

Impact of Work Atmosphere on Educators' Job Satisfaction in Pondichery Region



I.Anik Justina, Edward William Benjamin

ABSTRACT: *In the era, academic organizations face many challenges because of the dynamic nature of the setting. one among the various challenges for a college is to satisfy its academics so as to cope up with the ever dynamic and evolving setting and to realize success and maintain their standards. one among the vital conditions for a tutor to provide best result's the cordial setting during which they work. the target of the most study is to research the impact of operating atmosphere on teachers' job fulfilment. current study utilized a quantitative methodology. Datas was collected through the self-administered survey sorts form and an even tool. The target population consists of academics from Pondicherry region. For this study straightforward sampling techniques used for collections of datas from two hundred academics. The outcomes specify that there's a optimistic affiliation among operating atmosphere and teacher's job satisfaction. It states the requirement of the management to comprehend the importance of excellent operating setting for maximising the extent of job fulfilment. A happy teacher would bring desired changes within the students and enhance their tutorial accomplishment.*

KeyWords: *Work setting, Job satisfaction, Teacher, tutorial accomplishment*

I. INTRODUCTION

Main role of academics within the civilization and in the tutoring will amendment, however the position of their state of affairs relics same. Attract and therefore the retain of the standard academics could be a nice challenge to the enlightening institutes. In instruction, the important quality of the tutor is to possess a positive approach. every teacher should have the attainable and clear aim to discharge their duty with utmost devotion to originate fulfilment from their effort. A elementary demand for worker satisfaction could be a operating setting that permits workers to perform their work on AN best level, in a very causative and cozy setting. The operating setting plays AN integral role toward teachers' satisfaction yet because the impact of teachers' satisfaction on tutorial accomplishment .Job satisfaction is that the mixture of communicatory and non secular expertise at any work. Job Satisfaction is that the relationship between what everybody expects in accordance to what everyone realizes. Any effort can't be with success avoided satisfaction. college academics are vital in building the state and budding voters of the nation. So, job fulfilment is a vital concept that isn't solely associated with AN separate however it's relevant for the society's well being.

Revised Manuscript Received on December 30, 2019.

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Job accomplishment is one feature which will guarantee category presentation and production of colleges. The educators would get aware of teach their pupils with success after they are consummated with their professions. academics would perform to most capability, given that they're happy with their works. So, job satisfaction is a vital development in each space particularly within the field of education.

II. NEED FOR THE STUDY

Individuals are terribly joyful to possess the job, however varied of them no lengthier feel that their work could be a second home, whereas a lot of of their time is spent within the work. This usually mains them to feel obligatory to place up with the painful surroundings. A teachers' place of labor atmosphere could be a key component of the prevalence of their travail and their facet by side of potency that reflects within the tutorial accomplishment. the current study aims to review the impact of labor setting on teachers' job gratification. The main role of the educators in our culture is incredibly vital. the prevalence of education is associated to the superiority of the academics. Educators are the creator of the students' forthcoming. Teacher WHO is pleased with their work can do their work with success and professionally. If the instructors work below stress, they can't be consummated with their job and it'll produce a objectionable impact continuing the thanks to the work. So, it's required to acknowledge the factors that influence the academics to descend fulfilment from their work. one among the vital factors is that the position during which the teacher works. Work atmosphere incorporates each physical and social setting during which the teacher works. Educators will do phenomena for changing the scholar raw resources into outstanding finished product, that's as comprehensive social science beings and to blame voters. additional energy may be technologically advanced once the academics are happy with their job.

III. DEFENITIONS WORK ENVIORNMENT

Briner, (2000) defines work setting as a awfully broad class that encompasses the physical setting (e.g. heat, instrumentality etc.), characteristics of the work itself (e.g. workload, task complexity), broader structure options (e.g. culture, history) and even aspects of the additional structure setting (e.g. native labour market conditions, trade sector, work-home relationships). It implies that work setting is that the total of the interrelation that exists among the staff and therefore the employers and the environment during which the employees work which incorporates the technical, the human and therefore the organisational setting.



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Opperman (2002) defines work setting as composition of 3 major sub-environments that embody the technical environment, the human setting and therefore the organisational environment. In line with them technical setting refers to tools, equipment, technological infrastructure and different physical or technical components of the work. The human setting includes the peers, others with whom workers relate, team and work teams, mutual problems, the leadership and management (p.37). The human setting may be understood because the network of formal and informal interaction among colleagues; groups yet as boss-subordinate relationship that exist inside the framework of organizations.

IV. JOB SATISFACTION

Weiss (2002, p. 174) cites John Locke (1969) WHO defines job satisfaction as feelings of happiness derived from the appraisal of one's job and therefore the understanding that the work is helping in achieving one's goals. Job discontent is that the unpleasant affections that one feels if one appraises the work as a barrier in achieving one's values.

