Role of Mental Health Towards Job Satisfaction in Higher Education Sector

Kanika Arora* and Akanksha**

ABSTRACT

The study of "Role of Mental Health Towards Job Satisfaction in Higher Education Sector" focuses on knowing the mental well-being of teachers and their job satisfaction level who all are working in higher education sector. As a teacher plays a very important role in shaping up society. It is very important that their mental health is taken proper care of and they are satisfied with their career and working environment. For this purpose 100 respondents from higher education sector were surveyed and their responses regarding various factors affecting mental health and job satisfaction weretaken in a questionnaire. Mental health is also reflected in a person's behavior and personality hence respondents were also observed. The data so collected was analyzed using various tools of data analysis such as frequency tables, pie charts, bar diagrams, correlations, crosstabs and t-test. The results of the study indicate that the mental health of the teaching staff is of good level but the organizations have taken insufficient initiatives to take care of teachers; mental and physical health. Thereis a communication gap between the employer-employees and the co-workers in higher education sector. The respondents do not feel pressurised at work which positive factor is contributing to job satisfaction of teachers.

Keywords: *Mental Health, Job Satisfaction, Teachers, Higher education sector, Organizational culture.*

1.0 Introduction

1. According to an Indian Prayer "The teacher is Brahma, the creator; he is God Vishnu, he is God Maheshwara. He is the entire universe, Salutation to him."

   Dr. S. Radhakrishnan, "The teacher's place in society is of vital importance. He acts as the pivot for the transmission of intellectual traditions and technical skills from generation to generation and helps to keep the lamp of civilization burning." As per Madan Mohan Malavia (the founder of Banaras Hindu University, the world's second largest residential university), a teacher is, "It lies largely in his teacher's hand to mould the mind of the child who is father of the man. If he is patriotic and devoted to the national cause and realizes his responsibility, he can produce a race of patriotic men and women who would religiously place the country above the community and national gain above communal advantage." these simple lines depict the role of a teacher in the society. The role of a teacher in society is both significant and valuable. It has far-reaching influence on the society he lives in and no other personality can have an influence more profound than that of a teacher. In addition to these attributes, the role of a teacher is to acquire professionalism and ethics and abide by their own moral code and that of their school, while maintaining a commitment to confidentiality between students, colleagues and the community.

   " The nation's well-being depends on teachers' wellbeing. Our two million teachers are the custodians of our future. "

   ' INDIRA GANDHI'

_____

*Corresponding author; Assistant Professor, Department of Management & Commerce, Trinity Institute of Professional Studies, New Delhi, Delhi, India. (Email: Kanika21bankhad@gmail.com)
**Student, Department of Management & Commerce, Trinity Institute of Professional Studies, New Delhi, Delhi, India. (Email: Akansharma101@gmail.com)

2. **Roles of a Teacher:** A teacher plays variety of roles such as controller, prompter, resource, assessor, organizer, participant, inspiratorand tutor.

3. **Importance of Mental Health;**
   a. Good mental health creates a positive attitude towards work in person. The person with good physical and mental health enjoys his work. As a result the productivity of such person is increased along with quality of output, which is beneficial to the organization, society, institutions, individual aim etc. for which he works. Hence, good mental health and physical health increases the qualitative and quantitative output of a person.

4. **Workplace Environment & Mental Health**:
   a. Workplace is an important place where a person spends most of his working time during a day. Its environment consists of various factors which directly or indirectly affect the person's thoughts, behavior, attitude, stress level and ultimately over a period of time start affecting his Mental Health.Few factors which are not exhaustive are given below:

      i. Poor Managerial Practices like;
         1. Poor Communication by Management with its employees
         2. Providing them unclear tasks and objectives
         3. Psychological harassment of employees and adopting a culture of poor interpersonal relations.
         4. Improper performance evaluation methods
         5. Slow career progression plan for performers
         6. Inadequate health and safety measures for employees;
         7. Lack of motivation means and methods
         8. Inculcating higher sense of job insecurity
         9. Inflexible working hours
         10. Poor efforts by management to understand and handle the mental health perspective of its employees;

   b. **Impact of Poor Mental health at work place**; The capabilities of employees are affected by their mental health. With rising mental health issues their capabilities to give quantitative and qualitative output decreases. This is reflected through various factors. The impact of such factors can be summarized as follows :

      i. Frequent Absence from duty;
      - Due to poor mental health the physical health is also affected and such person is likely to suffer from various stress related problems like; depression, stress, burnout, high blood pressure, heart disease, ulcers, sleeping disorders, skin rashes, headache, neck- and backache, low resistance to infections etc. compelling a person to take rest due to such ailments, thereby increasing the absenteeism.
      ii. Decreased Work performance;
      - Due to the health related issues as explained above the quantitative and qualitative output of a person decreases. Such a person generally looses concentration at work and likely to perform poorly in decision making and commits frequent errors and omissions.

iii. Deteriorated inter personal relations

- A person with mental health develops many stress related problems which slowly starts reflecting I his behavior, attitude and inter personal relations. Such persons are more likely to suffer more short temper, decreased motivation level. As a result they are more likely to be the cause of tension and conflict between colleagues and other disciplinary issues.

iv. Disability due to mental health problems

1. Based on individuals age and inner strength the mental health problems result in reduction of his working capacity, capabilities for quality output and social behavior.

2. People with disabilities, particularly psychiatric disabilities, face numerous barriers in obtaining equal opportunities – environmental, access, legal, institutional and 2 Costs of occupational and work-related diseases Source: Takala J. (ILO) Indicators of death, disability and disease at work. African Newsletter on Occupational Health and Safety, December 1999, 9(3):60-65. 7% Mental disorders 9% Respiratory disorders 8% CNS 3% Tumours 3% Skin diseases 40% Musculoskeletal 16% Heart disease 14% Accidents Nations for Mental Health attitudinal barriers which cause social exclusion.

3. For people with mental illness, social exclusion is often the hardest barrier to overcome and is usually associated with feelings of shame, fear and rejection.

4. It is clear that mental illness imposes a heavy burden in terms of human suffering, social exclusion, stigmatization of the mentally ill and their families and economic costs. Unfortunately, the burden is likely to grow over time as a result of ageing of the global population and stresses resulting from social problems and unrest, including violence, conflict and natural disasters.

5.

B. Objectives

B.1. This project is an attempt to correlate the job satisfaction affecting individual mental health and vice versa.

B.2. To know the impact of mental wellbeing of teachers in higher education sector on efficiency and effectiveness.

B.3. To assess the impact of workplace environment on mental and physical health of teachers.

B.4. To suggest the changes ineducation sector policies for positive Impact on the mental health and job satisfaction of teachers.

