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Tactful Management

A STUDY ON OCCUPATIONAL IMPACTS OF SELF-FINANCING ENGINEERING COLLEGE TEACHERS IN MADURAI REGION-TAMILNADU

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ABSTRACT

This paper focus on finding out occupational impacts which provides, psychological test of job involvement, the perceived level of occupational stress and the job satisfaction among teachers in self financing engineering colleges affiliated to Anna University, Region III-Madurai-Tamilnadu. The enhanced feeling of involvement and satisfaction in the job would make the teachers have a positive attitude towards the teaching profession. The descriptive research design is used to conduct the research which describing the characteristics of a particular individual or of a group. The samples are collected from the universe, stratified random sampling is used, and to conduct this study 620 samples are collected out of 3015 teachers. For collecting the data, the questionnaire method is used. The data collected has been analyzed through the application of percentage analysis, ANOVA (analysis of variance) and T-Test. Finally the researcher analyzed the data using SPSS (statistical package for the social science) 15.0 version and found that there is a considerable level of psychological test of job involvement, impact of job stress and job satisfaction on demographic variables among teachers. Hence the engineering colleges have to look forward to an improved sense job involvement with reduction of occupational stress and increases job satisfaction among the teaching faculty to extract the best out of them. So the management should take necessary steps to reduce occupational stress among teachers because it will result in increased job involvement, job satisfaction and quality of education.

KEYWORDS:*Occupational Impacts, Job Involvement-Job Satisfaction, Occupational Stress, Faculty Members, Engineering Colleges.*

1.INTRODUCTION

Teaching is an art and the quality of teaching depends on the love, dedication and devotion of the teacher towards the subject of the knowledge. Teaching jobs are regarded as the noblest of all the professions in the world. The quality of education in any educational institute hinges on the availability of good teachers. A good teacher not only shows the

right path that the students should follow but also prepares the human resource for the further development of the nation. Therefore, teaching jobs not only offer an opportunity to earn one's living but also to engage in one of the oldest and noblest professions. With education becoming the need of the hour it is an essential fact that teachers work with high levels of satisfaction which would result in a positive attitude towards teaching.

Thomas et al (2003) contend that job involvement is the degree to which a person is identified psychologically with his work, or the importance of work in his total self-image. Job involvement may also be thought of as the internalization of values about the goodness of work or the importance of work in the worth of the person, and perhaps it thus measures the ease with which the person can further be socialized by the organization. Valan Rajkumar et al (2016) explained the relationship between job involvement, occupational stress, job Satisfaction and socio-demographic characteristics of teaching staff in self financing engineering colleges in his various three papers.

Occupational stress has been defined as a situation where occupation related factors interact with the employees in a manner that disrupts or enhances his/her physiological conditions forcing them to deviate from normal functioning (Jarvis 2002). Beehr and Newman (1978) defined occupational stress as "A condition arising from the interaction of people and their jobs and characterized by changes within people that force them to deviate from their normal functioning". Occupational stress is ubiquitous and increasingly costly Katherine et al (2008). Job satisfaction may be viewed as the pleasurable and emotional state resulting from the perception of one's job as fulfilling or allowing the fulfillment of one's important job values, provided these job values are compatible with one's need. Job satisfaction plays an important role as it has a positive impact on productivity, presence and performance.

2. REVIEW OF LITERATURE

The term of job involvement can be described as ''the degree to which one is cognitively preoccupied with, engaged in, and concerned with one's present job'' (Paullay et al., 1994). Robinson et al. (2004) argued that the most of the work is surprisingly attract low attention from the organization and becomes popular. Some researchers also describes the term as intellectual and emotional commitment towards the organization (Richman, 2006). Different researcher explains the term by their own perception, Kahn (1990) define it as "the harnessing of organization members' selves to their work roles; in involvement, people employ and express themselves physically, cognitively, and emotionally during role performances".

Kirkcaldy et al (2002) argued that the causes of stress include inadequate guidance and support from superiors, lack of consultation and communication, lack of encouragement from superiors, feelings of isolation, the political climate of the organizations and poor relationship with co-workers (Manshor et al 2003). Tehrani (2008) argued that stress is caused by unsympathetic organizational culture, poor communication between managers and employees, lack of involvement in decision-making, bullying and harassment, continual or sudden change, insufficient resources, conflicting priorities and lack of challenges. The industrial staffs stress, effects of delays in construction projects and lack of job involvement are explained in his two papers (Ilangovan et al 2016).

