

## **JOB SATISFACTION OF SCHOOL TEACHERS**

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### **Abstract:**

The present study aimed to assess the job satisfaction of male and female school teachers of Rewari district in Haryana. The sample selected for the present study was 100 male and female teachers of Government and private schools of Rewari and its suburbs. For collection of data Teachers job satisfaction questionnaire by Dr. Amar Singh & Dr. T.R. Sharma was used. No significant difference was found between the job satisfaction of male & female Govt. Senior Secondary School teachers and Private Senior Secondary School teachers.

### **Introduction**

India faces innumerable problems in all walks of life. The field of education is also not free from these hazards. The two main groups involved in the field of education are teachers & students. Job motivation & teachers competencies are the important factors for the better performance of teachers. Psychology tells us that optimum level of performance is dependent upon optimum level of motivation in the incumbent involved in job & every motivational cycle beings with perception of some needs, desires, drives etc. & ends with some feelings of satisfaction. This is true for teaching as a job.

Actually a job is not entity but a complex interrelationship of tasks, roles responsibilities, interactions, incentives & rewards. Job satisfaction is the amount of overhauls positive feelings that individuals have towards their jobs. It is the result of various attitudes, which an employee possesses in the job. These attitudes are related to specific factors like the salary. Working condition, advancement & opportunities, the work group & other job related factors.

Job satisfaction is the results of an employee's perception of how well his job provides those things that are viewed as important by him. According to Lacke (1976) "Job satisfaction is looked as a pleasurable or emotional state resulting from the appraisal of the job & job experiences. Job satisfaction is basically on individual matter.

It is an attitudinal reaction to the job as it represents the feeling of the individual about how happy or unhappy he or she is with various aspects of job.

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Glimmer (1961) defined job satisfaction or dissatisfaction as the result of various attitudes ,the person holds towards his job, towards related factors & towards his life in general.

### **Objectives of the Study**

- To study job satisfaction of Male & Female Teachers of Govt. Senior Secondary School Teacher.
- To study job satisfaction of male & female teacher of put Senior Secondary School Teacher.

### **Hypotheses of the study**

- There will be no significant difference in job satisfaction of male & female private teachers of Senor Secondary School Teachers.
- There will be no significant difference in Job Satisfaction of Male & female Govt. teachers of Senior Secondary School teachers.

### **Statistical Technique**

In the present study, Mean, Median, S.D. & t-test were used.

### **Sample**

For the purpose of present study, random sampling was used. In the present study the researcher took total number of 100 male & female teachers of govt. & private schools.

### **Tools used for the Study**

The tool used of the present study was Teachers job satisfaction questionnaire by Dr. Amar Singh & Dr. T.R. Sharma.

### **Analysis and Interpretation of Data**

. The Hypothesis were tested according to objective wise given below:-

**Hypothesis -1** - There will be no significant difference in the job satisfaction of Male & Female Private Senior Secondary School Teachers.

**Table 1** Showing Mean, S.D., t.-value of Male & Female Senior Secondary Private School Teachers.

	No. of Teachers	Mean	S.D.	t-Value	Level of Significance
private Sr. Sec. School	25	72.68	9.60		

Teachers (Male)				0.57	0.05
private Sr. Sec. School Teachers (Female)	25	71.24	8.63		

**Interpretation :-** Table 1 showed the comparison of Male & Female Teachers of Private Senior Secondary School with respect to Job Satisfaction. The t-value was 0.57 which was less than table value. So first hypothesis. “There will be no significant difference in job satisfaction of male & Female Private Senior Secondary School Teachers” was accepted. It means the Private Senior Secondary School teachers were satisfied with their jobs. The mean value of Private Senior Secondary Male teachers was 72.68 & the mean value of Male teaches was higher than Female Teachers. So it showed that Male Private Teachers were more satisfied than Private Female Teachers.

**Hypothesis-2:-** There will be no significant difference in the job satisfaction of Male & Female Govt. Senior Secondary School Teachers.

**Table 2** Showing Mean, S.D., t-value of Male & Female Govt. Senior Secondary School Teachers.

	No. of Teachers	Mean	S.D.	t-Value	Level of Significance
Govt. Sr. Sec. School Teachers (Male)	25	86.92	7.34	0.30	0.05
Govt. Sr. Sec. School Teachers (Female)	25	87.6	8.38		

**Interpretation :-** Table2 showed the comparison of Male & Female Teachers of Govt. Senior Secondary School with respect to job satisfaction. The t-value was 0.30 which was less than the table value.

So the second hypothesis “There will be no significant difference in job satisfaction of Male & Female Govt. Sr. Sec. School Teachers” was accepted. It means the Govt. Senior Secondary Teachers were satisfied with their job. The mean value of Govt. Senior Secondary Male Teachers was 86.92. The mean value of Govt. Senior Secondary Female Teachers was 87.6. The mean value of Female Teachers was

higher than Male Teachers which means Govt. Females Teachers were more satisfied than Govt. Male Teachers.

### **Main Findings of the study**

Major findings of the study on the basis of data analysis & interpretation were as follows:-

- (i) There was no significant difference between the job satisfaction of Male & Female Govt. Senior Secondary School Teachers. They were satisfied with their job & Female government teachers were more satisfied than Male government Teachers.
- (ii) There was no significant difference between Male & Female Private Senior Secondary School teachers with respect to their job satisfaction. They were satisfied with their jobs & male private teachers were more satisfied than female private teachers.

### **Educational Implications**

Satisfaction from job is necessary for full devotion & commitment of teachers towards their schools. Even the best educational system is bound to fail in the absence of competent & satisfied teaches. Unless the teacher is satisfied with his/her job, h/she cannot deliver the messages properly. There will be a loss not to herself/himself only but also to the country's future. Achieving a high level of job satisfaction from the teacher's needs some simple strategies to be adopted by the principal. The teachers should be provided opportunity to self-pace themselves.

The teacher's should value interpersonal interaction, so that school can make formal & informal arrangements for improving the relationship among the staff members. Teacher's participation in decision-making, proper communication of role & recognition of good work are some concrete easily applicable modifications which can enhance job satisfaction of teachers. The school authorities can organize special welfare programs for teacher's well being & positive changes in their level of satisfaction.

The school should introduce formal programs that encourage peer recognition for a job well done because everybody needs encouragements & everybody needs their work to be recognized. Thus , the findings of the present study signifies the awareness for the improvement of teacher's job satisfaction.

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