



A PERCEIVED WORK FULFILMENT OF UNIVERSITY PROFESSORS – A CRITICAL COMPARISON TECHNICAL AND NON-TECHNICAL STATE UNIVERSITIES

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Abstract:

This paper attempts to present how the faculty from SK University and JNTU Ananthapur see their work fulfillment. Based on demographic factors, including age, gender, educational attainment, professional experience, title, and faculty, the fulfillment of work is evaluated.

According to personal background characteristics including age, gender, educational background, job experience, designation, and the faculties they belong to, it was hypothesized that "Faculty members do not differ in their perception about Work fulfillment." Means and standard deviations were calculated for the aspects of work fulfillment as assessed by the faculty members in order to test this null hypothesis.

Managing emotions and moods while at work is necessary because they have a direct impact on behaviour. Without initially addressing feelings and moods, some tasks just cannot be completed. Think about how teachers who must be able to control their emotions and moods would behave in such a situation. Additionally, in order to determine whether their means scores significantly differ from one another,

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1. Introduction:

Universities have realised that faculties emotions and moods are pervasive in the workplace. The emotions And moods are not only a deep-seated part of work life but have an important role to play in one's job Performance and satisfaction. A faculty emotions and overall temperament have a significant impact on his job performance, decision making skills, team spirit, leadership, and Work fulfilment (George and Brief, 2006). It is believed that employees bring their feelings of resentment, panic, adore and admiration with them when they Come to work. Emotions and moods of employees matter because they drive faculty's performance and have Influence on job satisfaction. Moods or emotions at work place, generally, fall into the category of positive (good) and negative (bad) Emotions. Positive moods or emotions are those feelings of an individual that are favourable to the attainment of Organizational goals while negative moods or emotions are those that the organisation perceives as being damaging (Larsen and Dickson, 2004). Positive feelings or moods promote cooperation and helping behaviour, boost creativity, and lessen aggressiveness towards both people and the organisation. According to research, optimistic people typically do better at work and accurately than those who are seen as being harmful to the organisation (Larsen and Dickson, 2004). They also have stronger cognitive ability. Positive feelings or moods promote cooperation and helping behaviour, boost creativity, and lessen aggressiveness towards both people and the organisation. According to research, happy people tend to do better in the profession and with accuracy and have superior cognitive capacities.

REVIEW OF LITERATURE

Rama J.Joshi and Baldev R.Sharma(July 1997) examined the role of job and organizational related factors on Work fulfillment among managerial employees. This paper includes a brief study about Work fulfillment and job factors and organizational related factors were presented. The study used multivariate analysis to arrive at results which projected 15 job and organization related variables which are positively and significantly related to managerial job satisfaction, but the study found out of 15 variable training and job content were more significant in explaining why some employees were more satisfied than others with their job. The paper also discussed definitions and past studies were also briefed.

Charlie O.Trevor University of Wisconsin Madison(August 2001) in his article proposed a voluntary turnover model that emphasizes Work fulfillment and general availability aspects is

predicting actual ease-of-movement. His study revealed, which surveyed 5,506 individuals, using survival analysis with time-dependent covariates and repeated turnover events. The study also revealed certain interesting issues like the effects of Work fulfillment and the unemployment rate on voluntary turnover were moderated by education, creative ability, and occupation-specific training. The study also discussed the importance of Work fulfillment in voluntary turnover, in the numerous reviews conducted by the author have concluded that Work fulfillment is negatively related to voluntary turnover.

Neelam Rai (1995) attempted to study the impact of personality dimension on job satisfaction. She has considered three important personality dimensions such as extraversion i.e. introvert or Extravert, neuroticism (excessively emotional sensitive) and psychoticism (touch mindedness). The author considered these dimensions as they are regarded as reflecting the major variance in the personality domain and personality predisposition is projected in an individual's behavior. She hypothesized that these personality characteristics would significantly affect job satisfaction. The results of the study indicated the existence of wide individual differences on extraversion, neuroticism and psychoticism and their differential effects on job satisfaction. The study adopted the procedure where various groups on different personality dimensions were formed and their scores on Work fulfillment scale were compared to determine as to which dimension of personality showed a high relationship with job satisfaction. She used the Eysenck Personality Questionnaire (EPQ) to measure the three independent dimensions of temperament, which consisted 107 items and developed Work fulfillment scale using Likert format. The study reported that there is a clear demonstration that Work fulfillment is determined to a great extent by personality dimensions.

