



A study of Job Satisfaction Among Secondary School Teachers: With reference to Valsad District of south Gujarat

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ABSTRACT

The present study is an attempt to investigate the job satisfaction of high school teachers of Valsad District and observing the influence of gender and type of school on their level of job satisfaction. Descriptive survey method and simple random sampling technique was used for the present study. The sample consisted of 100 high school teachers out of which 50 were male & 50 were female. The Investigator has used self-structured standardized data gathering tools for collecting the data. To test the hypotheses, appropriate statistical technique has been used. Data was collected and analysed using mean, S.D and t-test. Findings of the study revealed that female teachers exhibiting better job satisfaction as compared to their male, and significant difference in the job satisfaction with respects to their type of school.

Keywords: Gender, High school teachers, Job satisfaction , Type of school

**A study of Job Satisfaction Among Secondary School Teachers:
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Job satisfaction is an emotional affective personal response as a result of his/her 'estimation of the degree to which some fact of job reality is congruent or incongruent with his/her values' according to Ejiogu (1985). It is therefore important to have a good understanding of an individual's total personality and value system in order to understand and describe his job satisfaction. Spector (1997) defined the definition of job satisfaction to constitute an attitudinal variable that measures how a person feels about his job, including different facets of the job. So, in essence, job satisfaction is a product of the events and conditions that people experience on their jobs. According to Katznel (1964) job satisfaction is the verbal Expression of an incumbent's evaluation of his job. According to Locke (1976) gave a more comprehensive definition describing it as 'a pleasurable or positive emotional state resulting from the appraisal of one's job or job experiences. Today, attracting and retaining high quality teachers has become a challenge for most educational institutions. One of the basic purposes of education is to produce trained human resource, which can overcome development impediments of a given country. To achieve this, there should be a satisfied work force in the sector. Employees who have high level of job satisfaction commit their time, energy and efforts to work which result in high productivity. One of the most important purposes to do a job is to earn money because it is money only through which needs, demands can be fulfilled. If one gets a handsome salary by which one can afford the living may cause job satisfaction. The quality of the teachers, their commitment, satisfaction and motivation are the determinant factors for the students to benefit from the education system. Teachers act as role-models, since they are the pillars of the society (Jyoti & Sharma, 2009) who help the students, not only to grow, but also to be the potential leaders of the next generation, and to shoulder the responsibility of taking their nation ahead. Teacher's opportunities for promotion are also likely to exert an influence on job satisfaction. Teachers' satisfaction with their career may have strong implications for student learning. Specifically, a teacher's satisfaction with his or her career may influence the quality and stability of instruction given to students. The job satisfaction of teachers particularly at secondary level is very vital. The value of secondary education is undeniable; it is very

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important to provide teachers with the utmost facilities so that they must be satisfied with the status of their job. The highlighted topic is a very serious issue due to the importance of secondary education which is central stage of the whole pyramid of education system in the world. Over the years, a number of studies have been conducted to job satisfaction of teachers. Ahmad et.al. (2003), and Jyoti.J (2006) & Zilli AS, Zahoor Z (2012) reported significant differences between job satisfaction of male and female teachers to be more satisfied with their jobs.. Goods dictionary of education (1973) states job satisfaction as a quality, level or state of satisfaction which is result of various interests, attitudes of person towards his job.

Significance of the study

As the success of any organization depends mainly on the quality of its staff, the quality of education and effectiveness of an educational organization depends on the quality of teachers. Because it is the teacher who plays the most prominent role in moulding the habits, tastes and character of the pupils. It is the teacher who shapes the child from animalism to human form. The quality of the teacher, therefore, assumes the utmost importance. But unless a teacher is satisfied with his job, he cannot devote his best to the pupils. The job satisfaction is most important aspect for any work or job mostly for teachers because teaching is the most inspirational profession in the world. Hence, job satisfaction has a significant bearing on the effectiveness of the teachers. The investigator is of the view that this study would have profound influence on various sections of academicians, policy makers and other groups dealing with teachers and students. Though a number of studies have been conducted in the field of academics but a few have been undertaken to compare the job satisfaction of male and female teachers in government & private schools Therefore, the investigator attempts to study the job satisfaction of high school level teachers of some selected schools of Valsad District.

Statement of the Problem

The statement of the problem is - Job Satisfaction Among High School Teachers: A study in the Valsad District of south Gujarat.