Lore (1998) emphasized a strong relationship between job satisfaction and personal, professional, and material success. People who enjoy the aspects of work are found to accomplish more and are more likely to be considered for promotion and advancement. According to Udris (as cited in Sutherland and Cooper 2000), qualitative overload is associated with job dissatisfaction, tension and low self-esteem, whereas qualitative under load is linked to dissatisfaction, depression, irritation and psychosomatic complaints.

3. METHODOLOGY

To find out the psychological test of job involvement, the impact of occupational stress and the job satisfaction in selective engineering colleges affiliated to Anna University, Region III-Madurai-Tamilnadu. The researcher has used descriptive research design. Descriptive research studies are concerned with describing the characteristics of a particular individual, or a group, (C.R.Kothari, 2007). For conducting the study thirty six colleges having crossed four years are chosen from the population of 48 colleges. Out of which teachers who have served for two and more years in their present institution are taken as sample for data collection. 3015

teachers having crossed two and more years were working during 2015-16. Out of which 620 samples are collected. Here the researcher has used stratified random sampling to collect the samples from the universe. For collecting the data researcher has used questionnaire where categorized the questions into four perspectives (demographic variables, occupational stress index, job involvement, job satisfaction) which will enable the researcher to understand and analyze the impact of job involvement, occupational stress and job satisfaction among teachers. Finally the researcher has used SPSS software package 15.0 version for analyzing data.

4. DEMOGRAPHIC SURVEY

The questionnaire included a demographic profile based on the purpose of the demographic questions to identify the respondents' demographic characteristics. These parameters included; age, sex, marital status, educational qualification, department, designation, total teaching experience, salary, lecture hours per week, distance between the institution and residence and survey districts.

5. SCALING

5.1 Job involvement scale

The survey questionnaire consists of six items. The aim is to measure the job involvement of teachers. A five points likert type scale (1-strongly disagree, 2-disagree, 3-neutral, 4-agree, 5-strongly agree) is used to evaluate the impact on job involvement. The major two points are considered in this paper, (i) I involve myself to deal very effectively with the problems of my students and (ii) I regularly spend time to keep abreast of current developments in my field

5.2 Occupational stress index

The survey questionnaire consists of twenty eight items. It's for measuring the occupational stress index (OSI) of the faculty members. A five point's Likert type scale (5-strongly disagree, 4-disagree, 3-neutral, 2-agree, 1-strongly agree) is used to measure the perceived level of occupational stress amongst teachers. The major two points are considered in this paper. (i) Feeling pressure to compete with my colleagues and (ii) Receiving inadequate salary to meet financial needs

5.3 job satisfaction scale

The survey instrument consisted of five items. The aim of the scale is to measure the impact of amongst teachers on job satisfaction. A five points likert type scale (1-strongly disagree, 2-disagree, 3-neutral, 4-agree, 5-strongly agree) is used to measure the impact on job satisfaction. The major two points are considered in this paper are (i) I am satisfied with the pay and benefits and (ii) I am encouraged to progress in my career.

6. JOB INVOLVEMENT-DATA ANALYSIS AND INTERPRETATIONS

6.1 Demographic Characteristics versus I involve Myself to deal very Effectively with the Problems of my Students

The demographic characteristics of teachers and their psychological test status on perceived level of job involvement of teacher aspects-I involve myself to deal very effectively with the problems of my students are presented in Table 1. The results indicate a significantly positive influence of job involvement (I involve myself to deal very effectively with the problems of my students) status of teachers belonging selective engineering colleges affiliated to Anna University, Region III-Madurai-Tamilnadu in psychological test of job involvement aspects in all the demographic characteristics and the mean psychological test score of teachers on perceived level of aspects significantly increased. However, the mean value of the demographic characteristics of each respondent is not showing any significant differences in the perceived level of aspects-I involve myself to deal very effectively with the problems of my students. In this perceived level of psychological test, the I involve myself to deal very effectively with the problems of my students seems to have less significantly in salary of the respondent, ie, $p \leq 0.008$.

