

Perception of Non-Teaching Employees on Peace of Mind in Relation to Professional Satisfaction in An Academic Institution.

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Abstract

An attempt has been made to find out the Perception of Non-Teaching employees on Peace of mind in relation to Professional Satisfaction in an Academic institution. As many as 140 samples were collected from Non-Teaching employees in a private Educational institution. Tools constructed and standardized by the investigator were used for the data collection. Finding reveals that 60% of the Non-Teaching employees have average level of perception on peace of mind. It is interesting to know that there is no association between age of Non-Teaching employees and perception on peace of mind and professional satisfaction.

Key Words: Perception- Non-Teaching employees - Peace of mind - Professional satisfaction.

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I. Introduction

In an academic organization, teaching faculty appears to be on the stage while the Non-Teaching employees remain behind the curtain /behind the stage in all the activities. In fact, Non-Teaching employees have more responsibility than other departments. An organization tries to achieve its objectives by concentrating in many aspects. Non-Teaching employees of an organization are considered as an important resource and hence the organization has to keep well trained and effective work force. Employees, who are satisfied with their job, may exert high effort towards the organization.

To ensure the Non-Teaching workforce as the valuable resource concentration must be paid to the relationship between staff and the nature of their jobs. The trust that the organization has established in the hearts of employees and the nature of jobs can have a noteworthy consequence on staff. Attention needs to be given to the quality of working climate within the organization. On the other hand, there is a need for the organization to satisfy their employees to achieve their objectives. For the employee's point of view, professional satisfaction leads to several benefits such as, reducing mental stress, creating new possibilities in their field of work, fresh in mind, boosting good relationship among co workers, supervisors, other employees etc. An attempt has been made to find out Perception of Non-Teaching employees on Peace of mind in relation to Professional Satisfaction in an Academic institution.

OBJECTIVES OF THE STUDY

The following objectives are formulated in the present study

1. To find out the level of Perception on peace of mind of the Non-Teaching employees in an academic institution.
2. To find out the significant difference between independent variables viz., gender, job designation, age, years of experience on dependent variable Perception on Peace of Mind among the Non-teaching employees in an academic institution.
3. To find out the relationship between Perception on Peace of Mind and Professional satisfaction

HYPOTHESES OF THE STUDY

1. There is no significant difference between male and female Non-Teaching employees in their Perception on peace of mind.
2. There is no significant difference between the officer cadre, secretaries' cadre, housekeeping cadre, Drivers and Cleaners Cadre, gardeners' cadre in their Perception on Peace of mind.
3. There is no significant association between age of Non-Teaching employees and Perception on peace of mind.

4. There is no significant association between salary of Non-Teaching employees and Professional satisfaction.

METHODS USED FOR THE STUDY

The investigator adopted the survey method to study the perception of Non-Teaching employees on Peace of mind in relation to Professional Satisfaction in an Academic institution

TOOL USED

The following tools were developed and standardized by the investigator in the present study:

1. Perception on peace of mind Scale for Non-Teaching employees, was developed and standardized by the investigator. (2025).
2. Professional Satisfaction Scale for Non-Teaching employees, was developed and standardized by the investigator. (2025).

STATISTICAL TOOLS USED

The major statistical techniques were used “t” test and ANOVA.

HYPOTHESES VERIFICATION

Null Hypothesis 1

1. There is no significant difference between male and female Non-Teaching employees in their Perception on peace of mind.

Table 1: LEVELS OF PERCEPTION ON PEACE OF MIND OF NON-TEACHING EMPLOYEES WITH REFERENCE TO GENDER AND JOB DESIGNATION

S.No	Variables	Categories	Low		Average		High	
			Count	%	Count	%	Count	%
1	Gender	Male	30	20.5	88	60.3	28	19.2
		Female	32	20.8	92	59.7	30	19.5
2	Job designation	Office	27	19.1	93	66.0	21	14.9
		House keeping	32	20.1	90	56.6	37	23.3

Null Hypothesis 2

2. There is no significant difference between the officer cadre, secretaries' cadre, housekeeping cadre, Drivers and Cleaners Cadre, gardeners cadre in their Perception on Peace of mind.

Table2: ASSOCIATION BETWEEN THE OFFICER CADRE & SECRETARIES CADRE, HOUSEKEEPING CADRE, DRIVERS AND CLEANERS CADRE, GARDENERS CADRE IN THEIR PERCEPTION ON PEACE OF MIND.

