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JOB SATISFACTION & SENSE OF COHERENCE AMONG COLLEGE TEACHERS DURING COVID-19 PANDEMIC

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Abstract

The study attempts to investigate the social impact of COVID-19 through the relationship between job satisfaction and sense of coherence among the teachers of different colleges during the pandemic situations. For a just appraisal of the topic, two separate questionnaires were prepared to collect data on Job Satisfaction and Sense of Coherence respectively, on the basis of Likert's 5 point scale and administered through an online survey. Data were collected from 164 teachers with purposive sampling technique and analysed with the help of descriptive and inferential statistics. The results indicate that there exists significant difference between Govt. Employee & Private/ Contractual Employee in their Sense of Coherence level during COVID time and there exists slight, almost negligible relationship between Job Satisfaction and Sense of Coherence among college teachers.

Keywords: Job Satisfaction, Sense of coherence, College teachers, COVID-19, Pandemic.

Introduction

India is passing through the crisis along with the world. She is now standing at the crossroad of history and the course of future has to be determined by our very own actions and the thought processes involved. Due to COVID-19 and several other accompanying measures, we have to experience LOCKDOWN that ultimately makes ourselves just like the sailor in Coleridge's poem who stuck 'in a painted ship/ Upon a painted ocean'.

Like every other aspects of people's life, be it economic or social or environmental, the teaching-learning process is also affected due to this global pandemic crisis. As the part and parcel of the education system, teachers are also affected by both the direct and indirect measures of the crisis as they are the pivot based on which the whole education system revolves round. The system itself is stuck and again the societal demand from the teaching community grows high

to continue the teaching-learning process and to show some future directions, meeting the changing demands of time. Thus, the study wants to make an attempt to revisit the idea that cognitive science stands in need of trendy empirical support for a proper evaluation of existing job related psychological paradigms during the lockdown periods. Secondly, it also advocates a realistic appraisal that is not only plausible, rather to say feasible, but constitutes deep-rooted forms of human well-being and mental health so far as the college teachers are concerned. This process should be examined in terms of the job experience and cognitive realities that inform today's societal pattern through a wide survey. That is why, the study wishes to examine the social impact of COVID-19 through the relationship study between job satisfaction and sense of coherence among the teachers of different colleges. A just appraisal of prevalent digital culture, the marker of modern trend is also appreciated in this case.

The job satisfaction of employees is determined by the presence of pleasure, related to job and absence of related dissatisfactions (Kapoor, 2018). The duty of a teacher is, in actuality, to enable the students to think rationally and deal effectively with his/her environment and also to inculcate values that are in terms with the societal platforms. But at the same time the issue of job satisfaction is also important enough so far as the service of teaching itself is concerned. We have a handful of psychological theories, supporting the idea of job satisfaction, i.e., Maslow's theory, The ERG Theory - Clayton Alderfer (1969) Herzberg's Two Factor Theory, Expectancy Theory by Edward C. Tolman (1930), Goal Setting Theory (Goal Setting Theory is developed by Locke and Latham), are there to name a few.

The concept of sense of coherence (SOC) was put forward by Aaron Antonovsky in 1979 to explain why some

people become ill under stress and others stay healthy. It arose from the salutogenic approach, that is, the search for the origins of health rather than the causes of disease. The SOC gained widespread attention and has since been linked to health outcomes in many studies. Collingwood (2020) defines sense of coherence as: "The extent to which one has a pervasive, enduring though dynamic, feeling of confidence that one's environment is predictable and that things will work out as well as can reasonably be expected." In other words, it's a mixture of optimism and control. It has three definite components – comprehensibility, manageability, and meaningfulness.

There are several different works on job satisfaction on different levels of teaching community till date. Among them, [both](#) Raisani (1988) and Demato (2001), Ali et al, (2004) and Nisamudheen (2013) found that females were more satisfied than males in terms of Job satisfaction. Tomar & Capri (2019) opined that teachers from urban areas are better satisfied in comparison to rural areas. On comparing the job satisfaction level between private and government school teachers, it was found that there is no significant difference in their level of satisfaction irrespective of gender. (Knigma et al., 2018). Satos (2002) found that teacher's age, gender and teaching experience do influence job satisfaction. George et. al. (2008) pointed out that teacher's job satisfaction is influenced by experience, demographic variables, personality, physical, psycho-social, economic and emotional factors.

So far as the sense of coherence is concerned, Chu et. al. (2016) stated that Sense of coherence is positively associated with academic performances and shaping of stress responses towards the effective coping style is associated with a strong sense of coherence. According to Bracha & Hoffenbartl (2015), it is a personal internal component that is helpful in dealing with difficult

situations and crisis in teaching. Olivia et al. (2019) opined that teaching Performances is associated with sense of coherence.