C. Hypothesis

Mental health is affected by many factors including the physical health, social wellbeing, socio-economic environment, family and friend circle environment, food habits and so many other factors. Since, a person spends a substantial chunk of time at workplace interacting with clients, fellow employees, employer etc., the working environment as a whole being a complex combination of many factors affects the mental health of a person, his perception towards job satisfaction. Job satisfaction itself is governed by the combination of working environment, individual skills, available opportunities, monetary benefits and individual career aspirations.

H1: Workplace stress management dimensions including yoga and spiritualism have a positive impact on job satisfaction.

H2: Mental and physical wellbeing have a significant relationship with job satisfaction among the teachers who work in higher education sector.

H3: To suggest education sector policy changes aimed at improving wellness and lob satisfaction in education sector.

D. <u>Literature Review</u>

- **(Sidana & Kaur, 2010)**

JivanJyotiSidana and GurinderKaur (2010) made a study "Job Satisfaction–A Challenging Area of Research in Education". They pointed out that assuming job satisfaction over the long term requires careful planning and effort both by employers and employees and creating a good blend of factors that contribute to stimulating, challenging supportive and rewarding work environment is vital in Punjab.

- **(Deshwal, 2011)**

PankajDeshwal (2011) made a study "Job Satisfaction: A Study of those who Mould the Future of India". A questionnaire-based study has been conducted on engineering faculty members working in the engineering college of technical universities in Uttar Pradesh. The job satisfactions level of the engineering faculty members has been found to be moderately high.

- **(Pabla, 2012)**

Pabla (2012) in her study "A Study of Job satisfaction among Teachers of Professional Colleges in Punjab" concluded that there is a difference between the satisfaction level of male and female teacher of the professional colleges located under the jurisdiction of Punjab Technical University, Jalandhar. Female teachers are not very much satisfied with their job, but male teachers seem to be more satisfied with their job than female teachers. The main reasons for the above differences in the above cases could be intrinsic and extrinsic factors such as salary, fringe benefits, prestige, opportunities for professional advancement, level of personal, professional challenge, level of professional autonomy, decision making authority general working conditions, interaction with colleagues and interaction with students and so on.

- **(Kumari, 2013)**

LalitaKumari (2013) in her article "Factors Influencing Job Satisfaction of College Teachers in Doaba Region of Punjab, India" suggested that job satisfaction can be enhanced by factors namely adequate and fair compensation, work life balance, career development, job security, organizational attitude, relations with supervisor, motivation at job and application of skills and experience. Positive correlation has been found between job satisfaction and job performance.

- **(S., 1989)**

Indrani S. (1989) in her study "A Study on Attitude of Teachers towards Educational Administration and their Job Satisfaction" analyzed the relationship between the attitude of teachers towards educational administration and their job satisfaction. The study inferred that there was a significant relationship between the mean scores of job satisfaction of PG male and female teachers.

E. <u>Research Methodology for the Report</u>

The purpose of the study is to find the role of mental health in job satisfaction in higher

education sector. For this purpose we will analyse various factors which directly or indirectly affect a person's mental well-being and their job satisfaction. The factors analysed will be -

1. **Mental health related factors**
   1.1. Physical health
   1.2. Overall well-being
   1.3. Stress levels
   1.4. Work life balance
2. **Stress management initiatives**
   2.1. Role and importance of yoga, meditation sessions, mindfulness classes, stress reduction workshops etc.
   2.2. Need for expansion of mental health resources
   2.3. Initiatives taken by organization for managing mental health
3. **Job satisfaction related factors**
   3.1. Adequacy of emoluments
   3.2. Salary increments and promotional avenues
   3.3. Job security
   3.4. Work pressure
   3.5. Employer-employee relations and co-worker relations
   3.6. Working hours
   3.7. Social status
   3.8. Research opportunities

F. **Sampling Design for the Report**

DELIMITATION OF THE STUDY
The study is done on the higher educational institutions from government, semi-government and private sector.

1. **Population:**In statistics, a population is the entire pool from which a statistical sample is drawn. A population may refer to an entire group of people, objects, events, hospital visits, or measurements. The population consists of all the education sector institutions.
2. **Sample**: The items taken from the population for analysis (for deduction of hypothesis or arriving at a conclusion) are samples. Sample is chosen from population and the samples have to be the representative of the population. The sample should be heterogeneous so that it actually represents the population. The sample taken is from higher sector educational institutions.
3. **Sample Size:**The size of the total samples to be taken constitutes the sample size. This is the collection of all the samples taken. These are the total number decided to be studied in detail. Sample size can vary on the following factors:
   - Size of the Population
   - Variability on the Population
   - Required Level of Accuracy

The sample size of the study is 100.

G. **Types/Sources of Data Collection for the Report**
The type or source of data collection is primary method.

Primary Data: Primary data consists of the questionnaire filled by the respondents with their views and observations. The questionnaire filled by the respondents is attached at Annexure.The sample

size of the study is 100 and the sample has been taken from higher sector educational institutions.

H. Data analysis and interpretations

Q.1 : Age

Analysis/Interpretation- Maximum respondents were from middle age group of 41-60 who constitute 72% of the total respondents. 28% respndents were from age group of 21-40. There were no respondents from age group above 60 years.

Q.2 : Gender

Analysis/Interpretation- The total Population surveyed constitutes of 48% males and 52% females and the respondents of transgender category are zero.

Q.3 : Qualification

Analysis/Interpretation- The above frequency table and pie diagram shows the education level of the respondents which depicts that 89% i.e. majority of the population is graduate and 11% are doctorate and above. None of the respondents belong to the category of graduate.

Q.4 : Annual Income

Analysis/Interpretation- The above frequency table and pie diagram shows the income level of the respondents which depicts that 70% of the respondents earn between 10-20 lakhs per annum, 18% earn between 5-10 lakhs and 12% earn less than 5 lakhs per annum.

Q.5 : How would you rate your physical health?

Analysis/Interpretation- The above frequency table and pie diagram shows the response about the physical health of the respondents. 62% of the respondents physical health is good, 20% of the respondents physical health is very good, 13% of the respondents physical health is of fair level i.e. average physical heatlh, 3% of the respondents have an excellent level of physical fitness and 2% of the respondents physical health is poor i.e.there are physically not fit.

Q.6 : How would you rate your mental health?

Analysis/Interpretation- The above frequency table and pie diagram shows the response about the mental health of the respondents. 76% of the respondents mental health is good, 19% of the respondents mental health is very good, 2% of the respondents mental health is of fair level i.e. average mental heatlh, 2% of the respondents have an excellent level of mental fitness and 1% of the respondents mental health is poor i.e.they need attention to their mental health issues.

Q.7 : How would you rate your overall well-being levels when you're at work?

Analysis/Interpretation- The above frequency table and pie diagram shows the response about the overall well-being of the respondents when they are at work. 49% of the respondents overall well-being level at work is good, 35% of the respondents overall well-being level at work is fair, 14% of the respondents overall well-being level at work is very good and 2% of the respondents have a poor level of overall well-being level at work. None of the respondents have an excellent level of overall well-being when they are at work.