XO Huang and Evert Van De vliert (2003) contributed to the clear understanding that extrinsic job characteristics such as pay, job security, working conditions etc. We were closely linked and influence the Work fulfillment of individuals. The study clearly indicated that link between Intrinsic job characteristic challenge, recognition etc. and Work fulfillment Is stronger in richer countries extrinsic job characteristics are strongly and positively related to Work fulfillment in all the countries rich or poor developing or developed countries across the different industries, Although this article concentrates more on to sought socio-economic and cultural approaches to explaining cross-cultural variation in work motivation and job satisfaction,

Dr. P.C.Mishra (1997) attempted to study the moderating effect of under-participation stressor variable on the relationship between job involvement and job satisfaction. The author felt the studies conducted so far did not provide consistent information regarding job involvement and its relationship to other variables. The result showed under-participant stressor does not represent an important moderating effect on job satisfaction-job involvement He suggested further research should be using variable redialing to job settings, job characteristics, and other situational variables.

2. Research Methodology:

In this study research considered the professors of two universities in AndhraPradesh, they are JNT University Anantapuramu and SK university Anantapuramu.

To distinguish the perceived Work fulfilment as per the type of the university.

The Primary data was collected from 206 respondents which include Professors 121, Associate Professor 16, Assistant Professor 69, respondents based on Stratified Convenience basis. Collected data from 2 universities namely Sri Krishnadevaraya University, Ananthapuramu & Jawaharlal Nehru Technological University, Anantapuramu.

Correlation analysis is a statistical method used to evaluate the strength of relationship between two quantitative variables. A high correlation means

that two or more variables have a strong relationship with each other, while a weak correlation means that the variables are hardly related. In other words, it is the process of studying the strength of that relationship with available statistical data.

3. Data Analysis and Discussion:

1) Correlation analysis between perceived Work fulfilment and other independent variables. Correlation analysis between perceived Work fulfilment and other independent variables.

Correlation analysis measures the association between the two variables and it is very essential to know that the selected independent variables are positively associated or negatively associated with the dependent variable perceived job satisfaction.

In this study the perceived Work fulfilment has considered as dependent variable and other factors are independent variables. The aim of this analysis is how the perceived Work fulfilment is correlated with the selected independent factors in the study. To study the correlation between the two variables, the inferences are drawn depending upon the significant –p value.

The hypothesis is framed depending upon the p-value as follows:

Null Hypothesis: There is no correlation between the Perceived Work fulfilment and selected independent factors.

Alternative Hypothesis: There is no correlation between the Perceived Work fulfilment and selected independent factors

Table: Correlation analysis between the Perceived Work fulfilment and selected independent variables

Correlation Analysis between Independent factors and perceived Work Fulfilment		
Null Hypothesis :There is No correlation between selected Independent factor and Perceived Work Fulfilment		
Independent Factors	p-value	Null Hypothesis
Work Fulfilment Towards Job Nature	.001	Rejected
Relations with Colleagues	.000	Rejected
Interest shown by HOD in work	.000	Rejected
Job Security	.000	Rejected
Relations with HOD	.304	Accepted
Physical working conditions	.007	Accepted
Satisfaction towards Salary	.000	Rejected
Achievements in the work	.014	Accepted
usage of Talents	.037	Accepted
Responsibility in job	.006	Accepted
Autonomy in the job	.059	Accepted

Technical Competence with HOD	.007	Accepted
Level of Promotion	.000	Rejected
Fairness In Authority	.000	Rejected
Prestige of the job	.000	Rejected
Freedom of Expression	.000	Rejected
Recognition of my work	.000	Rejected
Degree of Challenge in the job	.000	Rejected
Fringe Benefits	.000	Rejected
Possibility For Job Advancement	.000	Rejected
Involvement in Work	.336	Accepted
Help From Administration	.000	Rejected
Opportunity to exercise leadership	.000	Rejected
Participation in Decision Making	.000	Rejected
procedural formalities	.000	Rejected
sense of belongingness	.000	Rejected
Respect from the Colleagues	.008	Accepted
Technical facilities in the job	1.000	Accepted
Work Load in the Job	.000	Rejected
**. Correlation is significant at the 0.01 level (2-tailed).		
*. Correlation is significant at the 0.05 level (2-tailed).		

Interpretation:

The above table shows the results of correlation analysis between the Perceived Work fulfilment and selected Independent factors

i. Association between satisfaction with the nature of the job and perceived work fulfilment:

The null hypothesis will be rejected because p is less than 0.05 and has a significant value of 0.001. As a result, there is a strong link between contentment with the nature of the job and perceived work fulfilment.

