

A STUDY ON JOB SATISFACTION OF INDIAN EXPATS & THE IMPACT OF RUSSIA-UKRAINE WAR ON THEIR PROFESSION (WITH SPECIAL FOCUS ON PROFESSORS IN CANADA)

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Abstract:

Education plays an important role in Canada's development program. Canada has a number of Universities that are accessible to Canada and immigrant professors according to various national curricula. Employee job satisfaction is a key issue for any organization. The success of an organization depends solely on the qualitative and quantitative efforts of its employees. Dissatisfaction among employees increases absenteeism, leads to depression and negatively affects their work. Therefore, it is important to review the reasons for their dissatisfaction and analyze the reasons for their dissatisfaction.

Although there are Colleges in Canada offering curriculum for working Indians, it is important to consider the quality of education as compared to Indian Colleges. The quality of education depends on the level of teaching of the Professors working in these Colleges. There are no specific rules regarding pay structure, qualification etc. Professor satisfaction is very important as dissatisfied Professors cannot pay attention to their responsibilities and may reduce the quality of education. This can have a detrimental effect on the future of many students learning. Therefore, an attempt has been made to study the job satisfaction level of Indian foreign Professors working in the state of Canada. This study focuses on Professors working in the Universities of UG & PG education.

Keywords: Expatriation, Job Satisfaction, Career, Impact on profession & Opinion towards Russia-Ukraine war.

1. Introduction

Employee's job satisfaction is an important factor for any organization. The government lays more emphasis on the development of educational infrastructure. There are many Universities in Canada including public and private. Private Universities are offering a Variety of Curriculum to Canada and Foreign Children.

The success of a University/Institute depends upon the qualitative and quantitative efforts of its employees. Their efforts achieve overall organizational goals and objectives. Employees are

satisfied with their work, style of work and play their part in achieving the stated goals of self-motivation.

On the other hand, disgruntled employees do not actively participate in their day to day work, resulting in delays in work and loss of performance of the company due to untimely completion of work. Discontent among employees increases absenteeism, lowers morale and negatively affects their work. That's why it's important to know whether employees are satisfied. If they are unhappy, it is important to review the reasons for their dissatisfaction and analyze the reasons for their dissatisfaction.

2. Objectives of the study

The objectives of the study are as follows:

- 1) To Identify and analyze the factors affecting job satisfaction of Indians working as professor at Canada.
- 2) To Find the level of employee satisfaction in the University based on variables like Age, Qualification, Experience, Salary etc.
- 3) To find the reason for dissatisfaction of employees in the University if so.
- 4) Provide results and make recommendations for the issues identified.
- 5) To analyze the impact of Russia-Ukraine war on their profession.
- 6) To know their opinion on Russia-Ukraine war.

3. Review of Literature

3.1 . Charlotte Jonasson, Jakob Lauring, Jan Selmer & Jodie-Lee Trembath in 2016, in their study Job resources and demands for expatriate academics, explains that despite the growing interest in foreign education, their unique role as teachers in daily consultation with local students is often overlooked when examining their setting and the results of their work. Based on the employment need-resource model, it has been estimated that the teacher-student relationship as a basic resource for employment has a positive impact on the job satisfaction of overseas education professionals. However, the impact is still strong for those with higher job requirements and cultural workplace challenges. In other words, immigrant students who struggle to settle down will greatly benefit from the social support they receive with their students. The purpose of the paper is to discuss these questions. The authors surveyed 124 responses from foreign university staff according to the design/methodology/methods of expatriate academics matching university status in China. The authors found that teacher-student relationships were more positively associated with job satisfaction, and that job-satisfaction gradually increased as teacher-student relationships were better adjusted. Reality/Values is a paper to explore the impact students have on the foreign education community and to look at this relationship as a potential source for universities to integrate into their new overseas academic staff.

3.2. Morris G in 2021, in his study *Investigating the Employment Motivation and Job Satisfaction of Expatriate Language Teachers*, he explains that Xian Jiao Tong-Liverpool University (XJTLU), ChinaMadheel Sarvat Moto Joint Venture (XJTLU, 2019), from one building to another, the Suzhou campus and the adjacent campus. English Media Education (EMI) plays an important role in teaching and learning through educational providers or the English medium. The English Language Center (ELC), Eastern Language Center (LC), has employed a large number of staff and injured high quality passengers. Unfortunately, ELCs, living in language schools, experience chronic confusion, uncertainty, and dissatisfaction, leading to formal conflicts against the then leadership; Exit or Background and Immigration Teachers take in-depth information on life-experience or employment goals and overnight solutions for overseas ELC teachers in this recurring project. Globalized Higher Education (HE) Field Teacher Development or Resistance is highly valued for its job motivation and transformative job satisfaction solutions. Recruiting activity, financing and sales waste, most absorption losses are left to the left. Therefore, food organization refers to changes in employment and more changes in education or content, more practical and educational value.

