

Study of Employee Satisfaction and Organizational Commitment of Teaching and Non-Teaching Staff

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Abstract--- Worker fulfillment is a factor in inspiration, maintenance and objective accomplishment in the work environment and duty is a factor that incorporate no abundance remaining task at hand, approaching representative with deference, give acknowledgment and prizes, incidental advantages and positive administration. The motivation behind the research paper is to contemplate the worker fulfillment and authoritative responsibility and to look at the fulfillment level of educating and non-teaching staff and its effect on Commitment. This research paper is clear and experimental in nature and purposive inspecting method is utilized select administration colleges. The examination depends on essential information, which has been gathered through auxiliary poll, filled by educating and non-teaching staff part stake 150 respondents of teaching and non-teaching staff of various colleges (10 management college) of Gwalior has been chosen on irregular testing premise .Percentage technique is utilized for information investigation. As indicated by discoveries of this research paper the worker fulfillment impacts responsibility of teaching and non-educating staff. Variables influencing worker fulfillment and responsibility are rewards, stress, leave, advantages and pay given to the staff by the administration which are critical to improve the inspiration level and representative fulfillment.

Keywords--- Employee satisfaction, Organizational commitment, Teaching and Non-teaching staff.

I. INTRODUCTION

Worker fulfillment is a component of sparks which add to work fulfillment and cleanliness' which lead to Employee disappointment. Representative fulfillment is a positive passionate reaction to an occupation circumstance coming about because of accomplishing which the worker needs and incentive from the activity. The term of occupation fulfillment alludes to the mentality and felling individuals have about their work. Positive and great demeanor towards the activity show worker fulfillment. Negative and horrible frames of mind the activity show work disappointment. Worker fulfillment and hierarchical responsibility of the representative is imperative to build the inspirational degree of the representative and lessen the pressure and increment the profitability on an association[1].

Hierarchical duty is dictated by various elements including individual elements for example age, residency in the association, manner, inward and outer control attributions. Authoritative factor, for example, work plan and initiative style of one's director and non-hierarchical elements. This things influence consequent duty.

The manner in which scholastic foundations see inspiration impacts their degree of fulfillment and duty. While work

fulfillment and responsibility have been the theme of numerous investigations, however this examination is available new data and another viewpoint, depicting work fulfillment, inspiration and duty of teaching and non-teaching staff especially with regards to the business colleges. Nobody can preclude the significance from claiming work fulfillment in our lives[2].

The way that spends an enormous measure of our waking hours at work means work fulfillment will likewise assume a colossal job in our lives. While in search for the fantasy vocation or occupation that will fulfill you, whatever activity performed by us, now should essentially add to your bliss. That is the essential significance of occupation fulfillment. Hierarchical responsibility has a significant spot in the investigation of authoritative conduct. This is to a limited extent because of the tremendous number of works that have discovered connections between hierarchical responsibility and frames of mind and practices in the working environment. The purposes behind examining hierarchical duty are identified with "(a) representative practices and execution viability, (b) attitudinal, emotional, and intellectual builds, for example, work fulfillment, (c) attributes of the worker's activity and job, for example, obligation and (d) individual qualities of the representative, for example, age, work residency"[3], [4].

II. REVIEW OF LITERATURE

Narimawati, S.E., (2007) contemplates on "The impact of work Satisfaction, Organizational Commitment and turnover Intension" and he finds that worker fulfillment impacts the authoritative responsibility firmly. Sumita,(2004) examines on "Impacts of authoritative duty on profitability" and she finds that the principle target of the administration is to expand the proficiency by getting boosted efficiency at the base expense .However, inspiration is viewed as pivotal for good execution with representative fulfillment. Mitchell(1982), considers on "Connection between work execution and inspiration" and secures that position execution are regularly controlled by the inspiration to try sincerely and high inspiration mean more prominent endeavors and better.

Tung(1981), considers on "Examples of MotiEvation in Chinese Industrial Enterprises" and discovers thatmotivation is the push representatives towards improved execution and expanded profitability. Stoke(1999), inspiration is a human mental attributes that add to a person"s level of responsibility. Dormann&Zapf(2001), examines on,,Job fulfillment: A meta-examination of sound qualities" and he finds that Employee fulfillment is more reaction to explicit variables of the activity. Occupation fulfillment is put as a control idea in work and hierarchical brain science. Albeit initively persuading, working conditions as the significant reason for the activity fulfillment have been tested. Sahnawaz&Juyal (2006), contemplates on"Human Resource Management Practices and Organizational Commitment in Different Organizations" and they finds that worker duty is viewed as the key factor in accomplishing serious execution[5].

