

## **Exploring Academic Paradise: Faculty Job Satisfaction in the Business Program at Shanker Dev Campus**

Puspa Karki<sup>1</sup>, Sabu Tamang<sup>1</sup>, Purnika Khadka<sup>1</sup>, Ritika Khadka<sup>1</sup>, Sabin Budhathoki<sup>1</sup>

BBM<sup>4th</sup> Shanker Dev Campus, Kathmandu, Nepal

**Assoc. Prof. Suman Kamal Parajuli**  
Shanker Dev Campus, Kathmandu, Nepal  
[sumankamalparajuli@gmail.com](mailto:sumankamalparajuli@gmail.com)

### **Corresponding Author**

**Puspa Karki**

[karkeepuspa10@gmail.com](mailto:karkeepuspa10@gmail.com)

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### **Abstract**

The purpose of this research is to examine the level of satisfaction felt by business program faculty at Shanker Dev Campus (SDC). The research aims to evaluate several hypotheses about demographic parameters including gender, age, and work experience on faculty satisfaction levels. A total of 35 randomly selected faculty members were asked to fill out a standardized questionnaire. A low standard deviation of 0.55682 indicates consistency across respondents, and a mean satisfaction score of 3.9871 indicates that faculty members are typically satisfied with job. A Pearson correlation coefficient seems to indicate no statistical significance when examining the relationship between age, job satisfaction, and work experience. As far as gender disparities in work satisfaction depart, female respondents were somewhat more satisfied on average than male respondents. These findings provide valuable insights into the dynamics among SDC's business program faculty and can help shape initiatives that increase faculty satisfaction and program achievement.

**Keywords:** age, faculty, gender, job, satisfaction

## Introduction

Teaching is widely regarded as the most difficult job in modern society, as its professionals are held responsible for educational accomplishment as well as the emotional and psychological growth of the people. Educators are required to push students to work hard and to assist them in finding a position in the modern world where they may fit in. Educators serve as role models for their learners, so their job performance is essential for people's growth. Therefore, for the good job performance it is necessary to be satisfied with the job (Wolomasi, Asaloei, & Werang, 2019).

Job satisfaction among employees is an important issue in every firm because it is positively related to achieving targets (Mishra, Mahat, & Khanal, 2021). Satisfaction with work is a collection of positive and negative feelings and emotions workers have about their jobs and leaders must be informed of their workers' degree of satisfaction with their work. Employee satisfaction is strongly related to honesty and work goal (Sultana, Sarker, & Prodhan, 2017).

Faculty work satisfaction revealed that educators overall satisfaction and stress in the workplace primarily related to their expressed opinions about what occurred in class (such as interactions with learners, the process of teaching, and the behaviour of students in the educational institution) rather than administrative or policy issues (such as level of professional independence, interactions with administrators) (Kayastha & Kayastha, 2012).

There is a positive association between faculty members' age and job satisfaction, which means that the older the instructor (faculty member), the greater the degree of job satisfaction and vice versa (Rimal, 2022). Gender also has a significant impact on teachers' job satisfaction. Male teachers appear to be more satisfied with their jobs than female teachers. Similarly, older and more experienced teachers are more satisfied with their jobs than new and inexperienced teachers in most cases. Numerous other factors influence job satisfaction (Shakya, 2020).

## Objectives

To explore the faculty members satisfaction in the business program at Shanker Dev Campus

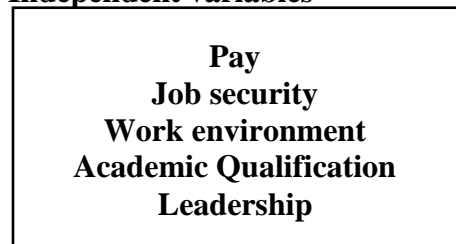
## Hypothesis

- There is no significant relationship between working experience and job satisfaction.
- There is no significant relationship between age and job satisfaction.
- There is no significant difference between male and female faculty members and job satisfaction.

