



Job Satisfaction of Higher Secondary School Teachers in Context of Type of School

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Abstract

Job Satisfaction is an attitude towards job taking into account of feeling, beliefs and behaviours. Job Satisfaction is more a journey not a destination. The profession of teaching is one of the most responsible and stressful profession in all over world and job satisfaction help teachers to complete their responsibility effectively. Present study was related to this important area. The objective of study was to compare mean scores of Job Satisfaction of government and private higher secondary school teachers; hypothesis was there is no significant difference in the mean scores of job satisfaction of government and private higher secondary school teachers. 75 teachers were randomly selected for sample. Data were analysed with help of 't' test. Job Satisfaction of government school teachers was found higher than private school teachers.

Introduction

Job satisfaction is a set of favourable or unfavourable feeling and emotions with which employees view their work. Job satisfaction is an affective attitude consists of feeling, thoughts and intention of act. It may be defined as overall attitude towards the profession which results from of balancing and summation of many specific likes and dislikes experienced in connection with job. Job satisfaction is a complex variable and is influenced by situational factors of the job as well as the dispositional characteristics of the individual. It is defined as the positive emotional response to the job situation resulting from attaining what the employee wants from the job. No doubt job satisfaction is an attitude but one should clearly distinguish the objects of cognitive evaluation. Which are affective, believes and behaviours hence job satisfaction is an attitude towards job taking into account feeling, believes and behaviours.

According to dictionary of education job satisfaction is the quality, state and label of satisfaction as a result of various interests and attitude of a person towards his job. It is the desire with which employees view their work.

Job satisfaction typically refers to attitudes of a particular employee but assessments of individual employees satisfaction can be averaged over all member of an organization.

Attempts to improve performance in schools will never succeed if teachers' job satisfaction is ignored. If employees in an organization are motivated, they will render services to the employer and customers very efficiently and effectively (Mbua, 2003). This implies that motivated and satisfied secondary school teachers are most likely to affect the students learning positively while the opposite of that may have negative impacts on students performance. Educational leaders and administrators/managers have to pay special attention to the phenomena of motivation and job satisfaction.

The researcher named Agrawal(1991),Friedman(1991),NongrumMedalin(1992), Charly and Cary(1993), Capel(1997),Mbua(2003) were studied on Job Satisfaction of school teachers but there is inconsistency in their findings and variables are also different in different studies. Now a day teachers are losing their faith in teaching performance because they are in teaching profession only because of their need so they perform their duty only for livelihood. So for making a positive attitude towards teaching profession teachers must have faith in teaching profession, in this regard the researcher feels that a study of job satisfaction can provide



information to educational administrators to help them understand the teachers in a better way and explore the best possible way to maximize the carrier adjustment of teachers.

Objective

The objective of this study was to compare mean scores of Job Satisfaction of government and private higher secondary school teachers.

Hypothesis

The hypothesis of this study was there is no significant difference in the mean scores of job satisfaction of government and private higher secondary school teachers.

Methodology

sample

This study was descriptive type .the study was conducted among higher secondary school teachers from the Indore city. Sample comprised of 75 higher secondary school teachers which were selected randomly.

Tool

Job Satisfaction was the variable to be assessed in present study with the help of 'Teacher job satisfaction questionnaire' constructed and standardised by Pramod Kumar and D.N.Mutha.This questionnaire covers four aspects of job satisfaction namely satisfaction with work and work condition, institutional plan and policies, salary and security of job. Questionnaire consists of 29 highly discriminating yes-no type items.

Procedure of data collection

The subjects were explained the objective of colleting the information and necessary instruction was given for responding the questionnaire. During instructions the subjects were informed that although there is no time limit but not much time be devoted on a particular question. After implementing the questionnaire it was collected back for scoring.

Analysis of data

In order to analyse the difference of mean scores of job satisfaction of government and private higher secondary teachers, t-test was applied.

Result and Interpretation

According to the objective and hypothesis of present study t-test was applied for data analysis and result is given in table.

Table: Summary of test of normality

Job satisfaction	Type of school	Shapiro-Wilk		
		statistic	df	Sig.
	Government	.950	40	.074
	Private	.850	35	.061

From the above table value of Shapiro wilk statistics for government and private School teacher is .950and .850 respectively with the df 40 and 35 and p-value is.074 and .061 respectively which is greater than 0.05 hence the null hypothesis for normal distribution "the distribution job satisfaction scores of government and private school teacher dose not differ significantly from normality" is not rejected. Therefore means assumption of normality fulfils from table value thus next step was proceed.



Table: Summary of test for Equality of Variances

Job satisfaction	Equal variance assumed	F	Sig.
		.395	.532

From above table value of leven's statistic for job satisfaction F-value is .395 whose significance value is .532 which is greater than 0.01 so the null hypothesis "there is no significant difference in the variance of job satisfaction of government and private school teachers" is not rejected at the 0.01 level of significance. Thus assumption of homogeneity of variance is fulfilled so further t- test was calculated.

Table : Summary of Independent sample test

	Type of school	N	Mean	Std.dev.	t-value	df	Sig(2-tailed)
Job satisfaction	Government	40	11.100	1.2969	13.65	73	0.000
	private	35	7.400	1.0058			

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From above table t value for job satisfaction of government school teacher is 13.65 whose df is 73 and 2 tailed significance value is .000 which is less than 0.01 hence it is significant at 0.01 level of significance. Therefore the null hypothesis "there is no significant difference in the mean scores of job satisfaction of government and private higher secondary school teachers 'is rejected.'

Further it can be seen that mean score of job satisfaction of government school teacher is 11.100 which is greater than the mean scores of job satisfaction of private school teacher which is 7.400. hence it is clear that job satisfaction of government school teacher is higher than private school teachers.

Finding

Finding of the study was the Job satisfaction of government school teachers found higher than the job satisfaction of private school teachers.

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