

Job Satisfaction of Hotel management and Catering College Teachers in Tiruchirappalli District

OPEN ACCESS

Manuscript ID:
COM-2026-14029799

Volume: 14

Issue: 2

Month: April

Year: 2026

E-ISSN: 2582-6190

Received: 07.02.2026

Accepted: 17.03.2026

Published Online: 01.04.2026

Citation:
N. Senthamil Selvamurugan.
“Job Satisfaction of Hotel
management and Catering
College Teachers in
Tiruchirappalli District.”
ComFin Reseach, vol. 14,
no. 2, 2026, pp. 1–10.

DOI:
[https://doi.org/10.34293/
commerce.v14i2.9799](https://doi.org/10.34293/commerce.v14i2.9799)



This work is licensed
under a Creative Commons
Attribution-ShareAlike 4.0
International License.

N. Senthamil Selvamurugan

*Assistant Professor, Department of
Management Christhuraj College of Arts and Science, Panchapur, Trichy*

Abstract

Professional college teachers are the most important group of professionals for our nation's future. Therefore, it is astonishing to know that even today many of the college teachers are dissatisfied with their jobs. Job satisfaction among college teachers is good not only for themselves but society as a whole it increased productivity and class room performance in the college, well – being of any society depends upon the role played by the teacher. Teachers are the source of guidance in all the critical steps in the academic life of the students. When teachers are satisfied with their job, they can perform their responsibilities with more concentration and devotion. For the same reason, a study was undertaken to identity the factors which impact the level of satisfaction of college teachers working in hotel management and catering college teacher of Tiruchirappalli District. The data used in this paper is primary in nature and collected through personal interviews in the form of questionnaire from a sample of 50 college teachers selected from the 15 hotel management and catering technology colleges of Tiruchirappalli. 4 types of statistical tools are used in the present study, for analysis. Percentage analysis 2. chi-square analysis, 3) T-test 4) one way ANOVA. Research shows that equal percentage of college teacher (ie) 50% of them are more satisfied and less satisfied respectively. Income per annum is an important factor impacting the level of job satisfaction.

Keywords, job satisfaction, college teacher, performance, job security, quality education.

Introduction

Students are one of the important assets of any society. Well being of society depends upon its students, because these are the people who will take the responsibility of the success of the society in future and in achieving this goal, teachers role is extremely important. Teachers are the source of guidance in all the crucial steps in academic life of the students People are interested to work in the institutions as well as in the senses where they feel satisfied.

Job dissatisfaction leads to reduced level of performance (Bretz & Thomas, 1992) it increases turnover and turnover intentions (Motowidlo, 1983) and also leads to absenteeism (Weiner, 1980). When teachers are satisfied with their job, they can perform their responsibilities with more concentration and devotion

Job Satisfaction Defied

Job satisfaction is the extent to which one feels about the job. It is in regard to one's feelings or state of mind regarding to the nature of their work. Job satisfaction is a pleasurable positive emotion state, resulting from the appraisal of one's job or job experience

Statement of the Problem

College teachers are the most important group of professionals for our nations future. Therefore, it is disturbing to find that many of today's teachers in higher education are dissatisfied with their jobs.

Without job satisfaction among the behavior of the college teachers, the objective of providing quality education would not be materialized.

Significance of the Study

The purpose of the study is to know the factors impacting job satisfaction among the college teachers in Tiruchirappalli District. Considering the possible correlation between teacher job satisfaction and the quality of student teaching, it is important to understand the factors that may affect job satisfaction.

Review of Literature

Ramkrishnaiah (1980) has found that, 93% of the college teacher who were highly satisfied with their job expressed that they have cordial relationship with their colleges.

Pirie & baker (1979), in their study, concluded that student achievement may be directly connected to teachers job satisfaction.

Research Hypotheses

The following research hypothesis were formulated to direct the study.

Hypothesis – 1

There is no significant association between the age of the respondents and their job satisfaction.

Hypothesis – 2

There is no significant association between the religion of the respondents and their job satisfaction

Hypothesis - 3

There is no significant difference between the gender of the respondents and their job satisfaction

Hypothesis - 4

There is no significant difference between the educational qualification of the respondents and their job satisfaction

Hypothesis - 5

There is no significant difference between the mode of transportation of the respondents and their job satisfaction.

Methodology

This study is an empirical research and based on the survey method.

Sample design, out of 15 colleges, one in Govt and 14 in self – finance, I have selected both of them. The total size of the sample is 50 respondents.

Tools of Data Collection

A well designed questionnaire constructed by me was used for collecting data from the different colleges. The questionnaire consists of two parts.