Greenberg and Baron (2008), viewed job satisfaction as a sense that may manufacture a positive or negative result toward one's roles and responsibilities at work.

V. REVIEW OF RELATED LITERATURE

1. Impact of labor setting on Teachers' Job Satisfaction - A Case Study of personal Business Universities of West Pakistan (2015) the aim of the current study was to visualize the connection between work surroundings and teachers' job satisfaction in isolated skilled universities of city, Pakistan. The landscapes that embody in work state of affairs are autonomy of academics, affiliation of academics, society policies, co-workers' relationships and leader – member families used as self-determining variables and teachers' job consummation used as a variable. The controlled five points likert scale public opinion poll was accustomed collect the info from one zero five personal skilled universities' academics from West Pakistan. the info was analyzed through SPSS seventeen by mistreatment arithmetic tools like descriptive pure mathematics, Pearson association and straightforward simple regression. The outcomes agree that there's a positive rapport between all factors of labor atmosphere and job self-actualization in academics. analysis additionally found that the manager – operative associations is most significant issue of labor atmosphere privately skilled universities of West Pakistan. it's suggested that the universities' supervising ought to specialise in favorable work surroundings in the main the issue of affiliation between leader and worker to surge the work satisfaction amid academics, which can main to higher presentation.

2. The influence of labor setting on job satisfaction among academics publicly primary colleges programmes in Nembure division, Embu west district, kenya(2015) . The African nation Vision 2030 aims at achieving a globally competitive and quality education, coaching and analysis for property development. One major reason why individuals be part of and add a corporation is to satisfy their personal wants. thus the foremost vital data to possess relating to AN worker in a corporation is that the factors influencing job satisfaction at the work place. This study investigated the influence of labor setting on job satisfaction among public grade school academics in Nembure Division, Embu West

District. The objectives of the study are: to ascertain however accessibility of teaching personnel influence job satisfaction, to research however college physical facilities influence job satisfaction, establish however oldsters involvement influence job satisfaction and establish how reward systems influence job satisfaction among public grade school academics. The study was guided by Herzberg's motivation hygiene theory. The study used a descriptive survey style. The population of the study was 229 public grade school academics. Stratified sampling and purposeful sampling was utilized in this study ensuing to a sample of one hundred forty grade school academics. form was accustomed collect information. Public primary have 11-15 teaching employees as indicated by thirty-nine.4% of respondents and have stayed within the colleges for over sixteen years as indicated by sixty three.6% of the respondents. college facilities satisfy academics and therefore improve pupils' performance as indicated by sixty three respondents (47.7 %). the fogeys ought to be concerned generally conferences, college committees and parent academics meeting. this is often as a result of parent involvement enhances education for college students, parents, teachers, and colleges as indicated by forty seven.7% of the respondents. Rewards encourage the teacher to perform higher as indicated by seventy two.7 you look after respondents.

3. Teacher Performance and Work setting within the tutorial method in lycee Tri Kuncoro and, Ahmad Dardiri (2017) .This study used a survey technique to gather information or data a couple of massive population mistreatment comparatively little samples. The population of this analysis was line highschool academics. information analysis techniques used the multivariate analysis with the help of SPSS. The results of teacher performance are as follows: 1) the pedagogical performance was comparatively sensible; 2) skilled performance was relatively good, and therefore the overall performance of line highschool academics was still less effective and efficient; 3) the teachers' work setting was forty two.5234%; and 4) there was no correlation between work setting and teacher performance, that means that the work setting (conditions of physical work environment, psychological work setting, and non-physical work environment) doesn't completely support the education and skilled performance of academics.

OBJECTIVES

1. To search out the extent of labor setting of the academics.
2. to search out the extent of Job satisfaction of the academics.
3. to search out the connection between work setting and job satisfaction of academics.
4. to search out out the distinction if any with relevance work setting

1. Male and feminine college academics
2. Urban and rural college academics
3. Govt. and self finance college educators
5. determine distinction if any with relevance Job Satisfaction

1. Male and feminine college academics
2. Urban and rural college academics
3. Govt and self-financing college educators

HYPOTHESIS

1. the character of the work setting of academics is high
2. the extent of Job satisfaction of academics is high
3. there's no vital relationship between work setting and Job satisfaction of academics.
4. there's no vital distinction within the mean legion male and feminine academics , urban and rural college academics and government and personal school teachers with relevance work setting.
5. there's no vital distinction within the mean legion male and feminine academics , urban and rural college academics and government and personal school teachers with relevance Job satisfaction.

EXAMPLESTYLE

In the study, the choice unit was the educators of ten remote colleges and 10 government college of Pondicherry region. The sample size was selected to suggest the full inhabitants and additionally to spring the tangible image. the full size of the sample was two hundred. The samples were collected mistreatment probability sampling technique. Out of the two hundred samples 100 persisted taken from personal colleges, in which, fifty were male educators and 50 were feminine educators. The remaining one hundred replies were composed from the educators of govt college, that is additionally incorporates fifty male tutors and 50 feminine defendant.

