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A Study of Consciousness among Male and Female University Teachers In Relation to Their Job Satisfaction

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ABSTRACT

The purpose of the study is to know the factors impacting job satisfaction among the male and female university teachers in Agra city, because it may have a direct effect on student learning of the colleges. The quality of instruction received by students may be impacted by the live of job satisfaction a teacher experiences. Most research of job satisfaction is related to management of industrial, banking and business organization. The study of college job teacher's job satisfaction is not many. Hence, more research is needed in college teacher's job satisfaction, if we are interested to provide quality education of our students at the college level. This study is hoped to contribute to that extent. Basically the study aimed to assess the extent of job satisfaction of the male and female teachers working on Agra city. To conduct any research work, the investigator need to prepare a plan of action for her study that is called research design. Purposive sampling technique was used in the selection of the institution and stratified random sampling technique was used for the selection of the teachers from the different selected institutions. A sample of 98 university teachers has been selected as the sample of the study. A standardized questionnaire prepared by Brazdau (2011) will be used for the assessment of consciousness. A standardized questionnaire prepared by Singh and Sharma (1999) will be used to assess job satisfaction of the teachers. To determine the characteristic factors of the sample, we used percentage analysis. Chi-square test – to determine framed hypothesis we used chi-square analysis. 't' – test analysis – to determine framed hypothesis we used 't' – test analysis.; it has been seen that majority of the respondents have 3 to 5 members in their families. Male Univ. teachers are more satisfied with their job than the female teachers. Income of per annum is an important factor on which the level of job satisfaction of the university teachers depends. The result of the present study indicates that job satisfaction independently cannot affect the level of consciousness but their interaction affects the level of consciousness of university teachers.

Keywords: University Teachers, Job Satisfaction, Consciousness

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INTRODUCTION

The term 'Job satisfaction' was first described by 'Happock' (1935). Who observed that job satisfaction is a combination of psychological, physiological and environmental circumstances that cause a person to say "I am satisfied with my job". However, a more direct description is provided by Saiyadain (2007) who defines job satisfaction as the end state of feeling. The feeling that is experienced after a task is accomplished. This feeling could be negative or positive depending upon the outcome of the task undertaken.

Consciousness

Consciousness is the quality of state of being aware of an external object or something within oneself. It has been defined as: subjectivity, awareness, the ability to experience or to feel, wakefulness, having a sense of selfhood, and the executive controls system of the mind.

Consciousness of teachers directly or indirectly affects the learning outcomes of the students, teacher's command over the subjects, teacher's professional growth, their well-being, self acceptance and autonomy. Thus is a very important aspect which may decide the professional growth of university teachers.

The ability of any university to take off and achieve its goals is a function of its ability to attract, retain and maintain competence and satisfied staff in to its employment. University's manpower needs to advance national development in both public private sectors.

The identity of the direct recipients of university teaching is more difficult to ascertain. It really depends on the perspective of the teachers. The teaching profession requires certain dominant behaviour which show teacher's intellect, desire to excel, extended professionalism and teaching as a life concern and above all their satisfaction means a lot. This is a profession, which exalts service above the personal gains (Goodings *et al.*, 1995). So it is very important for teachers to follow ethics regarding their profession for the sake of students and dignity of their profession, this also increase the job satisfaction of teachers.

Justification of the Problem

As compared to other levels of educational system in the society, higher education has a much bigger role to play. Being at higher level of the educational pyramid and thus able to influence other levels of education, and having wider access to all available knowledge, it can undoubtedly operate as a powerful instrument to help the process of social change in Indian society. It nurtures the competency of future leadership in the students who hold the potential to develop the society. It prepares them to successfully carry out different responsibilities for social, economic and political development. Higher education is 'higher' also because it is at the frontier of knowledge trying to further expand these frontiers.

The satisfied worker is in general a more flexible and better adjusted who has the capacity to overcome the effects of an environment. He is more realistic about this won situation and goals. The workers dissatisfied with his job, in contrast, is often rigid, inflexible, unrealistic, unrealistic in his choice of goals, unable to overcome environmental obstacles and generally unhappy and dissatisfied. Lack of job satisfaction can be a significant source of daily stress.

Therefore, the job satisfaction of teachers is of much value to administrators who frame policies, take decisions and create conditions in which teachers try to maximize their potential and thus derive greater job satisfaction. In this context, therefore a study of job satisfaction can provide information to educational administrators to help them understand the teachers in a better way and explore the past possible ways to maximize the career adjustment of the college teachers. Therefore, the investigator felt particularly keen in studying the job satisfaction of university teachers.

