

Job Satisfaction of Employees Working in Nepalese Private College

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Abstract

Employees are the major elements of organizational performance so every employee should be well-satisfied at work. Satisfaction indicates the happiness, fulfilling their desires and needs at work. The main objective of this study was to explore the employee satisfaction in the academic institutions of Nepal. The study had collected the data from teaching and non-teaching staffs of academic institutions. There were 43 respondents participated in the study. Simple random sampling technique was adopted to select the respondent. The structured survey questionnaire was used for data collection. The standard scale developed by Wellness Council of America (WELCOA) was used to measure the level of satisfaction. The result shows that in total, 67.4% employee had reported 'Great Job', 27.9% reported 'Good job' and 4.7% reported 'Ok job'. It indicates that majority of employees were highly satisfied with their job in academic sector. It is good to know that Nepalese academic sectors are growing day by day by adopting the high-technology, new management system, participatory approach, motivational activities so that employees are also well-satisfied with the working environment, salary and incentive, capacity building training, promotion and exposure programs. The further research can explore the effect of organizational climate and employee satisfaction in Nepalese Private college.

Keywords

College, Employee, Nepalese, Private, Satisfaction

Introduction

Employees are the backbone of growth and development of any organization because their hard-work, honesty, creativity, punctuality and kind cooperation support the organization to increase in productivity and performance. Similarly, satisfaction is one psychological status; feeling of happiness or unhappiness towards the work, environment, service or relationship. Employee satisfaction is one frequently studied subject from many disciplines because it can affect labour

market behaviour and influence work productivity, work effort, employee absenteeism and staff turnover.

Job satisfaction can be described as one's feelings or state of mind regarding the nature of the work. Job satisfaction can be influenced by a variety of factors such as the quality of the academics' relationships with their supervisors, the quality of the physical environment in which they work and the degree of fulfilment in their work (Lambert, Pasupuleti, Cluse-Tolar, & Jennings, 2008). Moreover, employee satisfaction is considered a strong predictor of overall individual well-being (Diaz-Serrano & Vieira, 2005), as well as a good predictor of intentions or decisions of employees to leave a job (Gazioglu & Tansel, 2002). Job satisfaction is a key factor in productivity (Oshagbemi, 2000). However, job satisfaction is certainly not the only factor that causes people to produce at different rates (Daniels, 2001). One major reason for the continuing interest in job satisfaction, as Wilson and Rosenfeld (1990) pointed out is that, positive and negative attitudes towards work may exert powerful effects on many forms of organizational behaviour.

Relevant research data have demonstrated the importance of job satisfaction in an organization, especially, in terms of its efficiency, productivity, employee relations, absenteeism and turnover (Baron, 1996; Fajana, 2001). There are various determinants of job satisfaction for employees working in any organization. The working environment, behaviour and relation with top management and co-workers, subordinate, facilities, incentives, training and development, work life balance, exposure, use of creativity in office, knowledge management, etc. One previous study had established a statistically significant impact of real-estate factors of the workspace on the satisfaction of employees (Baričič & Salaj, 2014). Similarly, Koh & Boo, 2001; Wu (2009) studies showed that ethical climate types are associated job satisfaction.

The study is going to explore the employee satisfaction in Nepalese private college. The numbers of private college are growing in Nepal which has brought the employee opportunity for educated people. There are now 35,222 elementary and secondary schools and 10 universities with more than 1,400 colleges and campuses throughout Nepal (2016) as the report of World Education News + Reviews (WENR). Similarly, as the report of MOE, (2012, there are 258237 teachers in school level, 17445 in Higher Secondary level, and 15365 in University (Constituent + Community). So the study is interested to measure the employee satisfaction in private college.

Materials and Method

The study was conducted among the 43 employees of Private colleges of Chitwan District of Nepal with the objective to measure their job satisfaction. The simple random sampling technique was adopted to select the respondents. The study was based on the quantitative design because structured questionnaire survey was done to collect the data and statistical analysis was done to identify the level of job satisfaction. The study had adopted the standard scale of job

satisfaction developed by Wellness Council of America (WELCOA) to measure the job satisfaction of employee of private college. The scale has clearly defined the value to evaluate the job satisfaction of employees. The scale value is as follows:

Scale value to evaluate job satisfaction: 50-60 points: Great Job, 40-49 points: Good Job, 30-39 points: OK Job, 20-29 points: Bad Job, 1-19 points: Depressing Job (Wellness Council of America (WELCOA), 2011).

