



## Job Satisfaction and Organisational Culture Among Teaching Staff of University in Haryana: A Study

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### Abstract

The purpose of this study is to determine job satisfaction among teaching personnel at Chaudhary Bansi Lal University in Bhiwani, Haryana. Respondents' choice of profession, importance of job rotation, respondent's job satisfaction with their current employer, role of professional bodies in protecting employees' welfare interests, job security, work environment, interpersonal relationships, appreciation, advancement, organisational administration, and so on are all factors that influence job satisfaction among teaching staff.

**Keywords:** Job satisfaction , Organisational Culture, Teaching staff, University

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### I. Introduction

Job satisfaction is another significant method that has been used to inspire workers to work harder. Happy workers are, in general, the employees who are pleased with their jobs. Job satisfaction is very essential because most people have spent a large part of their life at work. Job satisfaction also has an effect on the general life of workers, since a fulfilled employee is a contented or happy person being. A highly satisfied employees has greater physical or emotional well-being.

According to E.A. Locke, "Job satisfaction is a pleasant or positive psychological state arising from the evaluation of one's job or work experience."

According to Keith Davis and Newstrom, "Job satisfaction is a collection of positive or negative feelings with which workers perceive their jobs."

We may conclude that job satisfaction is a function of the understanding of the employee of how well their work offers certain items that are considered significant. Job satisfaction is considered to be the most critical and widely studied attitude in the field of organisation.

### Organisational Culture

In the late 1940s, the social relation lists formally developed the idea of organisational culture. It has now become a very effective forum for thinking about defining the social structure. The "situational determinants" or "Environmental determinates" that influence human behaviour are often referred to as the organisational culture. Organizational culture and organisational environment have been used interchangeably by certain people.

According to Forehand and Gilmer, " Culture consists of a set of characteristics that describe an organisation distinguish it from other organisations are relatively enduring over time and influence the behaviour of people in it."

The organisational culture is therefore a relatively lasting quality of the internal atmosphere, which affects its members' experiences, their behaviour and can be defined in terms of the importance of a specific set of organisational characteristics. When socially viewed, it may be difficult to have as many cultures as there are individuals in the company, people's behaviours become more meaningful for viewing the overall effect on the atmosphere and evaluating the stability of the work environment. From an overall structure viewpoint, the environment should be viewed. While there might be variations in cultures between departments, they will be combined to some degree to denote the overall organisational culture.

## **OBJECTIVES OF THE STUDY**

1. Definition of the demographic features of the chosen university teaching staff.
2. Describing the level of enthusiasm among the university's teaching employees.
3. Describing the level of satisfaction among university teaching staff
4. To create the link between employee motivation & satisfaction.
5. To build relationships between motivation and demographic level teaching personnel features.

## **II. Research Methodology**

This is an analytical study focused on primary data; the survey collected the details. This questionnaire was built on the Likert style scale of five points ranging from 1 Strongly Disagree to 5 Strongly Agree. In this survey, personal demographic information was also gathered and items were included in the In order to collect all the necessary information, related items were also included.

### **Sampling**

The sample comprised of a whole State of Haryana of Bhiwani going to cover 95 members of teaching staff. Out from the 95 distributed questionnaires, 88 were return. But not all the going to apply can be skilled with for statistical explication.

## **III. Review of Literature:**

**Khan, Masrek & Nadzar (2017)** measured the question differently, using communication skills as a main factor. Academic librarians in Pakistan conducted this analysis. Self-assessment was defined as the very first indicator and enthusiasm as last predictor of work satisfaction. As this idea has opened up a new research field for job satisfaction, this report's guidelines or recommendations could be used to enhance the job of librarians, which will ultimately lead to an efficient service and improved customer service in the user's perspective.

**Vijayabanu, et., Al, (2017)** according to that either boss or the worker expect a productive organisational culture. A favourable organisational environment affects morale, thus growing the efficiency of employees. The aim of this current study was to examine the connexion among organisational environment factors such as great people, participant conflict, and freedom of members, transparency, efficiency of members, support for organisations and dedication to work. This data was gathered from a hundred workers in a private business processing sugar. To analyse the data, a structured analysis model using Smart-PLS was used. It was noticed that, except for member efficiency, all five independence factors significantly predicts employee job engagement. This model's R2 value is 67.2 percent. This illustrates the influence of six independent variables on job engagement. There has also been discussion of the drawbacks and potential for future study.