The first part of the questionnaire was containing information of the respondents regarding age, gender, religion, educational qualification, years of experience Govt, self- finance, rural (or) urban place of college, mode of transportation in the family, dependents of the respondent, number of family and monthly salary.

The second part of the questionnaire was containing questions regarding job satisfaction of the college teachers. In this part, I had proposed five factors (to seek the opinion of the college teachers as strongly agree, agree, strongly disagree, disagree, neutral which may impact the level of job satisfaction of the college teachers. They are job interest, opportunity for advancement, good working condition, reasonable load of the correction and examination work, salary commensurate with qualification, privilege given to get national and international grant, promotion based on seniority and merit, easy availability of casual and earned leave good laboratory, good relationship between Teacher – Management, Teacher – Principal, Teacher – HOD.

Statistical Techniques

I have used two types of analysis in the present study.

Percentage Analysis

To determine the characteristic features of the sample, I used percentage analysis.

Chi – Squire, T- Test And One Way Anova Test

To test the framed hypothesis, I used chi-square, t – test and one way ANOVA test. I have divided analysis and interpretation in the following two parts.

Analysis of Percentage**Table -1 Sample Respondents According to their Age**

Particulars	No.of Respondents	Percentage
Below 30yrs	15	30
40 to 50yrs	20	40
Above 50yrs	15	30
Total	50	100

Source:- Primary data

From the table, it is clear that, 40 percent of the respondents belong to the age group of 40 to 50years. 30 percentage of the respondents belong to the age group of below 30 years and 30 percentage of the respondents belong to the age group of above 50 years. It is concluded that more than one-third of the respondents belong to the age group of 40 to 50 years.

Table – 2 Sample Respondents According to their (Sex) Gender

Particulars	No.of Respondents	Percentage
Male	24	48
Female	26	52
Total	50	100

Source: Primary data

From the table, it is clear that, 52 percent of the respondents are females 48 percent of the respondents are Males. It is concluded that, more than half of the respondents are Females.

Table - 3 Sample Respondents According to their Religion

Particulars	No.of Respondents	Percentage
Hindu	40	80
Muslim	5	10
Christian	5	10
Total	50	100

Source: Primary data

From the table, it is clear that, 80 percent of the respondents are Hindus, 10 percent of the respondents are Muslims. And the remaining 10 percent of the respondents are Christians. It is concluded that, majority of the respondents are Hindus.

Table - 4 Sample Respondents According to their Educational Qualification

Particulars	No.of Respondents	Percentage
P.G	34	68
P.G with Ph.D	16	32
Total	50	100

Source:- Primary data

From the table, it is clear that, 68 percent of the respondents are having P.G. degree only. 32 percent of the respondents are having P.G with Ph.D. qualification. It is concluded that, majority of the respondents are having P.G degree only.

Table - 5 Sample Respondents According to their Teaching Experience

Particulars	No.of Respondents	Percentage
5yrs	22	44
6 to 10yrs	28	56
Total	50	100

Source:- Primary data

From the table, it is clear that 44 percent of the respondents are having the teaching experience of 5 years. 56 percent of the teachers are having the

teaching experience of 6 to 10 years. It is concluded that, more than half of the respondents are having the teaching experience of 6 to 10 years.

Table - 6 Sample Respondents According to their Nature of Work

Particulars	No.of Respondents	Percentage
Full time	23	46
Part time	27	54
Total	50	100

Source:- Primary data

It is known from the above table that, 46 percent of the respondents are full time teacher and 54 percent of the respondents are part-time teachers. It is concluded that, majority of the teachers are part-time teachers.

Table - 7 Sample Respondents According to their Nature of College

Particulars	No.of Respondents	Percentage
Govt	24	48
Self-finance	26	52
Total	50	100

Source:- Primary data

It is known from the above table that, 52 percent of the college are Govt-aided and 48 percent of the college are govt. It is concluded that, more than half of the college are govt – aided.

Table – 8 Sample Respondents According to their Place of College

Particulars	No.of Respondents	Percentage
Urban	26	52
Rural	24	48
Total	50	100

Source: Primary data

From the table, It is clear that, 52 percent of the colleges are situated in the urban area. 48 percent

of the colleges are situated in the rural area. It is concluded that, more than half of the colleges are situated in the urban areas.

Table - 9 Sample Respondents According to the Mode of Transportation

Particulars	No.of Respondents	Percentage
Two wheeler	26	52
Four wheeler	13	26
By Bus	11	22
Total	50	100

Source:- Primary data

From the table, It is clear that 52 percent of the respondents are using two wheeler. 26 percent of the respondents are using four wheeler, 22 percent of the are by bus. It is concluded that majority of them are using two wheeler.

