

JOB SATISFACTION AMONG FACULTY MEMBERS IN THE COLLEGES OF PHARMACY

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ABSTRACT

Introduction: Job satisfaction is important to an organization in terms of its positive relationship with individual performance, productivity, employee relations, physical and mental health, and life satisfaction. On the other hand, job dissatisfaction results in less productivity, high staff turnover and poor quality of service to clients. The main objectives of the study were to assess the level of job satisfaction among faculty members of Pharmacy College, to find the association between job satisfaction and selected demographic variables. **Methodology:** Quantitative approach with descriptive research design was used to accomplish the objectives and convenience sampling technique was adopted to obtain the desired sample size. A total of 30 sample comprising faculty members of college of pharmacy from different positions meeting the inclusion criteria were selected as a samples. Demographic variables and Paul Spector's Job Satisfaction Survey was used to assess the level of job satisfaction of faculty members. **Results:** Results showed that the overall mean score was 92.2 and the standard deviation was ± 9.84 . From the findings, it has been found that the Majority 29(97%) of them were satisfied and 1(3%) was highly satisfied in context to the overall level of job satisfaction. **Conclusion:** The findings of the study suggest that the satisfaction level of pharmacy college faculty members is Good. After conducting the study, the investigator has come to the conclusion that more studies can be done in this area to refine the teaching and enhance satisfaction of pharmacy college faculty members which, in turn, leads to the advancement and upliftment of the whole profession as a whole.

Key words: Job satisfaction, Faculty members, Pharmacy college.

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INTRODUCTION

Job satisfaction is defined as a pleasurable or positive emotional state resulting from the appraisal of one's job or job experiences. It is also the way employees feel about their job and different aspects of their jobs. Job satisfaction directly related with motivation and performance. Moreover, it has been related with productivity, turnover, burnout, mental and physical health and general life satisfaction.

Thus, when there is job dissatisfaction as a consequence of all aspect of particular work, my resulted in lack of motivation and associated low performance in work, especially for professionals like pharmacists.

Incorrectly filling prescriptions, not detecting drug interactions and poor patient counselling could occur as a consequence of job dissatisfaction which can affect health care efficiency and quality. Dissatisfaction may also affect the way that patients view the pharmacist and patients may then inclined to limit their interactions with the Pharmacists. Community pharmacists play an important role in reducing medication related problems and improving patient's overall health status through providing different services including patient counselling, so it is vital to understand what inspires them and to what level they are satisfied by their job, for provision of efficient and quality health care. Several variables have been



identified to influence the way a person feels about its job. They include payment, information technologies challenges, continuing pharmacy education, working environment, safety, co-workers, promotion, supervision, attitudes about the job characteristics, compensation and benefits, status, social security advancement opportunities, respect and treatment by management, creating an environment that encourages employee's involvement and manages stress in the workplace. Job dissatisfaction could be a negative outcome of any of these factors.

Job satisfaction is direct reflection of commitment. If pharmacists committed more, they could be more satisfied to their current job. A cross sectional study conducted in north Ireland assessed job satisfaction and stress among all community and hospital pharmacist with 766 respondent (36%) with 571 of them are community pharmacists revealed 57% of them are satisfied with their job most of the time with 5% of them replayed they were never or rarely satisfied with their job. The study also found that stress level is higher among community pharmacists compared to hospital pharmacists, but it was found difficult to correlate with job satisfaction.

There is no sufficient evidence based data regarding job satisfaction of faculty members of college of Pharmacy in India. Hence, it is important to measure the level of pharmacy professionals' job satisfaction to improve the quality of pharmaceutical care services. Thus, the aim of this study was assessing job satisfaction of faculty members of college of Pharmacy.

OBJECTIVES

1. To determine the level of Job satisfaction among Nursing faculty members
2. To find out the association between the level of job satisfaction with the selected demographic variables of faculty members.

RESEARCH METHODOLOGY

A quantitative approach descriptive research design was used to assess the job satisfaction among faculty members at selected college of Pharmacy. The faculty members of the pharmacy colleges in TamilNadu were considered as its population. The term "faculty" included professors, associate professors, assistant professors, lecturers, clinical instructor and Non-teaching member. A total of 30 samples were selected by Non probability Convenience sampling technique. Assessment of demographic variables and Paul Spector's Job

Satisfaction Survey was used to capture the level of job satisfaction of faculty members.

Description of the tool

Section A:

Demographic variables includes age, gender, educational qualification, designation, total year of teaching experience, total year of teaching experience in current working institution and monthly income.

Section B:

Paul Spector's Job Satisfaction Survey was used to assess the satisfaction level which comprises of 28 items with 5-point rating scale, each item has five options varying from the response "strongly disagree" to "strongly agree". Each response carried a score of 1-5 respectively. Therefore, the maximum possible score is 140. It had 6 dimensions namely; Opportunities for rewards, co-workers, supervision, Fringe benefits, operating condition and nature of work and the scores were arbitrarily divided as dissatisfied (<69), satisfied 70 to 105) and Highly satisfied (105-140). To avoid common method variance, some reverse problems were provided in the scale. After data collection, the corresponding data were treated with reverse processing. Content validity of the tool was obtained. The reliability of the tool was established using Cronbach's alpha. The reliability coefficient was found to be 0.8.