**Anandhalli (2018)** for the advantage of customers, building conducive library atmosphere is important for improved efficiency and creative library services. The research seeks to assess library professionals' work satisfaction about Career Development, acknowledgement, Leadership Support, Pay, Promotional Rewards, Contact, or workplace culture. Questionnaire approach has been implemented as a method of collecting data or Questionnaires have been filled out by library professionals working and in Karnataka area's 81 colleges in Gulbarga or Yadgir district.

**Pandia, Rameash & Domic, C(2018)** Overall, 76 % of the participants are all under 45 years of age, while 67.4% have a Master's degree in Library and Information Science. It resulted from the study of data that every third library. Over 70 percent of participants answered that job turnover is essential for job satisfaction; while 75.4 percent of participants answered that their current employer was pleased. Although, on the one hand, 67.4% displayed satisfaction with the work environment, on the other hand, 39.8% of participant's demonstrated disappointment with the issues related to their success and 36.7% of participants were unhappy with appreciation. Professional in the state joins the library profession by opportunity or never by preference in the state. The massive 92.8 percent of participants considered the requirement to provide a powerful state-level library organisation to defend or plan the health desires of library workers from across state at any and all stages.

**Sherman, Sofia et. Al, (2018)** discussed the problems affecting IAC's success: participation of stakeholders. Towards this final moment, we suggest a vision for exploiting organisational culture analysis in software engineering study for the successful management of IAC. Above that the study lays the groundwork for our dream that the organisational environment will serve as an efficient means of tackling the challenges addressed. We suggest the creation of culture cooperation initiatives for organisational study.

**Kumar, J (2019)** in the present research, the importance of researching librarians' job satisfaction has been addressed. The research focuses on a distinction between the work satisfaction of LIS professionals in Bhiwani and Ch. Dadri. The standardised questionnaire was used to collect data. A total of 50 questionnaires were provided or analysed in accordance with the study objectives. The result indicates that library professionals

working in such organisations were marginally pleased to their type of jobs; they were unhappy with supervision, advantages, development or reform of the framework of the operation, development and development policies.

**Jerome Idiegbeyan-Ose & Ayooluwa Aregbesola, (2019)**any organisation's success is dependent on social resources. Due to unsatisfactory worker job performance when they are disgruntled or dissatisfied, organisations may experience low productivity, high staff attrition or instability. The research investigated the connexion among motivation or job satisfaction of employees in Nigerian university libraries. The study used survey adopted the survey study design, consisting of all 361 library employees at the private university in South-West, Nigeria, the population or the overall aggregation was used. The analysis tool used was a questionnaire reviewed by Library and Information Science or human resource development experts. The findings show that the work satisfaction of the library staff was poor, although their level of motivation was high. The finding also revealed a correlation between motivation and work satisfaction factors. ( $r=0.036$ ,  $N=305$ , and  $P<0.05$ ). The study therefore suggested and proposed that workers should have been more understood or inspired in terms of intrinsically motivated, thereby increasing their satisfaction.

**Nahak & Mohapatra (2019)**In general, employee job satisfaction is perceived to be important when a company seeks to maximize customer satisfaction. Non-profit focused utility development networks are research libraries. The orientation of virtual technology in academic libraries has created more problems for academic libraries than for visitors who often outwit library staff. This social force of consumers or electronic document pressure has put a lot of pressure on library professionals. Depending on age, the level of job satisfaction can differ individually, eligibility, experience, or family status for college. The study reported that answering to academic libraries working in educational organizations in the Madurai district, their job satisfaction was discovered to different degrees.

**Raja & Chockalingam (2019)** the paper explores the effect on employee efficiency of the overall organisational environment of the company. It is a systematic report on the readiness of the organisational environment to thrive and achieve the potential objective of market environment stability. Organizational culture applies to workers' views of their organisation's competitive atmosphere or internal work environment. A healthy environment is a requirement for any organisation's performance. It is essential to ensure the great organisational culture for employee job performance. This key is to continue improving the worker performance within the organisation, as researchers know that worker is the greatest important capital which can encourage the conservation of an organisation. The research aims to discover the impact of the organisational environment on the output of employees in the manufacturing sector. We examine the correlation among the organisational environment and the performance of employees. Based on the use of the multi stage random sampling process,  $N = 423$  was chosen. The system of surveying was used in order to gather details. Finally, the findings and recommendations relevant to the study showed that different organisational environment variables influence and motivate employee efficiency. Key words: organisational environment, efficiency of workers, manufacturing industry.