Background Variable	Category	Low		Average		High		df	Calculated χ^2 value	Remark
		(O)	(E)	(O)	(E)	(O)	(E)			
CADRE	Housekeeping Cadre, Gardeners Cadre	35	36	99	99	34	32	4	0.57	NS
	Drivers And Cleaners Cadre	21	20	54	55	18	18			
	The Officer Cadre & Secretaries Cadre	9	8	24	23	6	8			

(At 5 % level of significance the table value of ' χ^2 ' 4 df is 9.49) It is inferred from the above table that the calculated ' χ^2 ' value is less than the table value for 4 degrees of freedom the null hypothesis 2 is accepted

Null Hypothesis 3

3. There is no significant association between age of Non-Teaching employees and Perception on peace of mind.

Table 3: ASSOCIATION BETWEEN AGE OF NON-TEACHING EMPLOYEES AND PERCEPTION ON PEACE OF MIND.

Background Variable	Category	Low		Average		High		df	Calculated χ^2 value	Remark
		(O)	(E)	(O)	(E)	(O)	(E)			
AGE	Housekeeping Cadre, Gardeners Cadre	24	29	116	114	28	26	4	2.70	NS
	Drivers And Cleaners Cadre	18	16	63	63	12	14			
	The Officer Cadre & Secretaries Cadre	9	7	24	26	6	6			

(At 5 % level of significance the table value of ' χ^2 ' 4 df is 9.49)

It is inferred from the above table that the calculated ' χ^2 ' value is less than the table value for 4 degrees of freedom the null hypothesis 4 is accepted.

Null Hypothesis 4

4. There is no significant association between salary of Non-Teaching employees and Professional satisfaction

Table 5: SIGNIFICANT ASSOCIATION BETWEEN SALARY OF NON-TEACHING EMPLOYEES AND PROFESSIONAL SATISFACTION

Background Variable	Category	Low		Average		High		df	Calculated χ^2 value	Remark
		(O)	(E)	(O)	(E)	(O)	(E)			
SALARY	Housekeeping Cadre, Gardeners Cadre	27	30	104	107	37	31	4	6.72	NS
	Drivers And Cleaners Cadre	21	17	57	59	15	17			
	The Officer Cadre & Secretaries Cadre	6	7	30	25	3	7			

(At 5 % level of significance the table value of ' χ^2 ' 4 df is 9.49)

It is inferred from the above table that the calculated ' χ^2 ' value is less than the table value for 4 degrees of freedom the null hypothesis 5 is accepted.

FINDINGS OF THE STUDY

I. PERCENTAGE ANALYSIS:

i) 60% of the employees Perception on peace of mind is found to be average.

II. DIFFERENTIAL ANALYSIS – a) ('t' test)

In terms of Gender

There is no significant difference between male and female employees in their Perception on Peace of mind. The female shows better Perception than the male employees.

In terms of Designation

There is a significant difference between designation of Non-Teaching employees and Professional satisfaction. Housekeeping Cadre, Gardeners Cadre, Drivers And Cleaners Cadre show better Perception than the Officer Cadre & Secretaries Cadre.

III. ASSOCIATION ANALYSIS

- There is no significant association between age of Non-Teaching employees and Perception on peace of mind.
- There is no significant association between cadre of Non-Teaching employees and Perception on peace of mind.
- There is no significant association between salary of Non-Teaching employees and Perception on peace of mind.

RECOMMENDATIONS

On the basis of the present findings, the investigator has given the following Recommendations:

RECOMMENDATIONS TO THE NON-TEACHING EMPLOYEES

- Non-Teaching Employees have to take efforts to attain high level of perception on Peace of mind.
- Non-Teaching Employees have to participate in some activities conducted by the organization to prepare them self to attain high level of Professional Satisfaction.
- Non-Teaching Employees have to make use of the resources effectively to attain high level of Professional satisfaction.

RECOMMENDATIONS TO THE ORGANISATION

- Provide necessary schedule of time slot to enrich the quality of work.
- Conduct frequent follow-ups through the order of hierarchy.
- Encourage Non-Teaching Employees to take part in some games conducted for them yearly twice atleast
- Establish a reading arena for them to spend twenty minutes a day to read newspapers.

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