



Job Satisfaction among Secondary School Teachers

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Abstract

Satisfaction is a universal concept. In today's life job satisfaction plays an important role. Job satisfaction is refers to the feeling about a job i.e. determined by the difference between all those things a person feels he or she should receive from his or her job and all those things he or she actually does receive. This research paper examines the different factor which might affect job satisfaction of secondary school teachers. For that purpose two hundred teachers were selected as a sample from Government and Non-Government schools from Durgapur through random sampling method. According to the findings of the study the type of organisation has been shown significant correlation with job satisfaction.

Keywords: Job satisfaction, secondary school teacher, working environment

Introduction:

The role of teacher at present is changing in view of social, economic, political and other pressures. The teacher is the important part of any educational policy. They are responsible for implementation of the educational process at any stage. As teacher are the backbone of the country and at present, they are facing lot of issues which are not properly addressed due to which dissatisfaction arises. A dissatisfied teacher is lost to the entire society. According to Locke job satisfaction is the positive and enjoyable feeling that results from the evaluation of one's job or job experience. Who were highly satisfied it was found that they are more productive and committed in their lives. Job satisfaction of teacher influences teacher education programmed. As environment becomes competitive and complex day by day, it is required to boost the level of job satisfaction in order to improve the performance of the teacher.

Rationale of the study:

The role of teachers in every society is very important. The present study aims to compare job satisfaction among Non-Government and Government Secondary school teachers. If the teacher is not satisfied it will create negative impact towards the job. So, it is necessary to identify the factors that influence the teacher to derive satisfaction from their job.

Limitations of the study

The present study is based on data collected from Durgapur, West Bengal. This study has limited sample size

Objectives

- 1) To study the job satisfaction of secondary school teacher.

- 2) To compare the job satisfaction of teachers of Government and Non-Government secondary school teachers.
- 3) To compare the job satisfaction of male and female secondary school teacher

Hypothesis

H₀₁ : There is no significant difference between job satisfaction of Government and Non-Government school teachers.

H₀₂ : There is no significant difference between job satisfaction of male and female teacher of secondary school.

Methodology:

A stratified random sampling method was used for the selection of schools and also for selecting Government and Non-Government school. The sample included 200 teachers from both Government and non-government schools in Durgapur, West Bengal, India. According to the need of the study descriptive statistics had been followed.

The tool used for the data collection of job satisfaction for teacher developed by the researcher which is five-point scale that comprised of 44 items from 10 dimension. It has also consisted demographic data sheet which is comprised of information such as age, gender, educational qualification at the stage of appointment and current educational qualification, marital status, job location, working experience.

The statistical techniques used for the study and interpretation are standard deviation and t – test.

Procedure:

Initially formal permission was taken from the district inspector. After that permission are taken from the Head master / Head mistress to collect data from the teachers of the related organization.

Score range of job satisfaction of teacher

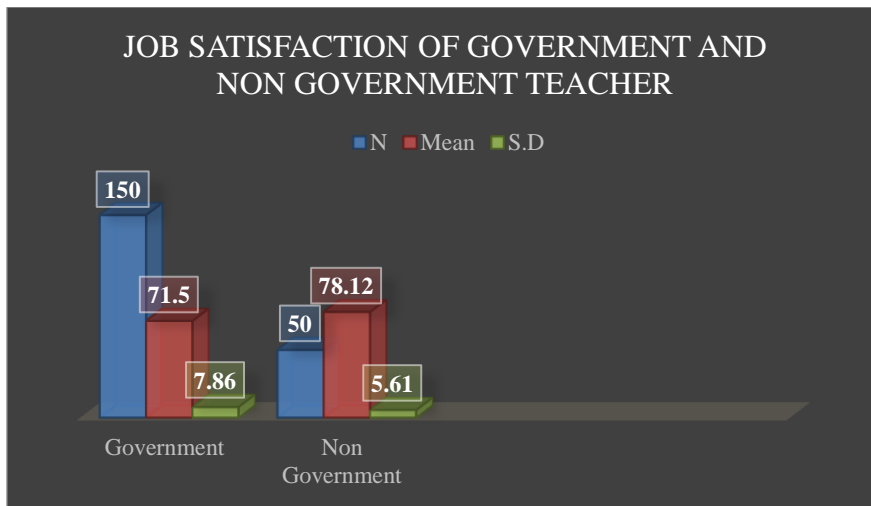
Statistics	Score Range	category
M + 1Ω	>80	Highly satisfied
M± 1Ω	64 - 79	Moderately satisfied
M- 1Ω below	<63	Low satisfied

t- value for the comparison of job satisfaction level between the Government and Non-Government secondary school teachers

