

Employees Respect and Job satisfaction in Nepalese Private College

Sanjib Mishra¹

Research Head, Valley State College, Chitwan

Email: sanjibmsh@gmail.com

Dipak Mahat²

Researcher, Nepal Philosophical Research Center, Kathmandu

Email: dipakmahatdm2047@gmail.com

Lekhanath Khanal³

Superintendent of Armed Police Force, Nepal Government

Email: lekhanathkhanal@hotmail.com

Corresponding Author

Sanjib Mishra

Email: sanjibmsh@gmail.com

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Abstract

Respect is the bedrock of humanitarian and ethical behavior, and mutual respect is the bedrock of healthy relationships. Respect for another person entails a basic conviction in their right to exist, be heard, and have equal chances as everyone else. With linked with the statement the main aim of the study is to examine the employees respect and job satisfaction in Nepalese private college. The research was done utilizing a structured questionnaire survey. The information was gathered from 400 members of the teaching and non-teaching staff at private institutions. The Cronbach's Alpha value was used to verify the dependability of the acquired data. The data was analyzed using percentages, means, and correlations. Finding of the study shown that the majority of respondents were happy with their colleague's respect, the respect of the entire college, and the respect of other departments inside the organization. Similarly, respondents appreciate their colleague, their college, and other departments in the organization. Furthermore, it was found that respect and employee satisfaction are significantly correlated, as $p < 0.000$, which is less than 0.01 significant levels. In that $r=0.376$, which show there is a need to enhance in relevant employee behaviors inside the corporate atmosphere.

Keywords: college, employees, job satisfaction, respect

Introduction

Constantly treat others with respect, just as you would like to be treated. Recognize that your coworkers, subordinates, and superiors, like you, have rights, views, desires, experience, and expertise. They make mistakes as well, which are simply learning opportunities. They share comparable fears and insecurities, as well as a desire to succeed in their work (Heathfield, 2021).

Respect in the workplace send a significant message to employees about their worth as humans, not just as employees. Respect in the workplace have far-reaching repercussions. Employees are happier with their employment and more loyal to their employers when they work in a respectful environment where they feel appreciated (Rogers K. , 2018).Employees that are respected at work know that their efforts are valued, which motivates them to work to their maximum capacity. Employers can better understand why their workers react the way they do in particular situations if they have a better knowledge of respect. As a consequence, they will be able to take the required actions to ensure that everyone on their team has a great working environment (Ponomareva, 2021). Employees feel secure, are treated fairly, and there is an atmosphere of understanding and reciprocal respect for equality, dignity, and human rights at work. A respectful workplace is more than just the absence of harassment; it also imposes a positive responsibility on everyone to treat one another with the dignity that a corporate culture of respect demands. Respectful workplaces recognize the importance of the participant's physical, psychological, and social well-being (Macey, 2009).

Therefore it is important to conduct the study in Nepalese private college regarding the respect and job satisfaction of employees.

Research Gap

Study on U.S young workers to looked at two aspects of workplace respect. The impact of respectful engagement, autonomous respect, and occupational resilience on employment outcomes was investigated using a model. Autonomous respect was found to be a better predictor of occupational resilience than respectful interaction in a study of 1,036 full-time U.S. young employees aged 21 to 34. Occupational resilience also had a substantial positive link with work satisfaction, employee loyalty, and job engagement. Finally, occupational resilience favorably moderated the link between respectful engagement and autonomous respect on job outcomes, confirming the good effects of respectful communication on employee wellness and, ultimately, positive long-term company advantages (LaGree, Houston, Duffy, & Shine, 2021).

The sequential mediation effect of trust and job satisfaction is investigated. The findings of our study, which included 293 faculty members from public and private educational institutions, show that workplace respect and management support have a direct and indirect impact on organizational identity. Furthermore, the amount of interpersonal trust between

coworkers and job satisfaction mediates the influence of workplace respect and management support on organizational identity (Rehmat, Abid, Ashfaq, Aryad, & Farooqi, 2020).

A research was done in Turkey to evaluate the link between organizational respect and trust and employee job satisfaction. The study was done in Istanbul with 369 participants from various industries using a suitable sampling procedure. According to the study's findings, respect in businesses has a favorable influence on trust, and both respect and trust have a beneficial effect on employees' job happiness. The data also demonstrated that organizational trust fully mediates the association between organizational respect and work happiness (Bilginoğlu, Yozgat, & Artan, 2019).

Nurses in Ghana, study to see how non-economic elements like workplace violence and respect affect their job satisfaction. A cross-sectional questionnaire survey was used to conduct the research. It enlisted the help of 592 certified nurses who worked in Ghana's public hospitals. Overall, nurses were neither happy nor unsatisfied with their professions ($M= 3.19$, $SD=.54$), according to the findings. In the 12 months leading up to the survey, more than half of the participants (52.7%) had been verbally abused, and 12% had been sexually harassed. However, the majority of nurses ($M= 3.77$, $SD =.70$, $Mode = 4$) stated they were appreciated at work. Verbal abuse and perceived respect were statistically significant predictors of nurses' job satisfaction, according to multiple regression analyses. Nurses who were subjected to verbal abuse and a lack of respect were more likely to express dissatisfaction with their jobs (Boafo, 2018).