TOOLSUSED

1. Academics work setting scale: The man of science used a tool that was standardized by her. it's a Likert 5 kind scale that has ten subdivision and every subdivision has twelve queries each. The respondents must make a choice from powerfully disagree, disagree, neutral, agree and powerfully agree.
2. Academics Job Satisfaction scale: The man of science used a standardizes tool of 5 purpose scale kind ready and valid by A. R. Annamalai (1991)

STATISTICALTECHNIQUESUSED

The following applied math techniques are used for the studies

1. Mean
2. Variance
3. Co- relative analysis

RESULTS AND INTERPRETATION

“The organization, analysis and interpretation of information, formulation of conclusions and generalizations are necessary steps to urge a important image out of the raw data collected. The analysis and interpretation of information involve the target material within the possession of the man of science and his subjective reactions and wishes to derive from the info inherent meanings in their relevance their problems”(Runmel 1958)After the data assortment was finished, it had been analyzed, keeping visible the objectives and hypothesis o the study.

Hypothesis I

The level of labor setting of college academics is high

Vari able	Groups	N	Me an	Stand ard deviat ion	t val ue	Level of signific ance	Signific ant/not signific ant
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Gend er	Male	100	84.49	15.12	2.31	.05	Signific ant
	Female	100	80.13	13.51			
Loca lity	Rural	100	86.23	13.20	2.99	.05	Signific ant
	Urban	100	79.64	17.16			
Type of scho ol	Govern ment	100	82.26	15.21	.16	.05	Signific ant
	Private	100	80.19	15.12			
Age	Below 40 years	123	87.23	14.88	2.84	.05	Signific ant
	Above 40years	77	81.24	12.16			
Expe rienc e	5 to 10 years	169	82.36	14.61	1.49	.05	Signific ant
	Above 10 years	112	85.12	17.01			
Mari tal statu s	Married	66	82.87	15.22	2.86	.05	Signific ant
	Unmarr ied	134	88.41	11.31			
Mont hly inco me	Below 20,000	43	77.61	14.12	2.49	.05	Signific ant
	Above 20,000	157	84.12	15.31			
Entir e		200	84.15	13.51			

The above table shows the work environment of teachers. The work environment of teacher is good (84.15).Hence the hypotheses is accepted and concludedthe close of work environmentschool educators is too high.

Hypothesis 2

The close of job gratification of Hr.Secondary School instructors is high

Variabl e	Groups	N	Mean	Sta nda rd deviat ion	t val ue	Level of signific ance	Signific ant/not signific ant
Gender	Male	100	81.14	15.95	2.42	.05	Signific ant
	Female	100	78.61	11.23			
Locality	Rural	100	84.65	12.59	2.99	.05	Signific ant
	Urban	100	77.23	18.26			
Type of school	Govern ment	100	80.12	15.11	.24	.05	Signific ant
	Private	100	80.36	15.69			
Age	Below 40 years	123	87.26	14.59	3.01	.05	Signific ant
	Above 40years	77	79.84	12.19			
Experie nce	5 to 10 years	169	80.32	15.23	2.01	.05	Signific ant
	Above 10 years	112	83.69	17.84			
Marital status	Married	66	80.28	16.84	2.32	.05	Signific ant
	Unmarr ied	134	88.39	11.22			
Monthl y inco me	Below 20,000	43	74.94	14.76	2.51	.05	Signific ant
	Above 20,000	157	85.21	16.13			



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Entire		200	78.15	14.7			
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The above table shows the job satisfaction of teachers. The job satisfactions of teachers are good (78.15) which is greater than 80. Henceforth the suggestion is accepted and resolved that the level of job satisfaction of school teachers is high.

Hypothesis 3

There is no significant relationship between work environment and job satisfaction of higher secondary school teachers

'r' value between work environment and job satisfaction

Variable	Sample	'r' value	Significant level
Work environment	200	.651	.05
Job satisfaction			

It may be inferred from the in a position that the calculated r price is .651. Hereafter around exist a high optimistic co-relation among work state of affairs and job satisfaction. The calculated 'r' price is found to be important .05 levels. thus the null hypothesis is rejected. There's a major relation between work setting and job satisfaction.

VI. CONCLUSION

Teacher is that the most significant person for the all-around development of scholars. Work setting of the teacher is a crucial issue for schoolroom effectiveness and additionally faculty improvement. Standardized form and self-structured questionnaire was wont to collect the responses Accidental sampling performances were cast-off to assemble the sample. 2 hundred samples were collected. To check the hypotheses commonplace applied math tools were used. Results conclude, that there's an optimistic affiliation between work atmosphere and profession consummation of instructors.

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