

A STUDY ON JOB SATISFACTION AMONG TEACHERS AT VARIOUS LEVEL

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ABSTRACT

In this paper, the researcher investigated the present level of job satisfaction among the private and govt. school teachers. In this research, 50 Govt. and 50 Private teachers, 100 in total, working in different govt. & private schools were examined. The obtained data were analyzed through Mean, S.D. and C.R.test. The study revealed that there is no significant difference in the level of satisfaction of male and female teachers. Furthermore, it was again revealed that there is no significant difference in the level of satisfaction of Govt. and Private school teachers.

INTRODUCTION

Job satisfaction portrays the perception of the person towards his/her job, job related activities and environment. It is a combination of psychological and emotional experiences at work. In fact, Job satisfaction is a pleasurable or emotional state resulting from the appraisal of one's job experience. It is often a result of the perception of the employee as to whether his job provides him with the outcomes he views as important. Job satisfaction is determined by how well the result of the job meets the expectations of the employee. Some important factors influencing job satisfaction may be classified in two categories.

- (i) Environmental factors:-Job content, Occupational level, Pay and Promotion, Work group and Supervision.
- (ii) Personal factors: - Age, Sex, Educational level, Marital status and Experience.

REVIEW OF LITERATURE

The present study examines the job satisfaction, i.e. the degree to which job features that are highly valued by individuals are present in their work environment. Though a number of studies have been conducted in this field, but a few have been undertaken to compare the job satisfaction of male and female teachers in government & private schools. Bandhana (2011) mentioned that the level of job satisfaction and attitude of the teachers towards teaching is least affected by the gender, the marital status, minimum qualification and income group of physical Education

teachers to compare the job satisfaction among Physical Education teachers and their attitude towards teaching. Mehta (2012) investigated on job satisfaction among teachers to know whether the perception of job satisfaction among teachers was affected by the type of organization (private vs. Govt.) and the gender (male vs. female). Descriptive analysis was made to study the perception of job satisfaction of male/female and t-test was used. Result showed that there would be significant difference in the level of job satisfaction of Govt. and private school teachers. Nagar (2012) undertook a study on "Organizational commitment and job satisfaction among teachers during times of Burnout for developing and tests a model for Burnout and its effect on job satisfaction on organizational commitment" Research showed that in term of job satisfaction & organizational commitment the mean score for female teachers was higher than male teachers.

OBJECTIVES OF THE STUDY

The followings were the objectives of the study:

- (i) To measure the level of job satisfaction of the teachers.
- (ii) To compare the job satisfaction between male and female teachers.
- (iii) To compare the job satisfaction between govt. and private school teachers.

HYPOTHESIS

The following hypotheses were formulated for the present study:

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- (i) There is no significant difference in the job satisfaction of govt. and private school teachers.
- (ii) There is no significant difference in the job satisfaction of male and female teachers.

METHODOLOGY

In the present study, descriptive survey method was followed as it is the most appropriate method to know the present status of the Job Satisfaction level of teachers and future expectations from this methodology.

SAMPLE

The sample of the study consisted of the teachers working in govt. and private schools restricted to Gorakhpur City of Uttar Pradesh. A sample of 100 teachers consisting 50 Private school teachers and 50 govt. school teachers were taken into consideration. The sample does not include all the govt. and private school teachers from all over Gorakhpur. Random sampling technique was used for the present study.

TOOLS

For the present study Five point Likert scale is used. Questionnaire was divided in to two sections. Part- A consisting questions relating to personal profile of the respondents and Part-B consisting questions relating to job satisfaction.

ANALYSIS OF DATA

Descriptive statistics were used to measure the level of job satisfaction. The Data was analyzed by calculating percentage and frequency. Mean scores were calculated by allocating values of 1,2,3,4,5 respectively to the responses (Strongly Disagree, Disagree, Neutral, Agree, Strongly Agree). C.R.test was used to study the significant difference between the mean score of different groups.

RESPONDENTS' INFORMATION (N=100)

Table: 1

S.No.	PARAMETER	VARIABLE	FREQUENCY	PERCENT
1.	SEX	Male	50	50
		Female	50	50
		Both	0	0
2.	DESIGNATION	PTT	10	10
		PGT	41	41
		MAST	50	50
		Head	9	9
3.	AGE	Below 30	22	22
		31-40	36	36
		41-50	14	14
		Above 50	28	28
4.	MARRITAL STATUS	Married	49	49
		Unmarried	11	11
		Divorced	40	40
5.	QUALIFICATION	Master	78	78
		B.Ed.	25	25
		Ph.D.	7	7

ANALYSIS OF RESULTS

To ascertain whether there is difference in the job satisfaction of male and female teachers and job satisfaction of govt. & private school teachers C.R. Test was used. The C.R. value indicates that there is no significant difference in the satisfaction of male & female teachers and there is no difference in the satisfaction of govt. & private school teachers.

