



## Constraints Affecting the Teachers' Job Satisfaction of Odisha University of Agriculture and Technology, Odisha

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### ABSTRACT

The study was conducted in three campuses of Orissa University of Agriculture and Technology, Bhubaneswar viz. Bhubaneswar, Chiplima and Bhawanipatna in 2019 to find out constraints affecting the job satisfaction along with the suggestions for improving the job satisfaction of teachers working in the University. Ninety respondents from these three campuses were selected for the study using a random sampling procedure. Data was collected from the respondents by implementing personal interview method. Majority of the respondents state that the constraints like lack of enough teaching staff, duty related workload, insufficient staff quarters and shortage of lands for research and practical classes were prominent in hampering their job satisfaction. The suggestions for solving the constraints predominantly suggested were teachers' recruitment for workload optimization, adequate staff quarters, sanctioning adequate funding along with lands for research.

### INTRODUCTION

University is regarded as the ultimate source of knowledge generation and wisdom creation for the purpose of training the manpower needed different sets of society and life (Khalid et al., 2012). As a centre of culture and academic excellence, it is engaged in exploring, generating, and transmitting knowledge, thus demanding for shouldering more responsibility for students than that of before (Johal et al., 2010). According to Handage & Chander (2021) the capability of the universities to impart a multi-competencies skillset instead of single one in the students to be able to do justice to their targeted profession. It becomes an obligation for teachers to synchronise with the different learning styles of each student owing to their multi-dimensional personalities (Sharma et al., 2021).

Considering university as an organization, it is of inevitable requisite of a dynamic climate for the job satisfaction of the faculties which can be properly ensured by efficient human management protocols leading to enhanced performance levels of the employees (Mohanlal, 2016). The state agricultural university

possess a distinctive functioning system owing to the diversity in their roles and responsibilities. The faculty moves beyond playing a singular role of a teacher, a scientist or an extension worker (Borah, 2019). Thus, the stability of agri-education imparted by the State Agricultural Universities (SAUs) banks on the teachers which makes the matter of their content from job a matter of concern. The spirit of job satisfaction has great impact on individual performance, thus conceptualized as how individuals are gratified with their jobs, which is determined by the contrast of expectations and reality (Garbyal, 2018). Contented employees lead a healthy organizations by advancing over any ordeals they face where they values their responsibilities and thus encharged to carry out their duties with sheer dedication and act as prominent cogwheels in the organizational productivity (Ramannanavar, 2018). Nwalieji et al., (2013) depicted that the inhibitions to labour force contentedness in local governance were fuelled by the issues like poor results of extension services, impoverished levels of staff remunerations, relegation of state agri-departments, systemic corruption and dried resources. Abuhashesh et al., (2019) inferred that the contentedness of employees was influenced by their wages and

work nature itself. Soni (2014) inferred that the absence of occupational gratification for the teachers would affect their duty performance which necessitates a vibrant ecosystem accommodating an administrative-teaching fraternity linkage for constraint management by evolving novel approaches with an option of reciprocate feedback.

In this context, a comprehensive study was undertaken with an objective to identify the constraints affecting the job satisfaction along with the suggestions for improving it of the teachers of Orissa University of Agriculture and Technology, Bhubaneswar, Odisha. Null hypothesis of this study is 'There is absence of any constraints affecting the job satisfaction of teachers of the University and so there are no suggestions for improving it'. The result of this study will be helpful in policy advocations for improving the job satisfaction of the teachers of the University.

### METHODOLOGY

The study was conducted in three campuses of Bhubaneswar, Chiplima and Bhawanipatna of the Orissa University of Agriculture and Technology. The teaching personnel employed by the University were taken as respondents. A total of 90 respondents were taken by selecting 30 respondents in each of the three campuses by following disproportionate random sampling method. For identifying the problems, some of the statements regarding the problems that are frequently faced by the Teachers were provided under four point continuum via., 'To a Great extent', 'To a moderate extent', 'To a least extent' and 'Not at all a problem' with the scores of 4, 3, 2 and 1 assigned to them respectively. Appropriate ranks were allotted to them on the basis of mean of total sum of scores for each of the problem statements where high mean scores where high score indicates great extent of the problem and vice-versa. Personal interview method was implemented for the purpose of data collection from the respondents.

The statements containing the suggestions that are regularly suggested by teachers were given to mark under four point continuum as 'needs great attention', 'needs moderate attention', 'needs least attention' and 'does not need any attention' with a scores of 4, 3, 2 and 1 respectively. Later the scores were added for each statement by all the teachers and the statement showing high score was regarded as the suggestion that needs greater attention. Similarly, all the statements were ranked based on the scores acquired.