Q.8 : How would you rate your stress levels at work?

Analysis/Interpretation- The above frequency table and pie diagram shows the response about the stress level of the respondents at work. 44% of the respondents stress level is good,44% of the

respondents stress level fair, 9% of the respondents stress level is poor i.e. no stress, 2% of the respondents have very good level of stress when they are at work and 1% of the respondents stress level is excellent i.e.the respondents are highly stressed at work.

Q.9 : How would you describe your work-life balance?
Analysis/Interpretation- The above frequency table and pie diagram shows the response about the work-life balance of the respondents. 82% of the respondents work-life balance is good,10% of the respondents work-life balance is fair, 3% of the respondents work-life balance is of poor level i.e. they are not able to manage their professional and personal life well, 3% of the respondents have excellent level of work-life balance i.e. they are able to create a balance between their personal and professional life and 2% of the respondents work-life balance is very good.

Q.10 : How would you rate contribution of your employer in stress management?
Analysis/Interpretation- The above frequency table and pie diagram shows the response about contribution of employer in stress management of their employees.54% of the respondents considered employercontribution to their mental health as poor, 22% cosnidred it as good, 18% considered it as fair and 6% considered it as very good. And none of them considered it as excellent.

Q.11 : How would you rate your interpersonal relationships with co-workers?
Analysis/Interpretation- The above frequency table and pie diagram shows the response about interpersonal relationships of respondents with their co-workers. 71% of the respondents interpersonal relations with their co-workers are of fair level, 11% of the respondents interpersonal relations are very good, 10% of the respondents interpersonal relations are good, 6% of the respondents have excellent level relationships with their co-workers i.e. they have friendly and positive interpersonal relationships, and 2% of the respondents have poor interpersonal relations i.e. they do not have a great bondig with their co-workers.

Q.12 : How would you rate Role & Importance of yoga, meditation sessions, mindfulness classes, stress reduction workshops, etc. in Stress Management?
Analysis/Interpretation- The above frequency table and pie diagram shows the response about rating regarding role and importance ofyoga, meditation sessions, mindfulness classes, stress reduction workshops, etc. in Stress Management. 59% of the respondents rated role and imprtance of yoga,meditation etc. in stress management as high, 20% of the respondents rated it as very high, 14% of the respondents rated it as normal, 4% of the respondents rated it as poor i.e. they think that yoga,meditation etc. donot play an important role in stress mangement, and 3% of the respondents rated it as fair.

Q.13 : How would you rate the need for expansion of more mental health resources at work?
Analysis/Interpretation- The above frequency table and pie diagram shows the response about rating of need for expansion of more mental health resources at work. 86% of the respondents rated the need for expansion of mental health resourcesat work as very high, 7% of the respondents rated it as high, 4% of the respondents rated it as poor i.e. they think there is no need for expansion of more mental health resources at work, 2% of the respondents rated it as normal and 1% of the respondents rated it as fair.

Q.14 : How would you rate the necessity of better assistance and facilities for mental or physical health issues at work?

Analysis/Interpretation- The above frequency table and pie diagram shows the response about rating regarding the necessity of better assistance and facilities for mental or physical health issues at work for the respondents. 72% of the respondents rated the necessity of better assistance and facilities for mental or physical health issues at work as high, 16% of the respondents rated it as normal, 10% of the respondents rated it as very high, 2% of the respondents rated it as poor i.e. they think that there is no need for better assistance and facilities for mental or physical health issues at work. None of the respondents rated it as fair.

Q.15 : Whether your organization has taken initiatives to take care of mental health at work place?
Analysis/Interpretation- The above frequency table and pie diagram shows the responses regarding initiatives taken by the organization of respondents. 88% of the respondents said that their organization has taken initiatives for taking care of mental health of the teachers/professors/lecturer and 12% of the responents organization have not taken any initiative.

Q.16 : How would you rate such initiative taken by your organization to manage mental health of its employees including teaching staff?
Analysis/Interpretation- The above frequency table and pie diagram shows the response about rating of initiatives taken by respondents organization to manage mental heath of its employees including teaching staff. 64% of the respondents rated such initiatives taken by organizations for its employess including teaching staff as normal, 25% of the respondents rated it as fair, 6% of the respondents rated it as high, 4% of the respondents rated it as poor i.e. they think that initiatives taken by the organization were not effective, and 1% of the respondents rated it as excellent i.e. they think that these initiatives taken by organization to manage mental heath of its employees including teaching staff were very effective.

Q.17 : Adequacy of emoluments
Analysis/Interpretation- The above frequency table and pie diagram shows the response about the adequacy of emoluments. 75% of the respondents emoluments adequacy is good,19% of the respondents get fair level of emoluments, 5% of the respondents get poor level of emoluments i.e. they are not satisfied with their salary and 1% of the respondents emoluments adequacy is very good. None of the responent has an excellent level of satisfaction regarding their pay.

Q.18 :Annual Salary Increment
Analysis/Interpretation- The above frequency table and pie diagram shows the response about the annual salary increment of the respondents. 42% of the respondents annual salary increment is poor i.e. their salary increment is very less and they are not satisfied with it, 37% of the respondents get fair level of salary increment, 20% of the respondents get good salary increment and 1% of the respondents salary increment is very good. None of the responent has an excellent level of salary increment i.e. their salary is not incremented frequently and with a good amount.

Q.19 : Promotional Avenues
Analysis/Interpretation- The above frequency table and pie diagram shows the response about the promotional avenues are considered fair by 83%, poor by 7%, good by 5% and very good by 5% .

Q.20 : Job Security
Analysis/Interpretation- The above frequency table and pie diagram shows the response about the job security of the respondents. 72% of the respondents consider their job security level as very

good,14% of the respondents consider it as poor i.e. they feel that their job is highly insecure, 7% of the respondents consider it as good, 7% of the respondents consider it as good and 1% of the respondents consider their job security level to be excellent i.e. they feel their job is highly secure.

Q.21 : Overall Work Pressure

Analysis/Interpretation- The above frequency table and pie diagram shows the response about the overall work pressure of the respondents. 85% of the respondents overall work pressure is of good level, 7% of the respondents have fair level of work pressure, 5% of the respondents have very good level of work pressure and 3% of the respondents have excellent level of overall work pressure i.e. very high work pressure. None of the responent has poor level of work pressure i.e. no work pressure.

Q.22 : Working Environment

Analysis/Interpretation- The above frequency table and pie diagram shows the response about the working environment in which respondents work. 49% of the respondentsstated that working environment is fair, 43% of the respondents consider that they have good level of working environment, 7% of the respondents considered it as very good and 1% of the respondents stated to have poor level of working environment i.e. very bad working environment. None of the responent feel that they have excellent level of working environment i.e. positive working environment.