Table – 10 Sample Respondents According to the Number of Dependents in the Family

Particulars	No.of Respondents	Percentage
Three	25	50
Five	25	50
Total	50	100

Source:- Primary data

From the table, It is clear that, equal percentage (ie) half of than are having the dependants are three and five respectively.

Table – 11 Sample Respondents According to their Monthly Salary

Particulars	No.of Respondents	Percentage
Rs.20000 – Rs.50000	26	52
Above Rs.50000	24	48
Total	50	100

Source:- Primary data

From the table, it is clear that, 52 percent of the respondents are earning the salary of Rs.20000. 48 percent of the teachers are earning the salary above

Rs.50000. It is concluded that – more than half of the respondents are earning the salary of Rs.20000.

Table – 12 Opinion

Statements	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Mean	S.D
Q12	12(24%)	5(10%)	11(22%)	7(14%)	15(30%)	3.16	1.557
Q13	9(18%)	8(16%)	9(18%)	7(14%)	17(34%)	3.30	1.529
Q14	11(22%)	7(14%)	7(14%)	9(18%)	16(32%)	3.24	1.572
Q15	12(24%)	4(8%)	8(16%)	8(16%)	18(36%)	3.32	1.609
Q16	11(22%)	8(16%)	10(20%)	7(14%)	14(28%)	3.10	1.529
Q17	11(22%)	8(16%)	6(12%)	11(22%)	14(28%)	3.18	1.548
Q18	9(18%)	8(16%)	9(18%)	7(14%)	17(34%)	3.30	1.529
Q19	11(22%)	7(14%)	7(14%)	9(18%)	16(32%)	3.24	1.572
Q20	12(24%)	4(8%)	8(16%)	8(16%)	18(36%)	3.32	1.609
Q21	11(22%)	8(16%)	10(20%)	7(14%)	14(28%)	3.10	1.529

FINDINGS

Opinion

The table analysed the impact of job satisfaction factors on individual job satisfaction.

The respondents found their job very interesting (mean value 3.16). There is good opportunity for advancement (mean value 3.30) The working condition was good in their college (mean value 3.24). The correction and examination load of the teachers in that college was reasonable (mean value 3.32).

The respondents salary was commensurate with their qualification and experience (mean value 3.10).

The respondents college teachers were privileged to get national and international grants (mean value 3.18)

Promotion was based on both seniority and merits (mean value 3.30).

Teachers got casual leave and earned leave easily (mean value 3.24).

The college was well equipped with good laboratory (mean value 3.32).

The teacher-management, teacher-principal, teacher -HOD relationship were good (mean

value 3.10). The mean value for the correct and examination load of the teachers in that college was reasonable and the college was well equipped with good laboratory was higher than the respondents found that their salary was commensurate with their qualification and experience and teacher-mgt.

Teacher – principal, Teacher – HOD relationship were good.

Table – 13 Job Satisfaction

Particulars	No.of respondents	Percentage
Low	25	50.0
High	25	50.0
Total	50	100.0
Mean: 32.26 / Median: 32.50 / S.D.: 7.634 / Min.: 15 / Max.: 46		

From the table, it is clear that, 50 percent of the respondents have low job satisfaction and the remaining 50 percent of them have high job satisfaction.

Table -14 Chi-square test

	Job Satisfaction						Statistical inference
	Low		High		Total		
	n	%	n	%	n	%	
Age							
Below 30yrs	11	35.5%	4	21.1%	15	30.0%	X2=4.089 Df=2 0.129>0.05 Not Significant
40 to 50yrs	9	29.0%	11	57.9%	20	40.0%	
Above 50yrs	11	35.5%	4	21.1%	15	30.0%	
Total	31	100.0%	19	100.0%	50	100.0%	

Chi-square test to find out the association between age of the respondents and their job satisfaction.

Chi-square test is carried to find out the association between age of the respondents and their job satisfaction.

Ho: There is no significant association between the age of the respondents and their job satisfaction.

Chi-square test results shows that the respondents below 30 years, 11 of them have low job satisfaction,

4 of them have high satisfaction. The respondents in the age group of 40 to 50 years, 9 of them have low satisfaction. 11 of them have high satisfaction. The respondents in the age group of above 50 years, 11 of them have low job satisfaction. 4 of them have high job satisfaction.

