

A Comparative Study of Job Satisfaction among female teachers at secondary level

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Abstract: Teachers are the special human beings given by the nature. They can help to frame everyone's future. A teacher has many qualities; they are just like a bag that is full of knowledge, but this knowledgeable bag is not an ordinary bag, it has many miracle powers because whenever we want to empty the knowledge of this bag, every time the bag become full. Some teachers are strict, some are soft hearted, some behave like a friend and some behave like foe but the aim of all is same, they always want to develop a good and responsible citizen in their students. This study aims to investigate the job satisfaction level among government and private secondary school female teachers. 100 respondents from private secondary schools and 100 from government secondary schools. Data analyzed with descriptive statics using SPSS version21. The study was found that job satisfaction of government secondary schools teachers are high compare to private secondary schools teachers.

Keywords: miracle, soft hearted, knowledge, job satisfaction, descriptive.

1. INTRODUCTION

A teacher is an important component of the society, not only in present era but also in the ancient time. Teacher's position is still maintained as well. Job satisfaction of teachers is not important only for socio- economic scenario of the country but it is also address the future concerns of the youth because satisfied teacher can provide a good environment for study and they can also provide the marvelous opportunity to the learners. Teaching is very challenging but rewarding profession. Every child needs, dedicated and outstanding teachers, who know their subject matter, effectively trained, and know how to teach to high standards and to make learning come alive for students. A teacher is a person who helps students to acquire knowledge, competence or virtue. Satisfied teachers can perform their responsibilities with more concentration and devotion. Now days the role of teachers in the society and in the education has been changed, but the importance of their position remains same. Emotional and psychological experience at any work is the combination of Job satisfaction; it is the relationship between what everyone expects in accordance to what everyone achieves. Class performance and productivity of schools are also depends on Job satisfaction. When the teachers are satisfied with their jobs they would get interested to teach their students effectively.

2. OPERATIONAL DEFINITION OF THE TERMS

Job Satisfaction

Job satisfaction is an essential part through which an individual pay attention to their organization and their working place. Several studies have been conducted to search out the factor which contemplate job satisfaction, satisfaction makes the day's work easy and whole day the events run very calmly but the darken shadow of dissatisfaction to push the individual in a haze of dumps. As **Sargent and Hannum (2005)** stated, highly effective and motivated teachers are those types of teachers who acquire Job Satisfaction. **Woods and Weasmer (2002)** suggested that when teachers are satisfied, the rate of attrition is reduced, collegiality is enhanced, and job performance improves.

Nowadays schools or any other educational institutions are looking at as a part of social system. For a successful teaching learning process; job satisfaction is a primary thing to require. Job satisfaction is a type of complicated event including various institutional, social and intimate aspects. sufficient satisfaction provide inner peace and if the teachers is satisfied with their job and they will be reach on that place where they will fulfill educational objectives as well as sovereignty goals. If teacher experiencing dis- satisfaction with their job, they would not be adept to grow adorable attitude, worth, habits , attentiveness and other qualities in his disciple and it will be very difficult for them to keep his accountability perfectly.

To developing the future of our nation a teacher plays an important role. It is considered that teaching occupation is best to all occupation and this is the duty of the teachers to keep it the best, but it all depends on teacher's satisfaction if they satisfied with their job then they will do their job sincerely and with their full efficiency. Now days, the importance of teachers gone up because in society, a lust of dishonesty, poverty, wealth and erroneous tendency raising day by day. Teachers job satisfaction develop a positive aptitude , with this aptitude they completely dedicated to their work there are many studies conducted on job satisfaction both in India and abroad no study appeared to be conducted on govt. and private female teachers on secondary level the measure finding of some other studies are as given below –

Government secondary schools

Government school means a public school wholly owned by the Government, it is directly administered and controlled by the Ministry and includes a school, educational institution or class established and maintained by the Minister. A secondary school is an organization that provides secondary education and the building where this takes place. Secondary schools typically follow on from primary schools and prepare for vocational or tertiary education.

Private secondary schools

Private secondary schools, which are run by private individuals, private organizations or religious groups. These schools offer the same types of diplomas as public schools. Usually offering general, technical, vocational, or college-preparatory courses. These schools under the financial and managerial control of a private body or charitable trust, accepting mostly fee- paying pupils.