III. OBJECTIVES

- To discover the fulfillment level of worker.
- To discover the degree of the great connection between the Employee fulfillment and authoritative duty.
- To recognize significant variables of the representative fulfillment and authoritative duty of the worker.

Research Hypothesis:

Ho1: Employee fulfillment is associated with authoritative responsibility

Ho2: Employee are profoundly happy with concerned establishments.

IV. RESEARCH METHODOLOGY

This Research is expressive in nature and study approach is utilized to gather the information .150 Respondents are taken from various establishments (10 administration colleges) of Gwalior for test structure. Stratified inspecting strategy is utilized to gather the information. Poll is set up through Likert type Scale here 1 show for exceptionally reaction and 5 demonstrate for least reaction.

IV.I. The Study:

This examination paper is quantitative in nature and the point is to discover the outcome that the representative fulfillment and hierarchical duty and fulfillment level of employees (Teaching and nonteaching staff)and further to list the administration educators and organization staff ,happy with work or not.

IV.II. Research Design:

This examination paper is set up through the best possible research approach, utilizing field work, testing design and suitable expository system and enormous example size. This examination paper is an indisputable research[6]–[10].

IV.III. Sampling Design:

IV.III.I Population:

Populace of this examination paper are the all teaching and non-teaching representatives in ten administration colleges of Gwalior. Test Frame List of the all workers (Teaching and Nonteaching) in ten administration college of Gwalior. The rundown is gathered from separate Admin/Hr division in all administration college of Gwalior.

IV.III.II Sample Unit:

The example unit is ten association of the executives college in the Gwalior for example Vijararaje Institute of Technology and Management, Bhartiya Vidya Mandir Institute of Management , Aditya college Gwalior ,Bostan college ,Institute of Professional Studies Gwalior, Vikrant college of Gwalior, Preston college Gwalior, Maharaja college of the board Gwalior, Maakaila Devi Institute of Technology and Management. GICTS college Gwalior.

IV.III.III Sample Elements:

The complete example size are 150 respondents in ten administration college in Gwalior, educating and non-teaching staff are examining components.

IV.III.IV Sample Technique:

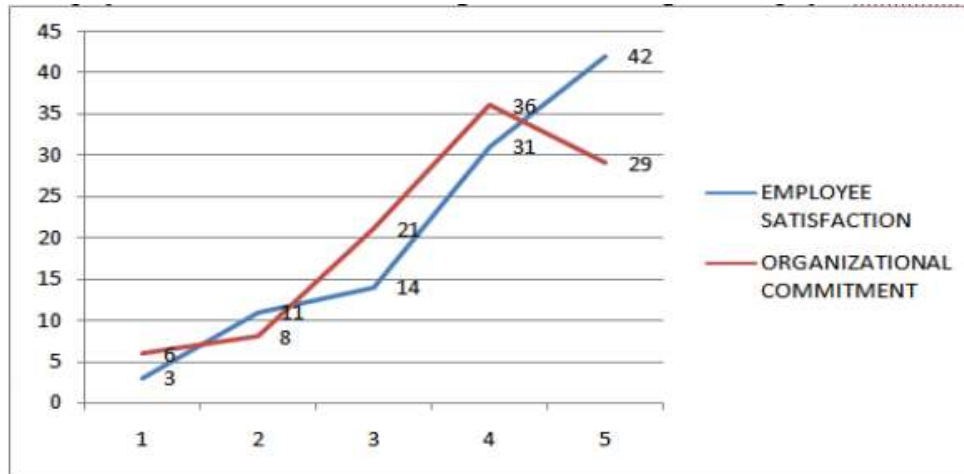
Testing system is non-likelihood; standard inspecting procedure is utilized to choose the examining components they have chosen the example size of 150 respondents of the business college in Gwalior on the premise of arbitrary examining in this examination paper[2], [11]–[13].

V. METHOD

The essential information has been set up based on poll and study strategy and filled by 150 respondents. Significant exchange is made with authorities of the HR office in all administration establishments of Gwalior.

