

The Profile characteristics and the level of job satisfaction of the scientists working in SKRAU and RAJUVAS Bikaner, Rajasthan.

ABSTRACT

Human Resource Management is an important and integral part of any working organization. It pertains to the management of the people or human capital at work and their relationship with the enterprise. Its major objective is to pool together an effective organization of its employees constituting both men and women who staff the organization and motivating each one of them to contribute their best to the success of the organization. In an enterprise, every single individual is important to it. Mismanagement of these human resources strangles the invaluable resource-fulness of the human capital. Therefore, it becomes necessary to pay attention towards the feeling that an employee has towards his or her organization. For an organization to succeed, its employees must feel happy and satisfied at work. This is one of the most neglected aspects in the organizations and not many studies have been done in order to elicit the attention towards how satisfied the employees of an organization are. It becomes more relevant when scientists are taken under consideration because they have to work hard to develop new innovations which are fruitful to mankind. This study takes into consideration the profile and the level of job satisfaction of the scientists working in two agricultural organizations which are: 1. Swami keshwanand Rajasthan Agricultural University (SKRAU) and 2. Rajasthan University of Veterinary and Animal Sciences (RAJUVAS) both of which are located in the city of Bikaner in Rajasthan. The assessment of Job satisfaction is imperative to ascertain whether or not the scientists working under these universities are happy with their work environment. They can contribute effectively to Indian agriculture only when they feel happy about what they do. As respondents, 67 scientists from SKRAU and 53 scientists from RAJUVAS were selected by proportionate random sampling constituting a total of 120 respondents. An Interview schedule was prepared to elicit information about their personal characteristics and the level of Job satisfaction. The results of the study concluded that majority of the respondents belonged to Middle age group, were males, had Ph.D. as

their highest educational qualification, medium level of annual income, rural background, were married, living in nuclear families and in govt. quarters. Majority of them used own vehicle as the mode of transport, had medium level of job experience and were Assistant Professors. Their job satisfaction was assessed in terms of three aspects: general determinants, administrative determinants and supportive determinants each of which contained various statements revealing the level of job satisfaction. The study concluded that majority of the scientists were having medium level of satisfaction followed by high and low level of job satisfaction respectively.

Comment [FBT1]: Kindly reduce to 250 words and below.

Keywords: Ph.D., SKRAU, RAJUVAS, proportionate random sampling.

INTRODUCTION

In 21st century, one of the most important factors to have impacted our lives is the standard of living. Everyone wants to live their life happily and work environment plays a key role in deciding the extent to which a person feels happy and lives a good life. If a person gets a good working environment, he feels motivated and respects his workplace even more. And this reflects in his job performance. Thus, our work-life influences the quality of our lives. Human capital is the most important resource for any organization and the management of this very important resource is unequivocally very important. Considering this, we need to understand that one's satisfaction with their job will yield in better human resource development and management. It is the prime responsibility of any organization that her employees are satisfied. Job satisfaction is the most important factor which the productivity of an organization depends on. The analysis of job satisfaction aids in better Human resource planning, adequate training and development, better performance appraisal, safety and health of the personnel and the like. Also, in a country like India, where we are talking about doubling farmers' income and improving their living standards, we first need to focus on the sort of environment persisting in the agricultural universities which are determined to bring about these changes but generally, this aspect is neglected. Human resource management in organization, especially in agricultural organizations in India is

an overlooked facet of these organizations. This study takes into account the management of human capital in two agricultural organizations. We considered two educational institutions, i.e. Swami Keshwanand Rajasthan Agricultural University (SKRAU) and Rajasthan University of Veterinary and Animal Sciences (RAJUVAS) both located in Bikaner, Rajasthan. SKRAU, Bikaner was established in 1987 and is considered the mother of all other agriculture and veterinary universities in the state all the present agriculture universities have been borne as a result of bifurcation of this very university. RAJUVAS was also an integral part of SKRAU until 2013 when it got separated and declared as an autonomous university. These universities are determined to bring about revolution in Indian agriculture through research, education and extension and the credit mainly goes to the scientists working under these universities who are working relentlessly to attain the same objective. They are responsible for building future agricultural experts through teaching and improving the existing agricultural situation through research and extension. So, it becomes increasingly important to have a knowhow of these personnel and their working environments so that they remain motivated in the avenue of agricultural development. Thus, the study holds immense importance on knowing which factors contribute to the job satisfaction of the scientists of these universities. The results of this study would be helpful for the top-level officials to understand and formulate development programmes keeping in view what the employees working under them feel about it and how to increase the efficiency in order to fulfil the objectives.