A school founded and maintained by a private group rather than the government

Factors affecting Job Satisfaction

According to **Herzberg (1959)**, Job Satisfaction or dissatisfaction of an employee depends on two major important factors or elements. These are:

- i. **Intrinsic Factors or Elements:** These factors are related to job such as achievement, recognition for achievement, the work itself, responsibilities, and growth or advancement. He describes these factors as “Motivation factors”.
- ii. **Extrinsic Factors or Elements:** This is related to institution such as working conditions, salary, supervision, company or institutional policy and administration, interpersonal relationships, status, and security. He considered these factors as “hygiene factors” or “context” factors.

Prasad (2004) said that Job Satisfaction or dissatisfaction of an employee determine by many factors or determinants which are responsible. He has specified them into three broad categories or dimensions:

A. **Individual Factors:** Individuals have certain expectations from their jobs. If these expectations are met from the job, they feel satisfied. These expectations are based on the following aspects:

- i. Level of Education
- ii. Age
- iii. Other factors i.e. may be social and family life

B. **Nature of Job:** Nature of job is one of the most influencing factors of Job Satisfaction of an employee. Prasad included two aspects in this dimension:

- i. Occupation level
- ii. Job content

C. Situational Variables: It is related to organizational context where the management and interaction of individuals take place in the organization. Some of the important situational variables or factors which affect Job Satisfaction of an employee are given as follow.

- i. Working Condition
- ii. Supervision
- iii. Equitable rewards
- iv. Opportunity for promotions
- v. Work group

3. LITERATURE REVIEW

Ghosh and Panda (2014) have conducted a study on “*A Comparative Study of Job Satisfaction among Teacher Educators in Different Types of Secondary Teachers’ Training Institution in West Bengal*”. The study disclose that the level of Job Satisfaction of Teachers working in Govt. and Govt. Aided teacher training institutions are better than the Teachers who are working in self-financing teacher training institutions and study found that there is a significant difference among Teachers of Govt. Aided and Self-Financing teacher training institutions regarding their Job Satisfaction.

Thakur (2014) has conducted a study on “*A Comparative Study on Job Satisfaction of Teacher Educators in Relation to Private Teachers’ Training Institutions of University of Gour Banga and University of Kalyani*”. The study lighted that, the level of Job Satisfaction of Teacher Educators of private teachers” training institution was containing 0% for the level of extremely satisfied as well as very satisfied whereas, 13% containing moderately satisfied, 86% comprising not satisfied and 1% was extremely dissatisfied level of Job Satisfaction. Therefore, it can be said that the key percentages of Teacher Educators had no Job Satisfaction and There is no significant difference between the level of Job Satisfaction of male and female Teacher Educators in relation to private teachers” training institutions of University of Gour Banga and University of Kalyani.

Rahim Nadiya, Rajjak Shazia (2013) carry out a study on job satisfaction among the primary public and private school teachers the study found that all the variables which are including in study are associated with each other accepted work load and autonomy.

Strydom Louis and other (2012) conducted a study on job satisfaction among teachers and special need of school the study found the level of job satisfaction is moderate and there is no difference between male and female teachers on job satisfaction.

Sridevi (2011) has conducted a study on “*Job Satisfaction of Teacher Educators of University of Mysore*” and the study was focused on the majority of the Teacher Educators expressed moderate level of Job Satisfaction. And study found that there are no significant differences in the Job Satisfaction of the Teacher Educators with respect to gender and locale. The Teacher who are working in aided institutions were highly satisfied with their job than the Teacher of unaided and government institutions.

Sylvester (2010) has conducted a study on “*Attitude towards Teaching Profession and Job Satisfaction of Teacher Educators*” and study disclose that the factors like gender, location of institutes, teaching experience of Teachers have no significant difference on their attitude towards teaching profession as well as level of Job Satisfaction.

Vyas M.P.A. (2002) “carry out the study of primary school teacher with respect to sex, marital status and education qualification”- and the study found that there is no difference between job satisfaction of primary school teacher with respect to sex, marital status and educational qualification.

Gupta S.P. (1994) “conducts a study on teacher job satisfaction and their effectiveness”- the study found that there is significant relation between job satisfaction and their effectiveness of college teachers.

The above review exposed that no study has been stipulated to find the job satisfaction of female teachers of government and private secondary school. The study were limited to secondary school of govt. and private sector at school level it’s a

well-known fact that secondary schools play an important role in students life so, the role of teachers also very challenging at this level.

Teachers face many problems but if they satisfied then they will solve any problem very smoothly. Dissatisfied teacher cannot face the problem quietly and he became irritate when a problem come in front of them.

OBJECTIVES OF THE STUDY

- (i) To find out the level of Job Satisfaction of female Teachers working at government and private secondary schools.
- (ii) To find out the level of Job Satisfaction of female Teachers with respect to place of their posting, salary and quality of life.

