International Journal of Advance and Applied Research
www.ijaar.co.in
ISSN – 2347-7075 Impact Factor – 7.328
Peer Reviewed Bi-Monthly
Vol.10 No.4 March – April 2023

A STUDY OF SATISFACTION OF TEACHERS IS NEED FOR BETTER LEARNING CULTURE

Prof. Wechansing Zyamsing Suliya[1], Ku. Nikita Gopal Jadhal [2] &Dr.Mayur Anil Dande[3]

[1]Assistant Professor, Department of Business Administration and Research, SSGMCE Shegaon (M.S.)
[2]MBA Student, Department of Business Administration and Research, SSGMCE Shegaon (M.S.)
[3]Assistant Professor, Department of Business Administration and Research, SSGMCE Shegaon (M.S.)
Corresponding Author - Prof. Wechansing Zyamsing Suliya
Email - wechansingsuliya@gmail.com
DOI - 10.5281/zenodo.7821986

Abstract:

Teacher is the designer of humanity. Teaching is not work it is passion and it is service for the society. This paper is focusing on satisfaction of the teachers. The real satisfaction of teacher is behind the achievement of students. There are many factors and corners of satisfaction studied in this research papers. Respect is secondary things for teachers but achievements by students are the primary and focused things. Working environment, cooperation form co-workers, recognition, good working condition, motivation from administrator and security in job are the main factor of teacher's satisfaction. The real satisfaction of real teacher is hide in success of their students. Teacher creates sense of responsibility and accountability in students. Teacher is the designer of good relationship and culture of the society. Teacher is real director of humanity and society.

Keywords: Humanity, Passion, satisfaction, achievements, respect

Satisfaction of teachers is a concept that refers to the emotional and psychological well-being of educators, based on factors such as job satisfaction, job security, autonomy and recognition in the workplace, and the availability of resources needed to do their jobs effectively. It is important to ensure that teachers feel supported, valued and respected in order to ensure that they can perform their job to the best of their ability. Majorly teacher satisfaction has been linked to student learning, academic achievement, and teacher retention. Therefore, it is important for schools and districts to prioritize teacher satisfaction in order to ensure the success of their students.

Factors Affecting on Satisfaction of Teachers:

Salary is one of the most important factors in determining a teacher's satisfaction. Low salaries can lead to dissatisfaction and a lack of job security. A teacher's workplace environment also

greatly affects their satisfaction. Unpleasant working conditions, such as cramped classrooms, inadequate resources, and lack of support from administrators can lead to dissatisfaction among teachers. A lack of professional development can lead to a sense of stagnation and dissatisfaction among teachers. Professional development opportunities such as workshops, conferences, and seminars can help teachers stay up-to-date and motivated.

Support from colleagues and administrators can go a long way towards increasing a teacher's satisfaction with their job. Positive relationships and a feeling of being valued can boost job satisfaction. Job security is an important factor for teachers, knowing that their job is secure can help teachers feel more satisfied with their work and less anxious about their future. Recognition and appreciation from students, parents, administrators, and other teachers can help boost a teacher's satisfaction with their job. Knowing that their efforts are appreciated can be a great source of motivation and satisfaction.

Real satisfaction for teachers comes from knowing that their students are learning and growing as individuals. Seeing their students develops and expands their understanding and knowledge of a subject is a great source of satisfaction for teachers. Knowing that their hard work and dedication to teaching is having a positive impact on their students is immensely rewarding for teachers. Real satisfaction by teachers is the feeling of accomplishment and pride that comes from helping students to reach their potential and grow as individuals.

Important Motives of Teaching:

Teaching provides an opportunity for students to learn, develop, and grow academically, socially, and emotionally. It provides the opportunity for teachers to use their knowledge and skills to inspire and motivate students to reach their potential. It also provides the opportunity to foster collaboration and creativity among students. Teaching provides the opportunity to promote critical thinking and problem solving skills.

Teaching provides the opportunity to instill values and ethical standards in students. it provides the opportunity to build relationships and foster a sense of community among students. Teaching provides the opportunity to develop character and confidence in students. It provides the opportunity to promote civic engagement and social responsibility. It also provides the opportunity to prepare students for their future and equip them with the skills they need to be successful.

The role of a teacher in value development is to create a learning environment which encourages students to develop strong moral values. Through their words and actions, teachers can

demonstrate to their students the importance of values such as respect, responsibility, and honesty. They can also provide students with real-life examples and scenarios to illustrate the importance of each value. Teachers can create classroom discussions and activities that promote discussion and exploration of moral values. They can provide students with opportunities to practice and apply the values they learn.

