pakistan. The study found that various factors have positive impact on the job satisfaction of the employees.

2) National Status

Dalvinder Singh (2011) conducted a study on the various factors affecting job satisfaction of employees working in the cement industry of Chhattisgarh. The study found that the various factors such as environmental, behavioral and organizational have significant impact on the job satisfaction of the employees.

Munshi N. M. (2012) conducted a study to find the level of job satisfaction of the management faculties of MBA colleges in Gujarat. The study found that there was no systematic association amongst the three factors i.e. salary, length of service and job satisfaction. The study also found that there was a systematic association amongst the four factors i.e. experience, age, intake capacity of students and job satisfaction.

Monga A., Verma N., O. P. Monga O. P. (2015) conducted a study to find the factors affecting job satisfaction of the employees working in ICICI bank in Himachal Pradesh. The study found that various some factors such as salary, attitude of top level officers, working condition etc. have more impact on the job satisfaction as compared to other factors such as nature of job, security of job etc.

OBJECTIVES OF THE STUDY:

- To study about the socio-economic condition of Adhyapak Sahayaks.
- To find the various problems faced by the Adhyapak Sahayaks.
- To find the level of job satisfaction with various aspects.
- To suggest the government to frame various strategies for welfare of Adhyapak Sahayaks.

III. RESEARCH METHODOLOGY

Universe

The universe of the study comprises of approximately 1000 Adhyapak Sahayaks working in the different Grant-in-aid colleges of higher education department of Gujarat State.

Sampling and sample size

Random sampling is done to extract the exact sample and the sample size is 50 Adhyapak Sahayaks.

Tools of data collection

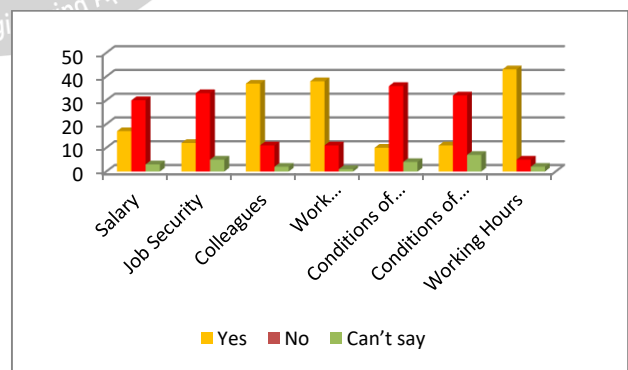
The primary sources have been used to collect the data from the Adhyapak Sahayaks of Gujarat. For this, a web based questionnaire was prepared and the data was collected by using this web based questionnaire.

Data Interpretation

Out of the data collected, 26 were from male Adhyapak Sahayaks and 24 were from female Adhyapak Sahayaks. Considering age factor, 29 were from age group of 30-40 years, 20 were from age group of 40-50 years and only 1 was from the age group above 50 years. Considering marital status, 47 were married and 3 were unmarried. Considering educational qualification, 20 were having only Ph.D. degree, 3 were having NET/GSET degree while 27 were having both Ph.D. as well as NET/GSET. Considering experience, 4 were having experience of less than 5 years, 16 were having experience of 5-10 years, 15 were having experience of 10-15 years and 15 were having experience of more than 15 years. Considering work location, 33 were from urban area and 17 were from rural area.

TABLE-1 Job satisfaction from the viewpoint of Job itself

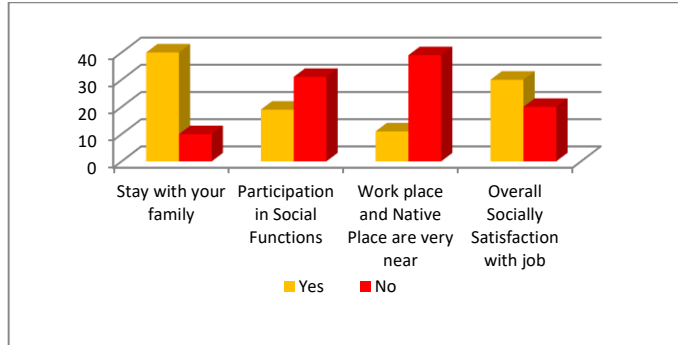
Criteria	Yes	No	Can't say
Satisfaction from the viewpoint of Salary	17	30	03
Satisfaction from the viewpoint of Job Security	12	33	05
Satisfaction from the viewpoint of Colleagues	37	11	02
Satisfaction from the viewpoint of Work Environment	38	11	01
Satisfaction from the viewpoint of Conditions of Promotion	10	36	04
Satisfaction from the viewpoint of Conditions of Transfer	11	32	07
Satisfaction from the viewpoint of Working Hours	43	05	02