The happiness and satisfaction with job on are some how affected by consciousness. The lack of empirical research that could throw light on the relationship between these two variables amongst university teachers prompted the researcher to take up this problem as research.

The purpose of the study is to know the factors impacting job satisfaction among the college teachers in Agra, because it may have a direct effect on student learning of the colleges. The quality of instruction received by students may be impacted by the level of job satisfaction a teacher experiences (Perie and Bakers, 1997) considering the possible correlation between teacher job satisfaction and the quality of student instruction/teaching. It is important to understand to factors that any affect job satisfaction.

The investigator is of the view that this study would have profound influence on various sections of academicians, policy makers and other groups dealing with teachers and students. The teachers are authoritarian and have less ethics regarding teaching (Chen, 2000); no wonder HRD ministry has asked the concerned authorities to make teachers more student friendly and highly satisfied with organization.

In present study the investigator wants to study the relationship of job satisfaction with reference to consciousness of male and female university teachers. Science is a direct relevance to their progress, nothing else can be more important.

Therefore, the present investigator felt that an investigation of these natures is more appropriate in today scenario.

Job satisfaction has been the centre of connection for researcher over three decades. The reasons for such concentration are manifold:

- (i) Job satisfaction has some relation with mental health of the people.
- (ii) Job satisfaction has some degree of positive correlation with physical health of individual.
- (iii) Spreads goodwill about the organization.
- (iv) Reduces Absenteeism and Turnover

Objectives

1. To know the level of job satisfaction of the university teachers with respect to designations, gender, income and family size.
2. To study the consciousness level of male university teachers with their job.
3. To study the consciousness among female university teachers with their working situations.
4. To see whether male and female university teachers differ significantly on consciousness scale.
5. To see whether male and female university teachers differ significantly to their job satisfaction.

HYPOTHESIS

1. Male university teachers are more significant in their job satisfaction.
2. Female university teachers are more different significant in their working situations.
3. There is no significant relationship of consciousness between male and female university teachers with respect to their job satisfaction.
4. There is not significant relationship of between male and female university teachers significantly on consciousness scale.

OPERATIONAL DEFINITIONS OF THE TERMS

- (i) **Job Satisfaction:** Job satisfaction is the feeling of contentment which includes specific factors such as salary, service conditions, advancement opportunities and other benefits.
- (ii) **Consciousness:** Consciousness is the general level of being conscious / aware throughout a day, in regular conditions.
- (iii) **Teachers:** The term 'Teacher' used in this present study refers to the teachers working in university.

Variable of the Study

Dependent: Consciousness

Independent: Job Satisfaction

Delimitation of the study

1. Baikunti Devi Girls Degree College, Agra
2. R.B.S. College, Agra
3. Agra College, Agra
4. St. John's College, Agra
5. B.D. Jain Girls Degree College, Agra

To study will be limited to sample of 98 university teachers only.

Significance of the study

Organizational productivity is influenced by the quality of the relationship between people and the jobs they do. If there is a good understanding between people and their jobs, such that work is a personally rewarding experience, then there may be little for management to do to faster, high motivation and satisfaction. On the other hand, if there is not a good understanding between employees and their jobs and employees are dissatisfied, then there may be little that management can do to produce high productivity and job satisfaction. Internal work motivation is tied closely with how well an employee performs on the job. Therefore, it is important to address the relationship between employees and their jobs before examining other aspects of the work place.

The study provide valuable compact of ideas, facts and figures that can be used by academics, management parishioners and consultants in understanding the dynamics of consciousness and job satisfaction variables. The study will provide insight in to organizational factors and consciousness that impinge on job satisfaction in a university environment as sample area. The previous studies on ground have explained a worker's job satisfaction and consciousness as a function of individual's personal characteristics and characteristics of the job itself using variables like age, gender, educational statues, time in position, conflict, amount of communicate, etc. however, this study will provide other variables like lines of communication, salary package, promotional opportunities, personal policies, working conditions and participation in decision making and above all one's consciousness regarding all these factors and there effect on job satisfaction. This study therefore will provide research opportunities for further researchers on the field to expand the horizon of knowledge on these variables. Therefore, apart from confirming a theoretical proposition, the findings of this study are likely to have significant practical values.

Teachers in the emerging economy have a very vital role to play in the social reconstruction and transmission of wisdom, knowledge and experience from one generation to another. Thus, it is hoped that this study's result will not only contribute to the higher standard of teaching profession but also have implication for educationalists, policy makers and development lists deals with teachers and students.