6.2 Demographic Characteristics Vs I regularly Spend time to keep Abreast of Current Developments

The demographic characteristics of teachers and their psychological test status on perceived level of job involvement of teacher aspects-I regularly spend time to keep abreast of current developments are presented in Table 2. The results indicate a significantly positive influence of job involvement (I regularly spend time to keep abreast of current developments) status of teachers belonging selective engineering colleges affiliated to Anna University, Region III-Madurai-Tamilnadu in psychological test of job involvement aspects in all the demographic characteristics and the mean psychological test score of teachers on perceived level of aspects significantly increased. However, the mean value of the demographic characteristics of each respondent is not showing any significant differences in the perceived level of aspects-I regularly spend time to keep abreast of current developments. In this perceived level of psychological test, the I regularly spend time to keep abreast of current developments seems to have less significantly in distance between home to working institution of the respondent, ie., $p \leq 0.006$.

Table 1: Table showing the ANOVA test between demographic characteristics and I involve myself to deal very effectively with the problems of my students

Job involvement	N	Mean	SD	Value	Significance
All	**620**	**3.20**	**1.099**		
Age of Respondent					
below 30yrs	338	3.24	1.109	**F=0.781**	**P<0.505**
31-40yrs	218	3.20	1.080		
41- 50yrs	50	3.00	1.125		
above 50yrs	14	3.07	1.072		
Sex					
Male	321	3.20	1.089	**T=-0.055**	**P<0.719**
Female	299	3.21	1.110		
Marital Status					
unmarried	292	3.19	1.096	**F=0.618**	**P<0.603**
married	314	3.22	1.095		
widow	6	3.67	1.211		
divorsed	8	2.88	1.356		
Educational Qualification					
Under Graduate	56	3.45	1.111	**F=2.003**	**P<0.112**
Post Graduate	351	3.20	1.061		
PG with M.Phil	167	3.22	1.152		
Ph.D.	46	2.91	1.132		
Department					
Engineering	341	3.22	1.103	**F=1.592**	**P<0.190**
MBA	109	3.13	1.001		
MCA	76	3.04	1.171		
Science and Humanities	94	3.38	1.118		
Designation					
Lecturer	114	3.34	1.096	**F=1.855**	**P<0.117**
Senior lecturer	34	3.15	1.158		
Asst. Professor	386	3.22	1.075		
Associate professor	50	3.08	1.209		
Professor	36	2.81	1.091		
Teaching experience					
2-5yrs	343	3.30	1.048	**F=2.491**	**P<0.042**
6-10yrs	154	3.15	1.095		
11-15yrs	79	3.06	1.244		
16-20yrs	27	2.70	1.068		
above 20yrs	17	3.29	1.263		
Salary (in Rs.)					
less than 20000	297	3.31	1.055	**F=3.165**	**P<0.008**
20001-30000	216	3.17	1.093		
30001-40000	64	3.11	1.249		
40001-50000	16	2.88	1.025		
50001-60000	15	3.20	1.082		
above 60000	12	2.17	1.030		
Lecture hour per week					
below 12	184	3.01	1.150	**F=4.144**	**P<0.016**
13-18	369	3.28	1.059		
19 and above	67	3.31	1.117		
Distance					
Less than 15km	222	3.21	1.139	**F=1.147**	**P<0.318**
16-30km	229	3.28	1.071		
31km and above	169	3.11	1.080		
District					
Dindigul	156	3.31	1.118	**F=0.853**	**P<0.492**
Madurai	276	3.19	1.038		
Ramanathapuram	62	3.08	1.258		
Sivagangai	81	3.23	1.099		
Theni	45	3.04	1.167		

Table 2: Table showing the ANOVA test between demographic characteristics and I regularly spend time to keep abreast of current developments in my field