The role of a teacher in improving student behavior is critical. A teacher can help create a positive learning environment by setting clear expectations and rules, providing consistent consequences for misbehavior, and engaging in positive reinforcement when students demonstrate appropriate behavior. They can also create positive relationships with students by offering praise and recognition for appropriate behavior, providing individual attention, and engaging in meaningful conversations with students.

Teachers should strive to create an environment that encourages open communication and respect for all individuals. They should be willing to listen to students' perspectives and foster a sense of belonging. By doing these things, teachers can help create an atmosphere where students feel safe, respected, and encouraged to make positive contributions in the classroom.

The role of the teacher in skill development is to provide guidance, support, and resources to help students develop their skills. Teachers can help students identify their strengths and weaknesses, set goals for improvement, and provide feedback and encouragement. Teachers can also provide resources such as books, websites, and videos to help students learn new skills. Teachers can use their own expertise to provide support and direction on how to hone and refine skills.

A teacher plays a vital role in building a nation. They are responsible for instilling values into the minds of the youth and helping them to become responsible citizens. Teachers can help to build a nation through their teaching, mentoring and guidance. They can help to develop the social and emotional skills of students, provide a rich and engaging curriculum, and encourage students to take an active role in their learning. Teachers can also help to promote civic responsibility by teaching students about their rights and responsibilities as citizens and encouraging them to take part in the political process. Teachers can help to create a sense of national identity and pride by educating students about their country’s history, culture, and values.

Research Methodology:

Descriptive research is used in this research paper. Sample size 100 and collected data from teacher in Vidarbha region of Maharashtra state in India. The method of data collection is informal

discussion, informal meeting and questionnaire. Convenient Sampling method is used in data collection.

Scope of Research Paper:

Research paper is wholly focus on significance of teaching, learning environment and significance of teacher's satisfaction in the society. This research paper is majorly focusing on crucial components of learning environment with whole discussion.

1. Analysis on respondent's understanding about satisfaction.

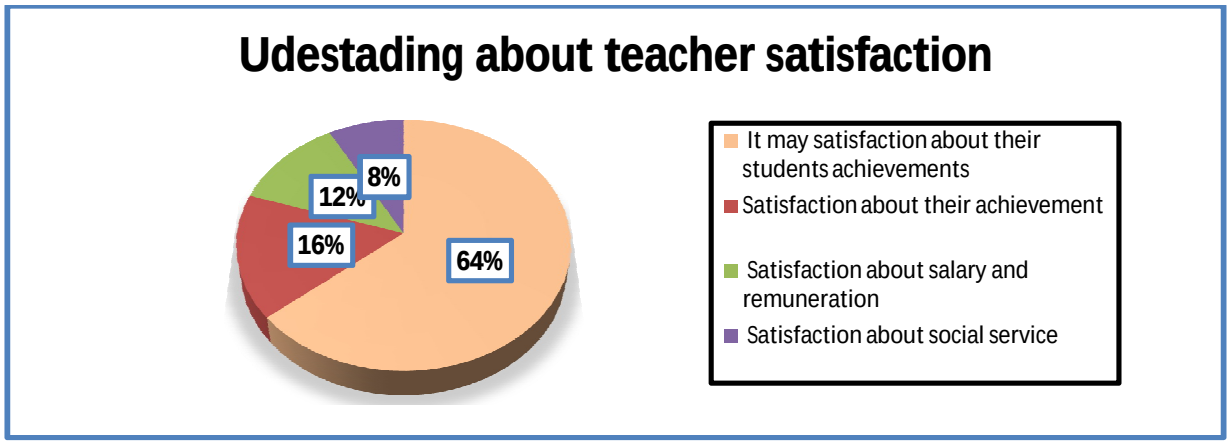

Chart No.1 – Showing understanding about teachers

Data Analysis and Interpretation:

From the above chart it interpreted that most of teachers believe in their student's achievement is factors for great satisfaction. Only some are believing in self-achievement is the factor of satisfaction. Salary is also factor of satisfaction for very few teachers and very less teacher believing in social service as a factor of satisfaction.