Research Method

This study is based on the descriptive survey method, which has been adopted to study consciousness of university teachers.

Selection of Sample

(a) Population of the study

Teachers teaching in the degree colleges of Agra city constitute the population of the study.

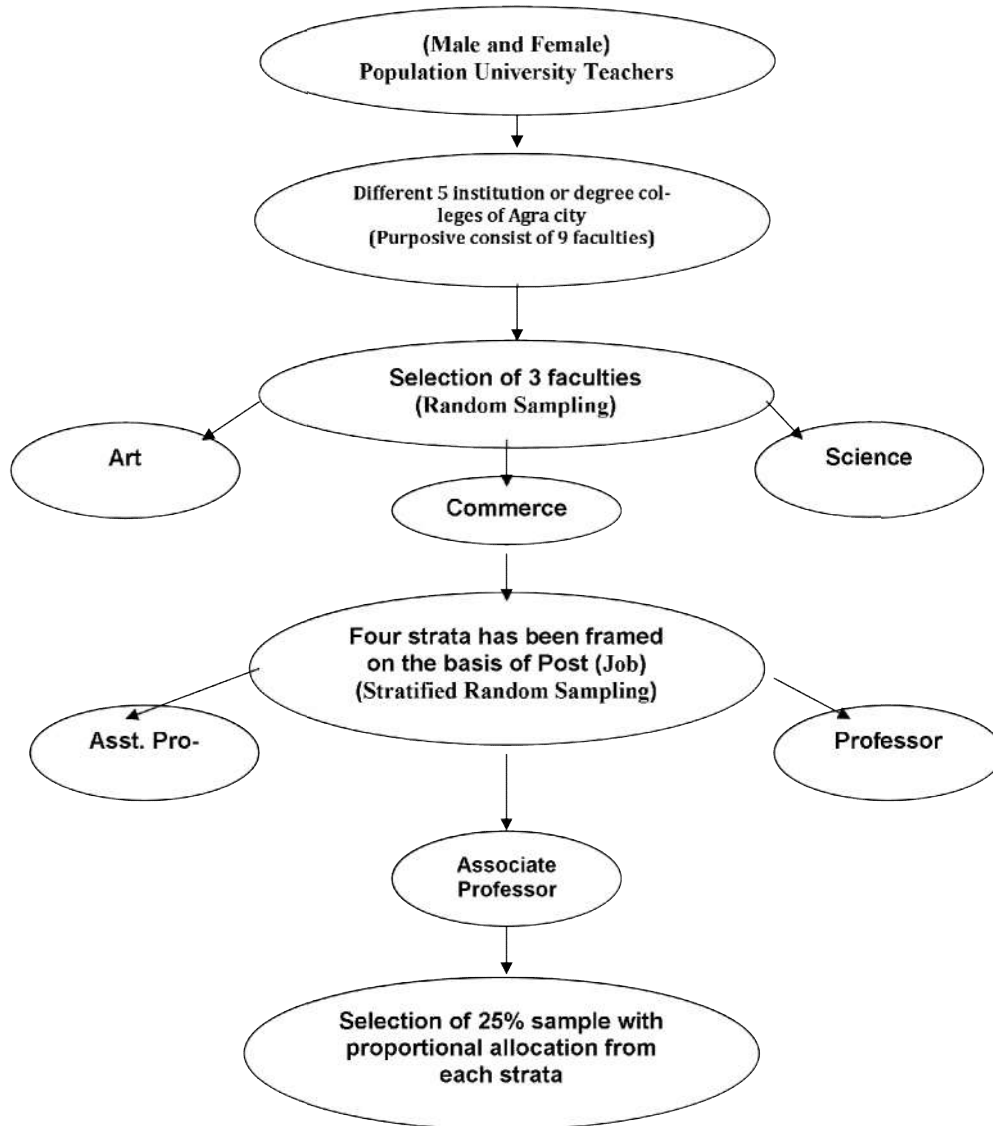
(b) Sampling technique

Purposive sampling technique was used in the selection of the institution and stratified random sampling technique was used for the selection of the teachers from the different selected institutions.

(c) Size of the sample

A sample of 98 university teachers has been selected as the sample of the study.

(d) Sampling procedure



Sampling Procedure of the Study

(iii) Tools

Keeping in view the above criteria the nature of problem as well as the nature of the kind information required for the study, questionnaire technique has been adopted. Standardized questionnaires are used to assess consciousness and job satisfaction of university teachers.