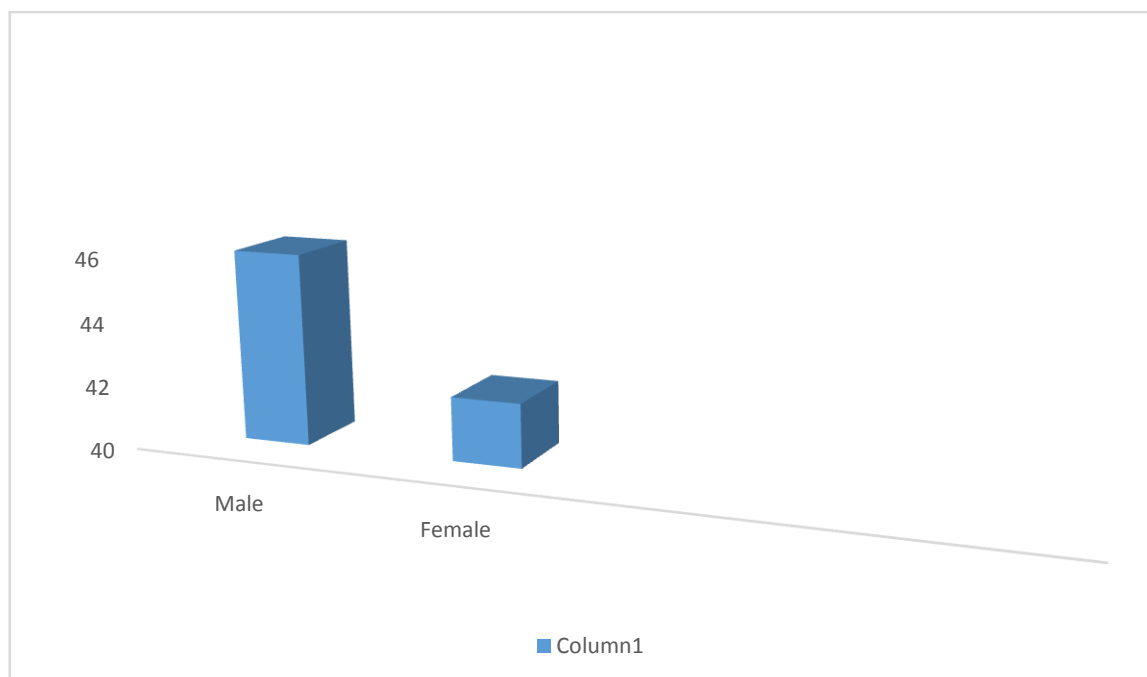
**Johny P. R. & Pradeep V. S. (2020)**the organisational atmosphere is the social culture in which the environment is structured. Employees function because it offers positive or negative job culture contentment. The article is a pre-research debate focused on available literature on organisational environment and work satisfaction in relation to job satisfaction and in context of a prospective analysis on organisational culture. The background of the Catholic hospitals in Kerala State, India. A strong association between the organisations environment and work satisfaction is demonstrated by the literature study. However, the factors in a Catholic hospital that decide the operational environment will vary from other private hospitals. Therefore, in such a case, there may be extraordinary differences in the satisfaction of the work. A mixed technique is used in the present study as the quantitative study. The details will provide a link among the factors and qualitative data. Assistance in objective study of the individual experience of the observed clients.

### **Analysis & Interpretations data**

The presentation of the age distribution of the sample in the graphic in the table. The age category 25-35 years' majority of the respondents ( $n=88$  (16) 18.18%).The respondents in the age category 36-46 years ( $n=88$ (57) 64.78%).The age category 47-57 years in the majority respondents ( $n=88$  (3) 3.40%). The majority of respondents in the age category 58-65 years ( $n=88$ (12)13.64%).