3.3. Yousra Gohar 2014, their study Cultural intelligence of expatriate teachers in a multi-cultural education setting says that Globalization has greatly increased the number of international schools worldwide and in Egypt, allowing international schools to provide more educational services in Egypt, which affects the type and quality of education available to the public. Therefore, it is imperative to ensure that such schools can provide quality education to satisfied and affluent migrant workers. This study was adopted to quantitatively measure the Cultural Intelligence Scale, the Teaching Satisfaction Scale, the Egyptian Labor Market Committee Survey and the Self-Rating Survey, as it limits the relationship between cultural intelligence and employee outcomes in Egyptian education. Provides research. . Cultural intelligence, satisfaction in teaching, job satisfaction and teaching performance respectively. Four international schools in Cairo, based on the convenience and decision model, participated in the study, where 84 expatriate teachers completed the questionnaires. The results show a significant positive and direct relationship between cultural intelligence and job performance, and a significant positive but indirect relationship between cultural intelligence and job satisfaction among migrant teachers. Similarly, school principals are advised to hire culturally gifted immigrant teachers and take necessary steps to make them more culturally savvy.

3.4. Dane Boreman and Carol Stansy (2009)

The research team at the Policy Research Initiative in Science Education (PRISE) has produced a concise report on the research. The main interest of the Price Group is to understand the College environment which influences the job satisfaction of the Professor and the professional culture of the College. The Texas Survey of Secondary Science Professors questionnaires are based on research materials available for testing, revision, and control. Of Texas' 1,333 high Colleges, 385 high College science Professors working in 50 Texas Colleges were randomly

selected. The National Science Foundation has sponsored the PRIZE Research Group to conduct research on high College science Professor professional continuity (TPC) in Texas. Three variables are identified as successful TPC practices and methods: retaining high College science Professors at the College level, and obtaining science Professors and high College science students with a highly satisfactory work environment.

4. Methodology

This study is based on primary and secondary information. Secondary information is collected through books, magazines, periodicals and the Internet. Primary information was collected through a questionnaire. An empirical study was conducted with 100 Professors to get some idea on the question paper formulation. After practical study and discussion with the Professor, a final question paper was prepared for the survey.

In this study, the sample was selected based on a multi-stage or cluster sample, which is a finite random sample. Following this method, private Universities are initially selected from the Colleges in Canada. In the second phase, all the Govt. & private Colleges offering UG & PG courses were selected.

The collected data are classified and listed for further analysis. It was used to measure the level of Professors job satisfaction. It is also used to rank various variables that affect job satisfaction. Data were collected for the study of questionnaires for 100 Professors working in different Universities in Canada.

The study covered issues such as salary structure, growth opportunities, key behaviors, peer behavior, self-employment, student behavior and identity, Recognition, growth & Career development & other factors having affected on their work satisfaction. Along with the study also covers if there is any impact of Russia-Ukraine war on their profession & also to know their opinion on Russia-Ukraine war.

The variables are considered to assess the work satisfaction of the expatriate Professors are Age, Eligibility, Experience, Salary etc.

- The average, percentage analysis, Chi-Square test etc. are used for analysis.
- Age, eligibility, experience, salary and the Russia-Ukraine war is taken into consideration.
- Issues such as age, eligibility and experience may not affect job satisfaction, but do affect the salary, bonus etc.

Variables used to analyse the impact of Russia-Ukraine war on their profession:

Army for help, NATO Membership country, Conflict on *Russia-Ukraine crisis*.

Variables used to know their opinion on Russia-Ukraine war:

Salary, Job, Career as well as resulting on Repatriation if so.

5. Analysis

5.1. The Analysis on considering the Age is an important demographic factor that determines the level of job satisfaction of the respondents. A two-sided table was created to show age and work satisfaction. The results of the analysis are shown in the table below.

Age	Job satisfaction levels No. of Respondents			Total
	Dissatisfied	Neutral	Satisfied	
Below 28	0	1	5	6
28-35	2	11	21	34
36-45	0	6	23	29
46-55	1	3	16	20
55 & Above	2	1	8	11
Total	5	22	73	100

Most of the respondents ie.73% respondents are very satisfied. So here the Age does not affect job satisfaction. The estimated values are less than table values So the zero guess is correct. Therefore, there is no relationship between respondents' age and their job satisfaction.

5.2. Educational Status (Qualification) of the Expat & Job Satisfaction is an important factor that affects the level of satisfaction of respondents in their work.