Job involvement	N	Mean	SD	Value	Significance
All	**620**	**3.73**	**1.535**		
Age of Respondent					
below 30yrs	338	3.63	1.561	**F=1.902**	**P<0.128**
31-40yrs	218	3.88	1.508		
41- 50yrs	50	3.60	1.539		
above 50yrs	14	4.29	1.069		
Sex					
Male	321	3.79	1.529	**T=1.126**	**P<0.748**
Female	299	3.66	1.541		
Marital Status					
unmarried	292	3.64	1.550	**F=0.674**	**P<0.568**
married	314	3.81	1.517		
widow	6	3.50	1.643		
divorsed	8	3.75	1.753		
Educational Qualification					
Under Graduate	56	3.66	1.552	**F=0.337**	**P<0.799**
Post Graduate	351	3.77	1.531		
PG with M.Phil	167	3.64	1.576		
Ph.D.	46	3.80	1.424		
Department					
Engineering	341	3.78	1.543	**F=0.507**	**P<0.678**
MBA	109	3.72	1.497		
MCA	76	3.55	1.578		
Science and Humanities	94	3.68	1.526		
Designation					
Lecturer	114	3.69	1.529	**F=0.217**	**P<0.929**
Senior lecturer	34	3.62	1.498		
Asst. Professor	386	3.72	1.577		
Associate professor	50	3.90	1.329		
Professor	36	3.75	1.461		
Teaching experience					
2-5yrs	343	3.74	1.510	**F=0.339**	**P<0.852**
6-10yrs	154	3.72	1.619		
11-15yrs	79	3.58	1.549		
16-20yrs	27	3.89	1.476		
above 20yrs	17	3.94	1.391		
Salary (in Rs.)					
less than 20000	297	3.71	1.517	**F=0.386**	**P<0.858**
20001-30000	216	3.77	1.573		
30001-40000	64	3.66	1.586		
40001-50000	16	4.06	1.237		
50001-60000	15	3.67	1.345		
above 60000	12	3.33	1.775		
Lecture hour per week					
below 12	184	3.59	1.569	**F=1.218**	**P<0.297**
13-18	369	3.80	1.522		
19 and above	67	3.70	1.508		
Distance					
Less than 15km	222	3.88	1.501	**F=5.180**	**P<0.006**
16-30km	229	3.82	1.475		
31km and above	169	3.41	1.620		
District					
Dindigul	156	3.56	1.611	**F=1.524**	**P<0.194**
Madurai	276	3.80	1.502		
Ramanathapuram	62	3.48	1.576		
Sivagangai	81	3.81	1.509		
Theni	45	4.04	1.413		

7. OSI-Data Analysis and Interpretations

7.1 Demographic Characteristics versus Feeling Pressure to compete with my Colleagues

The demographic characteristics of teachers and their occupational stress status on perceived level of stress of teacher aspects-Feeling pressure to compete with my colleagues are presented in Table 3. The results indicate a significantly negative influence of occupational stress (I Feeling pressure to compete with my colleagues) status of teachers belonging selective engineering colleges affiliated to Anna University, Region III-

Madurai-Tamilnadu in perceived level of stress aspects in all the demographic characteristics. The mean occupational stress score of teachers on perceived level of stress aspects significantly increased with the increase in each demographic characteristics teacher belonging selective engineering colleges affiliated to Anna University, Region III-Madurai-Tamilnadu. However, the mean value of the demographic characteristics of each respondent is not showing any significant differences in the perceived level of stress aspects-Feeling pressure to compete with my colleagues. In this perceived level of stress test, Feeling pressure to compete with my colleagues seems to have less significantly in teaching experience of the respondent, ie., $p \leq 0.077$.

7.2 Demographic Characteristics versus Receiving Inadequate Salary to meet Financial Needs

The demographic characteristics of teachers and their occupational stress status on perceived level of stress of teacher aspects-Receiving inadequate salary to meet financial needs are presented in Table 4. The results indicate a significantly negative influence of occupational stress (Receiving inadequate salary to meet financial needs) status of teachers belonging selective engineering colleges affiliated to Anna University, Region III-Madurai-Tamilnadu in perceived level of stress aspects in all the demographic characteristics. The mean occupational stress score of teachers on perceived level of stress aspects significantly increased with the increase in each demographic characteristics teacher belonging selective engineering colleges affiliated to Anna University, Region III-Madurai-Tamilnadu. However, the mean value of the demographic characteristics of each respondent is not showing any significant differences in the perceived level of stress aspects-Receiving inadequate salary to meet financial needs. In this perceived level of stress test, Receiving inadequate salary to meet financial needs seems to have less significantly in salary of the respondent, ie., $p \leq 0.094$.