Objectives

- **O₁** : To compare the Job Satisfaction level of college teachers during lock down period under different categorical variables like, Gender (Female & Male), Habitat (Rural, Urban & Suburban), nature of Appointment (Govt. Employee & Private Employee).
- **O₂** : To compare the Sense of Coherence level of college teachers during lock down period under different categorical variables viz., Gender (Female & Male), Habitat (Rural, Urban & Suburban), nature of Appointment (Govt. Employee & Private Employee).
- **O₃** : To compare the relationship between Job Satisfaction and Sense of Coherence among college teachers.

Hypotheses

H₀₁: There would be no significant difference between female and male college teachers in their Job Satisfaction level.

H₀₂: There would be no significant difference between college teachers based on their habitat (rural, urban and suburban) in their Job Satisfaction level.

H₀₃: There would be no significant difference between college teachers based on their nature of appointment (Govt. Employee & Private Employee) in their Job Satisfaction level.

H₀₄: There would be no significant difference between female and male college teachers in their Sense of Coherence level.

H₀₅: There would be no significant difference between college teachers based on their habitat (rural, urban and suburban) in their Sense of Coherence level.

H₀₆: There would be no significant difference between college teachers based on their nature of appointment (Govt. Employee & Private Employee) in their Sense of Coherence level.

H₀₇: There would be no significant relationship between Job Satisfaction and Sense of Coherence among college teachers.

Methodology:

Population & Sample

The population of the study was the college-level teachers across the state. Teachers who are teaching at the undergraduate levels, are the main focus of the study.

In the present case, the researchers have selected 164 responses of college teachers of undergraduate level from the state of West Bengal through snowball sampling technique.

Variables

Major Variables:

1. Job Satisfaction
2. Sense of Coherence

Categorical Variables:

1. Gender (Female & Male)
2. Habitat (rural, urban and suburban)
3. Nature of appointment (Govt. Employee & Private Employee)

Development of Tools

Two different tools have been used for the present study—

1. Job Satisfaction Scale
2. Sense of Coherence Scale

Job Satisfaction Scale:

For the measurement of Job Satisfaction of college teachers, the researchers prepare a self-reporting questionnaire with 15 items based on five point Likert-type scale (strongly agree, agree, neutral, disagree, strongly disagree). After testing the reliability through Cronbach's alpha five items were deleted for weak correlation. The final version of the scale has 10 items with Cronbach's alpha of 0.693.

Sense of Coherence Scale:

For the measurement of Sense of Coherence of college teachers, the researchers prepare a self-reporting questionnaire based on five point Likert-type scale (strongly agree, agree, neutral, disagree, strongly disagree). Initial items

of the scale were eight. After testing the reliability through Cronbach's alpha one item was deleted for weak correlation. The final version of the scale has 7 items with Cronbach's alpha of 0.658.

Data Collection:

Both the questionnaires were administered through online survey on Google Form format. Data were collected from college teachers of undergraduate level of different parts of West Bengal.

Interpretation of Results:

H₀1: There would be no significant difference between female and male college teachers in their Job Satisfaction level.

Table 1

Scale	Sex	N	Mean	Std. Deviation	Std. Error of Mean	Degrees of Freedom (df)	t-value	Sig.(2tailed)
Job Satisfaction	Female	72	36.39	4.743	.559	162	1.919	0.057*
	Male	92	37.90	5.212	.543			

(*not significant at 0.05 level of significance)

Table 1 shows that t-value is 1.919 calculated for female and male college teachers for the case of their Job Satisfaction level with df 162 and p value 0.057 ($p > 0.05$), hence H₀ 1 is not rejected

here. Thus it can be said that there exists no significant difference between female and male college teachers in their Job Satisfaction level.

Table 2

H₀2: There would be no significant difference between college teachers based on their habitat (rural, urban and suburban) in their Job Satisfaction level.

Scale	Habitat	N	Mean	Std. Deviation	Std. Error of Mean	Degrees of Freedom (df)	t-value	Sig.(2tailed)
Job Satisfaction	Urban	77	37.14	5.668	.646	119	.620	.536*
	Suburban	44	36.55	3.885	.586			
	Suburban	44	36.55	3.885	.586	85	1.655	.102*
	Rural	43	38.12	4.919	.750			
	Urban	77	37.14	5.668	.646	118	.945	.347*

(*not significant at 0.05 level of significance)

Table 2 shows that the calculated t-values of Urban-Suburban, Suburban-Rural and Urban-Rural are .620, 1.655 and .945. The corresponding p values are .536, .102 and .347 ($p > 0.05$). Hence t-values are not significant at 0.05 level. So H₀2 is not

rejected and it can be said that there exist no significant differences between college teachers based on their habitat (rural, urban and suburban) in their Job Satisfaction level.

Table 3

H₀₃: There would be no significant difference between college teachers based on their nature of appointment (Govt. Employee & Private Employee) in their Job Satisfaction level.