Q.23 : Employer-Employee Relationship

Analysis/Interpretation- The above frequency table and pie diagram shows the response about the employer-employee relationship of the respondents. 44% of the respondents have good relations with their employer, 35% of the respondents have fair relationships, 11% of the respondents have poor level of relationship with the employer i.e. they do not share good rapport with their employer, 8% of the respondents relation with their employer is very good and 2% of the responents have excellent employee-employer relationships.

Q.24 : Working Hours

Analysis/Interpretation- The above frequency table and pie diagram shows the response about the working hours of the respondents. 40% of the respondents feel they have fair working hours, 31% of the respondents feel to have good working hours, 23% of the respondents feel it as poor i.e. they are not happy with their working hours, 5% of the respondents stated to have very good working hours and 1% of the responents have felt to have excellent working hours i.e. they are satisfied with their working hours.

Q.25 : Social Status

Analysis/Interpretation- The above frequency table and pie diagram shows the response about the social status of the respondents. 86% of the respondents enjoy good social status, 5% of the respondents feel their social status to be very good, 4% of the respondents feel it asexcellent, 4% of the respondents stated to have have fair social status and 1% of the responents have felt poor social status.

Q.26 : Opportunity for utilization of your skills.

Analysis/Interpretation- The above frequency table and pie diagram shows the response about the opportunities respondents get for utilization of their skills and the same were considered as fair by 39% of the respondents, good by 30%, poor by 25%, very good by 4% and excellent by remaining 2%.

Q.27 : Availability of Research Opportunities

Analysis/Interpretation- The above frequency table and pie diagram shows the response about the opportunities respondents get for researchand the same were considered as poor by 81%, good by 7%, fair by 5%, very good by 5% and excellent by 2%.

Q.28 : As an opportunity for education system improvement

Analysis/Interpretation- The above frequency table and pie diagram shows the response about the career of teacher/professor/lecturer as an opportunity for education system improvement and the same is considered as very good by 48%,fair by 27%,poor by 18%, and very good by 7%.

Q.29 : As an opportunity to attain variety of skills

Analysis/Interpretation- The above frequency table and pie diagram shows the response about the career of teacher/professor/lecturer as an opportunity for attaining variety of skills for the respondents and the same was considered good by 41%, very good by 22%, excellent by 20%, fair by 11% and poor by 6% of the respondents.

Q.30 : As an opportunity to serve & uplift the society

Analysis/Interpretation- The above frequency table and pie diagram shows the response about thecareer of teacher/professor/lecturer as an opportunity to serve and uplift the society. 45% of the respondents think career of teacher/professor/lecturer as a very good opportunity to serve and uplift the society, 34% of the respondents think it is an excellent opportunity, 12% of the respondents think it is good opportunity, 7% of the respondents think it is a fair opportunity and 2% of the respondents consider it as a poor opportunity to serve and uplift the society.

Q.31 : How do you rate your career as a Teacher/ Lecturer?

Analysis/Interpretation- The above frequency table and pie diagram shows the response about the rating of career as a teacher/professor/lecturer. 75% of the respondents rated career of teacher/professor/lecturer as good, 14% of the respondents rated it very good, 4% of the respondents rated it excellent, 4% of the respondents rated it fair and 3% of the respondents rated career of teacher/professor/lecturer as poor.

CORRELATION

Correlations			
		How would you rate your mental health?	Gender
How would you rate your mental health?	Pearson Correlation	1	.032
	Sig. (2-tailed)		.748
	N	100	100
Gender	Pearson Correlation	.032	1
	Sig. (2-tailed)	.748	
	N	100	100

Table : 1

Analysis/Interpretation- There is a positive correlation between the variables mental health and gender. The value of correlation is 0.032 which shows there is no association between the variables. The significant value of 0.748 shows that there does not exists a relationship between the two variables.

CORRELATION

Correlations			
		Gender	How would you describe your work-life balance?
Gender	Pearson Correlation	1	.062
	Sig. (2-tailed)		.540
	N	100	100
How would you describe your work-life balance?	Pearson Correlation	.062	1
	Sig. (2-tailed)	.540	
	N	100	100

Table : 2

Analysis/Interpretation- There is a positive correlation between the variables work life balance and gender. The value of correlation is 0.062 which shows there is no association between the variables. The significant value of 0.540 shows that there does not exists a relationship between the two variables.

CORRELATION

Correlations		Gender	Overall Work Pressure
Gender	Pearson Correlation	1	-.161
	Sig. (2-tailed)		.110
	N	100	100
Overall Work Pressure	Pearson Correlation	-.161	1
	Sig. (2-tailed)	.110	
	N	100	100

Table : 3

Analysis/Interpretation- There is a negative correlation between the variables overall work pressure and gender. The value of correlation is -0.161 which shows a weak strength of association between the variables. The significant value of 0.110 shows that that the variables are not related to each other.

CORRELATION

Correlations		How would you rate your mental health?	Job Security
How would you rate your mental health?	Pearson Correlation	1	-.294**
	Sig. (2-tailed)		.003
	N	100	100
Job Security	Pearson Correlation	-.294**	1
	Sig. (2-tailed)	.003	
	N	100	100
**. Correlation is significant at the 0.01 level (2-tailed).			

Table : 4

Analysis/Interpretation- There is a negative correlation between the variables mental health and job security. The value of correlation is -0.294 which shows a weak strength of association between the variables. The significant value of 0.003 shows that the variables are related to each other.

CORRELATION

Correlations		How would you rate your mental health?	Overall Work Pressure
How would you rate your mental health?	Pearson Correlation	1	.160
	Sig. (2-tailed)		.111
	N	100	100
Overall Work Pressure	Pearson Correlation	.160	1
	Sig. (2-tailed)	.111	
	N	100	100

Table : 5

Analysis/Interpretation- There is a positive correlation between the variables mental health and overall work pressure. The value of correlation is 0.160 which shows which shows a weak strength of association between the variables.The significant value of 0.111 shows that that the variables are not related to each other.

CORRELATION

Correlations		How would you rate your mental health?	Employer-Employee Relationship
How would you rate your mental health?	Pearson Correlation	1	.524**
	Sig. (2-tailed)		.000
	N	100	100
Employer-Employee Relationship	Pearson Correlation	.524**	1
	Sig. (2-tailed)	.000	
	N	100	100
**. Correlation is significant at the 0.01 level (2-tailed).			

Table : 6

Analysis/Interpretation- There is a positive correlation between the variables mental health andd employee-employer relationship. The value of correlation is 0.524 which shows a strong strength of association between the variables. The significant value of 0.000 shows that the variables are related to each other.

CORRELATION

Correlations		Qualification	Adequacy of emoluments
Qualification	Pearson Correlation	1	.334**
	Sig. (2-tailed)		.001
	N	100	100
Adequacy of emoluments	Pearson Correlation	.334**	1
	Sig. (2-tailed)	.001	
	N	100	100
**. Correlation is significant at the 0.01 level (2-tailed).			