From the above data, it is seen that out of 50 Adhyapak Sahayaks, 30(60%) were not satisfied with the present salary structure. Similarly, 33(66%) were not satisfied with conditions of job security, 36(72%) were not satisfied with conditions of promotion and 32(64%) were not satisfied with the conditions of transfer. It is also seen that most of the Adhyapak Sahayaks were satisfied with the colleagues, work environment and working hours.

TABLE-2 Job satisfaction from the viewpoint of Social Conditions

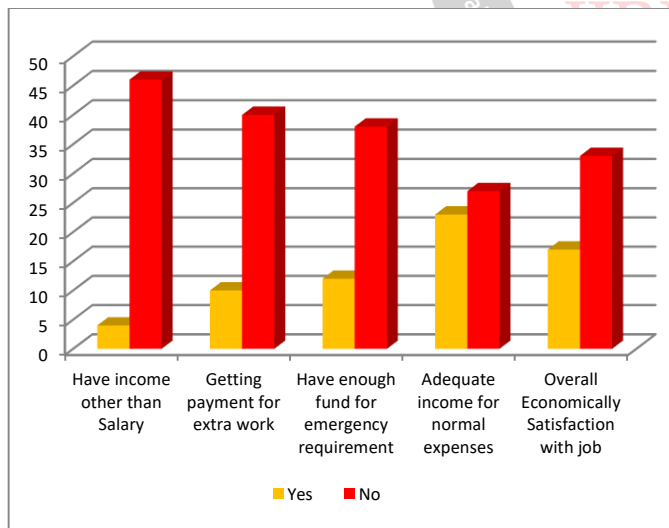
Criteria	Yes	No
Stay with your family	40	10
Participation in Social Functions	19	31
Work place and Native Place are very near	11	39
Overall Socially Satisfaction with job	30	20



From the above data, it is seen that out of 50 Adhyapak Sahayaks, 40(80%) were living with their family, 31(62%) could not attend social functions due to their job, 39(78%) had to travel long distance from their native place to job place. Overall, 30(60%) were socially satisfied with their present job.

TABLE-3 Job Satisfaction from the viewpoint of Economic Conditions

Criteria	Yes	No
Have income other than Salary	04	46
Getting payment for extra work	10	40
Have enough fund for emergency requirement	12	38
Adequate income for normal expenses	23	27
Overall Economically Satisfaction with job	17	33



From the above data, it is seen that out of 50 Adhyapak Sahayaks, 46(92%) were depending only on their salary income, 40(80%) did not get payment for extra work, 38(76%) did not have funds for emergency requirement. Overall, 33(66%) were not satisfied economically with their present job.

IV. SUGGESTIONS

- (1) The service of fix-pay period should be counted in the promotion of Adhyapak Sahayaks.
- (2) The Adhyapak Sahayaks should be given job safety so that they can work without tension.
- (3) The Adhyapak Sahayaks should be given salary according to UGC rules and regulations.
- (4) The Adhyapak Sahayaks should be given leaves and other benefits according to UGC rules and regulations.

V. CONCLUSION

In this paper, job satisfaction of Adhyapak Sahayaks has been studied from the various viewpoints. The above list and data shows that Adhyapak Sahayaks are facing various problems at different stages such as fix pay for five years, job insecurity, low salary, non-counting of fix- pay period in promotion, non-transfer etc. If these problems are solved, they can work without tension and can give proper justice to their job.

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