Despite extensive study, the origins of thriving have received less attention. Our research analyzes the indirect impact of perceived internal respect (PIR) on employee flourishing, based on self-determination theory and broaden-and-build theory. Furthermore, the researchers looked at the sequential mediating mechanism of organizational identity and energy in the link between PIR and employee thriving. All of the direct and indirect hypothesized associations have significant empirical support, according to the findings. The study's findings add to a deeper understanding of an emerging concept known as employee flourishing. In light of the findings, theoretical and practical consequences are also examined (Abid, Ijaz, Butt, Farooqi, & Rehmat, 2018).

Several research on the context of employee respect in various organizations have been undertaken. However, none of these studies give a complete image of the reaction in private college employees. As a result, the goal of this study is to provide an overview of private college staff attitudes about respect and job satisfaction.

Research Objective

The main objectives this study is to examine the employees respect and job satisfaction in Nepalese private college.

Research Hypothesis

H₀₁ There was no significant relationship between respect and employee satisfaction.

Methods

A cross-sectional study using an exploratory and descriptive design was used to perform this research (Karki, Mahat, & Kandel, 2021). In Kathmandu, Lalitpur, Bhaktapur, Chitwan, and Nawalparasi districts, there were 183 private colleges in operation, from the entire number of colleges, the study picked 20% for the study. A total of 400 samples were taken. Teaching and non-teaching workers were chosen as respondents by using simple random sampling methods from each school. For this study, the survey research technique was utilized to obtain essential information from respondents by distributing copies of the questionnaire. As shown in the table below, the Cronbach Alpha's Test value for the total items of questions asked in this study's survey questionnaire is .927 (92.7 percent).

Result and discussion

Members of any group need respect, but they seldom receive it. In each organization, there are two kinds of respect: we and I. "We" refers to a generic respect that everyone in the company cherishes, whereas "me" refers to a specific respect that the company considers as vital corporate characteristics. (Rogers & Ashforth, 2014). This form of respect also aids in the improvement of the employee's attitude, which can lead to improved production. Respect appears to be a basic concept, yet it covers a wide range of issues.

Respondents were invited to fill out various questionnaires concerning respect as part of the study.

Table 1: Respect

Respect	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total
I feel valued by my colleagues in the department	1.3	5.0	19.5	47.3	27.0	100.0
I value my colleagues in the department	1.0	2.8	9.0	40.0	47.3	100.0
I feel valued by my colleagues in the college as a whole	2.0	1.3	26.3	45.8	24.8	100.0
I value my colleagues in the college as a whole	.5	2.0	11.3	45.3	41.0	100.0
My department respects other departments	.5	2.8	18.5	38.3	40.0	100.0
My department is respected by others departments	2.3	2.8	24.0	41.8	29.3	100.0

Source: Field Survey

Respect statements were met with both male and female responses. Table 1 shows that the majority of respondents agree that they are regarded by their colleagues in the department (47.3%). According to the research, the majority of respondents strongly believe that their colleagues in the department are important to them (47.3%). Similarly, the majority of respondents (45.8%) believed that they are regarded by their colleagues at the college as a whole. In this regard, (45.3%) percent of respondents said they valued their college colleagues in general. In terms of departments, (40%) of respondents said their department respects other departments, while (41.8%) said their department is also respected by other departments. In general, the majority of respondents believe that there is a polite atmosphere inside college. This implies that the respondents highly agreed with the message.

Employee satisfaction

Nepal is one of the developing countries. Gender discrimination and inequality have existed in Nepal from the beginning of civilization. Despite a rise in female labor participation, there are still inequalities in productivity and wages between men and women. They are paid less than males and have less opportunities to advance in their careers. However, if given the opportunity, they may outperform the majority of males in terms of production. In most organizations, men and women have distinct jobs, which means that their productivity and earnings are also diverse. This may not please women at work, but they continue to do so because the procedure is becoming more prevalent (World Bank, 2012). So, employee satisfaction is important according to gender-wise because both men and women are the future of the organization.

Table 2: Employees Satisfaction

		Sex		Total
		Male	Female	
Satisfaction_cat_new1	Depressing Job	0.9%	5.4%	2.8%
	Bad Job	5.6%	4.8%	5.2%
	OK Job	20.7%	10.1%	16.2%
	Good Job	17.7%	19.6%	18.5%
	Great Job	55.2%	60.1%	57.2%
Total		100.0%	100.0%	100.0%

Source: Field Survey

The research reveals a link between gender and job happiness. There were 400 people that took part in the survey. Male and female respondents were polled on their level of satisfaction. Table 2 shows that the majority of respondents believed that their employment was excellent (57.2%). According to data, the majority of females (60.1%) consider their employment to be excellent. Similarly, the majority of men (55.2%) believed that they were doing a fantastic job. It was deduced that the bare minimum of respondents (2.8%) thought their employment was dismal. In this aspect, females (5.4 percent) outnumber males (0.9%)

in terms of finding their job sad. Overall, they were more satisfied with their work than they were dissatisfied.