The perception of job satisfaction depends on how much you enjoy your work.

ii. Relationship with Colleagues and Perceived Work Fulfilment: The null hypothesis will be rejected since the significant value of p is 0.000, which is less than 0.05. As a result, there is a strong link between relationships with co-workers and reported job fulfilment.

iii. Relationship between HOD's Interest and Perceived Work Fulfilment:

The null hypothesis will be rejected because p is less than 0.05 and has a significant value of 0.000. As a result, there is a strong link between HOD's interest and how satisfied he feels about his job.

iv. The null hypothesis will be rejected since the significant value of p is 0.000, which is less than 0.05, indicates an association between

perceived work fulfilment and job security. As a result, there is a strong link between perceived job security and fulfilment at work.

v. Relationships with the HOD and Perceived Work Fulfilment: The null hypothesis will be accepted because the significant value of p is 0.304, which is greater than 0.05. Therefore, there is no discernible relationship between Relationships with HOD and Perceived Work Fulfilment.

The conclusion drawn from the foregoing finding is that faculty members may not be satisfied even if they have good ties with the HOD. Relationships with the HOD are not a determining factor in predicting how satisfied faculty members feel with their jobs.

vi. Relationship between Physical Working Conditions and Perceived Work Fulfilment: The null hypothesis will be accepted because the significant value of p is 0.304, which is greater than 0.05. As a result, there is no connection between physical working conditions and reported job fulfilment.

The conclusion drawn from the aforementioned finding is that even when faculty members have acceptable physical working conditions, they may not be completely pleased. Physical working conditions do not have any bearing on how

satisfied faculty members are with their jobs, according to them..

vii. The null hypothesis will be rejected since the significant value p is 0.000 is less than 0.05 and there is an association between perceived work fulfilment and salary satisfaction. As a result, there is a strong link between perceived job completion and salary satisfaction.

viii. The null hypothesis will be rejected due to the significant value of p being less than 0.05 and the association between perceived job fulfilment and work accomplishments. The significant value of p is 0.014. Therefore, perceived Work fulfilment and Work accomplishments have a strong relationship.

ix. Relationship between the Use of Talents and Perceived Work Fulfilment
Since p is less than 0.05 and has a significant value of 0.037, the null hypothesis will be rejected. As a result, there is a strong link between the perception of job satisfaction and the use of abilities.

x. Relationship between perceived job responsibility and work fulfilment
Since p is less than 0.05 and has a significant value of 0.037, the null hypothesis will be rejected. Consequently, there is a strong link between perceived job responsibility and work fulfilment.

xi. Relationship between Job Autonomy and Perceived Work Fulfilment:
Since p is significantly greater than 0.05 and the significant value is 0.059, the null hypothesis will be accepted. As a result, there is no discernible relationship between felt Work fulfilment and Job autonomy.

The aforementioned finding indicates that even when faculty members have substantial job autonomy, they may not be completely pleased. The degree of job autonomy is not a determining factor in predicting how satisfied faculty members feel with their jobs.

xii. Relationship between Technical Competence and Perceived Work Fulfilment with HOD:
Since p is greater than 0.05 and has a significant value of 0.07, the null hypothesis will be accepted. Therefore, there is no discernible relationship between Technical Competence and Perceived Work Fulfilment with HOD.

The aforementioned result indicates that even when a faculty member works with a HOD who has strong technical competency, the faculty member may not be pleased. Technical HOD competency is not a determining factor in predicting faculty members' perceptions of their job happiness.

xiii. Relationship between Promotion Level and Perceived Work Fulfilment
The null hypothesis will be rejected because p is less than 0.05 and has a significant value of 0.000.

As a result, there is a strong link between level of advancement and reported job fulfilment.

xiv. Relationship between perceived job satisfaction and authority fairness
The null hypothesis will be rejected because p is less than 0.05 and has a significant value of 0.000. As a result, there is a strong link between reported job fulfilment and authority fairness.

xv. Relationship between Perceived Work Fulfilment and Job Prestige
The null hypothesis will be rejected because p is less than 0.05 and has a significant value of 0.000. As a result, there is a strong link between perceived job fulfilment and employment prestige.

xvi. Relationship between Freedom of Expression and Perceived Work Fulfilment
The null hypothesis will be rejected because p is less than 0.05 and has a significant value of 0.000. As a result, there is a strong link between perceived job satisfaction and freedom of expression.

xvii. Relationship between Work Recognition and Perceived Work Fulfilment
The null hypothesis will be rejected because the significant value, p , is less than 0.05 and less than 0.000. Because of this, there is a strong link between perceived work fulfilment and recognition of work.

xviii. Relationship between perceived job satisfaction and fringe benefits
The null hypothesis will be rejected because p is less than 0.05 and has a significant value of 0.000. As a result, there is a strong link between perceived job satisfaction and fringe benefits.