Qualification	Job satisfaction levels No. of Respondents			Total
	Dissatisfied	Neutral	Satisfied	
Post Graduate	2	14	26	42
PhD	0	6	25	31
Others	1	3	23	27
Total	3	23	74	100

From the above table it is clear that very few professors are showing low job satisfaction. there is a moderately satisfied person under all the above qualifications are found in minimum numbers.

The classification of respondents based on their qualification level and job satisfaction. The estimated value is less than the table value. So the empty theory is correct. It therefore has nothing to do with the qualifications of the respondents and their level of job satisfaction. Therefore, it can be concluded that the qualifications of the respondent do not affect their satisfaction with their job.

5.3. Expatriate's Salary per Month when considered, it is clear that the negligible professors

are showing low job satisfaction. Of these, majority ie. 81% respondents are very satisfied The estimated value is less than the table value. It therefore has nothing to do with the Salary & the salary is good enough & hence finds their level of job satisfaction.

Particulars (\$ Amount in INR)	Job satisfaction levels			Total
	No. of Respondents			
	Dissatisfied	Neutral	Satisfied	
Below Rs. 200000	1	0	0	1
Rs. 200000 to 250000	0	6	13	19
Rs. 250000 to 300000	0	5	27	32
Rs. 300000 to 350000	0	4	21	25
Above Rs. 350000	0	3	20	23
Total	1	18	81	100

5.4. The Psychological Factors like if whether the Indians prefer to work abroad than in India, as to earn more. It is found the 63% respondents are agree with the statement.

It shows the classification of respondent’s reason for Indians prefer to work abroad than in India, as to earn more. Majority of the Respondents agree with the statement.

5.5. The expatriation resulting in the improvement in their level income, standard of living or status by expat, the 75% respondents noticed the improvement in income, standard of living or status

5.6.The reason for your expat / working abroad, & after analyze the various reasons for choosing a teaching career abroad, we found that the greatest impact on faculty selection in the country is estimated at the Need to earn more money (Family situation) ie. 39%. So the majority of the respondent’s reason working abroad is Need to earn more money (Family situation) followed by Need for growth/Development.

CONSIDERING THE IMPACT OF RUSSIA-UKRAINE WAR ON THEIR PROFESSION & THEIR OPINION TOWARDS RUSSIA UKRAINE WAR

5.7. While asking if there will be any negative impact of Russia-Ukraine war on your Salary, Career, profession & may lead to Repatriation, for which we found the response that 63% respondents are Neutral are not sure if there may be an adverse impact of Russia-Ukraine war on your Salary, Career, profession & may lead to Repatriation, where as 30 respondents say there is no effect. It is an optimistic mindset towards it.

EMPLOYEE OVERALL SATISFACTION LEVEL

5.8. The overall satisfaction level of expatriate towards their career/life in abroad resulted better than their work life, career, living standard & status in India.

We found that majority 78 respondents are happy with overall expatriation with respect to their work life, career, living standard & status.

6. ANALYSIS

Calculating the Chi Square test by using the. 5.5 & 5.8 ie. Employee's improvement in income, standard of living or status by expat & their happiness/Satisfaction with the overall expatriation career/life

We have a 3 x 2 casual table setup and we are almost ready to calculate the chi-square. However, before you can press the "Calculate Chi²" button, you must select a critical level. It defaults to .05 level of significance.

	Category 1	Category 2	<i>Row Totals</i>
Group 1	75	78	153
Group 2	23	21	44
group 3	2	1	3
Column Totals	100	100	200 (Grand Total)

Chi-Square:

The following contingency table provides the following information: observation cell sum, (expected cell sum) and [chi-square statistics for each cell].

	Category 1	Category 2	<i>Row Totals</i>
Group 1	75 (76.50) [0.03]	78 (76.50) [0.03]	153
Group 2	23 (22.00) [0.05]	21 (22.00) [0.05]	44
group 3	2 (1.50) [0.17]	1 (1.50) [0.17]	3
Column Totals	100	100	200 (Grand Total)

The chi-square statistic is 0.4831. The p-value is .785423.

The result is not significant relationship difference at $p < .05$. between Q. No 5 & 8. ie. Employee's improvement in income, standard of living or status by expat & their happiness/Satisfaction with the overall expatriation career/life.

7. Conclusion:

It has been noted that the respondent's Age and qualifications does not affect their level of satisfaction. The respondent's need for money was found as major reason to work abroad. From the respondents, almost all of them are satisfied with their work, expatriation & career. Most of the respondents are not sure of future war consequences where as some of them are optimistic with no impact of war to their career & future where as only few people are pessimistic regarding this.

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