Respect and employee satisfaction

It is very important for the employee to feel respected. One of the research on this topic found that there is a positive relationship between respect and employee satisfaction (Ghaffari, Shah, Burgoyne, Nazri, & Aziz, 2017). As a result, the firm should educate its employees on appropriate behavior, and management should respect its employees, which will have an impact on employee happiness.

The study looked at the relationship between employee happiness and respect. Furthermore, data demonstrates that there is a strong link between respect and employee happiness.

Table 3: *Respect and employee satisfaction*

Correlations			
		Respect	Satisfaction
Respect	Pearson Correlation	1	.376**
	Sig. (2-tailed)		.000
	N	400	400
Satisfaction	Pearson Correlation	.376**	1
	Sig. (2-tailed)	.000	
	N	400	400

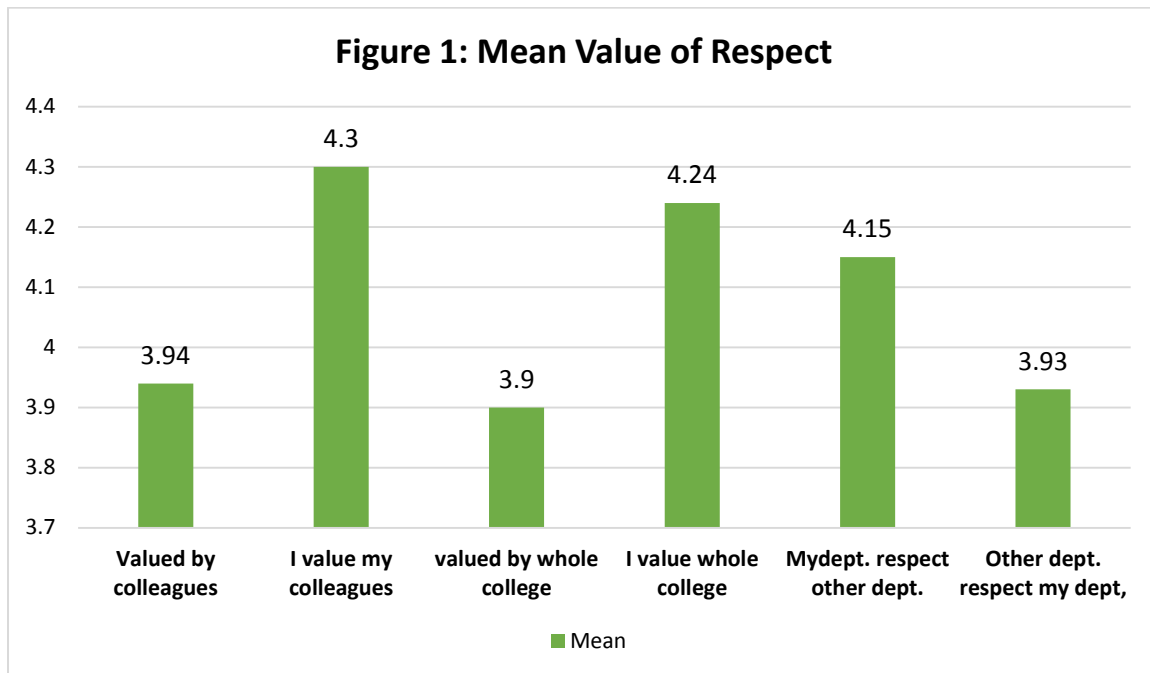
** . Correlation is significant at the 0.01 level (2-tailed).

Source: Field Survey

The result of Pearson Correlation shows that there was a significant correlation between respect and employee satisfaction as the value of p was 0.000 which is less than 0.01 significant levels. The result indicates that if there will be the change in respect by one point then it will bring a positive change in satisfaction by .376 points. So, there is a need to improve in respective behaviors of employees within the organizational climate which positively contributes to increasing the level of employee satisfaction.

Conclusion

The study consider on the relationship between employees respect and job satisfaction. The major finding display in the below figure 1 show the maximum mean was obtained for valuing their colleagues in their department (4.30). It can be interpreted from the Table 4.3 that, maximum mean was for valuing their colleagues in their department followed by valuing their colleagues in their college as a whole (4.24), department respected other departments (4.15), the department is respected by other departments (3.93) and others.



Source: Field Survey

It also means that maximum respondents strongly agreed with the statement. The minimum mean was obtained for feeling valued by their colleagues in the college as a whole (3.90). It also suggested that respondents agreed with the statement. Hypothesis test was conducted by using Pearson Correlation from result it shows there was a significant correlation between respect and employee satisfaction. The study reveals that a one-point increase in respect will result in a.376-point increase in contentment.in average majority of responders were pleased with their coworker's regard, as well as the respect of the whole institution and other departments inside the company. Similarly, respondents value their coworker, college, and other divisions within the company.

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