



Study on Job Security Among the Teachers in Self Financing Colleges

K. P. Anish Kumar¹, Premalatha², S. Prakash³

ABSTRACT: The present study is conducted with the teachers in self-financing colleges in Coimbatore numbering 45 samples with the objective of finding out the socio-demographic characteristics of the respondents and their level of Job security and insecurity. The scientific tool is used for data and the collected data are systematically analyzed. The article portrays the methodology adopted for conducting the study. The paper provides the statistical information which resulted after applying tests such as, mean, standard deviation, one-way analysis of variance, t-test, and Karl Pearson's correlation coefficient.

The major finding of the study is that more than half of the respondents i.e., 52 percent of the respondents have a high level of insecurity feelings. Based on the findings, Suitable recommendations are suggested with the perspectives such as open-door policy, recreational provisions, grievance redressal procedures, to be followed in the self-finance colleges. The current article may help the readers to understand the job security status of teachers in self-financing colleges.

Keywords: Job Security, Teachers, Self-financing Colleges



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1. Introduction

Higher educational institutions provide the educated human resources required for the growth and development of the nation. Development of higher education is significant for the growth of developing country like India. In the recent decades in India, the sprouting of self-financing institutions and privatization of higher education has emerged. The aided colleges throughout the country are supported by the government, at the same time the unaided colleges have to raise their own funding to manage the entire expenses to run the institutions.

While explaining about the self-financing colleges, Anju Ailsinghani and Neelam Wadhvani (2013) outlines the increasing commercialization of higher education in India. The author says that the

¹ Ph D Scholar, Department of Management Studies, Bharathiar University, Coimbatore, India;

² Head, Department of Social Work, SNMV College of Arts and Science, Coimbatore, India;
Email: meetprema.latha@gmail.com

³ Director-Research, Nehru Institute of Management, Thirumalayampalayam, Coimbatore, India;

self-financing institutions view education more as a commodity sold in the market. The private universities and colleges treat students as consumers and educators as service providers. Exploring the teachers' commitment in self-financing engineering colleges Hemalatha C.K and N. Ahmed Nisar (2011) analyzed the factors responsible for the scarcity of committed staff and quality education under different variables. The study concluded that to make corrective measures, a common body could be formed consisting of representatives from all institutions coming under its affiliation. This provides better job security, satisfaction, increases self-esteem and thereby contributes to improving the teachers' commitment. Saraswati (2013) made a comparative study to investigate job satisfaction amongst lecturers of government and private colleges in Delhi. The questionnaires were given to 500 lecturers who had more than 5 years of experience. Out of 500 lecturers 250 from 25 government colleges and 250 lecturers and from 25 private colleges.

This study concluded that lecturers of government colleges were more satisfied in comparison to lecturers of private colleges in all the factors i.e. general working condition, pay and promotion potential, work relationships, use of skills and abilities and work activities.

The report on "Self-financing arts colleges hard-pressed for teachers" by R.Krishnamoorthy in 'The Hindu', dated 30th April 2013, says that the attrition of teachers in self-financing programmes has risen to the level of 30 to 40 percent in institutions that usually pay the teachers in the range of Rs. 10,000 to Rs. 15,000 per month. It is not that the self-financing colleges cannot pay a decent salary for the teachers. But, they are not prepared to compromise on the return on investment. The report also states that the static salaries force many to move out in search of better options. Only very few colleges have a work culture that motivates teachers to stay.'

Considering the above-said facts the researcher decided to investigate the job security among the teachers in a private college in Coimbatore. Due to ethical reasons, the name of the institution, from where the data was collected is not been revealed in this article.

2. Job Security among the teachers in self-financing college

The high attrition of the teachers is the chief aspect to colleges' unstable working situations. High turnover is caused mostly by fluctuations in salary, increments and other welfare measures. So, there is a chance for teachers in self-financing colleges coming and going out. There is a lot of chances for the feeling of job insecurity among the teachers in self-financing colleges, which may lead to stress and job dissatisfaction. If the attrition is high, teachers are not expected with high commitments for the students in turn. Thus, it affects the quality of delivery to the students. Since the teachers stay in the college for only a short time, the institution cannot count employees' skills, expertise, and experiences as the organization's assets.

If the self-financing colleges fail to offer sensible benefits and job security and fail to show commitment to those staff who are struggling for their own survival, they cannot expect the experienced teachers to stay with the colleges for the benefit of the students.

3. Job Insecurity

Every employee in the organization wants himself to be fully secured in his job. Insecure job doubtless brings a definite feeling of dissatisfaction in work. Security may be social, economic and psychological. A worker who gets security in all these areas gets maximum satisfaction from his job. (Reisel, et.al. 2007). The current paper tries to study the level of job security among the teaching staff of self-financing colleges.

4. Need for the Research

Academic research about the wellbeing of teachers in self-financing colleges still remains in its infancy. In this service-oriented educational profession, teachers struggle to find a healthy balance between the demands of the work and the need to pay some attention to their own physical and emotional well-being. College management must better understand teachers' attitude towards their security benefits before it can design policies for the institution. It is necessary to create job security among their teachers to improve the quality of delivery to the students and to show their commitment to the profession.

5. Methodology

5.1 Objectives of the Study

1. To illustrate the socio-demographic characteristics of the respondents
2. To find the level of insecurity feelings of the respondents
3. To suggest suitable measures if required based on the finding

5.2 Research Design

The research design adopted in this study is descriptive. The descriptive studies aim at portraying the characteristics of a particular group or situation. In this study, the researcher portrayed the level of insecurity feeling of teachers in self-financing colleges. (Royce Singleton, Bruce.C.Straits, Margaret.M.Straits and Ronald J MC Allister: 1998).

