

A Survey of Teachers' Job Satisfaction in Private Colleges and Universities

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Keywords: private university teachers; job performance; job satisfaction

Abstract: In recent years, all walks of life in China have paid more attention to work efficiency and performance. The prediction of work efficiency and performance is one of the important contents of management psychology. Further research shows that job satisfaction plays an important role in improving work efficiency and performance. It plays an obvious role in promoting and forecasting. In this paper, several universities in Gansu Province as the main research object, questionnaire survey as the main research method, in order to further study and analyze the job satisfaction of University teachers. The final result is that the overall level of teachers' job satisfaction is relatively high. The final conclusion is that the overall level of teachers' job satisfaction can be further improved by further improving welfare, wage level, social security, job prospects and other aspects.

1. Introduction

In recent years, it has always been the focus of research in management psychology, and it is also an important indicator to further improve the efficiency of the prediction results. A large number of foreign research results further show that job satisfaction is an important indicator and driving factor to improve work efficiency and performance, and also has a certain predictive role. Therefore, on the basis of drawing lessons from foreign research results, taking several universities in Gansu Province with large population and high per capita level as the research object, and taking the most common and effective questionnaire survey method as the main research method, this paper investigates and studies the job satisfaction of teachers in private colleges and universities, in order to draw a comparison. For accurate results and conclusions, it is in line with the central research theme of this paper.

Keywords Expansion: Teachers in Private Universities; Research on Job Performance and Job Satisfaction

Foreword: In recent years, with the further improvement of education level and scientific and technological ability in China, job satisfaction has become the focus of research on educational psychology, social psychology, behavioral psychology and so on. Since the famous foreign experts published the first article on the survey of job satisfaction, the research on job satisfaction in various countries has lasted for decades. A large number of previous studies have shown that the level of organizational efficiency and the enthusiasm of all employees in the organization are greatly affected by job satisfaction. However, in recent years, it has been found that due to the different researchers, different research environments, different research backgrounds, research priorities and research frameworks, as well as the different working methods, attitudes, work experience and work efficiency of different researchers. The different rates make it impossible to draw a complete conclusion on the definition of job satisfaction. But overall, job satisfaction can be divided into three basic defining modes: causal definition, investigative definition and factor definition.

This paper first studies and analyses the overall job satisfaction at home and abroad, and then further analyses the job satisfaction of different regions in China. As this paper is a study and analysis of the job satisfaction of teachers in private colleges and universities in China, it is necessary to analyze the real job satisfaction of teachers in private colleges and universities in China when determining the job satisfaction, and there should be no false and non-investigation elements. In addition, we have to compare and analyze the three definitions of job satisfaction mentioned above. Firstly, the definition of causal type is narrow and fixed, secondly, the definition of investigative type is greatly influenced by the surrounding environment, while the definition of

factor type has no shortcomings of the two and is more operable. Comprehensive comparative analysis, this paper will choose the definition of factor type for research and investigation. That is to say, job satisfaction must study and analyze the basic level of the overall object framework, and take into account the working environment and background of different researchers, as well as work efficiency and methods, so as to get the final results and conclusions, so as to be more accurate. In addition, in the past, the research object is mostly all staff of large enterprises and companies, and the research object of this paper is mainly all teachers of private colleges and universities, with different characteristics and innovations. Therefore, this paper mainly studies and analyses three universities in Gansu Province, namely Northwest Normal University, Lanzhou University of Finance and Economics, Lanzhou University of Technology, and randomly selected 250 university teachers as the main research objects in these three universities, in order to explore the 250 years' teachers' job satisfaction. Finally, the conclusion is drawn.

2. Research methods and tools

At present, the main methods of investigation and research are interview, questionnaire survey and filling in. Among them, questionnaire survey is the most widely used and practical method. The measurement of job satisfaction is divided into single-level and multi-level. Single-level is to study job satisfaction as a whole, while multi-level is to systematically analyze all aspects of job satisfaction. The question is usually "Are you satisfied with your present job?" "How is your job?" There is no need to be entangled in whether to use unipolar or multipolar methods to ask questions. Any method can be used to ask questions. This paper uses a relatively simple short-form scale method to study, and the short-form scale method is a common method to study this content at home and abroad. Its practicability and accuracy are relatively high. It can also be used in a wide range of people, and it is easier to quantify and classify different regions and different personnel. In order to better obtain information and questionnaire survey results, and the obtained questionnaire data and questionnaire survey results are more accurate.

3. Research object

The research object of this paper is three private universities in Gansu Province. They are Northwest Normal University, Lanzhou Finance and Economics University and Lanzhou Polytechnic University. 250 teachers are randomly selected from the teachers of these three universities for investigation and analysis, and the proportion of teachers in each university is the same. Finally, through the issuance of questionnaires for teachers to fill in questionnaires, to recover the completed 250 questionnaires, the efficiency is as high as 98%, the specific content is shown in Table 1 below.

Table 1 the specific content

| | Gender | | Age | | Education | | | Concurrently holding administrative posts | |
|--------------|--------|--------|--------------|--------------|-----------|--------|--------|---|----------------|
| category | male | female | Less than 40 | More than 40 | bachelor | master | doctor | Part-time | Non-concurrent |
| Number | 160 | 90 | 148 | 112 | 30 | 212 | 8 | 35 | 215 |
| Satisfaction | 87% | 89% | 88% | 76% | 78% | 82% | 81% | 83.5% | 80.21% |

4. Statistical analysis

In this paper, SPSS16.0 and other statistical methods are used to analyze the software, describing and statistic the data.

5. Result analysis

5.1 Descriptive Statistics of Job Satisfaction of Subjects

The job satisfaction of college teachers can be divided into three levels: general satisfaction, internal satisfaction and external satisfaction. The specific situation of the three levels is shown in Table 2. By comparing and analyzing the job satisfaction of the people surveyed at home and abroad, we can clearly understand that the overall level of job satisfaction of 250 teachers in three universities in Gansu Province is higher, that is, teachers' satisfaction is higher. However, further detailed analysis shows that the lower score is the factor of external satisfaction, and more teachers show that there are few opportunities for job migration or job development, which leads to lower external satisfaction. Teachers generally have a higher degree of internal satisfaction. The reason is that most teachers recognize the profession of teachers, and their profession has also been recognized by the majority of people in society and the support and understanding of relatives and friends. Further analysis, these are also related to the support policies of the national government in recent years. The national government and the Ministry of Education attach more and more importance to the work of University teachers. The welfare policies, social security, life security and quality assurance of teachers are also further improved, so most of the teachers themselves. Job satisfaction and identity are generally higher. But there are also some bad situations, such as some teachers do not very agree with their profession, even the phenomenon of resignation and resignation, which requires the relevant education departments in China to pay more attention to the satisfaction of teachers' work, and further improve the policy support and welfare protection of teachers.

5.2 Difference Analysis of Background Variables in Job Satisfaction of Subjects

Secondly, the grade score system is taken as the variable, and on this basis, the variable is taken as the total variable to study and analyze. According to Tables 1 and 2, the variables and differences of job satisfaction can be obtained.

6. Main research results and conclusions

Combining Table 1, Table 2 and the survey, we find that the overall level of job satisfaction of 250 college teachers is higher. Our overall level of job satisfaction can be divided into three types: general satisfaction, internal satisfaction and external satisfaction. Based on this, we can draw the conclusion of this research center: in order to further improve the overall level of job satisfaction of university teachers in our country, we should further improve the welfare, wage level, social security, job prospects and life security of University teachers, so as to further improve teachers. Their job satisfaction level, and finally improve the work efficiency and performance of University teachers.

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