## Conceptual Framework

The study presents the following conceptual framework based on the literature review.

### Independent variables



### Dependent variable

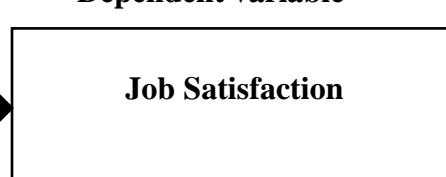


Figure 1: Conceptual framework

### **Literature Review**

Chaudhry (2013) investigated the overall demographics of Pakistani university teachers' job satisfaction. This study set out to investigate university professors' job satisfaction ratings according to staff, kind of position, and work experience. To get the intended findings, university instructors were asked to respond to a questionnaire. Frequency tables, ANOVA analysis, T-test, Pearson correlation analysis, descriptive statistics, and inferential statistics were utilized to analyze the data. The findings of this study shows that job happiness decreases with experience, permanent teachers are less satisfied than visiting faculty, and there is significant variation between different types of teachers. It also recommends that university teachers should be involved in policymaking and decisions be made in accordance with the advice provided by university faculty.

Pathak (2016) investigates the level of job satisfaction among commercial bank employees. This article considers age, gender, and experience disparities while examining the degree of work satisfaction among employees of commercial banks. Four commercial banks were selected through the use of purposeful sampling, and respondents were also randomly selected from the head offices and branch offices of the four banks located within the Kathmandu Metropolis. Data on respondents' work satisfaction were gathered using a modified version of the Minnesota Satisfaction Questionnaire (MSQ). The results show that around 66% of workers are either very or very happy with their occupations. According to Nepalese workers of commercial banks, "job security" is the most crucial factor in determining their satisfaction with their jobs. The degree of job satisfaction varies significantly among employees of different age groups, but it does not change much between male and female employees.

Satisfaction denotes the fulfilment of one's desires and needs at work. This study examines the level of work satisfaction among staff members at a private institution in Nepal. This study's main objective was to look at employee satisfaction in academic institutions in Nepal. The teaching and non-teaching staffs of academic institutions provided data for the study. The respondent was chosen using a simple random selection procedure. For data gathering, a standardised survey questionnaire was used. The Wellness Council of America (WELCOA) standard scale was used to assess the level of satisfaction. The results suggest that the majority of employees in the academic sector were quite satisfied with their jobs. Further research could look into the relationship between organisational climate and employee satisfaction in Nepalese private colleges (Mishra & Shrestha, 2019).

Shakya (2020) investigated the work satisfaction of teachers in the district of Kathmandu's government schools. This study aims to explore the relationship between work experience, qualification, age, gender, and ethnicity and teachers' job happiness. A quantitative research design was used. To get the required data, a study design known as purposeful sampling is employed. Structured demographic data and teachers' job satisfaction were collected. One way ANOVA, Pearson correlation, and the chi square test were used to analyze the data. A recent research found that 82% of teachers are happy in their present positions. The information supported the notion that work satisfaction and age had a substantial positive correlation. It is

also shown that instructors' work satisfaction is influenced by their gender. It was discovered that Newar male instructors and other ethnic group instructors were happier than female instructors and other ethnic group instructors. Academic credentials and work happiness are negatively correlated, and it has been found that more experienced instructors are significantly happier in their positions than their less experienced counterparts.

Human resource job satisfaction is a rising concern not just in corporate organisations but also in educational institutions. This study aims to explore the effects of demographic factors on work satisfaction among university professors. The sample consisted of 106 faculty members from the central department and the component campuses of Tribhuvan University. The long form Minnesota Satisfaction measure served as the basis for the survey instrument (MSQ). Statistical procedures like the independent sample t-test and ANOVA were used to determine the result. With a significant impact on six areas of job satisfaction (social recognition, working environment, salary, advancement recognition, and union), monthly income seemed to be the most significant demographic variable. Furthermore, designation appeared to be the second most important demographic characteristic that had a substantial influence on five factors of faculty member work satisfaction (Shrestha, 2019).