Scale	Nature of Employment	N	Mean	Std. Deviation	Std. Error of Mean	Degrees of Freedom (df)	t-value	Sig. (2tailed)
Job Satisfaction	Govt. Employee	89	37.19	4.395	.466	162	.129	.898*
	Private/ Contractual Employee	75	37.29	5.768	.666			

(*not significant at 0.05 level of significance)

Table 3 shows that t-value is .129 calculated for Govt. Employee & Private/ Contractual Employee college teachers for the case of their Job Satisfaction level with df 162 and p value 0.898 ($p > 0.05$), hence H₀₃ is not rejected here. Thus it

can be said that there exists no significant difference between Govt. Employee & Private/ Contractual Employee college teachers in their Job Satisfaction level during COVID time.

Table 4

H₀₄: There would be no significant difference between female and male college teachers in their Sense of Coherence level.

Scale	Sex	N	Mean	Std. Deviation	Std. Error of Mean	Degrees of Freedom (df)	t-value	Sig. (2tailed)
Sense of Coherence	Female	72	21.04	3.773	.445	162	1.422	.157*
	Male	92	21.93	4.153	.433			

(*not significant at 0.05 level of significance)

Table 4 shows that t-value is 1.422 calculated for female and male college teachers for the case of their Sense of Coherence level with df 162 and p value 0.157 ($p > 0.05$), hence H₀₄ is not rejected here. Thus it can be said that there exists

no significant difference between female and male college teachers in their Sense of Coherence level.

Table 5

H₀5: There would be no significant difference between college teachers based on their habitat (rural, urban and suburban) in their Sense of Coherence level.

Scale	Habitat	N	Mean	Std. Deviation	Std. Error of Mean	Degrees of Freedom (df)	t-value	Sig.(2tailed)
Sense of Coherence	Urban	77	21.58	3.718	.424	119	.516	.607*
	Suburban	44	21.23	3.562	.537			
	Suburban	44	21.23	3.562	.537	85	.614	.541*
	Rural	43	21.79	4.902	.748			
	Urban	77	21.58	3.718	.424	118	.259	.796*
	Rural	43	21.79	4.902	.748			

(*not significant at 0.05 level of significance)

Table 5 shows that the calculated t-values of Urban-Suburban, Suburban-Rural and Urban-Rural are .516, .614, and .259. The corresponding p values are .607, .541 and .796 ($p > 0.05$). Hence t-values are not significant at 0.05 level. So H₀5 is

not rejected and it can be said that there exist no significant differences between college teachers based on their habitat (rural, urban and suburban) in their Sense of Coherence levels.

Table 6

H₀ 6: There would be no significant difference between college teachers based on their nature of appointment (Govt. Employee & Private Employee) in their Sense of Coherence level.

Scale	Nature of Employment	N	Mean	Std. Deviation	Std. Error of Mean	Degrees of Freedom (df)	t-value	Sig.(2tailed)
Sense of Coherence	Govt. Employee	89	20.93	3.667	.389	162	2.149	.033**
	Private/ Contractual Employee	75	22.27	4.282	.494			

(**significant at 0.05 level of significance)

Table 6 shows that t-value is 2.149 calculated for Govt. Employee & Private/ Contractual Employee college teachers for the case of their Sense of Coherence levels with df 162 and p value 0.033 ($p < 0.05$), hence H₀ 6 is rejected here. Thus it can be said that there exists

significant difference between Govt. Employee & Private/ Contractual Employee college teachers in their Sense of Coherence level during COVID time.

Table 7

H₀ 7: There would be no significant relationship between Job Satisfaction and Sense of Coherence among college teachers.

		Job Satisfaction	Sense of Coherence
Job Satisfaction	Pearson Correlation	1	.029***
	Sig. (2tailed)		.715
	N	164	164
Sense of Coherence	Pearson Correlation	.029***	1
	Sig. (2tailed)	.715	
	N	164	164

(*** not significant at 0.05 level of significance)

From Table 7 it is seen that the Pearson's Coefficient Correlation(r) calculated for Job Satisfaction and Sense of Coherence among college teachers is 0.029 and p value is 0.715. Higher p value indicates that H₀7 is accepted. But the r value shows slight, almost negligible relationship between Job Satisfaction and Sense of Coherence among college teachers.

Conclusions:

The obtained data shows no significant difference exists between female and male college teachers in their Job Satisfaction level during COVID time. Regarding Job satisfaction level, no significant differences can be found in terms of sex (male-female), habitat(rural, urban, suburban) and nature of appointment (govt. and private/contractual employee). Although no significant differences can be found regarding Sense of Coherence in terms of sex (male-female) and habitat(rural, urban, suburban) but in terms of nature of appointment (govt. and private/contractual employee) significant difference exists. Govt. Employees show more sense of coherence than the private/contractual employees.

It is important to mention that in case of job satisfaction, there are other factors as well, like promotion

opportunity, salary, freedom in workplace, training opportunity etc. (KNigama et .al. ,2018). The items of both the questionnaires are limited. This study is on limited background variables (e.g. gender, Nature of appointment and habitat). A large number of potentially interesting moderators of the relationship between SOC and JS were not examined in this study, including job conditions (e.g. workload, autonomy, salary and type of job), personality variables (e.g. conscientiousness, agreeableness and emotional stability).These variables could be the focus of further studies.

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