Consciousness

A standardized questionnaire prepared by Brazdau (2011) will be used for the assessment of consciousness it has following dimensions- (1) Self Consciousness (13 items) (2) Physical Consciousness (8 items) (3) Mental Consciousness (9 items) (4) Spiritual Consciousness (13 items) (5) Social Consciousness (9 items) (6) Emotional Consciousness (10 items).

For responses, the Inventory uses a five point Likert Scale, from 1 to 5 points, showing the gradual agreement of the subject for each item: strongly disagree, Disagree, Neutral, Agree, Strongly Agree

Job Satisfaction

A standardized questionnaire prepared by Singh and Sharma (1999) will be used to assess job satisfaction of the teachers.

Reliability and Validity of the Questionnaires

Reliability means consistency in test scores and validity of test means that the test measures accurately for which it is made. Reliability and Validity of job satisfaction scale are .83 and .91 respectively. Reliability and Validity of consciousness scale are .75 and .87 respectively.

Data Collection

Data was collected through standardized tools. After explaining the nature of the study, tools were distributed to the teachers. The aim of the research was explained to them and they were asked to fill the inventories without consulting each other. They were asked not to write their name on the tools to assure them of their anonymity and get correct responses.

The present study followed following statistical techniques:

1. To determine the characteristic factors of the sample, we used percentage analysis.
2. Chi-square test – to determine framed hypothesis we used chi-square analysis.
3. 't' – test analysis – to determine framed hypothesis we used 't' – test analysis;

ANALYSIS AND INTERPRETATION

The present study has been conducted with the aim to assess consciousness of university teachers in relation to their professional stream, designation and job satisfaction. The data collected through the administration of tolls on the selected sample was analyzed and is presented in this chapter. On the basis of the objectives of the study, analysis and interpretation of the data are arranged as follows.

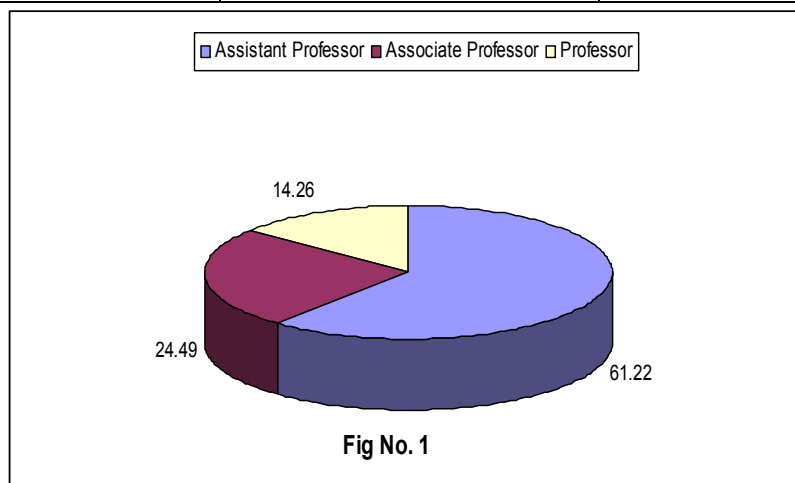
1. Distribution the level of job satisfaction of university teacher.
2. Distribution of the consciousness scores of university teachers.
3. Consciousness in relation to job satisfaction of male and female university teachers.

1. Distribution the level of job satisfaction of university teacher

Analysis of Percentage

Table 1: Sample respondents according to their designation

Designation	Frequency	Percentage
Assistant Professor	60	61.22
Associate Professor	24	24.49
Professor	14	14.26
Total	98	100.00