### **Research Gap**

Above reviewed literature provides the knowledge about job satisfaction and the factors affecting job satisfaction of employees of various organizations like bank and various educational institutions of different nation. But, none of the above researcher takes study about the job satisfaction of employees (faculty member) working in Shanker Dev Campus.

Therefore, the study is about Job Satisfaction of faculty members of undergraduate business program at Shanker Dev Campus. An attempt to explore the relation between various variables and satisfaction of the faculty members.

### **Methodology**

The study was conducted with the motive to analyze the job satisfaction of faculty members on private program (BBA and BBM) of Shanker Dev Campus. It was based on a cross-sectional research design and used descriptive and exploratory approaches. A structured questionnaire was utilized to collect data from respondents, who were selected using the simple random sampling approach. Respondents for this study are faculty members who teach in undergraduate business program of Shanker Dev Campus. This study used quantitative analytical tools to evaluate and analyses the impact of variables on faculty members' satisfaction with their job. Mean, T-test, and Karl Pearson correlation coefficient was used to analyze the data of job satisfaction (Mahat, Neupane, & Shrestha, 2024). The confidentiality and security of the participants' personal information and responds were ensured by upholding consent and privacy measures throughout the study. After collection, all data was anonymized and processed in compliance with all applicable laws and ethical standards.

## Results and Discussion

In order to learn about the job satisfaction of Faculty Members of SDC collage, the study provides questionnaires to 35 Faculty Members. There were 20 questions prepared to measure the Job Satisfaction of faculty members of SDC collage. Mean has been used under descriptive analysis to examine the quantitative data. Similarly, t-test and correlation coefficient has been employed to examine the impact of demographic factors on job satisfaction.

### Descriptive Analysis

Table 1: Mean and Standard Deviation scores of Job Satisfaction of Faculty Members

	N	Minimum	Maximum	Mean	Std. Deviation
Q1	35	3.00	5.00	4.2857	0.71007
Q2	35	2.00	5.00	4.3714	0.80753
Q3	35	2.00	5.00	4.1714	0.95442
Q4	35	1.00	5.00	4.2857	0.89349
Q5	35	2.00	5.00	4.2000	0.96406
Q6	35	2.00	5.00	4.0000	0.97014
Q7	35	2.00	5.00	4.4286	0.77784
Q8	35	1.00	5.00	4.1143	1.10537
Q9	35	1.00	5.00	3.8000	1.18322
Q10	35	2.00	5.00	4.2000	0.86772
Q11	35	1.00	5.00	3.3714	1.28534
Q12	35	2.00	5.00	3.9714	0.82197
Q13	35	2.00	5.00	3.6571	0.93755
Q14	35	1.00	5.00	3.2286	1.13981
Q15	35	1.00	5.00	3.6000	1.21752
Q16	35	2.00	5.00	3.9429	0.96841
Q17	35	1.00	5.00	4.1714	0.85700
Q18	35	2.00	5.00	4.3429	0.76477
Q19	35	1.00	5.00	3.7429	0.98048
Q20	35	2.00	5.00	3.8571	1.00419
<b>Job satisfaction</b>				<b>3.9871</b>	<b>0.55682</b>

Field Survey, 2024

Table 1 shows the Mean and Standard Deviation scores of Job Satisfaction of Faculty Members of Shanker Dev Campus. The examination of the data provides important insight on how satisfied faculty members are with their jobs. With a comparatively low standard deviation of 0.55682, the respondents' total job satisfaction score was positive, averaging 3.9871. This implies that faculty members' levels of satisfaction are largely consistent. Individual satisfaction levels vary somewhat, as indicated by the range from 2.75 to 4.80, where the lowest

and highest scores show the range of answers. Analyzing distinct areas of job satisfaction (Q1 to Q20) reveals different mean scores and standard deviations, which reflect different levels of agreement among respondents about these specific factors.