### RESULTS AND DISCUSSIONS

The result provided in Table 1 presents a brief information about the problems experienced by the teachers. Then after ranking the problems based on their corresponding mean scores, the problem "More work load due to less teachers" comes first owing to its mean score of 3.73. The items following it were "Insufficient staff quarters", "Deficiency of land for conducting research", "Lacks of funds for conducting research and practical classes", "Lack of LCD facility in classrooms", "Lack of laboratory facilities", "Insufficient number of computers with high-speed internet facility", "Non-cooperation among teachers", "Lack of permissions to pursue post-doctoral programme" and "Lack of permissions to participate in seminars/conference/training programme".

According to the teachers, due to lack of enough number of teachers at different cadres, the workload of the university either coming from department or from student level has been a burden on the teachers working in different departments. There is also the concern of insufficient staff quarters which affects them a lot since majority do live with their family comprising of five to eight members. There is the shortage of lands for conducting any research ventures and conducting practical classes in the mode of demonstrations for which the students were much deprived of practical knowledge as well as difficulty in advancing research and innovation development for the farmers of the state. Also, there is less focus on bringing in new technologies, persistence with age-old existing facilities, frequent power cuts and shortage of funds for conducting own research or practical experiments for the students. The results yielded from the investigation were in supportive to that of Nisha & Sudeepkumar (2011); Fazely (2016) & Köse et al., (2020).

**Table 1.** Extent of problems experienced by teachers.

S.No.	Statement	Mean Score
1.	Lack of permissions to pursue post-doctoral programme	2.63
2.	Non-co-operation among teachers	2.72
3.	More work load due to less teachers	3.73
4.	Lack of permissions to participate in seminars/ conference/training programme etc.	2.46
5.	Lack of LCD facility in classrooms	3.14
6.	Insufficient staff quarters	3.56
7.	Lack of laboratory facilities	3.02
8.	Lack of funds for conducting research	3.15
9.	Insufficient number of computers with high-speed internet facility	2.84
10.	Deficiency of land for conducting research and practical classes	3.25

From Table 2, after ranking the suggestions based on the corresponding means scores, the statement "Recruitment of teachers for optimizing work load of faculty members" tops it followed by "Adequate staff quarters for families of teachers", "Sanctioning adequate funding for conducting research projects", "Provisions of lands for conducting research and practical classes", "Creating good working atmosphere for performing work timely", "Establishing adequate infrastructural facilities", "Upgradation of library for accommodating more advanced books and extending its operation to 12 hours a day", "Deputing teachers to participate in seminars/conferences", "Prompt e-system and e-service delivery for quicker and transparent administration" and "Deputing teachers to pursue Post-Doctoral Programme to centres of excellence".

It was inferred that the suggestions made by most of the teachers was recruitment supported by time-to-time career advancement scheme for filling up the vacant posts would address the problems of workload optimization. The suggestion of staff quarters was also of great importance so that with their professional life they can ably maintain their family personal life that would also lead to more satisfaction. There should also be efforts for garnering resources and support for improving the infrastructural setup and bring new technologies for keeping the organization in the line of changing times. Therefore, it is of utmost relevance that

**Table 2.** Suggestions for improving the job satisfaction of teachers

S.No.	Statement	Mean Score
1.	Creating good working atmosphere for performing work timely	2.82
2.	Recruitment of teachers for optimizing work load of faculty members	3.30
3.	Adequate staff quarters for families of teachers	3.16
4.	Deputing teachers to pursue Post-Doctoral Programme to centres of excellence	2.36
5.	Deputing teachers to participate in seminars/ conference/training programme etc. on regular basis	2.46
6.	Sanctioning adequate funding for conducting research projects	3.03
7.	Establishing adequate infrastructural facilities	2.71
8.	Upgradation of library for accommodating more advanced books and extending its operation to 12 hours	2.57
9.	Prompt e-system and e-services delivery for quicker and transparent administration	2.32
10.	Provisions of lands for conducting research and practical classes	2.94

there should be proper consideration to these suggestions and provide weightage to them in importance on priority basis thus making the organization efficient enough to fulfill their objectives of imparting education in agricultural and allied sciences. The findings were quite different to that of Kumar (2020) but in line to Garbyal (2018).

### CONCLUSION

The efficiency of the university depends on the job satisfaction of the teachers. Majority of the respondents state that the constraints that hamper the professional surroundings were as the lack of enough teaching staff, duty related workload, insufficient staff quarters and shortage of lands for research and practical classes has been hampering their job satisfaction. Therefore, efforts must be executed in the line of suggestions like teachers' recruitment for workload optimization, adequate staff quarters, etc for the betterment of the teachers. Further studies on the constraints affecting job satisfaction of teachers of different universities are encouraged to obtain a generalized picture of the job satisfaction of the teachers of the university by taking on different universities of different regions of the nation.

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