Table : 7

Analysis/Interpretation- There is a positive correlation between the variables qualification and adequacy of emoluments. The value of correlation is 0.334 which shows a weak strength of association between the variables. The significant value of 0.001 shows that the variables are related to each other.

CROSSTABS

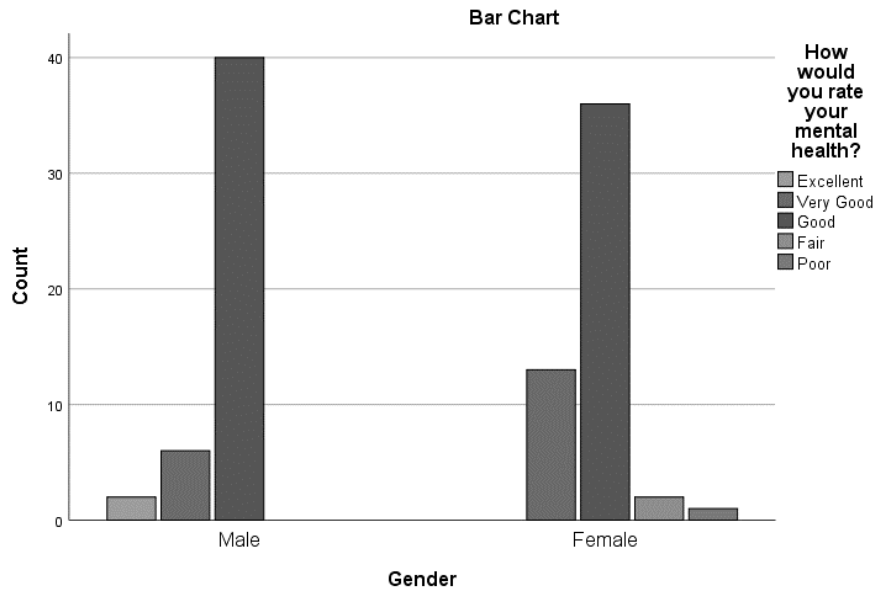| Gender * How would you rate your mental health? Crosstabulation							
Count							
		How would you rate your mental health?					Total
		Excellent	Very Good	Good	Fair	Poor	
Gender	Male	2	6	40	0	0	48
	Female	0	13	36	2	1	52
Total		2	19	76	2	1	100

Table : 8

Fig. : 1

Analysis/Interpretation- On comparing the two variables gender and mental health, In both the variables the respondents who rated their mental health excellent and whos gender is male are 2%, and those whos gender is female are 0%. The respondents rated their mental health very good and whos gender is male are 6% and those whos gender is female are 13%. The respondents rated their mental health good and whos gender is male are 40% and those whos gender is female are 36%. The respondents rated their mental health fair and whos gender is male are 0% and those whos gender is female are 2%. The respondents rated their mental health poor and whos gender is male are 0% and those whos gender is female are 1%.

CROSSTABS

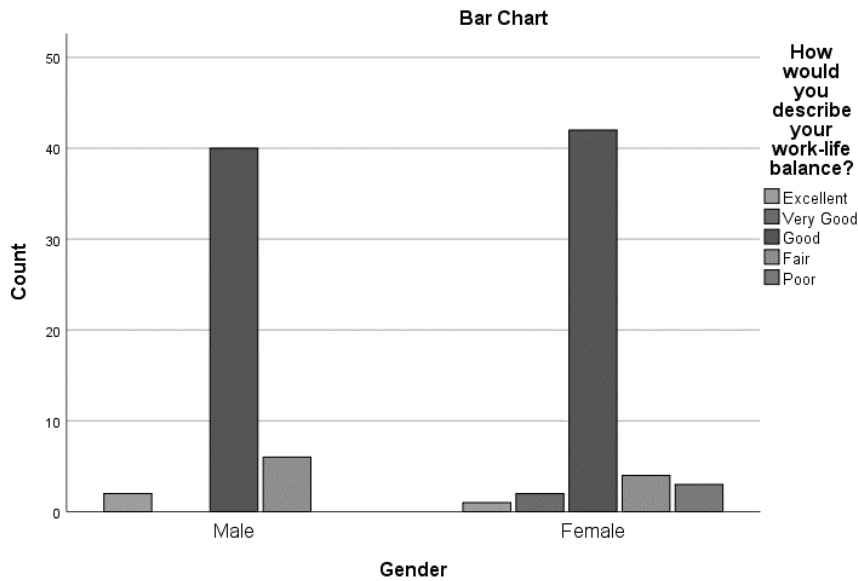| Gender * How would you describe your work-life balance? Crosstabulation							
Count							
		How would you describe your work-life balance?					Total
		Excellent	Very Good	Good	Fair	Poor	
Gender	Male	2	0	40	6	0	48
	Female	1	2	42	4	3	52
Total		3	2	82	10	3	100

Table : 9

Fig. : 2

Analysis/Interpretation- On comparing the two variables gender and work-life balance, In both the variables the respondents who rated their work-life balance excellent and whos gender is male are 2%, and those whos gender is female are 1%. The respondents rated their work-life balance very good and whos gender is male are 0% and those whos gender is female are 2%. The respondents rated their work-life balance good and whos gender is male are 40% and those whos gender is female are 42%. The respondents rated their work-life balance fair and whos gender is male are 6% and those whos gender is female are 4%. The respondents rated their work-life balance poor and whos gender is male are 0% and those whos gender is female are 3%.

CROSSTABS

Gender * Overall Work Pressure Crosstabulation						
Count						
		Overall Work Pressure				
		Excellent	Very Good	Good	Fair	Total
Gender	Male	0	0	46	2	48
	Female	3	5	39	5	52
Total		3	5	85	7	100

Table : 10

Tipscon 2020 Society 4.0: A Futuristic Perspective on Nature of Work
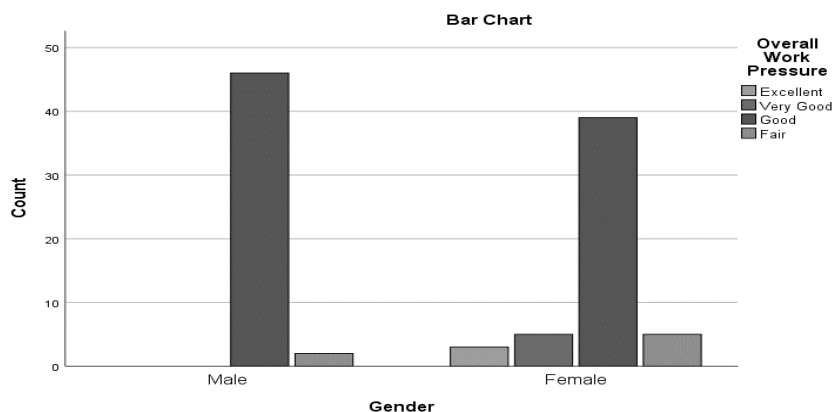Trinity Institute of Professional Studies, Delhi, India

Fig. : 3

Analysis/Interpretation- On comparing the two variables gender and work-life balance, In both the variables the respondents who rated their overall work pressure excellent and whos gender is male are 0%, and those whos gender is female are 3%. The respondents rated their overall work pressure very good and whos gender is male are 0% and those whos gender is female are 5%. The respondents rated their overall work pressure good and whos gender is male are 46% and those whos gender is female are 39%. The respondents rated their overall work pressure fair and whos gender is male are 2% and those whos gender is female are 5%. None of the respondents rated their overall work pressure as poor.