Table – 15 Chi-square test

	Job Satisfaction						Statistical inference
	Low		High		Total		
	n	%	n	%	n	%	
Religion							
Hindu	26	83.9%	14	73.7%	40	80.0%	X2=4.584 Df=2 0.101>0.05 Not Significant
Muslim	1	3.2%	4	21.1%	5	10.0%	
Christian	4	12.9%	1	5.3%	5	10.0%	
Total	31	100.0%	19	100.0%	50	100.0%	

Chi-square test to find out the association between Religion of the respondents and their job satisfaction.

Chi-square test is carried to find out the association between Religion of the respondents and their job satisfaction.

Ho: There is no significant association between the Religion of the respondents and their job satisfaction.

Chi-square test results shows that the respondents belong to the Hindu Religion are 40, 26 of them have low job satisfaction, 14 of them have high job satisfaction. Out of 5 respondents belongs to the Muslim Religion, 1 of them have low job satisfaction and 4 of them have high job satisfaction. Out of 5 respondents belongs to the Christian Religion, 4 of them have low job satisfaction, 1 of them have high job satisfaction.

Table – 16 T-Test

Job Satisfaction	n	Mean	S.D	Statistical inference
Male	24	31.50	7.690	t=0.673 Df=48 0.504>0.05 Not Significant
Female	26	32.96	7.665	

t-test is conducted to find out the difference between Gender of the respondents and their job satisfaction.

Ho: There is no significant difference between Gender of the respondent and their job satisfaction.

The mean value of male teachers are 31.50. The

mean value of Female teachers are 32.96.

The mean value of female teachers are higher than the male teachers.

So the female teachers are having high job satisfaction.

Table – 17 T-Test

Job Satisfaction	n	Mean	S.D	Statistical inference
PG	34	31.88	7.892	t=0.506 Df=48 0.615>0.05 Not Significant
PG with Ph.D	16	33.06	7.234	

t-test to find out the difference between Educational Qualification of the respondents and their Job satisfaction.

Ho: There is no significant difference between Educational Qualification of the respondents and their job satisfaction.

The mean value of PG degree holders are 31.88. The mean value of PG degree with Ph.D degree holders are 33.06.

The mean value of PG with Ph.D. degree holders are higher than the mean value of PG degree holders only.

So the PG with Ph.D degree holders only have the highest job satisfaction. ANOVA, One way ANOVA.

Table – 18 Oneway ANOVA

Job Satisfaction	n	Mean	S.D	SS	Df	MS	Statistical inference
Between Groups				219.634	2	109.817	F=1.958 0.152>0.05 Not Significant
Two wheeler	26	32.15	7.444				
Four wheeler	13	35.15	6.012				
By Bus	11	29.09	9.038				
Within Groups				2635.986	47	56.085	

Analysis of variance results of mode of transportation users and their job satisfaction.

To find out the relationship between the independent variables mode of transportation used by the respondents and the dimensions of the dependents variables Teacher job satisfaction, the

one way Anova was carried out while taking a look with the means value, out of 26 teachers the teachers reaching the college by two wheeler has the mean value of 32.15, out of 13 teachers, the teachers reaching the college by four wheeler has the mean value of 35.15. Out of 11 teachers, the teachers

reaching the college by bus has the mean value of 35.15.

40 percent of the respondents are in the age group of 40 to 50 yrs. The remaining 60 percent of the respondents are in the ratio of 1:1 of the age group of below 30yrs and above 50 years. 52 percent of the respondents are females. Only 48 percent of the respondents are males.

80 percent of the respondents are Hindus, 10 percent of them are Muslims. The remaining 10 percent of them are Christian.

Majority of the respondents (ie) 68 percent of them are having P.G. degree only. The remaining 32percent of them are having P.G. with M.Phil. Degree.

56 percent of the respondents are having teaching experience of 6 to 10 years.

44 percent of them are having teaching experience of 5 years.

54 percent of the respondents are working as part-time employees.

46 percent o f the respondents are working as full-time employees.

52 percent of the respondents are govt-aided and 48 percent of the respondents are govt employees.

52 percent of the colleges are situated in the urban areas. 48 percent of the colleges are situated in rural areas.

Majority of the respondents are using two wheeler ie 52%. Only 22% of them are using bus to arrive college.

Equal percent of the respondents ie 50% of them are having dependents of three to five.

52 percent of them earns monthly salary of Rs.20000. 48 percent of them earns monthly salary of above Rs.50000.

50 percent of the respondents are having high job satisfaction.

50 percent of the respondents are having low job satisfaction.

Regarding the opinion survey, 30% of them strongly agree that, they found their job very interest 34% of them strongly agree that, there was good opportunity for advancement.

32 % of the strongly agree that, the working

condition was good in their college.

36% of them strongly agree that, the correction and examination of the teachers in their college was reasonable.