**Table1**  
Gender

Male	46
Female	42



**Table 1**

Sr.No	Variables of the demographic	different groups	Number of Teaching Staff	Percentage (%)
1	Age	25-35	16	18.18
		36-46	57	64.78
		47-57	3	3.40
		58-65	12	12
		Total 88		
2	Education	PhD	68	77.28
		Net	17	19.31
		M.A	3	3.41
		Total 88		
3	Experience	0-05	45	51.13
		06-11	15	17.04
		12-16	10	11.38
		17-22	3	3.41
		23 Above	15	17.04
		Total 88		
4	Teaching Post	Professor	10	11.36
		Associate Professor	03	3.41
		Assistant Professor	74	84.10
		Teaching Associate	01	1.13
		Total 88		

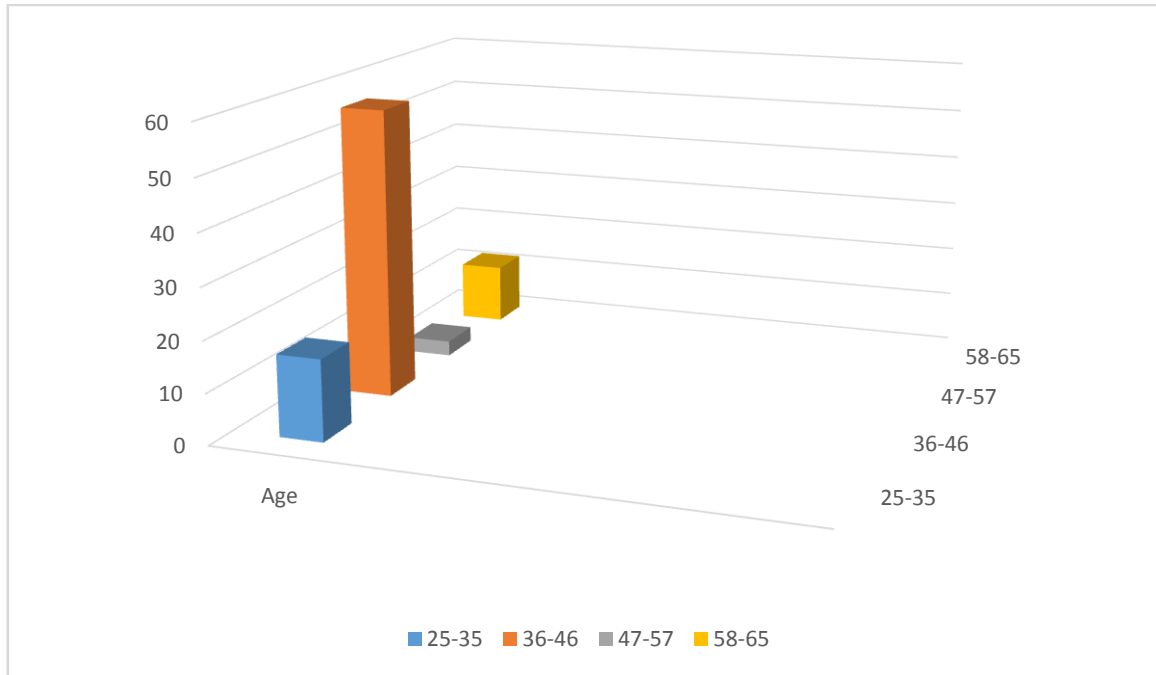


Table 2 Age

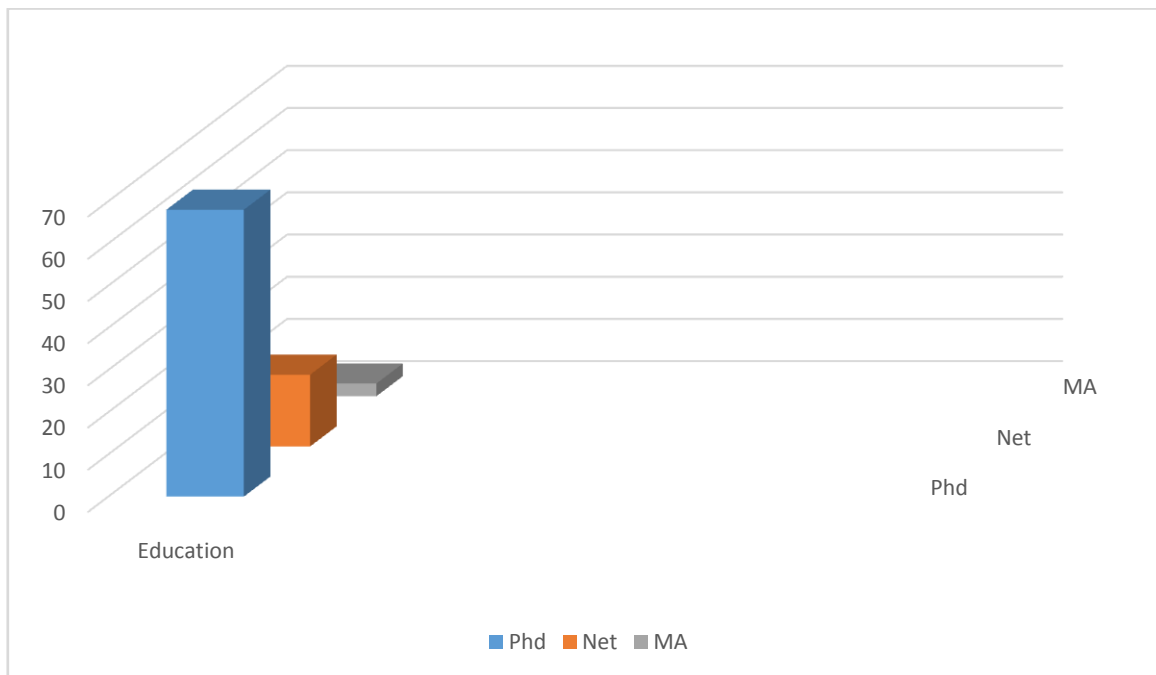


Table 3

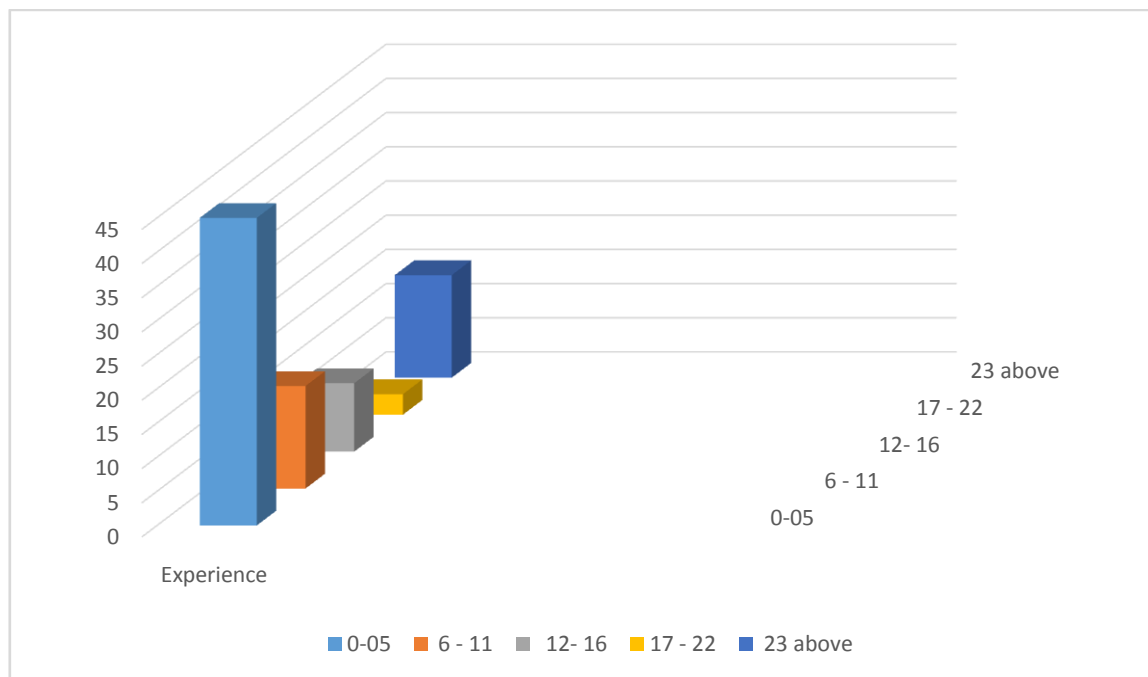
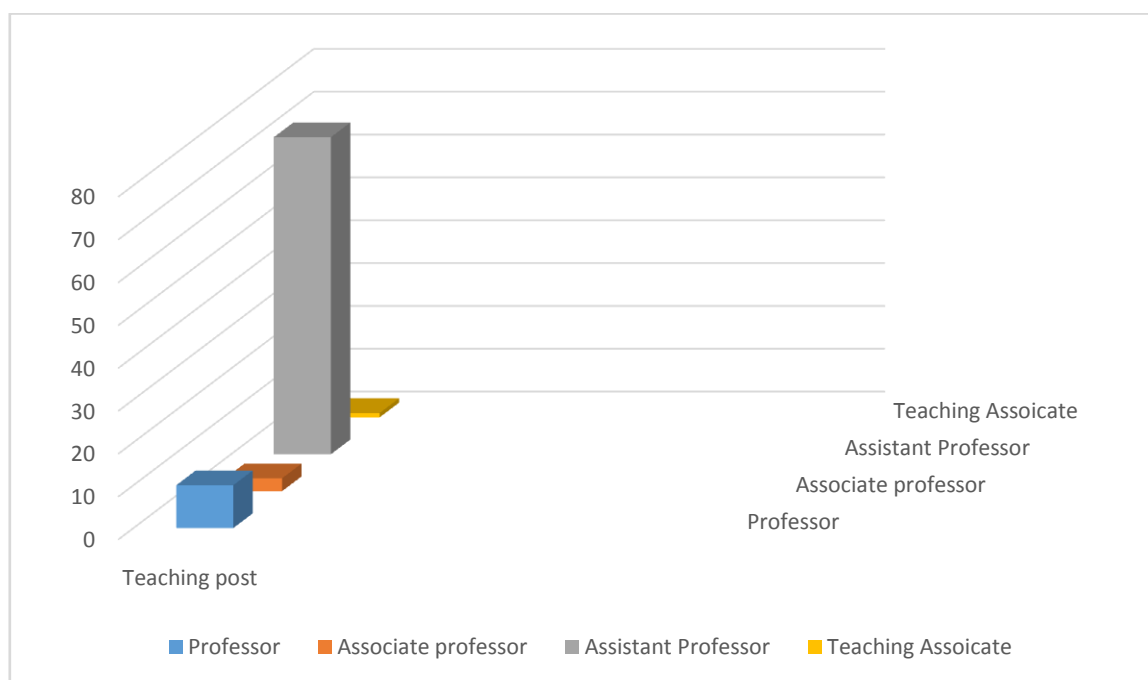