Result and Discussion

The study had discussed with the employees of private college to know their job satisfaction. There were 30 questions asked to measure the job satisfaction of employees. The data presented in the following Bar-chart 1 shows the summary of level of job satisfaction. The result shows the highly satisfactory level of job satisfaction because 67.4% reported that their job was 'Great Job' for them, and 27.9% reported 'Good job' and only 4.7% reported 'Ok job'.

Figure 1: Summary of job satisfaction



Source: Field Survey, 2019

Following the above Figure 1, the study has also presented the detail indicators asked to employees to know their level of job satisfaction. There were only two options (dichotomous) for response, if employee satisfied with the statement then s/he responds 'Yes' if no then 'No' response which was quantified with 2 and 1 numerical value respectively.

The standard indicators were used which were already tested also. These indicators have covered the various aspects of organizational climate like emotional attachment with work, attitude toward working environment, relationship with friends, recognition and appreciation at work, leadership style, participation in decision making process, knowledge of organizational goal,

learning and sharing, knowledge management, Creativity and innovation, support from co-workers and manager, value of contribution and fairness in incentives etc. which factors are directly related to the job satisfaction. If all these factors become positive, then it will work as an enabling factors for job satisfaction otherwise it will increase the dis-satisfaction.

Table 1: Indicators of job satisfaction

SN	Questions	Measurement Scale		Response Value	Result
		Yes	No		
1.	I look forward to going to work on every morning happily.	2	1	49	Good Job
2.	I feel positive and up most of the time I am working	2	1	53	Great Job
3.	I have energy at the end of each work day to attend to the people I care about	2	1	51	Great Job
4.	I have energy at the end of each work day to engage in personal interests	2	1	48	Good Job
5.	I have the time and energy in my life to read books that interest me	2	1	60	Great Job
6.	Most interactions at work are positive	2	1	60	Great Job
7.	I have good friends at work	2	1	44	Good Job
8.	I feel valued and affirmed at work.	2	1	30	OK Job
9.	I feel recognized and appreciated at work.	2	1	45	Good Job
10.	Work is a real plus in my life.	2	1	47	Good Job
11.	I'm engaged in meaningful work.	2	1	47	Good Job
12.	I feel free to be who I am at work.	2	1	36	OK Job
13.	I feel free to do things the way I like at work.	2	1	47	Good Job
14.	My values fit with the organizational values.	2	1	60	Great Job
15.	I am aligned with the organizational mission.	2	1	59	Great Job
16.	I trust our leadership team	2	1	56	Great Job
17.	I respect the work of my peers	2	1	56	Great Job
18.	I have opportunities to learn what I want to learn	2	1	60	Great Job
19.	I feel involved in decisions that affect our organizational community.	2	1	53	Great Job
20.	Creativity and innovation are supported	2	1	48	Good Job
21.	I feel informed about what's going on	2	1	60	Great Job
22.	I know what is expected of me at work	2	1	60	Great Job
23.	I have the materials and equipment that I need in order to do my work right	2	1	60	Great Job

24.	I have the opportunity to do what I do best every day at work.	2	1	58	Great Job
25.	My manager cares about me as a person	2	1	57	Great Job
26.	I know someone at work who encourages my development	2	1	46	Good Job
27.	My opinions count	2	1	47	Good Job
28.	My coworkers are committed to doing quality work.	2	1	58	Great Job
29.	My manager reviews my progress	2	1	59	Great Job
30.	I am fairly compensated	2	1	54	Great Job

Source: Field Survey, 2019

The result indicates that majority of employees of Nepalese private colleges were happy in their job because majority reported their job as a ‘Great Job’; it means it score more than 50 points.

Conclusion

On the basis of result of data, it can be said that private colleges are doing their better management of human resource mobilization, working environment and organizational performance so that majority of employees reported their job as a great job. It clearly indicates that they were happy in their role assignment which directly impact on the academic achievement of schools as well as organizational performance. Better teaching and learning environment depends upon the attitude, behaviour and teaching capacity of teachers. The physical infrastructure and learning environment of schools is the first attraction of new comers/students so in this concern, basically teachers have great role to increase the number of students in school. One of the important interests of each private college is to increase their profit which is only possible from the hardworking, honesty and creativity of so that employees’ satisfaction is important for organization also. the study indicates the great opportunity of better growth and development of private college in near future because of the high motivation of employees. In this situation, the schools have to serious in total quality management in college by maximizing the resources needed to increase employees’ motivation.

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