28% of them strongly agree that, their college teachers are privileged to get national and international grants.

34% of them strongly agree that, promotion was based on both seniority and merit.

32% of them strongly agree that, teacher got casual leave and earned leave easily.

36% of them strongly agree that, the college was well equipped with good laboratory.

28% of them strongly agree that, Teachers - Management, Teachers – Principal, Teacher – HOD relationship were good.

Suggestion and Conclusions

The private college management should increase the teachers salary which is equivalent to their qualification, work nature and responsibilities.

In every decision – making process, they should be given proper weightage to the aspect that employees are involved wherever possible. It will lead to sense of team spirit, team-work and inter-team collaboration.

Opportunity and comprehensive framework should be provided for full expression of employees talents and manifest potentiality. The teaching role should be reformed and their work nature should be fussed only on improved methodologies of teaching instead of assigning heavily work load which is irrelevant in their nature of job.

The study found that, equal percentage of the college teachers (ie) 50% have job satisfaction and 50% have job dissatisfaction respectively. Majority of the respondents sketch dignity, social status, getting job security, job matching with qualification, physical environment and to work in a desired profession is job satisfaction. The following suggestions will help in a great extent to improve the class room performance which in turn materialize the dream of quality education in the state,

1. The college teacher should have a separate room to prepare him for facing the class room effectively.
2. The teacher working on contract basis are dissatisfied with their job and they should get at-least the full salary benefits.
3. The managing authorities should try to improve their style of leadership, additional care to be taken to improve more culture of climate prevailing in the college.

Reference

- Ajayi, K. A. "The Relationship between Job Satisfaction and Productivity among Junior Workers in a Service Oriented Enterprise." *Psychology for Everyday Living*, no. 2, 1983, p. 133.
- Archers, J. "Social Structure, Burnout and Job Satisfaction." *Social Work*, vol. 36, no. 3, 1991, pp. 202–206.
- Huppock, E. B. *Job Satisfaction*. Harper and Row Publishers, 1935.
- Saleh, S. "A Structured View of Job Involvement and Its Differentiation from Satisfaction and Motivation." *International Review of Applied Psychology*, vol. 30, no. 1, 1987, pp. 17–29.
- Tziner, A. E., and Y. Vardi. "Work Satisfaction and Absenjeeisson among Social Workers the Role of Altruistic Valves." *Work and Occupation*, vol. 11, no. 4, 1984, pp. 461–470.
- Usman, A. *Relationship between Teachers Job Satisfaction and Job Performance in Borno State Secondary Schools*. 2005. University of Maiduguri, unpublished M.Ed. dissertation.
- Wanous, J. P., and E. E. Fauler. "Measurement and Meaning of Job Satisfaction." *Journal of Applied Psychology*, vol. 56, no. 2, 1972, pp. 95–104.
2. Gender :
 - a) Male
 - b) Female
 3. Religion :
 - a) Hindu
 - b) Muslim
 - c) Christian
 4. Education :
 - a) BHMCT
 - b) MHMCT
 - c) PG with Ph.D
 5. Teaching Experience in this college:
 - a) 5 years
 - b) 6-10 years
 - c) 11-15 years
 6. Nature of work:
 - a) Full Time
 - b) Part Time
 7. Nature of College:
 - a) Govt
 - b) Aided
 - c) Self Financing
 8. Place of College :
 - a) Urban
 - b) Rural
 - c) Semi Urban
 9. Mode of Transportation:
 - a) By two wheeler
 - b) By four Wheeler
 - c) By Bus
 10. Number of dependents in the family: 3,5,7

Questionnaire

1. Age :
 - a) Below 30 years
 - b) 31-40 years,
 - c) Above 40 years
 11. Monthly Salary:
 - a) Rs. 20000
 - b) Rs.20000 to Rs. 30000
 - c) Above Rs. 50000.
- SA, A SDA, DA

-
- | | |
|--|---|
| 12. I find my job very interesting. | 17. My college teachers are privileged to get national and international grants |
| 13. There is good opportunity for advancement. | 18. Promotion is based on both seniority and merits. |
| 14. The working condition is good in my college. | 19. Teachers get casual leave and earned leave easily. |
| 15. The correction and examination load of the teachers in this college is reasonable. | 20. The college is well equipped with good laboratory. |
| 16. My salary is commensurate with my qualification and experience. | 21. Teacher-Management, Teacher-Principal, Teacher-HOD relationship are good. |

Author Details

N. Senthamil Selvamurugan, *Assistant Professor, Department of Management Christhuraj College of Arts and Science, Panchapur, Trichy, Mail id: Senthamilmurugan6@gmail.com*