Table 4



Place

Table  
The studied dimensions' descriptive statistics and the resulting conspectus

components	Very satisfied	Satisfied	Neither Agreement	Disagreement	Disagreement satisfied	Total
I am happy with my co-worker	48(54.55)	25(28.40)	09(10.22)	05(5.70)	01(1.13)	88(100)
I'm happy to work in a safe environment.	62(70.46)	17(19.31)	05(5.70)	03(3.40)	01(1.13)	88(100)
I am pleased with my working environment.	40(45.47)	45(51.14)	01(1.13)	01(1.13)	01(1.13)	88(100)
Work hours suit me well.	58(65.92)	23(26.14)	04(4.54)	03(3.40)	00(0)	88(100)

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I'm happy with my seniors.	45(51.13)	35(39.78)	05(5.69)	02(2.27)	01(1.13)	88(100)
Qualification possibilities are satisfactory to me.	62(70.46)	23(26.14)	02(2.27)	01(1.13)	00(0)	88(100)
My position in the job is satisfactory to me.	33(37.5)	50(56.83)	03(03.40)	02(02.27)	00(0)	88(100)
I am pleased with the administration of the organisation.	42(47.74)	40(45.46)	03(3.40)	02(2.27)	01(1.13)	88(100)
I am pleased with my working conditions.	39(44.33)	43(48.87)	03(3.40)	02(2.27)	01(1.13)	88(100)
I'm with my prospects for growth be happy.	39(44.32)	32(36.36)	10(11.36)	05(5.69)	02(2.27)	88(100)
My pay is satisfactory to me.	34(38.65)	51(57.96)	01(1.13)	01(1.13)	01(1.13)	88(100)