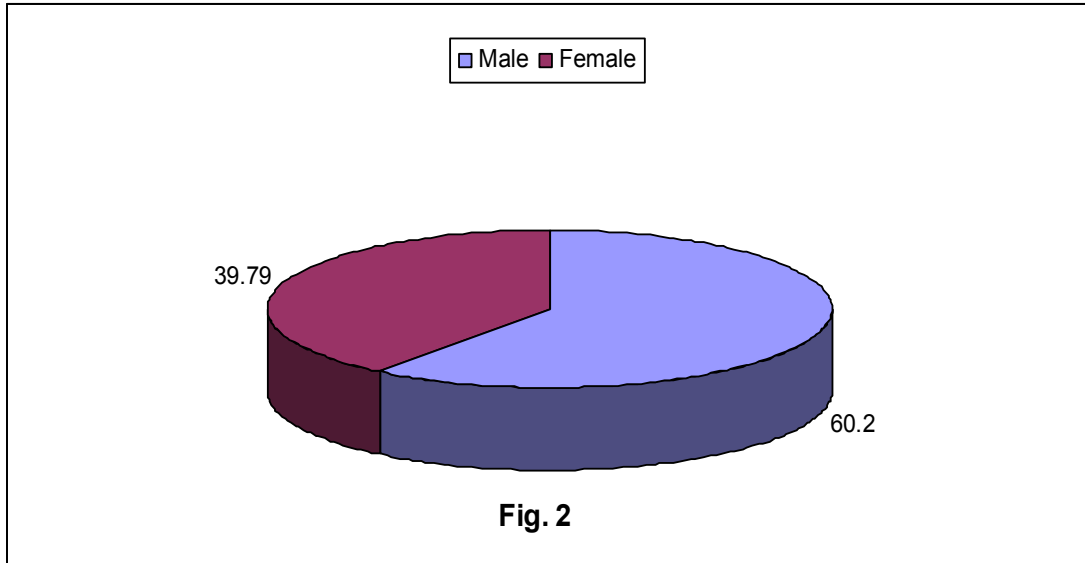


From the table above it is clear that 61.22 percent of the respondents belong to assistant professor, 24.99 percent of the respondent belonging to associate professor and 14.26 percent of the respondent belonging to professor.

It is concluded that majority of the respondents comes under assistant professor category.

Table 2: Sample respondents according to their gender.

Gender	Frequency	Percentage
Male	59	60.20
Female	39	39.79
Total	98	100.00

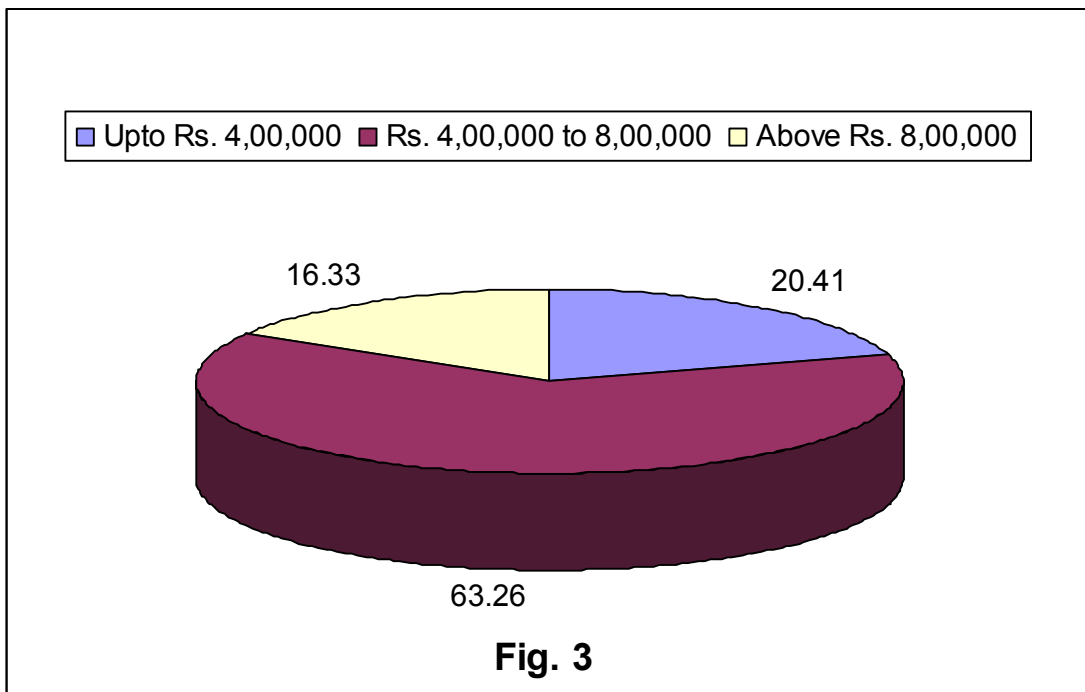


From the above table it has been observed that 39.79 percent of respondents are female and 60.20 percent are male.

It is concluded that majority of the respondents belong to male category.