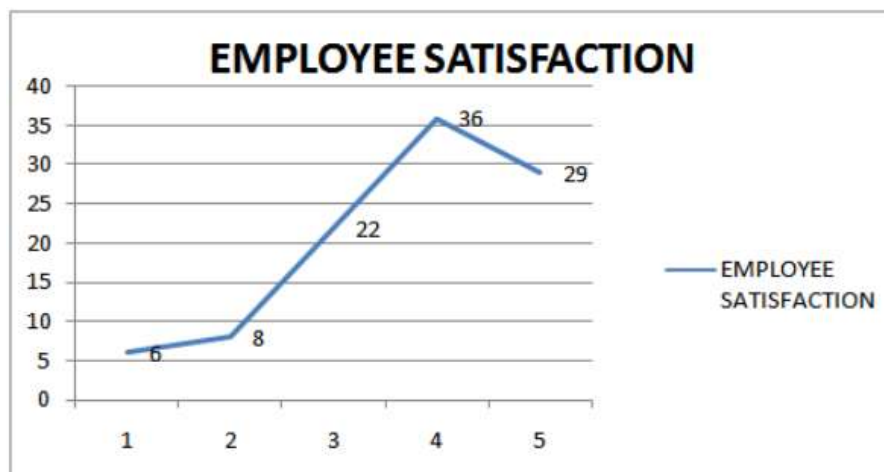
VI. RESULT

By the Relationship between Employee Satisfaction and association duty shown by us that lone 14% of the representatives are disappointed with their working condition, work relationship and pay and advancement in Business College of the board Gwalior. Be that as it may, 65% of the representatives are happy with these variable (working condition, work relationship and pay and advancement) in their association. 21% representatives are impartial. 14% workers are disappointed with AC, CC and NC* 73% representatives are increasingly dedicated to association. 14% workers are nonpartisan. So it can infer that, in the event that worker fulfillment is improved, at that point responsibility is additionally improved of the representatives of Business College of the board of Gwalior.



(a)

Representative Satisfaction Level of Teaching and Non-Teaching Staff, the worker fulfillment level is high about 65% identifying with the working condition, work relationship and pay and advancement of Business College of the board. Be that as it may, it can likewise be seen that 14% workers are disappointed with those three factors of Business College of the board. Representatives are not to the professional stability of the workers at the base of the hierarchal pyramid. These incorporate the help teaching and non-educating staff. 21% representatives are impartial.



(b)

Fig. 1: Relationship between Employee Satisfaction and organization commitment Employee Satisfaction Level of Teaching (a) and Non-Teaching (b) Staff Employee Satisfaction.

Table 1: Factor Affecting of the Employees Satisfaction and Organizational Commitment.

S.No.	Factors	
1.	Job Related Factors	Turnover, Absenteeism, Job Effort, Job Role, and Performance
2.	Personal Characteristics	Age, Years of Service and Gender
3.	Employment Opportunities	Economic, Technological Advance, Corporate Value,
4.	Work Environment	Recruitment, Selection, Performance Appraisal, Promotion and Management Style
5.	Positive Relationship	Honesty, Caring, Positive Communication with among coworkers
6.	Organizational Structure	Growth, Technology, Customer Needs, Flexible Structure are more likely to contribute
7.	Management Style	Employee commitment, moral, loyalty, and attachment may consist not only providing motivators.

Table 2: Suggestions for Guidelines to Enhance Employee Satisfaction and Organizational commitment.

S.No.	Commit to Employees	
1.	Clarification and Communication of Mission	Clarify the mission and ideology, Inclusive Fairness in the workplace
2.	Organizational Justice	Provide Good Grievance System, Trust, Taking Responsibility
3.	Job Stress	Avoiding Pitfalls, Learning better Communication Skills, Offer Stress Management training, Improve work Condition
4.	Job Insecurity and Employability	Reliability & Integrity, Problem Solving, Commercial Awareness, Self-Management, Person's Capability
5.	Distribution of Leadership	Trust & Respect to each other's Coworkers
6.	Extrinsic Reward	"Outside" the Job-Bonuses, Raise, Paid Vacations & Promotions, Annual Recreational Plan
7.	Intrinsic Reward	"Inside" the Job job-Challenges Task, Involving in Decision Making, Giving a higher Rank in Hierarchy
8.	Career Development	Performance Appraisal, Career Counseling

VII. CONCLUSION

This examination shows that worker fulfillment and authoritative duty are firmly associated (For Business College of Management of Gwalior), in the two instances of teaching and non-teaching staff, Organization would just need to increment and keep up the factors (hierarchical responsibility and representative fulfillment) to accomplish a constructive outcome on hierarchical duty. Worker fulfillment then they will confront a serious effect on hierarchical responsibility. Also, the approaches to improve hierarchical responsibility and representative fulfillment may differ from work nature (as study demonstrating the connection among educating and nonteaching staff), association and people. Also, by expanding duty association will get effective and more noteworthy yield which is the craving for any association.

In the wake of going careful examination it has been discovered that the representatives of Business College of the board of are extensively happy with employments and fulfillment level is extremely high. Finally the outcome shows the

connection between the authoritative duty and representative fulfillment in such a case that workers are fulfilled then responsibility is additionally high.

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