Happy with my co-worker very satisfied and satisfied 82.95% and not satisfied 17.05%. Happy to work in a safe environment very satisfied and satisfied 89.77% and not satisfied 10.23%. Pleased with my working environment satisfied and very satisfied 96.61% and not satisfied 3.39%. Work hours suit me well satisfied and very satisfied 92.06% and not satisfied 7.94%. Happy with my seniors satisfied and very satisfied 90.91% and not satisfied 9.09%. Qualification possibilities are satisfactory satisfied and very satisfied 96.6% and not satisfied 3.4%. Position in the job is satisfactory very satisfied 94.33% and not satisfied 5.67%. Administration of the organisation satisfied and very satisfied 93.2% and not satisfied 6.8%. My working conditions satisfied and very satisfied 93.2% and not satisfied 6.8%. Prospects for growth be happy satisfied and very satisfied 80.68% and not satisfied 19.32%. Pay is satisfactory is satisfied and very satisfied 96.61% and not satisfied 3.39%.

Table  
Job Satisfaction

components	Very Satisfied	Satisfied	Neither Agreement	Disagreement	Disagreement Satisfied	Total
I take pride in the quality of my work.	45(51.13)	43(48.87)	00(0)	00(0)	00(0)	88(100)
My office has a stores of defined performance and quality objectives.	35(39.78)	36(40.91)	10(11.36)	05(5.68)	02(2.27)	88(100)
I am aware that the environments changing.	52(59.09)	33(37.5)	01(1.13)	01(1.13)	01(1.13)	88(100)
I am willing to take the risk of launching my own ideas and inventions.	35(39.77)	38(43.18)	07(7.96)	05(5.69)	03(3.40)	88(100)
In terms of professional success, our university has quite high expectations.	48(54.55)	35(39.78)	02(2.27)	02(2.27)	01(1.13)	88(100)
Good effort is quickly recognised and rewarded.	62(70.47)	23(26.14)	01(1.13)	01(1.13)	01(1.13)	88(100)
Outside of work, I am a strong supporter of my university.	44(50)	40(45.47)	02(2.27)	01(1.13)	01(1.13)	88(100)
My seniors and I talk about my achievement.	33(37.5)	35(39.76)	10(11.36)	05(5.69)	05(5.69)	88(100)
My roles and tasks are well-defined.	36(40.92)	39(44.32)	06(6.82)	04(4.54)	03(3.40)	88(100)
Other individuals benefit from my assistance.	48(54.55)	33(37.5)	04(4.55)	02(2.27)	01(1.13)	88(100)
I admit the aims of my organisation as if they were my personal.	52(59.10)	26(29.54)	07(7.96)	02(2.27)	01(1.13)	88(100)

Pride in the quality of my work satisfied and very satisfied 100%. Performance and quality objectives satisfied and very satisfied 80.69% and are not satisfied 19.31%. Environments changing satisfied and very satisfied 96.59% are not satisfied 3.39%. Risk of launching my own ideas and inventions satisfied and very satisfied 82.95% and are not satisfied 17.05%. Professional success, our university has quite high expectations satisfied and very satisfied 94.33% and are not satisfied 5.67%. Good effort is quickly recognised and rewarded satisfied and very satisfied 96.61% and are not satisfied 3.39%. Outside of work, I am a strong supporter of my university satisfied and very satisfied 95.47% and are not satisfied 4.53%. My seniors and I talk about my achievement satisfied and very satisfied 77.26% and are not satisfied 22.74%. My roles and tasks are well-defined satisfied and very satisfied 85.24% and are not satisfied 14.76%. Individuals benefit from my assistance satisfied and very satisfied 92.05% and are not satisfied 7.95%. My organisation as if they were my personal satisfied and very satisfied 88.64% and are not satisfied 11.36%.

#### **IV. Conclusion**

The degree of job satisfaction is measured and analysed in connection to different aspects such as salary, promotion, workplace, interpersonal relationships, job security, and benefits. It contains the most of the information. All of the amenities are satisfactory to the teaching personnel. They provide Internet access, a medical facility, and other amenities, For example, a lodging facility. In comparison to other teaching staffs that work on a regular basis, contract teachers were less happy with their compensation packages and job security. It is concluded that university administration is not concern about the promotion policies for university staff which results a different level of job dissatisfaction among the teaching staff and need to be considered.

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