Table 3: ANOVA test between demographic characteristics and Feeling pressure to compete with my colleagues

Occupational Stress Index	N	Mean	SD	Value	Significance
All	**620**	**2.73**	**1.519**		
Age of Respondent					
below 30yrs	338	2.70	1.562	**F=0.655**	**P<0.580**
31-40yrs	218	2.79	1.487		
41- 50yrs	50	2.54	1.358		
above 50yrs	14	3.07	1.542		
Sex					
Male	321	2.69	1.521	**T=-0.610**	**P<0.724**
Female	299	2.77	1.518		
Marital Status					
unmarried	292	2.72	1.554	**F=0.658**	**P<0.578**
married	314	2.72	1.487		
widow	6	3.17	1.472		
divorsed	8	3.38	1.598		
Educational Qualification					
Under Graduate	56	2.68	1.619	**F=0.322**	**P<0.809**
Post Graduate	351	2.69	1.509		
PG with M.Phil	167	2.80	1.518		
Ph.D.	46	2.85	1.505		
Department					
Engineering	341	2.74	1.563	**F=0.803**	**P<0.492**
MBA	109	2.75	1.510		
MCA	76	2.88	1.366		
Science and Humanities	94	2.53	1.486		
Designation					
Lecturer	114	2.54	1.494	**F=0.936**	**P<0.443**
Senior lecturer	34	2.62	1.538		
Asst. Professor	386	2.77	1.531		
Associate professor	50	2.72	1.499		
Professor	36	3.03	1.483		
Teaching experience					
2-5yrs	343	2.59	1.525	**F=2.115**	**P<0.077**
6-10yrs	154	3.00	1.534		
11-15yrs	79	2.75	1.409		
16-20yrs	27	2.96	1.652		
above 20yrs	17	2.65	1.320		

Salary (in Rs.)					
less than 20000	297	2.64	1.545	**F=0.619**	**P<0.685**
20001-30000	216	2.81	1.496		
30001-40000	64	2.73	1.525		
40001-50000	16	2.75	1.438		
50001-60000	15	2.87	1.302		
above 60000	12	3.25	1.712		
Lecture hour per week					
below 12	184	2.86	1.511	**F=1.309**	**P<0.271**
13-18	369	2.65	1.511		
19 and above	67	2.81	1.579		
Distance					
Less than 15km	222	2.85	1.534	**F=1.146**	**P<0.319**
16-30km	229	2.64	1.560		
31km and above	169	2.69	1.439		
District					
Dindigul	156	3.06	1.480	**F=3.071**	**P<0.016**
Madurai	276	2.61	1.549		
Ramanathapuram	62	2.42	1.325		
Sivagangai	81	2.69	1.497		
Theni	45	2.82	1.614		

Table 4: ANOVA test between demographic characteristics and Receiving inadequate salary to meet financial needs

Occupational Stress Index	N	Mean	SD	Value	Significance
All	**620**	**2.46**	**1.195**		
Age of Respondent					
below 30yrs	338	2.42	1.189	**F=1.565**	**P<0.197**
31-40yrs	218	2.46	1.203		
41- 50yrs	50	2.66	1.136		
above 50yrs	14	3.00	1.359		
Sex					
Male	321	2.53	1.227	**T=1.406**	**P<0.158**
Female	299	2.39	1.158		
Marital Status					
unmarried	292	2.48	1.217	**F=0.032**	**P<0.992**
married	314	2.46	1.183		
widow	6	2.50	1.049		
divorsed	8	2.38	1.188		
Educational Qualification					
Under Graduate	56	2.50	1.401	**F=1.285**	**P<0.279**
Post Graduate	351	2.39	1.158		
PG with M.Phil	167	2.60	1.187		
Ph.D.	46	2.50	1.225		
Department					
Engineering	341	2.36	1.184	**F=1.958**	**P<0.119**
MBA	109	2.56	1.308		
MCA	76	2.61	1.178		
Science and Humanities	94	2.62	1.089		
Designation					
Lecturer	114	2.53	1.305	**F=0.379**	**P<0.824**
Senior lecturer	34	2.32	1.065		
Asst. Professor	386	2.44	1.179		
Associate professor	50	2.50	1.249		
Professor	36	2.61	1.076		
Teaching experience					
2-5yrs	343	2.37	1.233	**F=1.446**	**P<0.217**
6-10yrs	154	2.58	1.071		
11-15yrs	79	2.65	1.241		
16-20yrs	27	2.52	1.122		
above 20yrs	17	2.29	1.312		
Salary (in Rs.)					
less than 20000	297	2.33	1.230	**F=1.888**	**P<0.094**
20001-30000	216	2.57	1.097		
30001-40000	64	2.56	1.283		
40001-50000	16	2.75	1.342		
50001-60000	15	2.40	1.183		
above 60000	12	3.00	1.128		