**Correlations**

Table 2: Work Experience and Job Satisfaction

		Work Experience	Job satisfaction
Work Experience	Pearson Correlation	1	.066
	Sig. (2-tailed)		.708
	N	35	35
Job Satisfaction	Pearson Correlation	.066	1
	Sig. (2-tailed)	.708	
	N	35	35

Field Survey, 2024

Table 2 shows Pearson correlation coefficient of 0.066 is found in the correlation analysis between work experience and job satisfaction for a sample of 35 people. The calculated two-tailed p-value of 0.708 suggests that there is no statistical significance in the observed association. These findings suggest that, within this particular set of 35 faculty members, there is no significant relationship between work experience and job satisfaction based on the data that is currently available. The correlation value of 0.066 indicates a small positive correlation, but the relationship is not statistically significant.

Table 3: Age and Job Satisfaction

		Age	Job satisfaction
Age	Pearson Correlation	1	.163
	Sig. (2-tailed)		.350
	N	35	35
Job satisfaction	Pearson Correlation	.163	1
	Sig. (2-tailed)	.350	
	N	35	35

Field Survey, 2024

Table 3 shows pearson correlation coefficient of 0.163 is found in the correlation study between age and work satisfaction for a sample of 35 Faculty members. With a two-tailed p-value of 0.350, the correlation is positive and suggests a minor trend for older people to report slightly greater levels of work satisfaction, but it is not statistically significant. These results essentially indicate that there is no significant relationship between age and job satisfaction in this particular group of 35 people.

**Perception of Male and Female regarding Job Satisfaction**

Table 4: Perception of Male and Female regarding Job Satisfaction

<b>Group Statistics</b>											
	<b>Gender</b>	<b>N</b>	<b>Mean</b>		<b>Std. Deviation</b>		<b>Std. Error</b>		<b>Mean</b>		
<b>Job satisfaction</b>	Female	6	4.2083		.50241		.20511				
	Male	29	3.9414		.56459		.10484				
<b>Independent Samples Test</b>											
		Levene's Test for Equality of Variances		t-test for Equality of Means							
		F	Sign.	t	df	Significance		Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
						One-Sided p	Two-Sided p			Lower	Upper
<b>Job satisfaction</b>	Equal variances assumed	0.329	0.570	1.071	33	0.146	0.292	0.26695	0.24919	-0.4003	0.77394
	Equal variances not assumed			1.159	7.858	0.140	0.280	0.26695	0.23035	-0.6591	0.79981

Field Survey, 2024

Table 4 shows the perceptions of job satisfaction between male and female respondents using group statistics. The average job satisfaction score among the six female participants (N=6) is 4.2083, with a comparatively low standard deviation of 0.50241 and standard error of 0.20511. This shows that respondents who were female had a generally consistent positive perception of job satisfaction. On the other hand, the larger group of men (N=29) has a slightly greater standard deviation of 0.56459 and a somewhat lower average job satisfaction score of 3.9414 and standard error of 0.10484. These results imply that, in general, female respondents are more satisfied with their jobs than their male counterparts.

To determine if there is a statistically significant difference in the means of work satisfaction between genders, the independent samples t-test was used. Therefore, regardless of whether equal or unequal variances are assumed, the t-tests show that there is no significant difference in job satisfaction between male and female respondents ( $p > 0.05$ ).

## **Conclusion**

Finally, the detailed analysis of the provided data provides light on the dynamics of Shanker Dev Campus faculty members' job satisfaction. Faculty members appear to be content with their jobs, according to the sample's mean job satisfaction. Additionally, Correlation tests between age and job satisfaction as well as work experience and job satisfaction reveal no significant link between any of the demographic factors and satisfaction with work. There is no statistically significant difference in job satisfaction between male and female respondents, and the examination into gender disparities shows that, on average, female respondents are happier with their employment than male respondents.

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