xix. Relationship between Perceived Work Fulfilment and Job Challenge Level:
The null hypothesis will be rejected because p is less than 0.05 and has a significant value of 0.000. As a result, there is a strong link between perceived job fulfilment and level of job difficulty.

xx. Relationship between Potential for Job Advancement and Perceived Work Fulfilment:
The null hypothesis will be rejected because p is less than 0.05 and has a significant value of 0.000. As a result, there is a strong link between perceived job satisfaction and the likelihood of career development.

xxi. The null hypothesis will be accepted since the significant value of p is 0.304, which is greater than 0.05, indicates an association between involvement in work and perceived work fulfilment. As a result, there is no discernible relationship between involvement at work and perceived job fulfilment.

The aforementioned conclusion indicates that even when faculty members are actively involved in their work, they may not always be satisfied. Engagement in Work is not a criterion that can be used to predict how satisfied faculty members feel about their jobs.

xxii. Relationship between Perceived Work Fulfilment and Administrative Assistance

The null hypothesis will be rejected because p is less than 0.05 and has a significant value of 0.000. As a result, there is a strong link between reported job satisfaction and administrative assistance.

xxiii. Relationship between the Opportunity to Exercise Leadership and the Perceived Work Fulfilment

The null hypothesis will be rejected because p is less than 0.05 and has a significant value of 0.000. Consequently, there is a strong link between the perception of job satisfaction and the chance to exercise leadership.

xxiv. Relationship between Participation in Decision Making and Perceived Work Fulfilment

The null hypothesis will be rejected because p is less than 0.05 and has a significant value of 0.000. As a result, there is a considerable link between participation in decision-making and perceived work fulfilment. **xxv.** Relationship between the perceived completion of the work and procedural requirements

The null hypothesis will be rejected because p is less than 0.05 and has a significant value of 0.000. As a result, there is a strong link between procedural formality and perceived job fulfilment..

xxvi. Relationship between the Opportunity to Exercise Leadership and the Perceived Work Fulfilment

The null hypothesis will be rejected because p is less than 0.05 and has a significant value of 0.000. Consequently, there is a strong link between the perception of job satisfaction and the chance to exercise leadership.

xxvii. Relationship between Perceived Work Fulfilment and a Sense of Belonging

Because p is less than 0.05 and has a significant value of 0.000, the null hypothesis will be rejected. As a result, a sense of belongingness and perceived job satisfaction are strongly correlated.

xxviii. The null hypothesis will be accepted because the significant value of p is 0.08 is larger than 0.05 and indicates no association between perceived work fulfilment and respect from co-workers. As a result, there is no connection between reported job satisfaction and respect from co-workers.

The conclusion drawn from the previous finding is that even though a faculty member enjoys high regard among their peers, the faculty members may not be completely pleased. Respect from peers is not one of the determining criteria in predicting how satisfied faculty members feel with their jobs

xxix. Technical Facilities and Perceived Work Fulfilment in the Workplace:

Since p is greater than 0.05 and is significant at 1.00, the null hypothesis will be accepted.

Therefore, perceived Work Fulfilment and Technical Facilities at Work do not significantly correlate.

The conclusion drawn from the previously mentioned finding is that, even while using good technical facilities at work, faculty members may not always be happy. Technical facilities at work are not a determining factor for predicting how happy faculty members feel with their jobs.

xxx. Relationship between the Job's Workload and Perceived Work fulfilment

The null hypothesis will be rejected because p is less than 0.05 and has a significant value of 0.000. As a result, there is a considerable link between perceived job satisfaction and workload.

4. Conclusion:

- Job autonomy is not a factor in predicting how happy faculty members feel about their ability to carry out their duties, even if they exhibit high levels of technical proficiency while working with the HOD. Technical HOD competency is not a determining factor in predicting faculty members' perceptions of their job happiness.
- Even if a faculty member is actively involved in their work, they may not be satisfied. Engagement in Work is not a criterion that can be used to predict how satisfied faculty members feel about their jobs.
- Even though a faculty member enjoys the respect of their peers, they could not be content. Respect from peers is not one of the determining criteria in predicting how satisfied faculty members feel with their jobs.
- Even though a faculty member uses excellent technical facilities at work, they could not be content. Technical facilities on the job are not a determining factor in predicting faculty members' subjective work fulfilment satisfaction.

5. References:

- This research was carried out with the primary intention of assessing and comparing the existing Work fulfilment of faculty members belonging to a State University and a State Technical University covering all the faculties and the departments with thorough sampling procedures. Lastly, their Work fulfilment was studied to know the satisfaction that they derived from their jobs.
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