Table: 2 Level of Teachers' Job Satisfaction as a whole

Dimensions of Job Satisfaction	N	Mean	S.D.
Enjoy of work	100	4.42	.59
Opinion counts in the school/college	100	3.65	.91
Job responsibilities	100	4.39	.74
Respect by colleagues	100	4.33	.71
Interesting & challenging work	100	4.45	.72
Never think about leaving school	100	3.7	.98
Rewarded fairly for experience	100	3.8	.91
Satisfied with job	100	4.35	.85
Opportunity to improve skills	100	3.81	1.01
Working hours of job	100	4.11	.95
Good salary	100	3.84	1.01
Promotion	100	3.28	1.28
Training	100	3.79	1.02
Joyfully uses skills	100	4.00	.76
Satisfied with the success	100	3.94	.90
Opportunity for career Development	100	3.84	.84
Total	100	63.70	14.18

Table-2 indicates the Mean and Standard Deviation of teachers. Mean score greater than 3 implies positive responses. Table shows that teachers have highest significant level regarding the statement they enjoy their work (Mean=4.42, S.D=.59). Result indicates that overall job satisfaction of teachers is high as mean value regarding all factors is greater than 3. The study finds that mean value for overall job satisfaction of teachers is 63.70 with a standard deviation of 14.18 which indicates that the satisfaction level of majority of teachers is high.

Table:3
Significance of difference between mean scores on dimensions of job satisfaction for Male/ Female teachers

Dimensions of Job satisfaction	Male (N=50)		Female (N=50)		C.R. Value
	M	S.D.	M	S.D.	
Enjoy of work	4.5	.64	4.1	.59	1.81
Opinion counts in the school/college	3.9	.96	3.7	.90	1.42
Job responsibilities	4.2	.92	4.6	.47	1.81
Respect by colleagues	4.5	.76	4.5	.66	1.53
Interesting & challenging work	4.5	.76	4.45	.68	.38
Never think about leaving school	3.75	1.03	3.8	.97	.44
Rewarded fairly for experience	4.01	.92	3.63	.89	2.28*
Satisfied with job	4.2	.92	4.22	.81	1.42
Opportunity to improve skills	3.88	1.12	3.89	.8	1.33
Working hours of job	4.15	1.02	4.08	.85	.29
Good salary	3.92	.87	3.75	1.12	.82
Promotion	3.21	1.3	3.31	1.36	.41
Training	3.9	1.06	3.94	.91	.22
Joyfully uses skills	3.94	.78	4.01	.69	.53
Satisfied with the success	3.92	.97	3.97	.76	.35
Opportunity for career Development	3.82	.83	3.73	.76	.64

*Significant at 0.05 level

Table-3 reveals that there is significant difference in the satisfaction level of Male & Female school teachers at 0.05 level regarding the dimension "Rewarded fairly for experience" and it is concluded that satisfaction level of Male teachers is greater than Female teachers. The level of satisfaction of male teachers is high in comparison of female teachers regarding the dimensions they enjoy their work, work is interesting & challenging, satisfied with working hours, opportunity for further advancement, good salary, rewarded fairly for experience and opportunity for carrier development but there is no significant difference in the satisfaction of male & female teachers. For the other factors discussed above satisfaction level of female teachers is greater than male teachers but there is no significant difference in the satisfaction of male & female teachers.

Table: 4
Significance of difference between mean scores on dimensions of job satisfaction for Govt./ Private school teachers

Dimension of Job satisfaction	Male (N= 50)		Female (N=50)		C.R. Value
	M	S.D.	M	S.D.	
Enjoy of work	4.44	.56	4.41	.61	.27
Opinion counts in the school/college	3.58	.89	3.73	.95	1.11
Job responsibilities	4.52	.69	4.45	.81	.50
Respect by colleagues	4.45	.62	4.32	.79	.84
Interesting & challenging work	4.49	.56	4.32	.79	1.20
Never think about leaving school	3.60	.91	3.88	1.05	.20
Rewarded fairly for experience	3.68	.88	4.01	.85	1.83
Satisfied with job	4.28	.89	4.40	.82	.75
Opportunity to improve skills	3.48	.86	3.79	1.10	.47
Working hours of job	4.08	.95	4.13	.99	.26
Good salary	3.47	1.02	4.21	.85	4.11*
Promotion	3.38	1.18	3.09	1.28	1.20
Training	3.71	.93	3.54	1.08	1.15
Joyfully uses skills	3.99	.69	4.05	.87	.40
Satisfied with the success	3.81	.87	4.03	.85	1.29
Opportunity for career Development	3.68	.78	3.91	.82	1.45

*Significant at 0.01 level

Table-4 reveals that there is significant difference in the satisfaction level of govt. & private school teachers regarding the dimension "salary" and it is concluded that satisfaction level of govt. School teachers is greater than private school teachers. For the other factors discussed above there is no significant difference in the satisfaction level of govt. & private school teachers.

CONCLUSION

Results show that male respondents were found more satisfied than their female counterparts. The study also revealed that govt. school teachers are more satisfied than the private school teachers. This is due to the flexibility, security of job, high wage and independence enjoyed by govt. school teachers. Study shows that private school teachers are very sensitive as regards wage payment. The Private Sector should revise the salary structure. The authorities should include teachers at the time of restructuring their salary. At the same time, both private and govt. schools teachers are dissatisfied on fair promotion procedures. Unbiased decisions on promotion can increase

the level of satisfaction among the teachers in this regard. Analysis also reveals that both private and govt. school teachers show low satisfaction level regarding the factor „Teachers Training“. Therefore, Authorities should organize regular training programmes to enrich and equip teachers with latest developments. Study further shows that level of satisfaction among both govt. and private school teachers is low regarding "opinion counts in the organization". Authorities should arrange regular formal meetings with teachers to consider their suggestions and also try to value it. Analysis also reveals that both private and govt. school teachers show low satisfaction level regarding the factor "opportunity for career Development". For increasing the satisfaction level of the teachers in this regard Authorities should try to provide opportunity for career development to the teachers in this connection.

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