Table 3: Sample respondents according to their income per annum

Income (per annum)	Frequency	Percentage
Upto Rs. 4,00,000	20	20.41
Rs. 4,00,000 to 8,00,000	62	63.26
Above Rs. 8,00,000	16	16.33
Total	98	100.00

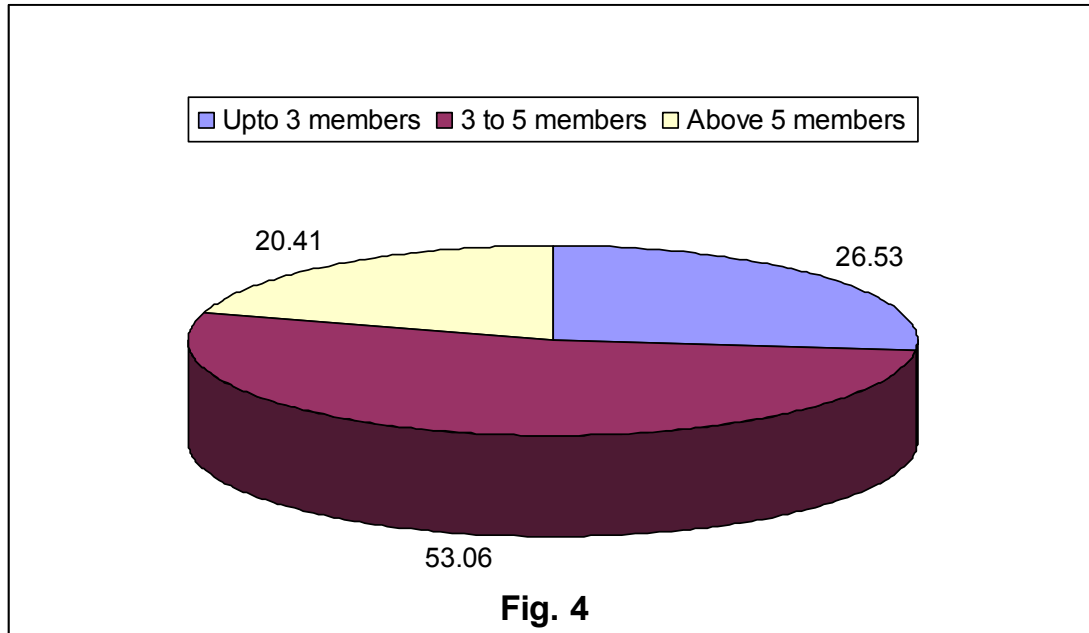


From the above table it is clear 20.41 percent of the respondents income per annum is upto Rs. 4,00,000, 63.26 percent are having their income per annum from Rs. 4,00,000 to Rs. 8,00,000 at 16.33 percent of the respondents get income per annum above Rs. 8,00,000.

It is concluded that most of the respondents get their income between Rs. 4,00,000 to Rs. 8,00,000 annually.

Table 4: Sample respondents according to their family members

Family Size	Frequency	Percentage
Upto 3 members	26	26.53
3 to 5 members	52	53.06
Above 5 members	20	20.41
Total	98	100.00

**Fig. 4**

From the table 4 it is clear that 26.53 percentage of the respondents have three or less than three members in their family. 53.06 percent have 3 to 5 members and 20.41 percent of the respondents have more than five members in their family.

It can be concluded that majority of the respondents have 3 to 5 members in their family.

Table 5: Sample respondents according to their designation and level of satisfaction

Designation	Frequency Percentage			Total
	High	Medium	Low	
Assistant Professor	40 (66.67)	18 (30.00)	02 (3.33)	60
Associate Professor	18 (75.00)	04 (16.67)	02 (8.33)	24
Professor	00 (0.00)	08 (57.14)	06 (42.86)	14
Total	58	30	10	98

Factor	Degree of freedom	Calculated Chi-square	Table value	Hypothesis
Designation	4	39.437	9.49	Rejected

The data from above table indicate that 66.67 percent of the sample respondents are belonging to assistant professor category and 75.00 percent of the sample respondents belonging to associate professor are drawing high level of satisfaction from their jobs.

The interested things comes out from the data is that no respondents has been found in other category who is highly satisfied. The reason behind this is that the college teachers included in this category are working on contract basis, having no job security and full salary benefits.

Statistical analysis shows that at 5% level of significance for 4 d.f. the table value of Chi-square = 9.49. Since the calculated value difference is significance. Therefore 1st hypothesis (there is no significant relationship between the Designation of the College Teachers and their level of satisfaction) is rejected. It means that the satisfaction of the college teachers is not associated with their designation.