CROSSTABS

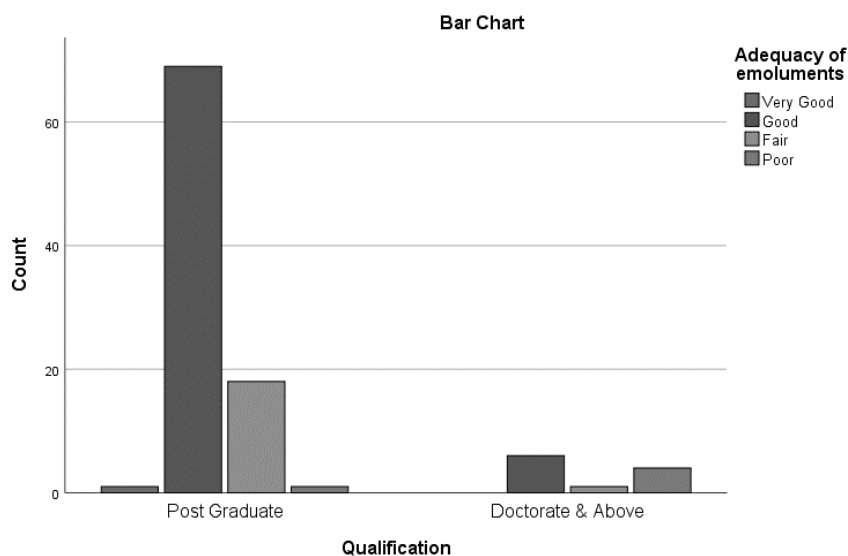| Qualification * Adequacy of emoluments Crosstabulation						
Count						
		Adequacy of emoluments				Total
		Very Good	Good	Fair	Poor	
Qualification	Post Graduate	1	69	18	1	89
	Doctorate & Above	0	6	1	4	11
Total		1	75	19	5	100

Table : 11

Fig. : 4

Analysis/Interpretation- On comparing the two variables qualification and adequacy of emoluments, In both the variables the respondents who rated their adequacy of emoluments as excellent are 0%. The respondents rated their adequacy of emoluments very good and whos qualification is post graduate are 1% and those whos qualification is doctorate and above are 0%. The respondents rated their adequacy of emoluments good and whos qualification is post graduate are 69% and those whos qualification is doctorate and above are 6%. The respondents rated their adequacy of emoluments fair and whos qualification is post graduate are 18% and those whos qualification is doctorate and above are 1%. The respondents rated their adequacy of emoluments poor and whos qualification is post graduate are 1% and those whos qualification is doctorate and above are 4%.

CROSSTABS

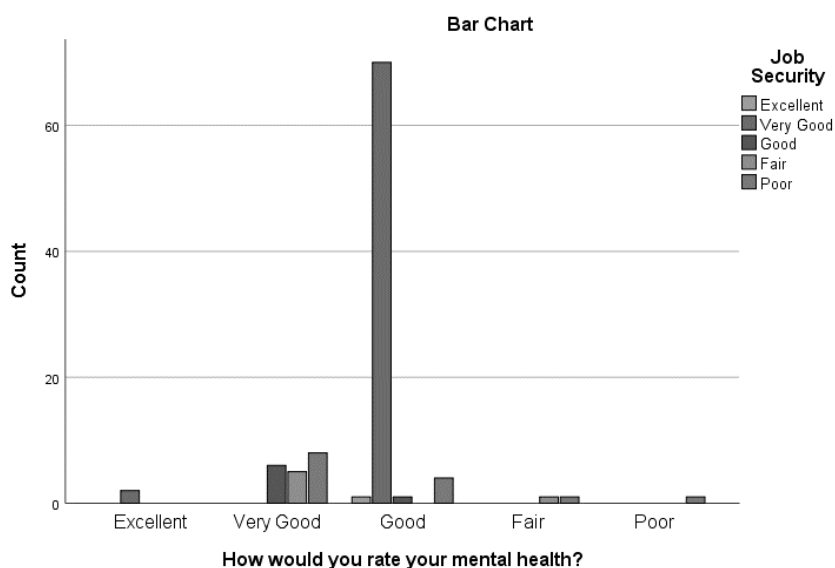| How would you rate your mental health? * Job Security Crosstabulation							
Count							
		Job Security					
		Excellent	Very Good	Good	Fair	Poor	Total
How would you rate your mental health?	Excellent	0	2	0	0	0	2
	Very Good	0	0	6	5	8	19
	Good	1	70	1	0	4	76
	Fair	0	0	0	1	1	2
	Poor	0	0	0	0	1	1
Total		1	72	7	6	14	100

Table : 12

Fig. : 5

Analysis/Interpretation- On comparing the two variables mental health and job security, In both the variables the respondents who rated excellent for both the terms are 0% of the total respondents. The respondents who rated very good for both the statements are 0%, respondents who rated good to both the statements are 1%, the respondnts who rated fair to both the statements are 1% and the respondents who rated poor for both the statements are 1%. The maximum number of respondents are 70% who rated their mental health as good and their job security as very good.

CROSSTABS

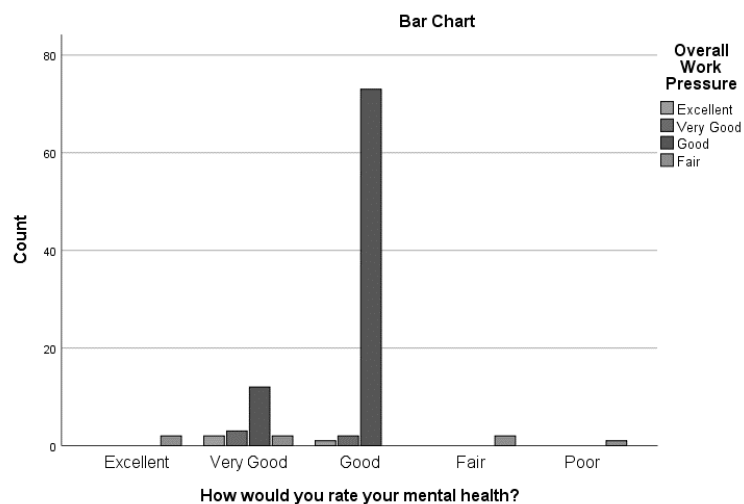| How would you rate your mental health? * Overall Work Pressure Crosstabulation						
Count						
		Overall Work Pressure				
		Excellent	Very Good	Good	Fair	Total
How would you rate your mental health?	Excellent	0	0	0	2	2
	Very Good	2	3	12	2	19
	Good	1	2	73	0	76
	Fair	0	0	0	2	2
	Poor	0	0	0	1	1
Total		3	5	85	7	100

Table : 13

Fig. : 6

Analysis/Interpretation- On comparing the two variables mental health and overall work pressure, In both the variables the respondents who rated excellent for both the terms are 0% of the total respondents. The respondents who rated very good for both the statements are 3%, respondents who rated good to both the statements are 73%, the respondnts who rated fair to both the statements are 2% and the respondents who rated poor for both the statements are 0%, since there is no respondent who has rated overall work pressure as poor. The maximum number of respondents are 73% who rated their mental health as good and their overall work pressure as good.