8. JOB SATISFACTION-DATA ANALYSIS AND INTERPRETATIONS

8.1 Demographic Characteristics versus I am Satisfied with the Pay and Benefits

The demographic characteristics of teachers and their perceived level of job satisfaction of teacher aspects-I am satisfied with the pay and benefits are presented in Table 5. The results indicate a significantly positive influence of job satisfaction (I am satisfied with the pay and benefits) status of teachers belonging selective engineering colleges affiliated to Anna University, Region III-Madurai-Tamilnadu in all the demographic characteristics. The mean score of teachers on perceived level of job satisfaction aspects significantly increased with the increase in each demographic characteristics teacher belonging selective engineering colleges affiliated to Anna University, Region III-Madurai-Tamilnadu. However, the mean value of the demographic characteristics of each respondent is not showing any significant differences in the perceived level of job satisfaction aspects-I am satisfied with the pay and benefits. In this perceived level of job satisfaction test, I am satisfied with the pay and benefits seems to have less significantly in educational qualification of the respondent, ie., $p \leq 0.016$ .This is used to increase the job satisfaction of teaching staffs due to satisfy with their pay and benefits and to conduct various encouraging programs by management.

8.2 Demographic Characteristics versus I am Encouraged to Progress in my Career

The demographic characteristics of teachers and their perceived level of job satisfaction of teacher aspects-I am encouraged to progress in my career are presented in Table 6. The results indicate a significantly positive influence of job satisfaction (I am encouraged to progress in my career) status of teachers belonging selective engineering colleges affiliated to Anna University, Region III-Madurai-Tamilnadu in all the demographic characteristics. The mean score of teachers on perceived level of job satisfaction aspects significantly increased with the increase in each demographic characteristics teacher belonging selective engineering colleges affiliated to Anna University, Region III-Madurai-Tamilnadu. However, the mean value of the demographic characteristics of each respondent is not showing any significant differences in the perceived level of job satisfaction aspects-I am encouraged to progress in my career. In this perceived level of job satisfaction test, I am encouraged to progress in my career seems to have less significantly in salary of the respondent, ie., $p \leq 0.008$. .This is used to increase the job satisfaction of teaching staffs due to encouraging the progress in his/her carriers.

Table 5: Table showing the ANOVA test between demographic characteristics and I am satisfied with the pay and benefits

Job Satisfaction	N	Mean	SD	Value	Significance
All	**620**	**2.85**	**1.128**		
Age of Respondent					
below 30yrs	338	2.86	1.116	**F=0.406**	**P<0.749**
31-40yrs	218	2.89	1.159		
41- 50yrs	50	2.74	1.084		
above 50yrs	14	2.64	1.151		
Sex					
Male	321	2.83	1.118	**T=-0.419**	**P<0.860**
Female	299	2.87	1.140		
Marital Status					
unmarried	292	2.90	1.126	**F=0.550**	**P<0.648**
married	314	2.81	1.125		
widow	6	3.17	1.472		
divorsed	8	2.63	1.188		
Educational Qualification					
Under Graduate	56	2.66	1.164	**F=1.027**	**P<0.380**
Post Graduate	351	2.87	1.099		
PG with M.Phil	167	2.93	1.170		
Ph.D.	46	2.72	1.148		
Department					
Engineering	341	2.96	1.122	**F=3.322**	**P<0.019**
MBA	109	2.57	1.040		
MCA	76	2.84	1.223		
Science and Humanities	94	2.82	1.126		

Designation					
Lecturer	114	2.68	1.075	**F=2.191**	**P<0.069**
Senior lecturer	34	3.06	1.099		
Asst. Professor	386	2.88	1.144		
Associate professor	50	3.12	1.081		
Professor	36	2.58	1.131		
Teaching experience					
2-5yrs	343	2.83	1.098	**F=0.751**	**P<0.558**
6-10yrs	154	2.88	1.195		
11-15yrs	79	2.94	1.136		
16-20yrs	27	2.59	1.217		
above 20yrs	17	3.12	.928		
Salary (in Rs.)					
less than 20000	297	2.85	1.107	**F=1.492**	**P<0.190**
20001-30000	216	2.88	1.165		
30001-40000	64	2.97	1.098		
40001-50000	16	3.13	1.147		
50001-60000	15	2.33	.816		
above 60000	12	2.33	1.303		
Lecture hour per week					
below 12	184	2.81	1.132	**F=1.841**	**P<0.159**
13-18	369	2.91	1.120		
19 and above	67	2.64	1.151		
Distance					
Less than 15km	222	2.86	1.189	**F=0.016**	**P<0.984**
16-30km	229	2.84	1.077		
31km and above	169	2.86	1.120		
District					
Dindigul	156	2.74	1.191	**F=0.587**	**P<0.672**
Madurai	276	2.87	1.105		
Ramanathapuram	62	2.94	1.069		
Sivagangai	81	2.90	1.158		
Theni	45	2.96	1.086		