Type of Teacher	N	Mean	S. D	t = 2.90
Non-Government Teacher	150	71.5	7.86	
Government Teacher	50	78.12	5.61	

The above table has shown that t value is calculated for the comparison of job satisfaction level between Government and non-Government

Secondary school teachers and its calculated value 2.90 is greater than the critical value 2.60.



Therefore, there is significant difference between job satisfaction of teacher of Government and Non-Government schools. It means secondary

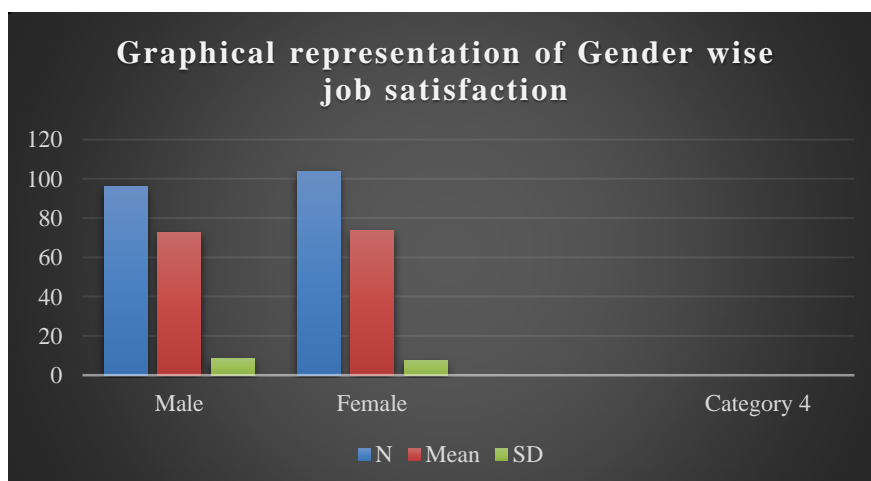
school teacher of Government institution are more satisfied than those of non-government institutions.

t value for the comparison of job satisfaction level between Male and Female teacher of Secondary schools

Gender	N	Mean	SD	t value = 0.4369
Male Teacher	96	72.70	8.34	
Female Teacher	104	73.59	7.46	

The above table shown that the calculated value is less than the critical value 1.97 .so the null hypothesis rejected. So, it may be said that there is

no significant difference between job satisfaction of male and female teacher



Analysis of Data:

Data were analyzed by different statistical techniques according to the objectives of the study. for quantitatively analysis of data percentage, Mean, SD, t test were applied.

Major Findings:

- 1) More Government teacher are highly satisfied than Non-Government teacher (table 2)
- 2) There is no significant difference in the job satisfaction of male and female teacher (table 3)

Conclusions:

The reliability statistics of both the instruments was calculated to know the significance of the scales. According to the findings of the study the type of occupation has been shown significant correlation with job satisfaction. There is high disparity in the job satisfaction of Non-Government and Government Secondary school teachers. Government should explore the issues and reduce the disparity by implementing proper policies that are helpful to all level of teachers.

Recommendations:

It is revealed from present study that highly and moderately satisfied Government teacher are more than those of non-Government teacher. While non-Government teacher was low satisfied, but none of Government teacher was found low satisfied. Some managements of the school authorities do not involve their teachers in policy formulation which makes it difficult for faculties to implement such policies. so, it is recommended that involvement of faculties in policy formulation. This study shall be helpful for the State government of west Bengal to adopt appropriate policies to achieve quality of teacher. it is an attempt to assess the level of job satisfaction of teacher towards teaching profession.

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