CROSSTABS

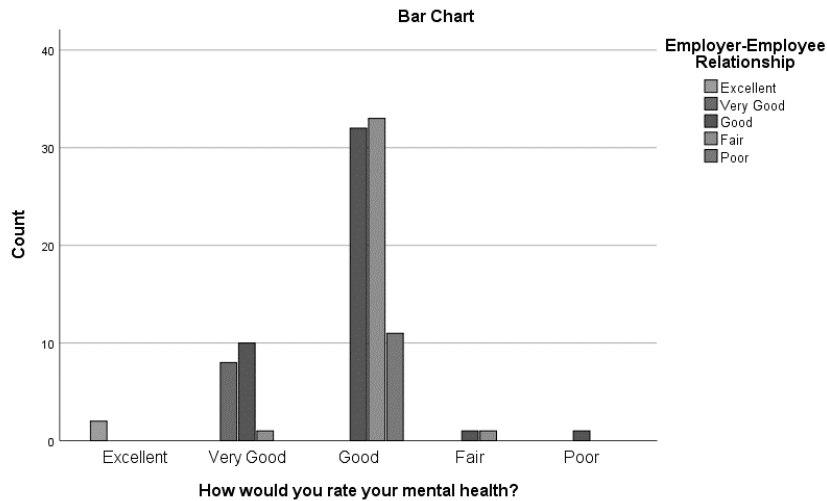| How would you rate your mental health? * Employer-Employee Relationship Crosstabulation							
Count							
		Employer-Employee Relationship					
		Excellent	Very Good	Good	Fair	Poor	Total
How would you rate your mental health?	Excellent	2	0	0	0	0	2
	Very Good	0	8	10	1	0	19
	Good	0	0	32	33	11	76
	Fair	0	0	1	1	0	2
	Poor	0	0	1	0	0	1
Total		2	8	44	35	11	100

Table : 14

Fig. : 7

Analysis/Interpretation- On comparing the two variables mental health and employer-employee relationship, In both the variables the respondents who rated excellent for both the terms are 2% of the total respondents. The respondents who rated very good for both the statements are 8%, respondents who rated good to both the statements are 32%, the respondnts who rated fair to both the statements are 1% and the respondents who rated poor for both the statements are 0%. The maximum number of respondents are who have rated good mental health are 32%, 33% and 11% from ratings good, fair and poor respectively.

T-TEST

One-Sample Statistics				
	N	Mean	Std. Deviation	Std. Error Mean
Social Status	100	2.9300	.53664	.05366

Table : 15

One-Sample Test						
	Test Value = 0					
					95% Confidence Interval of the Difference	
	t	df	Sig. (2-tailed)	Mean Difference	Lower	Upper
Social Status	54.599	99	.000	2.93000	2.8235	3.0365

Table : 16

Analysis/Interpretation- There is a positive correlation of the variable social status. The value of level of significance is 0.00 which is less than 5%. Hence it is an alternate hypothesis and there exists a relationship between the variable and the research.

T-TEST

One-Sample Statistics				
	N	Mean	Std. Deviation	Std. Error Mean
How would you rate your mental health?	100	2.8100	.54486	.05449

Table. : 17

One-Sample Test

	Test Value = 0					
					95% Confidence Interval of the Difference	
	t	df	Sig. (2-tailed)	Mean Difference	Lower	Upper
How would you rate your mental health?	51.573	99	.000	2.81000	2.7019	2.9181

Table : 18

Analysis/Interpretation- There is a positive correlation of the variable rating of mental health. The value of level of significance is 0.00 which is less than 5%. Hence it is an alternate hypothesis and there exists a relationship between the variable and the research.

T-TEST

One-Sample Statistics				
	N	Mean	Std. Deviation	Std. Error Mean
Whether your organization has taken initiatives to take care of mental health at work place?	100	1.1200	.32660	.03266

Table : 19

One-Sample Test						
	Test Value = 0					
					95% Confidence Interval of the Difference	
	t	df	Sig. (2-tailed)	Mean Difference	Lower	Upper
Whether your organization has taken initiatives to take care of mental health at work place?	34.293	99	.000	1.12000	1.0552	1.1848

Table : 20

Analysis/Interpretation- There is a positive correlation of the variable whether respondents organization has taken initiatives to take care of mental health at work place. The value of level of significance is 0.00 which is less than 5%. Hence it is an alternate hypothesis and there exists a relationship between the variable and the research.

T-TEST

Group Statistics	Gender	N	Mean	Std. Deviation	Std. Error Mean
How would you rate your mental health?	Male	48	2.7917	.50353	.07268
	Female	52	2.8269	.58481	.08110

Table : 21

Independent Samples Test		Levene's Test for Equality of Variances		t-test for Equality of Means						
									95% Confidence Interval of the Difference	
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	Lower	Upper
How would you rate your mental	Equal variances assumed	.731	.395	-.322	98	.748	-.03526	.10956	-.25267	.18215

| health? | Equal variances not assumed | | | -.324 | 97.543 | .747 | -.03526 | .10890 | -.25138 | .18087 |

Table : 22

Analysis/Interpretation- There is a positive correlation between the gender of the respondents and their mental health. The value of level of significance is 0.748 and 0.747 which is greater than 5%. Hence it is an null hypothesis and there does not exists a relationship between the two variables.

T-TEST

Group Statistics					
	Gender	N	Mean	Std. Deviation	Std. Error Mean
How would you describe your work-life balance?	Male	48	3.0417	.54415	.07854
	Female	52	3.1154	.64637	.08964

Table : 23

Independent Samples Test									
		Levene's Test for Equality of Variances		t-test for Equality of Means					
								95% Confidence Interval of the Difference	
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	Lower	Upper
How would you describe your work-life balance?	Equal variances assumed	1.223	.271	-.614	98	.540	-.07372	.12000	-.31186	.16442
	Equal variances not assumed			-.619	97.202	.538	-.07372	.11918	-.31025	.16281

Table : 24

Analysis/Interpretation- There is a positive correlation between the gender of the respondents and their work life balance. The value of level of significance is 0.540 and 0.538 which is greater than 5%. Hence it is an null hypothesis and there does not exists a relationship between the two variables.