RESULTS AND DISCUSSION

Demographic variables of the Faculty Members

With regard to age in year, 8 (27%) of them between 20 – 30 yrs yrs, 9 (30%) of them are in the 31 – 39yrs, 10 (17%) of them between >40 yrs. In regard to the gender, 1 (3%) are belongs to the male category and 29 (97%) are belongs to female category. Regarding the educational qualification, 28(93%) are belongs to non Professional, 2 (7%) of them are belongs to Professional degree. With respect to the designation, most of them 19 (63%) were belongs to Tutor, 3 (10%) of them belongs to assistant Professor and 3 (10%) were belongs to Associate Professor and 4(17%) belong to Professor. With respect to experience majority were belongs to experience more than 10 years 11 (37%), 6(20%) were 1-3 years, 10 (33%) were 4-6 years and 3(10%) were 7-10 years. Regarding the total year of experience in current institution, many of them 12 (40%) were using <1 yr, 11 (30%) of them were between 4 – 6 yrs and few of the 7 (23%) were using for 1 – 3 yrs. Regarding the salary drawn, most of them 23 (77%) were 9232-27648 and few of them 7 (23%) were 27654-46089.

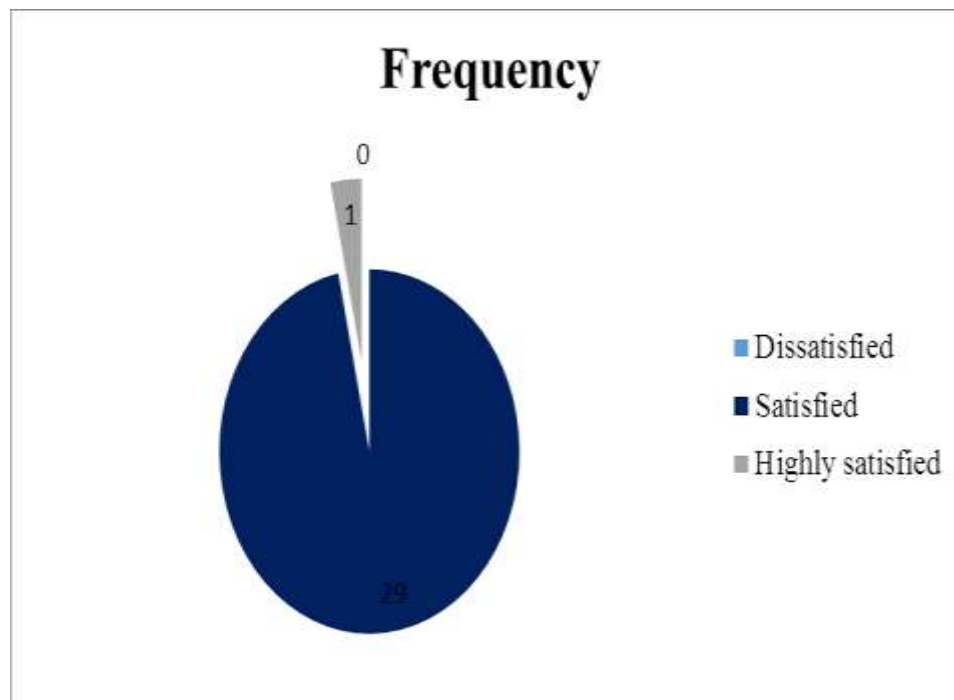
Table 1: Mean and standard deviation of level of Job satisfaction of faculty members N=30.

Level of Satisfaction	Mean	SD
Overall satisfaction	92.2	9.84
Opportunities for rewards	35.5	5.1
Co-workers	12.4	1.56
Supervision	15.7	2.47



Fringe benefits	11.8	2.33
Operating condition	5.1	2.26
Nature of work	11.6	2.59

Figure 1: Level of Job Satisfaction of Faculty Members.



This figure shows the frequency and percentage distribution of level of Job satisfaction among faculty. The findings revealed that most of them 29 (97%) were satisfied and only 1 (3%) of them said dissatisfied and none of them were belongs to highly satisfied category.

This study finding is supported by the descriptive, correlational research study done by Monet M. Loquias and Erlyn A. Sana (2013) to explored job satisfaction among faculty members in the Colleges of Pharmacy in Metro Manila, Philippines. Results showed that the average job satisfaction score was 4.46. Among its different dimensions, faculty members scored highest in collegiality (4.89) and lowest in scholarship (4.11). Job satisfaction scores were higher for females, those with doctorate degree, single, with associate professor rank, tenured, full time and with higher salaries. Multiple regression analysis revealed perceived institutional support ($\beta=0.314$; $p=0.007$) and stress ($\beta= -0.224$; $p=0.014$) to significantly explain 33.7% of the variation in job satisfaction.

Table. 3 shows the mean and standard deviation of overall job satisfaction (92.2 ± 9.84), Opportunities for rewards (35.5 ± 5.1), Co-workers (12.4 ± 1.56), Supervision (15.7 ± 2.47), Fringe benefits (11.8 ± 2.33), Operating condition (5.1 ± 2.26) and Nature of work (11.6 ± 2.59)

Association between the level of satisfaction with their selected demographic variable of faculty members

There is no association found between the level of satisfaction with the selected demographic variable of faculty members at ($p<0.05$) level.

CONCLUSION

The study concludes that, most of the faculty were satisfied at the college level, and none of them were not in the state of highly satisfied health care services

IMPLICATIONS

- Head of Departments HOD in various departments could do think about several policy to provide supports to their faculty.
- Performing such measurement can be a first footstep to motivating faculty toward their jobs.
- Management and policy makers should offer family-friendly policies to staff members that give confidence in their professions.
- Organizations must support faculties' especially female faculties to balance their workplace responsibilities along with house hold tasks
- Organizations must provide batter career development programs



RECOMMENDATIONS

We can do comparative study to assess the level of satisfaction among faculty in private college vs

Government college and also between the nursing college with other paramedical faculty members.

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