Objectives of the Study

The Objectives of the study are stated as follows

- To make a comparative study of male and female high school teachers in respect of their job satisfaction.
- To find out the significant difference between teachers who are working in government and privateschools in respect of their job satisfaction

Hypotheses

Keeping in view of the above objectives the following hypotheses have been framed

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- There is no significant difference between male and female teachers in respect of their job satisfaction.
- There is no significant difference between teachers who are working in government and private schools in respect of their job satisfaction

Delimitations of the Present Study

Following are the delimitation in the development of the present study-

- The study was limited to a sample strength of 100 school teachers.
- The sample strength of the present study was confined to 6 schools of Kamrup district under Government and Private management.
- The study was confined to Valsad District only.

Methodology of Study : Method

Descriptive survey method is applied for the collection of data. The data is collected by random sampling. Both primary and secondary methods were used for data collection.

Sample of the study

The sample for the study consisted of 100 high school teachers consisting 50 private school teachers and 50 government school teachers of both the sexes and belonged to both government and private high schools of Valsad District. Data were collected from six higher secondary schools of Valsad District in Kamrup district. Three government and three private higher secondary schools were taken for carrying out the present investigation. The sample does not include all the government and private high school teachers.

Table 1: Distribution of sample with respect to Gender

Type of school	No. of Males	No. of females	Total
Government	25	25	50
Private	25	25	50

Tools used in the Study

The investigator himself prepared a set of questionnaire containing questions from various dimensions of job satisfaction. A total of forty five objective type questions were prepared, but after the standardization of the tool, finally, a set of thirty six questions pertaining to various dimensions of job satisfaction such as enjoyment of work, promotion, salary were selected in the form of a set of questionnaire.

Statistical techniques used in the present Study

The investigator himself constructed a well standardized tool for measuring the level of job satisfaction of high school teachers. Mean, Standard deviation and 't' test were the statistical techniques used for carrying out the analysis and interpretation of the data collected.

Data Analysis and Interpretation

Hypothesis-1: There is no significant difference between male and female teachers in respect of their job satisfaction.

Table-2: Significance of difference between mean score of various dimensions of job satisfaction for Male and Female high school teachers

Dimensions of job satisfaction	Male			Female			t	Level of significance
	N	Mean	Std. deviation	N	Mean	Std. deviation		
Enjoy their work	50	4.47	.578	50	4.57	0.638	0.254	Not Significant
Promotion	50	3.23	1.319	50	3.3	1.34	0.766	Not Significant
Salary	50	3.76	1.13	50	3.89	.886	.0493	Not Significant

Data Interpretation of table-2

From table 2, it is observed that the level of job satisfaction of female teachers is high in comparison of male teachers regarding the dimensions they enjoy their work, promotion, good salary, but there is no significant difference in the satisfaction of male & female teachers. Thus, it indicates that the 't-value' is not significant and therefore the Null hypothesis is accepted.

Hypothesis-2: There is no significant difference between teachers who are working in government and private schools in respect of their job satisfaction.

Table-3: Significance of difference between mean score of various dimensions of job Satisfaction for Govt. and Private high School teachers

Dimensions of job satisfaction	Government school teachers			Private school teachers			t	Level of significance
	N	Mean	Std. deviation	N	Mean	Std. deviation		
Enjoy their work	50	4.54	0.578	50	4.52	0.646	0.871	Not Significant
Promotion	50	3.42	1.26	50	3.10	1.38	0.231	Not Significant
Salary	50	3.12	1.100	50	2.20	1.654	3.275	Significant

Data Interpretation of table 3:

From table 3, it is observed 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. Government school teachers showed higher satisfaction with their job. This may be due to the flexibility, security of job, high wage and independence enjoyed by government school teachers. For the other dimensions discussed above there is no significant difference in the satisfaction level of govt. & private school teachers.

Findings of the Study

One of the findings of this investigation is that there is no significant difference between male and female teachers in job satisfaction in schools. Female teachers were found more satisfied than their male teachers’ counterparts. The present result finds its support from the earlier findings of Achanta & Reddy (2014), John J (2010). Suki N (2011) 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. The results are in agreement with the findings of the earlier research Raj and Lalita (2013). The authorities should include teachers at the time of restructuring their salary. At the same time, both private and govt. school teachers are dissatisfied on fair promotion procedures.

Conclusion

Job satisfaction of employees in any organization is of utmost importance in order to achieve the objectives of an organization and make it sustainable in the long run. The work reported here is done on a small scale basis in the urban schools of Kamrup district the data from a broader field area, would give more precise and multifaced conclusion from the data analysis.

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