Table 6: Sample respondents according to their gender and level of satisfaction

Gender	Frequency Percentage			Total
	High	Medium	Low	
Male	25 (42.37)	12 (20.33)	22 (37.28)	59
Female	20 (25.64)	20 (91.28)	09 (23.07)	39
Total	35	32	31	98

Factor	Degree of freedom	Calculated Chi-square	Table value	Hypothesis
Gender	2	0.9999	5.99	Accepted

Statistical analysis shows that at 5% level of significance for 2 degree of freedom the table value of Chi-square = 5.99. Since the calculated value of Chi-square = 0.9999 is less than the table value. Hence the difference is insignificant. Therefore 2nd hypothesis (Male College Teachers are more satisfied with their job than their female counterpart) is accepted.

Table 7: Sample respondents according to their income and level of satisfaction

Income (Per annum)	Frequency Percentage			Total
	High	Medium	Low	
Upto Rs. 4,00,000	0 (0.00)	12 (60.00)	08 (40.00)	20
Rs. 4,00,000 to 8,00,000	40 (64.52)	20 (32.26)	02 (3.22)	62
Above Rs. 8,00,000	14 (57.50)	2 (12.50)	0 (0.00)	16
Total	54	34	10	98

Factor	Degree of freedom	Calculated Chi-square	Table value	Hypothesis
Income (Per annum)	4	43.137	9.49	Rejected

The data from above table indicates that 64.52 percent of the sample respondents are belonging to income category Rs. 4,00,000 to Rs.8,00,000; and 87.50 percent of the sample respondents belonging to income category above Rs. 8,00,000 are getting high level of satisfaction from their income per annum. In the survey, it is found that not a single respondent belonging to others is highly satisfied with the income per annum they are getting.

Statistical analysis shows that at 5% level of significance for 4 degree of freedom the table value of Chi-square = 9.49. Since the calculated value of Chi-square = 43.137 is more than the table value. Hence the difference is significant. Therefore 3rd hypothesis (There is no significant relationship between the income per annum and the level of satisfaction) is also rejected.

It is concluded that there is significant relationship between the level of satisfaction of the college teachers and their per annum income.

Table 8: Sample respondents according to their family size and level of satisfaction

Family size	Frequency Percentage			Total
	High	Medium	Low	
Upto 3 members	10 (38.46)	14 (53.85)	02 (7.69)	26
3 to 5 members	38 (73.07)	12 (23.08)	02 (3.85)	52
Above 5 members	06 (30.00)	10 (50.00)	04 (20.00)	20
Total	54	36	08	98

Factor	Degree of freedom	Calculated Chi-square	Table value	Hypothesis
Family size	4	19.046	9.49	Rejected

From the above table it indicates that 38.46 percent of the sample respondents who have upto 3 members in their family, 73.07 percent the respondents belong to the category of having 3 to 5 members in their family and 30.00 percent of the respondents who are having above 5 members in the family are highly satisfied with their job.

The calculated value of Chi-square = 19.046 is more than the table value of Chi-square = 9.49 at 5% level of significance. Hence, the difference is significant. Therefore, the framed 4th hypothesis (there is no significant relationship between the family size and level of satisfaction) is rejected.

It is concluded that the level of job satisfaction is not associated with the size of the family.

2. Distribution of consciousness scores of university teachers.

The perusal of the above figure reveals that most of the frequencies of consciousness scores are concentrated in the range of 151-270. This distribution shows that there is a normal trend in the scores of consciousness.

Table 9: Mean and standard deviation

Gender	Mean	Standard Deviation
Male (59)	11.8	6.855
Female (39)	7.8	5.151

The table confirms the fact that the consciousness scores are normally distributed. The mean value and standard deviation of consciousness score for male university teachers is 11.8 & 6.855 and for female university teachers is 7.8 & 5.151.

Table 10: To study the consciousness level of male university teachers with their job.

Job	Level of Consciousness			Total
	High	Medium	Low	
Male teacher	20 (33.89)	19 (32.20)	20 (33.89)	59

Factor	Degree of freedom	Calculated Chi-square	Table value	Hypothesis
Job	2	0.017	5.991	Accepted

Statistical analysis shows that at 5% level of significance for 2 d.f. the table value of Chi-square = 5.991. Since the calculated value of Chi-square = 0.017 is less than table value. Hence the difference is insignificant. Therefore 5th hypothesis (male university teachers are more significantly in their job satisfaction) is accepted. It means that the level of consciousness of the male university teachers is associated with their job.

Table 11: To study the consciousness level among female university teachers with their working situations.

