

JOB SATISFACTION OF COLLEGE TEACHERS: A CASE STUDY

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Abstract

Teachers are very significant in educational institution. It is vibrant to sketch on their performance, attitude and feelings. Every institution judges that “Satisfied teachers can bring their institution success” so it is very crucial for every management to ascertain whether their employees are really satisfied or not? Job satisfaction (JS) means the degree to which individuals like their jobs. It is an insensitivity to job satisfaction which cannot be seen, only be inferred. It is an important technique used to motivate the employee to work harder. If the employee put his complete dedication into the organization, then only the organization can grow i.e., job satisfaction is an important technique through which an organization can motivate its employee. A happy employee can do more amount of work for his employer. So, we can say job satisfaction refers to a positive feelings or attitudes. In case of negative feelings, the worker is not happy with the job. The job satisfaction of a college teachers depends on several factors such as Pay, Working conditions and co-workers, Advancement and incremental opportunities, Supervision, Achievement and College policy. As it is a case study, this paper tries to explore the job satisfaction of college teachers of Haldia Government College, Purba Medinipur, West Bengal based on the above-mentioned domains.

Key words: Job Satisfaction, domain, supervision, Extrinsic and Intrinsic factors.

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