METHODOLOGY

The two agricultural universities viz. Swami Keshwanand Rajasthan Agricultural University and Rajasthan University of Veterinary and Animal Sciences located in the city of Bikaner were taken as the locale of the study. These two universities were selected on purpose as SKRAU is the oldest agricultural university in Rajasthan and RAJUVAS is the one and only university in the state devoted to Veterinary and Animal Husbandry. Until now, no study of similar kind was ever conducted in these universities which seduced the researcher's attention towards the topic and this particular locale. Both the universities are located in close proximity to each other thus making it feasible

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for the researcher to have easy collection of the data. 67 scientists from SKRAU and 53 scientists from RAJUVAS were selected as respondents of the study through proportionate random sampling constituting a total of 120 respondents. The data were collected through an interview schedule which was assessed by 17 experts working in the field of agricultural extension. The schedule elicited information about the personal profile of the respondents and the level of job of satisfaction. The statements to ascertain Job satisfaction level were categorised into three aspects viz. general determinants, administrative determinants and supportive determinants containing a total of 49 statements. The responses were assigned as Fully Satisfied (FS), Satisfied (S) or Dissatisfied (DS) containing scores 3, 2 and 1 respectively. The data were then tabulated and analysed using different statistical tools like arithmetic mean, standard deviation, percentage, frequency, rank, mean percent score, etc. The variables taken to ascertain the personal profile of respondents are shown in the table below:

Table 1 Variables to elicit Personal Profile

Variables to elicit Personal Profile		
1.	Age	Schedule developed by researcher
2	Gender	Procedure followed by Kumar (2020)
3.	Educational status	Procedure followed by Gopika (2014) used with modification
4.	Annual income	Schedule developed by researcher
5.	Background	Scale developed by Hosur (1977) used with modification
6.	Marital status	Procedure followed by Kumar (2020) used with modification
7.	Family type	Scale developed by Trivedi (1963)

Comment [FBT3]: The two agricultural universities viz. Swami Keshawanand Rajasthan Agricultural University and the Rajasthan University of Veterinary and Animal Sciences located in the city of Bikaner were taken as the locale of the study. These two universities were selected on purpose as SKRAU is the oldest agricultural university in Rajasthan and RAJUVAS is the only university in the state devoted to Veterinary and Animal Husbandry. Until now, no study of a similar kind was ever conducted in these universities which seduced the researcher's attention towards the topic and this particular locale. Both the universities are located close to each other thus making it feasible for the researcher to have an easy collection of the data. 67 scientists from SKRAU and 53 scientists from RAJUVAS were selected as respondents of the study through proportionate random sampling constituting a total of 120 respondents. The data were collected through an interview schedule which was assessed by 17 experts working in the field of agricultural extension. The schedule elicited information about the personal profile of the respondents and their level of job satisfaction. The statements to ascertain Job satisfaction level was categorized into three aspects viz. general determinants, administrative determinants, and supportive determinants containing a total of 49 statements. The responses were assigned as Fully Satisfied (FS), Satisfied (S), or Dissatisfied (DS) containing scores 3, 2, and 1 respectively. The data were then tabulated and analyzed using different statistical tools like arithmetic mean, standard deviation, percentage, frequency, rank, mean percent score, etc.

		used with modification
8.	Accommodation	Procedure followed by Gurjar (2018) used with modification
9.	Mode of transport	Procedure followed by Sabar (2015) used with modification
10.	Job experience	Schedule developed by researcher
11.	Designation	Procedure followed by Sabar (2015) used with modification

RESULTS AND DISCUSSION

The responses were taken from 120 respondents and the data was analysed. There were 11 variables considered to know about the personal profile of respondents and a total of 49 statements to find out their level of job satisfaction. The personal profile of these respondents and their level of job satisfaction has been summarised in the form of a table shown in the subsequent section.