5.3 Universe and Sampling

The study is confined to self-financing college teachers from Coimbatore District, which numbered 45. A convenient sampling technique was adopted to collect the data from the teachers from self-financing colleges. Due to ethical reasons, the name of the institutions where the teachers belong to is not mentioned in the article.

5.5 Tools for Data Collection

Security and Insecurity Inventory

The reliability of the Security-Insecurity Inventory in the Indian samples was already established by Govind Tiwari and Singh (1975). The score indicates the degree of insecurity feeling. Less the score means less the insecure feeling, more the score, more the insecure feelings. For the purpose of the present study, the researcher has applied split half coefficient test to establish the reliability of the above-mentioned tool of data collection as an additional measure.

6. Findings Related to Socio-Demographic Characteristics of the Respondents

As far as the age of the respondents is considered, it is found that 49 percent of the respondents are aged between 26 – 30 years and 32 percent belongs to the age group of 31-40 years. A 13 percent of them are aged between 41-50 years. Lastly, 6 percent of them are in the age of above 50 years. The gender status indicated that 53 percent are male and 47 percent are females. With regard to the religion of the respondents, 75 percent belong to Hinduism and 25 percent of them belong to other religions. As far as the caste is considered it is found that 10% belong to forward caste, 60 percent belong to backward Caste, 17 percent of the respondents belong to minorities and 13 percent of the respondents fall in the category of Scheduled Caste. While the native background of the respondents was analyzed, 59 percent of them hail from villages, 36 percent live in urban area and 5 percent are from the semi-urban background. Taking into notice the educational background of the respondents, 23 percent of the respondents have completed their degree with PhD, 30 percent of the respondents have completed degree with MPhil and 47% have completed their PG Degree.

When it comes to the mother tongue, 80 percent of the respondents' mother tongue is Tamil, 9 percent have Telugu as their mother tongue 5 percent has Malayalam as their mother tongue is Malayalam, 6 percent have Kannada as their mother tongue. 88 have 10 years of experience, 10 percent of the respondents have got 11-15 years of experience and 2 % of the respondents have more than 15 years of experience.

Data on the respondent's salary shows that, 72 percent of the respondents draw a salary up to 10,000 Rupees. 22 percent of the respondents get the salary between Rupees 11000 – 15000, 6 percent of the respondents draw salary above 15, 000 Rupees. 71 percent of the respondents are married and 29 percent of the respondents are unmarried. Out of the married respondents' 77 percent of them belong to arranged marriage category and 23 percent of them in love marriage category. 67 percent of the respondents are from nuclear family and 33 percent of them are from the joint family system. 27 percent of the respondent's family members are below three in numbers. 68 percent of the respondents have 3 – 4 members in their family and 5 percent of the respondents have 4 and above as their family members. 35 percent of the respondents have single child, 52 percent of the respondents have two children and 13 percent of the respondents had 3 – 5 children in their family.

7. Findings of respondents by their level of Insecurity Feeling

Among the respondents, 52 percent have a high level of insecurity feelings and 48 percent of the respondents have a low level of insecurity feelings.

8. Findings based on 'T' Test between the respondents' personal particulars with regard to Insecurity Feelings

There is no significant difference between the respondents based on the religion, joint family & nuclear family system, gender with regard to the Insecurity feeling of the respondents. There is a significant difference between the married and unmarried respondents with regard to the

insecurity level of the respondents. Further, the mean score indicates that the married respondents have more insecurity feeling than the unmarried respondents.

9. Findings based on One-way Analysis of Variance among caste, educational qualification and Insecurity level of the respondents

There is no significant difference among the various castes with regard to insecurity level of the respondents. There is a significant difference among the various educational qualifications of the respondents with regard to insecurity, level of the respondents. In the present study insecurity feeling is high among the PG qualified respondents than those with PhD and MPhil qualifications.

10. Findings based on Association between mother tongue, native place and Insecurity level of the respondents

There is no significant association between mother tongue, native background, and insecurity feelings of the respondents.

11. Findings based on Karl Pearson's coefficient of correlation between the Socio-demographic variables and level of Insecurity feelings

There is a no association between the age, years of experience, income, number of family members, number of children and insecurity level of the respondents.

12. Implication of the study

To minimize the insecurity feelings of the respondents, grievance redressal procedure may be introduced and it could be made effective so that employees could ventilate their grievances and seek remedial measures. Otherwise, they have to worry about their unresolved problems which will, in turn, have an effect on their role performance at work and result in stress and insecurity in the job. Open door policy in terms of increments and promotions could be followed which shall help the teachers in self-financing colleges.

13. Conclusion

The study discloses that nearly half of the respondents have high level of insecurity feelings. Insecurity feelings might have had a hike due to lack of recognition, unfulfilled social needs, heavy workload apart from teaching. In order to enhance the job security among the teachers in self-financing colleges few strategies could be adopted. The employer may provide suitable recognition for the achievement of the teachers. Vacation salary, leave, allowances and other security measures may reduce the insecurity feelings. Recreational trips could all be encouraged to enhance their interpersonal relationships between the staff members. The management has to develop policies and programmes in order to accommodate the capacity of the teachers without compromising on the rights and welfare of its employees.

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