2. Different Aims Teachers:

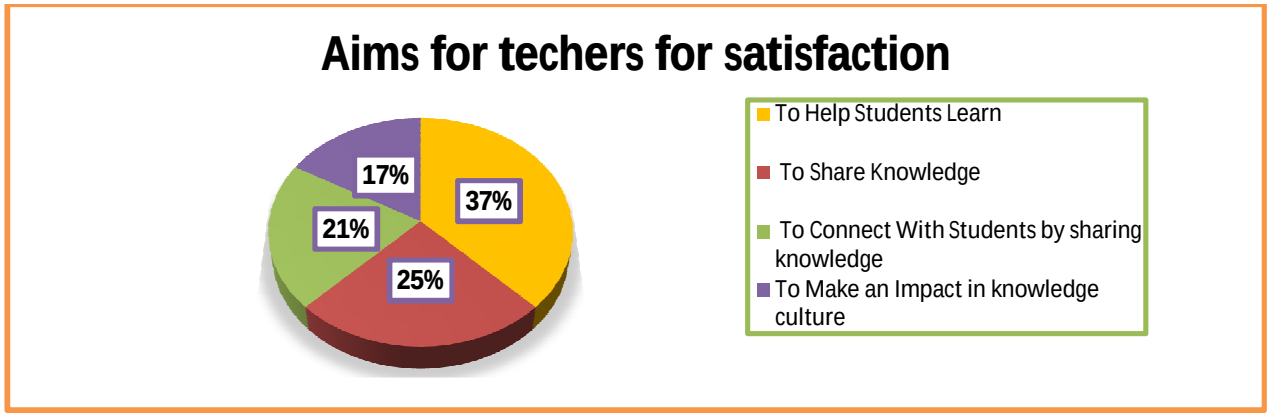

Chart No.2 – Showing aims of teachers for satisfaction

Data Analysis and Interpretation:

From the above chart it is interpreted that majority of teacher's have aims of helping for learning and sharing knowledge. Some teachers are also believing in communication and connection and some are focusing in cultural development of students. The aim of teacher is making good human out of the society.

3. Analysis on Major Expectations of Teacher:

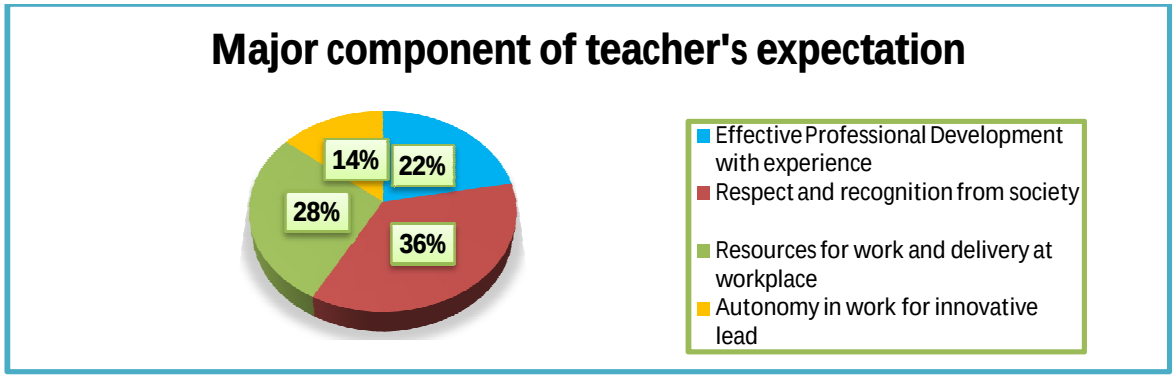

Chart No.3 – Showing major expectations of teachers

Data Analysis and Interpretation:

From the above chart it interpreted that majority of teachers expect respect and recognition and teaching facilities for teacher. Almost 1/4th teachers expecting professional development courses very few teachers have expectations of autonomy & innovative leadership.

4. Major Motivating Factors for Teachers:

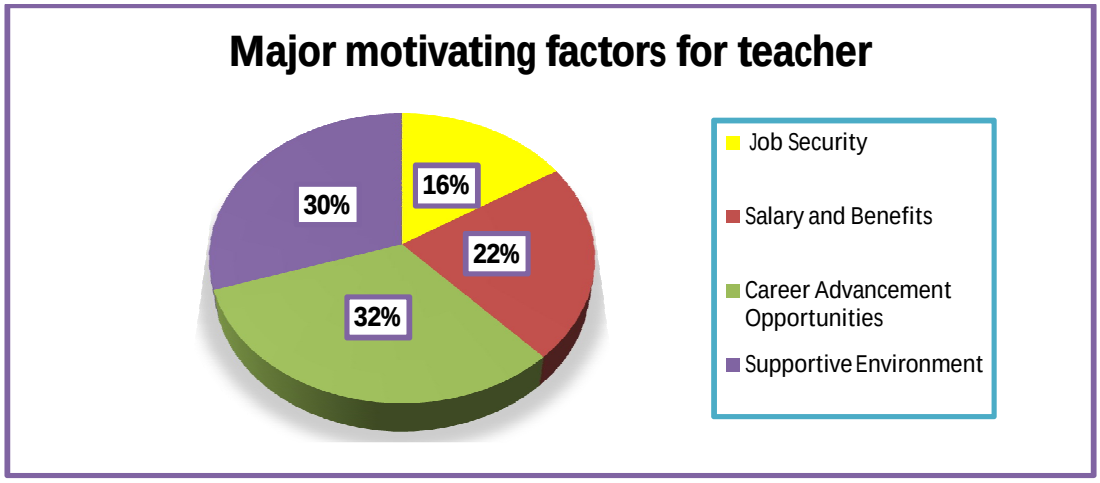

Chart No.4 – Showing major motivation factors for teachers

Data Analysis and Interpretation:

From the above chart it is interpreted that career advancement opportunities and supportive environment at workplace is major motivators. Salary and job security are also other motives by some of the teachers. There are many motives which can enrich the cooperative

culture of the organization. Analysis on other major motivating factors for teachers.