Table 6: Table showing the ANOVA test between demographic characteristics and I am encouraged to progress in my career

Job Satisfaction	N	Mean	SD	Value	Significance
All	**620**	**2.74**	**1.668**		
Age of Respondent					
below 30yrs	338	2.75	1.670	**F=0.341**	**P<0.796**
31-40yrs	218	2.75	1.673		
41- 50yrs	50	2.58	1.679		
above 50yrs	14	3.07	1.639		
Sex					
Male	321	2.76	1.647	**T=0.329**	**P<0.194**
Female	299	2.72	1.693		
Marital Status					
unmarried	292	2.83	1.676	**F=0.994**	**P<0.395**
married	314	2.65	1.655		
widow	6	2.67	1.862		
divorsed	8	3.38	1.768		
Educational Qualification					
Under Graduate	56	2.91	1.832	**F=0.520**	**P<0.669**
Post Graduate	351	2.68	1.637		
PG with M.Phil	167	2.77	1.686		
Ph.D.	46	2.91	1.658		
Department					
Engineering	341	2.81	1.686	**F=0.949**	**P<0.417**
MBA	109	2.50	1.608		
MCA	76	2.78	1.740		
Science and Humanities	94	2.73	1.614		

Designation					
Lecturer	114	2.86	1.724	**F=1.212**	**P<0.305**
Senior lecturer	34	3.18	1.660		
Asst. Professor	386	2.65	1.658		
Associate professor	50	2.94	1.671		
Professor	36	2.69	1.582		
Teaching experience					
2-5yrs	343	2.78	1.694	**F=0.640**	**P<0.634**
6-10yrs	154	2.60	1.615		
11-15yrs	79	2.72	1.702		
16-20yrs	27	3.00	1.641		
above 20yrs	17	3.06	1.560		
Salary (in Rs.)					
less than 20000	297	2.78	1.687	**F=0.992**	**P<0.421**
20001-30000	216	2.68	1.658		
30001-40000	64	2.78	1.695		
40001-50000	16	3.19	1.721		
50001-60000	15	2.00	1.309		
above 60000	12	3.00	1.537		
Lecture hour per week					
below 12	184	2.86	1.644	**F=1.862**	**P<0.156**
13-18	369	2.64	1.644		
19 and above	67	2.99	1.838		
Distance					
Less than 15km	222	2.59	1.663	**F=1.510**	**P<0.222**
16-30km	229	2.86	1.695		
31km and above	169	2.77	1.633		
District					
Dindigul	156	2.62	1.620	**F=0.905**	**P<0.461**
Madurai	276	2.70	1.679		
Ramanathapuram	62	2.97	1.568		
Sivagangai	81	2.96	1.792		
Theni	45	2.71	1.674		

9. FINDINGS

• The variable of job involvement-It is inferred that the majority of the teachers increase their job involvement compared with the demographic characteristics of the respondent at present as well as in future.

• The variable of OSI namely-It is inferred that the majority of the teachers decrease their occupational stress compared with the demographic characteristics of the respondent at present as well as in future to increase their job involvement and job satisfaction.

• The variable of job satisfaction-It is inferred that the majority of the teachers increase their job satisfaction compared with the demographic characteristics of the respondent at present as well as in future.

10. CONCLUSIONS

From the above findings, researcher concludes and summarized as follows.

(1) The variables on job involvement namely, I involve myself to deal very effectively with the problems of my students and I regularly spend time to keep abreast of current developments. The job involvement can be increased when the above variables are addressed.

(2) The variables on OSI namely namely, Feeling pressure to compete with my colleagues and Receiving inadequate salary to meet financial needs gives stress can be reduced when the above variables are addressed.

(3) The variables in job satisfaction namely I am satisfied with the pay and benefits and I am encouraged to progress in my career job satisfaction can be increased when the above variables are addressed.

(4) Thus, bringing a sense of high job satisfaction among the teaching faculty would result in a positive attitude towards the teaching profession.

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