

A Study on the Factors Affecting the Job Satisfaction of College Teachers

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Abstract

Job satisfaction is an important factor influencing the performance, motivation, commitment, and overall effectiveness of college teachers. This study examines the various factors affecting the job satisfaction of college teachers and explores their influence on professional well-being and workplace performance. The study considers factors such as salary and financial benefits, working conditions, workload, job security, promotion opportunities, recognition and appreciation, administrative support, relationships with colleagues, professional development opportunities, autonomy, and work-life balance. Primary data may be collected from college teachers through a structured questionnaire, while relevant secondary information is obtained from books, research articles, and institutional reports. The findings are expected to provide insights into the major determinants of teachers' job satisfaction and identify areas that educational institutions can improve to create a supportive and motivating work environment. The study emphasizes that improving job satisfaction can contribute to greater teacher commitment, reduced workplace stress, improved teaching effectiveness, and better educational outcomes. The research may assist college administrators and policymakers in developing appropriate strategies for enhancing faculty satisfaction and institutional effectiveness.

Keywords: Job satisfaction, college teachers, teacher motivation, working conditions, salary and benefits, workload, job security, promotion opportunities, administrative support, professional development, work-life balance, teaching effectiveness.