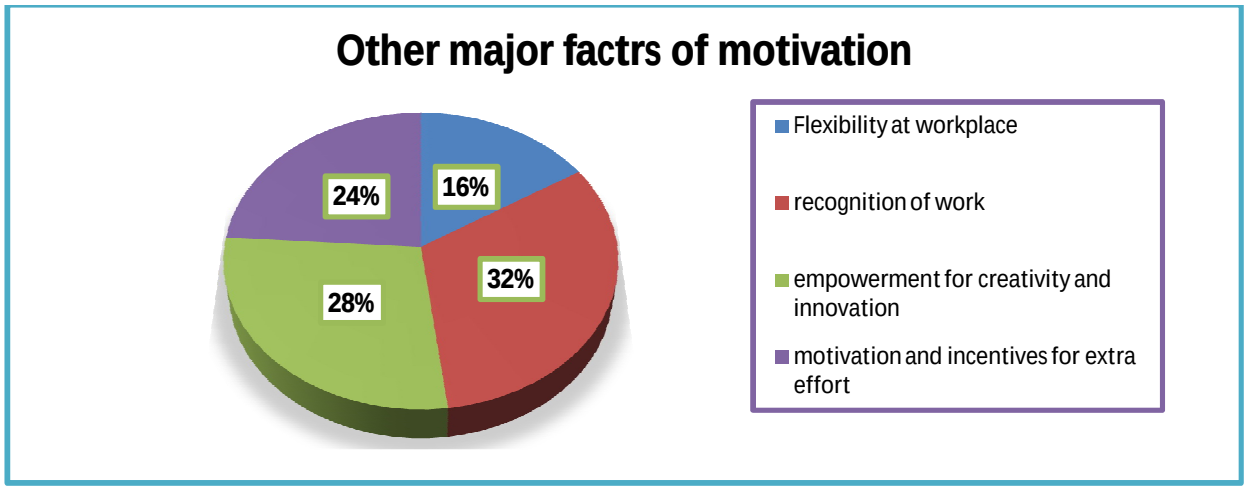

Chart No.5 – Showing other major motivating factors for teachers

Data Analysis and Interpretation:

From the above chart it is interpreted that recognition of work and empowerment for creativity & innovation are factors for motivation for majority of teachers. Some teachers also expect motivation though flexibility at workplace and incentive for extra effort.

Conclusion:

There are many factors for motivation and satisfaction. As per survey achievements of students is the major factor of satisfaction. Sharing knowledge, betterment in communication, emotional connection with student with effective sharing of knowledge are the aims of teachers. Respect from the society, career advancement by employer, supportive environment, and proper facility for teaching are the main components for motivation at workplace for teachers. Recognition, empowerment and creativity in work are also major motivators for teachers.

References:

1. Maruti Sriram Ayyagari & Remya Lathabhavan-A Study on Employee Satisfaction and Organizational Commitment
2. Anju Kalluvelil Janardhanan-'A Study On Job Satisfaction Of Employees In Bpcl – Kochi Refinery Limited, Ambalamugal'
3. Szymon T. Dziuba & Manuela Ingaldi & Marina Zhuravskaya-Employees' Job Satisfaction And Their Work Performance As Elements Influencing Work Safety
4. Akshi Singh-'A Study On Work-Life Balance Of Female Employees In Education Sector'
5. Ms. Vaibhavi A. Bhatia and Ms.Ripal Patel-'A Study On Employees' Satisfaction Towards

Performance Appraisal System At Power Generation Company'

6. Alex Edmans & Darcy Pu & Chendi Zhang-'Employee Satisfaction, Labor Market Flexibility, and Stock Returns Around the World'
7. Saadia Bakhtawar-Impact of motivation on job satisfaction 'A case study of NGOs in Karachi'
8. S. Jayanthi& Dr .k. Ilangovan 'A Study on Awareness and Satisfaction towards Employee Welfare Measures'.
9. Dr. Radhika Kapur- Factors influencing job satisfaction
10. Girisha M C -Job satisfaction a study at AT& S India pvt Ltd Nanjangud (Mysore district Karnataka)