I. Findings

Based on analysis of the respondents' responses various interpretations as follows:
1. Physical health and mental health of the respondents are generally good.
2. The respondents stress levels are high and their work life balance is average.
3. Contribution of employer in stress management is very less.
4. The respondents have generally fair relations with their co-workers and employers.
5. Many of the Respondents' organizations have taken initiatives for stress management but they are not adequate and have not been very effective.
6. Majority of the Respondents are not satisfied with their emoluments, promotional avenues, job security, opportunity for utilization of skills and also do not get enough opportunities for research and attainment of skills. All these factors have been rated at low on the scale.
7. As far as educational level of respondents is considered they are not getting paid remunerations according to their education level.
8. Respondents do not feel pressurized at work which is a positive sign.

9. Respondents are not happy with their working hours.
10. There is positive correlation between mental health and gender but there is no relationship between them.
11. There is positive correlation between gender and work life balance but there does not exist a relationship between them.
12. Work pressure and gender have negative correlation and weak strength of association between variables.
13. There is negative correlation between mental health and job security which shows weak strength of association between variables and also show that these are related to each other.
14. There is positive correlation between mental health and work pressure.
15. There is positive correlation between mental health and employer-employee relationship and there is weak strength association between the variables.
16. Mental health and gender has no relationship.
17. Work-life balance and gender has no relationship.
18. Relationship exists in initiatives taken by organizations, mental health, social status and research.

J. Limitations

1. The study has been limited to higher education sector covering the teachers but has not covered primary and middle education.
2. The sample size has been kept low to 100.
3. The parameters of mental health are general and do not cover any medical aspect and psychological tests etc. of mental health, and the feedback is based on the self-assessment of the respondents regarding the parameters in the questionnaire.

K. Conclusion

1. In this study role of mental health in job satisfaction in higher education sector it is revealed that the mental health due to work pressure and work life balance are gender agnostic.
2. The study reveals that there is a distinct communication gap in understanding the need of taking care of mental health of employees by the employer. It also reveals that the organizational culture, interpersonal relations and working hours are not conducive to the mental health in the organization in the educational institutes.
3. The arrangements and the activities required to be carried out by employer for supporting or boosting the mental health of employees are not adequate.
4. Overall job satisfaction level is low as for as remunerations, promotional avenues, employer-employee relationships and working hours are concerned.
5. There is very high level of dissatisfaction regarding pay and allowances and promotional avenues amongst those holding higher qualifications like doctorate
6. There is low level of satisfaction regarding employer-employee relations and interpersonal relations in the organizations.
7. The point of satisfaction is that the employees do not feel over pressurized by the factors other than working hours and their mental health is gender agnostic and despite low income they feel their job security is high.

L. Recommendations and Suggestions

1. Improving organizational work culture
2. Promoting healthy interpersonal relationships

3. Promoting communication between employer and employees for understanding each other's requirements.
4. Promoting activities for boosting mental health of teaching staff like:yoga, meditation sessions, mindfulness classes, stress reduction workshops, etc.
5. Taking measures to make teaching career more lucrative. There should a provision for better pay and allowances and better promotional avenues for higher qualification and experience.
6. Organisations should also focus on spiritual well-being of its employees without being any particular religion centric. Examples of organisational spirituality include:

   o meditation time at the beginning of meetings

   o retreat or spiritual training time set aside for employees

   o appropriate accommodation of employee prayer practices

   o openly asking questions to test if company actions are aligned with higher meaning and purpose.

M. Bibliography

- (n.d.). Retrieved from www.ilo.org: https://www.ilo.org/
- (n.d.). Retrieved from www.who.int: https://www.who.int/
- (n.d.). Retrieved from www.wikipedia.org: https://www.wikipedia.org/
- Deshwal, P. (2011). *"Job Satisfaction: A study of those who Mould the Future of India".*
- Kumari, L. (2013). *"Factors Influencing Job Satisfaction of College Teachers in Doaba Region of Punjab, India".*
- Pabla. (2012). *"A Study of Job satisfaction among Teachers of Professional Colleges in Punjab".*
- S., I. (1989). *"A Study on Attitude of Teachers towards Educational Administration and their Job Satisfaction".*
- Sidana, J. J., & Kaur, G. (2010). *"Job Satisfaction- A Challenging Area of Research in Education".*

ANNEXURE
Role of the Mental Health Towards Job Satisfaction in Higher Education Sector;
A. Profile

1. Name:				
	I	II	III	IV
2. Age Group:	21-40	41-60	Above 60yrs	
3. Gender:	Male	Female	Transgender	
4. Qualification:	Graduate	Post Graduate	Doctorate & above	

5.	Annual Income	Less than 5 Lakhs	5-10 Lakhs	10-20 Lakhs	More than 20 Lakhs

B. Questions on Mental Health

SN	Question (Mental and Physical Health)	Excellent	Very Good	Good	Fair	Poor
1.	How would you rate your physical health?					
2.	How would you rate your mental health?					
3.	How would you rate your overall well-being levels when you're at work?					
4.	How would you rate your stress levels at work?					
5.	How would you describe your work-life balance?					
6.	How would you rate contribution of your employer in stress management?					
7.	How would you rate your interpersonal relationships with co-workers?					
		Very High	high	Normal	Fair	Poor
8.	How would you rate Role & Importance of yoga, meditation sessions, mindfulness classes, stress reduction workshops, etc. in Stress Management?					
9.	How would you rate the need for expansion of more mental health resources at work? (Such as meditation sessions, mindfulness classes, stress reduction workshops, etc.)					
10.	How would you rate the necessity of better assistance and facilities for mental or physical health issues at work?					
11.	Whether your organization has taken initiatives to take care of mental health at work place?	Yes / No				
12.	How would you rate such initiative taken by your organization to manage mental health of its employees including teaching staff?					

C. Questions on Job Satisfaction

SN	Question (Mental and Physical Health)	Excellent	Very Good	Good	Fair	Poor
How would you rate the career as Teacher/ Lecturer considering the following;						
1.	Adequacy of emoluments					
2.	Annual Salary Increment					
3.	Promotional Avenues					
4.	Job Security					
5.	Overall Work Pressure					
6.	Working Environment					
7.	Employer-Employee Relationship					
8.	Working Hours					
9.	Social Status					
10.	Opportunity for utilization of your skills.					
11.	Availability of Research Opportunities					
12.	As an opportunity for education system improvement					
13.	As an opportunity to attain variety of skills					
14.	As an opportunity to serve & uplift the society					
15.	How do you rate your career as a Teacher/ Lecturer?					