



Royal University of Bhutan
Samtse College of Education



Webinar Series 1

Job Satisfaction and Wellbeing among Women Employees in Higher Education: A Case of Royal University of Bhutan

ABSTRACTS

Self-efficacy and Job Satisfaction of Women Employees: A Case of Royal University of Bhutan - Bijoy Hangmo Subba and Yangdon

Abstract

The Royal University of Bhutan (RUB) currently has 1220 faculty members and working staff under the ten constituent colleges and the Office of the Vice Chancellor. This figure comprises of 402 female and 818 male employees (IMS, 2021). This study explored the self-efficacy and job satisfaction levels of female RUB employees and how they are related. A mixed method, sequential explanatory design was adopted for the study. The quantitative data were collected from 95 participants and the qualitative data were garnered from 38 participants. The participants included female employees working in different colleges of RUB and the Office of the Vice Chancellor. A thematic analysis following descriptive statistical analysis was used for the quantitative data and the qualitative data were analyzed along the same themes. The key findings revealed that the participants' levels of self-efficacy and job satisfaction are high. The study also highlighted a repertoire of factors that affect self-efficacy and job satisfaction. A study to explore the most effective and sustainable source of self-efficacy and job satisfaction is recommended.

Keywords: self-efficacy, job satisfaction, mixed method, women employees

Authors:

Bijoy Hangmo Subba, Assistant Professor, completed her Bachelor of Education in Primary Education from Samtse College of Education in 1997. She also holds degree in Master of Education in curriculum and instruction from University of New Brunswick, Canada, completed in 2006. Currently, she teaches Mathematics Education and Professional modules to postgraduate students. She has participated in a number of research projects both at the college and national levels. She has attended a week-long Research Methodology programme at TERI University, New Delhi in July 2016. She also attended the Australian Awards Fellowship Project, 2017- 2018 on "Quality and Equity in Science and Mathematics Education in Nepal and Bhutan" which was held from 18th Nov - 2nd Dec. 2017 at the University of Technology Sydney funded by the Department of Foreign and Trade Affairs, Australia.

Yangdon (PhD) is a lecturer at Samtse College of Education, Royal University of Bhutan. Prior to that she worked as a teacher for 13 years in primary, middle secondary and higher secondary schools. She did her Masters from the University of New Brunswick, Canada and her PhD from the University of New England, Australia. As a teacher educator for the last 12 years, she has taught both elective and professional modules. She is passionate about teaching and believes in "Being a guide for her students rather than a sage on a stage". Her research interests include teaching, learning, reading, and writing.

The Relationship between Emotional Intelligence and Wellbeing among Women Academics of Royal University of Bhutan - *Kesang Wangmo and Sonam Daker*

This study examined the Royal University of Bhutan (RUB) women academics' understanding of relationship between emotional intelligence (EI) and wellbeing. The participants selected through a purposive sampling consisted of 14 women academics from RUB colleges spread across the country. The data were collected using a semi-structured interview, and analyzed with thematic analysis procedures. The findings revealed RUB women academics' concept of relationship between EI and well-being in terms of intrapersonal and interpersonal relationship, and general mood. The findings also revealed the participants' awareness of the impact of EI on their personal and professional wellbeing. Further, the findings highlighted the challenges the academics faced to be emotionally intelligent in all situations, and aspiration for enhancement of their EI through trainings. Therefore, one of the recommendations of the study is initiation of training in terms of workshops or professional development to enhance emotional intelligence.

Keywords: emotional intelligence, wellbeing, intrapersonal, interpersonal, mood

Authors:

Kesang Wangmo is a Lecturer at Samtse College of Education. She worked as a teacher in Primary, Lower Secondary and High School after completing her Bachelor of Education (primary) from Samtse College of Education. She worked closely with children with disabilities and facilitated Training of Trainers on English Curriculum and 'All Abilities' for SEN school teachers prior to joining as a teacher educator at Paro College of Education in 2010. She attained Postgraduate Diploma in teaching English from Sherubtse College in 2008. She completed Masters of Arts in Teaching English to Speakers of other Languages (MA in TESOL with Special Education Module) from the University of Canberra, Australia in 2012. Her research interests include inclusive education, investing in children's wellbeing and language, and women's emotional intelligence.

Sonam Daker (PhD) is an Assistant Professor at Samtse College of Education. She started her teaching career with a certificate in primary education. She has a B.Ed from the then National Institute of Education; M.Ed from University of New Brunswick, Canada; MA from Naropa University, USA, and PhD from Andhra University, India. She served as the programme leader for the Bachelor in primary education (both for in-service and pre-service programmes), and as the coordinator for the lead teachers' certificate course in English. Presently, she is the programme leader for M.Ed English. She believes in being a passionate reflective classroom practitioner. Her interests include teaching and learning with focus on compassion and mindfulness.

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Webinar Series 1: Organized by Samtse College of Education



Self-efficacy and Job Satisfaction of Women Employees: A Case of Royal University of Bhutan

Dr Yangdon

Lecturer in English, Samtse College of Education

4:10 pm-4:30 pm



Ms. Bijoy Hangmo Subba

Asst. Professor, Maths Education, Samtse College of Education

4:10 pm-4:30 pm



The Relationship between Emotional Intelligence and Wellbeing among Women Academics of Royal University of Bhutan

Ms. Kesang Wangmo

Lecturer in English, Samtse College of Education

4:50 pm-5:10 pm



Dr Sonam Daker

Asst. Professor, English, Samtse College of Education

4:50 pm-5:10 pm

Please join us through the following link:

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