Job	Level of Consciousness			Total
	High	Medium	Low	
Female teacher	10 (25.64)	20 (51.28)	9 (23.07)	39

Factor	Degree of freedom	Calculated Chi-square	Table value	Hypothesis
Working situation	2	1.897	5.991	Accepted

Statistical analysis shows that at 5% level of significance for 2 d.f. the table value of Chi-square = 5.991 at 5% is more than calculated value is = 1.897. Hence the difference is insignificant. Therefore 6th hypothesis (female university teachers are more significant in their working situation) is accepted. It means that the level of consciousness female teachers is associated with their working situation.

Table 12: To see whether male and female university teachers differ significantly on consciousness scale.

Teachers	Consciousness Scale						Total	M	S.D.
Male (X1)	5	5	10	20	6	3	59	11.8	6.855
Female (X2)	6	6	4	16	2	5	39	7.8	5.151

Factor	Degree of freedom	Calculated 't'-test	Table Value	Hypothesis
Consciousness Scale	8	0.526	2.306	Accepted

So the statistical analysis show that 5% level of significance for 8 d.f. the table values of 't' test is 2.306 at 5% level of significance. Since the calculated value of 't' = 0.526 is less than the table value. Hence the difference is insignificant. Therefore 7th hypothesis (There is not significant relationship between male and female university teachers significantly on consciousness scale) is accepted.

Table 13: To see whether male and female university teachers differ significantly to their job satisfaction

Teachers	Job Satisfaction					Total	M	S.D.
Male (X1)	3	4	25	21	6	59	11.8	13.608
Female (X2)	1	7	10	19	2	39	7.8	6.855

Factor	Degree of freedom	Calculated 't'-test	Table Value	Hypothesis
Job satisfaction	8	0.308	2.306	Accepted

On the basis of this table the statistical analysis shows that at 5% level of significance for 8 d.f. the table value of 't' test at 5% = 2.306. Since the calculated value of t-test = 0.308 is less than the table value. Hence the difference is in significance therefore 8th hypothesis (There is no significant relationship of consciousness between male and female and female university teachers with respect to their job satisfaction) is accepted.

Consciousness in relation to job satisfaction

For the purpose the following null hypothesis is tested.

H0⁵- Male university teachers are more significant in their job satisfaction.

H0⁶- Female university teachers are more different significant in their working situation.

H0⁷- There is not significant relationship of consciousness between male and female university teachers with respect to their job satisfaction.

H0⁸- There is not significant relationship of between male and female university teachers significantly on consciousness scale.

CONCLUSION

It is concluded that job satisfaction is the extent to which one feels good about the job. It is pleasurable state resulting from the appraisal of one's job experience. The level of job satisfaction may not be homogenous. It may differ from person to person, place to place, job to job and institution to institution. In general, salaries, physical environment, job security, desired profession, job matching with academic qualifications, vacations and fringes benefits etc. affect the job satisfaction among the university teachers. On the basis of the findings of the undertaken study discussed earlier, it may be concluded that scores of consciousness were found normally distributed in the sample. The finding of the study led to be conclusion that job satisfaction can not affect the consciousness level. It was evident from the result that the interact ional effect of above three components can effect the level of consciousness. It was proved that there are many factors, which independently cannot effect consciousness, but their interaction may influence the level of consciousness.

LIMITATIONS OF THE STUDY

Due to paucity of the time the limitation of the study are as follow:

- There is lack of literature and research work on the variables of the present study.
- Only university teachers were taken into consideration.
- The sample size is limited to 98 university teachers only therefore the results cannot be generalized for the whole population.
- The sample selection is delimited to Agra district only.

SUGGESTION FOR FURTHER RESEARCHES

There is scope for conducting similar studies on the following aspects.

- The present study was carried out on the sample of 98 teachers of 5 different colleges in Agra city. The similar study can be carried out on a large sample in order to get better and more authentic results.
- The consciousness of teachers can also be assessed through physiological testing.
- A longitudinal study is required to understand in its fuller form the effects of job satisfaction designation and professional stream on consciousness, data collection may be done in different phases and these phases may be compared with each other, it may helpful in identifying that which phase of teaching occupation affects the consciousness more.
- Further research can investigate teachers' consciousness in terms of hope, optimism and positive and negative effects, since they seem to be important determinants of consciousness. Additionally qualitative elements of job satisfaction and their impact on consciousness need to be identified for future research.
- The college teachers should have a separate room to prepare him for facing the class room effectively.
- As the job of a university teachers in these university in transferable and which is a major among them; therefore, a transparent transfer policy, should be practiced in displacing the teachers from one place to other keeping in view the home place, family and health conditions.

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