Table 2 Job satisfaction in respondents

Variable	Categories	Frequency	Percentage
Age	Young	25	20.80 %
	Medium	76	63.30%
	Old	19	15.80%
Gender	Male	90	75.00%
	Female	30	25.00%
Educational Status	MSc.	14	11.67%
	PhD.	106	88.33%
Annual Income	Low	15	12.51%
	Medium	94	78.33%

	High	11	09.16%
Background	Rural	76	63.33%
	Semi-urban	36	30.00%
	Urban	08	06.67%
Marital status	Married	118	98.33%
	Unmarried	02	01.67%
Family type	Nuclear	75	62.50%
	Joint	45	37.50%
Accommodation	Rented	2	1.66%
	Govt. Quarter	68	56.65%
	Own home	50	41.66%
Mode of transport	Public transport	1	00.80%
	Own vehicle	119	99.20%
Job Experience	Low	10	08.30%
	Medium	80	66.70%
	High	30	25.00%
Designation	Asst. Professor	67	55.84%
	Assoc. Professor	10	08.33%
	Professor	43	35.83%

The table 2 clearly depicts the characteristics of the respondents under consideration. Among 120 respondents, majority (63.30%) belong to middle age followed by young (20.80%) and old (15.80%). 75 per cent of the respondents are males whereas 25 per cent are females. 88.33 per cent of them have PhD as their highest qualification whereas 11.67 per cent are MSc. holders. Talking about their annual income, majority (78.33%) of the respondents fall under middle level of income followed by low(12.51%) and high (9.61%) levels of income. It was also revealed that majority (63.33%) of these respondents belonged to rural family background. 98.33 per cent which means the majority of the respondents belongs to the married category while the rest 1.67 per cent is unmarried. Also, the results show that the majority (62.50%) of

the respondents live in nuclear families consisting on husband, wife and unmarried children. It was also found that majority i.e. 56.65 per cent lives in the government quarters provided by the universities, followed by 41.66 per cent living in their own homes while 1.66 per cent living in rental homes. The study revealed that majority (66.70%) had medium level of job experience whereas 25.00 per cent had high level of job experience and 8.30 % had low level of job experience and among these scientists, majority (55.84%) were working on the post of Assistant Professor while 35.83 per cent were designated as Professors and rest 8.33 % were working as Associate Professors.

The study also revealed the level of job satisfaction among the respondents. It was elicited by presenting a number of statements to the respondents and the responses to them were presented as a Likert-type scale on a continuum of 3 points which were Fully Satisfied, Satisfied and Dissatisfied. The statements were also categorised into three categories: General determinants, Administrative determinants and Supportive determinants. The total scores for individual statements were obtained and Mean Percent Scores were calculated and on that basis ranks were given to the statements. Amongst all the statements regarding the general determinants, 'Feeling of accomplishment' was accorded 1st rank which means that majority of the respondents consider this to be the major general determinant of job satisfaction. It might be attributed to the fact that as self-realization needs are on the top of needs hierarchy, scientists feel more satisfied by the accomplishment of the given assignments. Prestige about one's job is an important factor in being satisfied. The scientists are least satisfied with the 'Work culture in the university' which It might be due to lack of coordination and cooperation among the staff members of both the universities. Of all the statements concerning the administrative determinants, 'Recognition and respect by the students' was accorded 1st Rank by the respondents. The scientists are least satisfied with the opportunities for research abroad. This might be because of the lack of funding available with the universities. Among all the statements categorized as supportive determinants, 'Creation of a positive difference in others' life was accorded Rank 1 by the respondents. They gave lowest rank to the statement 'Availability of trained technical staff'. This might be because of the pending filling of vacant positions of Lab Assistants or the like. The results are summarized in the table below:

Comment [FBT4]: Table 2 depicts the characteristics of the respondents under consideration. Among 120 respondents, the majority (63.30%) belong to middle age followed by young (20.80%) and old (15.80%). 75 percent of the respondents are males whereas 25 percent are females. 88.33 percent of them have a Ph.D. as their highest qualification whereas 11.67 percent are MSc. holders. Talking about their annual income, a majority (78.33%) of the respondents fall under the middle level of income followed by low (12.51%) and high (9.61%) levels of income. It was also revealed that the majority (63.33%) of these respondents belonged to rural family backgrounds. 98.33 percent which means the majority of the respondents belong to the married category while the rest 1.67 percent are unmarried. Also, the results show that the majority (62.50%) of the respondents live in nuclear families consisting of a husband, wife, and unmarried children. It was also found that the majority i.e., 56.65 percent live in the government quarters provided by the universities, followed by 41.66 percent living in their own homes while 1.66 percent live in rental homes. The study revealed that the majority (66.70%) had a medium level of job experience whereas 25.00 percent had a high level of job experience and 8.30 % had a low level of job experience and among these scientists, a majority (55.84%) were working on the post of Assistant Professor while 35.83 percent were designated as Professors and rest 8.33 % were working as Associate Professors. The study also revealed the level of job satisfaction among the respondents. It was elicited by presenting many statements to the respondents and the responses to them were presented as a Likert-type scale on a continuum of 3 points which were Fully Satisfied, Satisfied, and Dissatisfied. The statements were also categorized into three categories: General determinants, administrative determinants, and Supportive determinants. The total scores for individual statements were obtained Mean Percent Scores were calculated and, on that basis, ranks were given to the statements. Amongst all the statements regarding the general determinants, 'Feeling of accomplishment' was accorded 1st rank which means that majority of the respondents consider this to be the major general determinant of job satisfaction. It might be attributed to the fact that as self-realization needs are at the top of needs hierarchy, scientists feel more satisfied by the accomplishment of the given assignments. Prestige about one's job is an important factor in being satisfied. The scientists are least satisfied with the 'Work culture in the university' which might be due to a lack of coordination and cooperation among the staff members of both the universities. Of all the statements concerning the administrative determinants, 'Recognition and respect by the students' were accorded 1st Rank by the respondents. The scientists are least satisfied with the opportunities for research abroad. This might be because of the lack of funding available to the universities. Among all the statements categorized as supportive determinants, 'Creation of a positive difference in others' life was accorded Rank 1 by the respondents. They gave the lowest rank to the statement 'Availability of trained technical staff. This might be because of the pending filling of

Table 3

Distribution of respondents on the basis of level of job satisfaction

S.No.	JOB SATISFACTION GROUP	FREQUENCY	PERCENTAGE
1.	Low	11	09.20%
2.	Medium	67	55.80 %
3.	High	42	35.00%
Total		120	100.00%
Mean= 116.9		S.D.=14.9	

CONCLUSION

As far as the personal profile of the respondents is concerned, the majority of the respondents belonged to the medium age group (63.30%), were males (75%), had their highest qualification as Ph.D. (88.33%), were earning a medium level of annual income between 7 LPA-17LPA (78.33%) and belonged to the rural background. It was also found that the majority of the respondents were married, living in nuclear families in government quarters. Also, the majority of the respondents were found to be having a medium level of job experience (66.70%) and most of them were working as Assistant Professors (55.84%). Talking about their level of job satisfaction, it was ascertained that the majority (55.80%) of the scientists working in the selected universities were having a medium level of job satisfaction followed by high and low levels respectively. Most of them felt satisfied because of their ‘feeling of accomplishment’, ‘Recognition and respect by the students’, and ‘Creation of positive difference in others’ life’. Only 9.20 percent of the respondents were dissatisfied with their job attributing to a lack of congenial work culture in the university, fewer opportunities for research abroad, and unavailability of technical staff in the departments. The study indicated that the selected universities need to work on some areas such as improving the work culture, and increasing research opportunities abroad by signing MoUs with foreign universities to increase the level of job satisfaction from medium to high.

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Comment [FBT6]: Kindly use “&” in place of “and” between all names in the referencing section. Again, ensure to add all initials. Thanks.

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