HYPOTHESES OF THE STUDY

- (i) **H01:** There would not have high level of Job Satisfaction of female Teachers working at government and private secondary schools.
- (ii) **H02:** There would not have any significant influence on the level of Job Satisfaction of female Teachers with respect to place of their posting, salary and quality of life.

4. METHODOLOGY OF THE STUDY

Method of the Study: This study is a type of Empirical research and based on survey method. the investigator has selected survey method as the most suitable method for conducting the present study. Therefore, the researcher has used the different tools, techniques, strategies and methods of survey type research to collect, analyze and interpret the data in the present study.

Sample of the Study: There are around 50 secondary schools among which 20 Government schools and rest 30 Private schools in the district of Jhansi. Near about 1000 Teachers are engaged to teach. The researcher has selected only 200 Teacher Educators out of which 100 Teachers have been taken from 10 Government schools and rest 100 Teachers have been taken from 20 Private schools as a sample for the present study.

Tools for data collection: For data collection a well-design questionnaire was used. Here, we used a job satisfaction scale constructed by Dr. Amar Singh and Dr. T.R. Sharma (2009) this scale consists only 30 items. The scale has both positive and negative responses. Questionnaire was containing information regarding designation, salary, job security and social status.

Techniques of Data Analysis: The present investigators have used Mean, S.D. t-Test, ANOVA and Graph for analyzing the data.

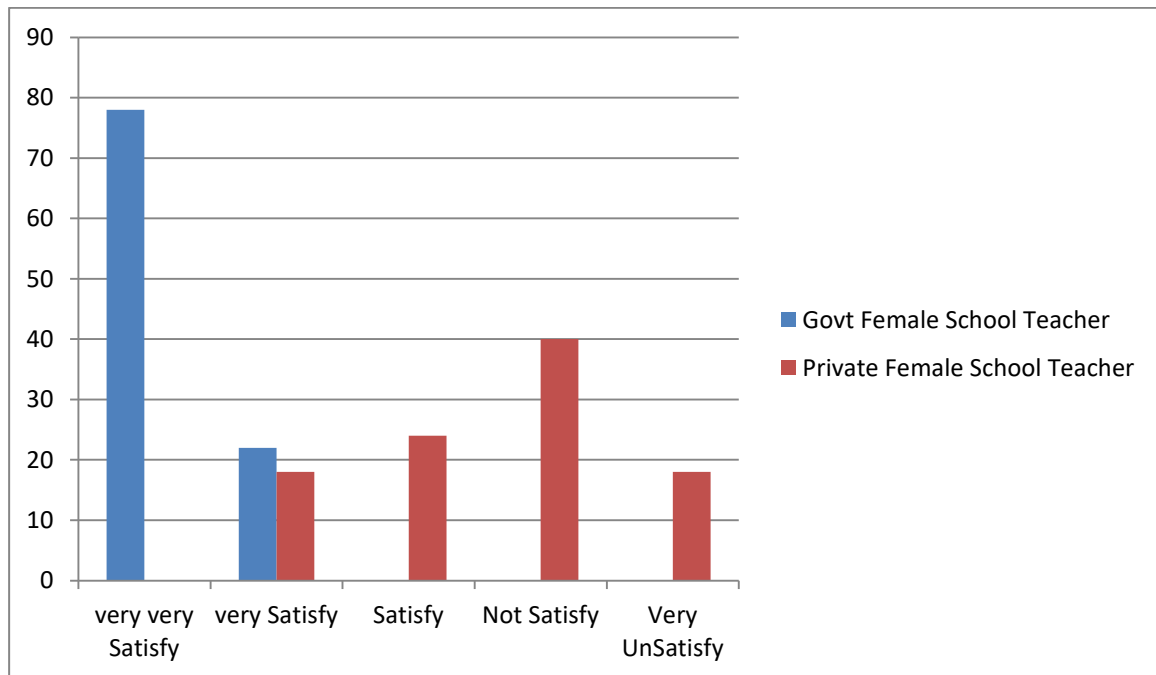
It is a type of rating scale there five option respondent choose any one option out of them for each item and the responses are extremely satisfied , satisfied, average satisfied ,dissatisfied and extreme dissatisfied. After collecting the all Questionnaires (405) from the 20 (Twenty) Govt. and 20 (Twenty) Private schools, the investigator calculated the total score of Questionnaire by computing the score against the each and every item. In computing the score of each items of the Questionnaire, the analyst has used a preselected method. In case of positive item, direct scoring method, 5-4-3-2-1 has been used and in case of negative items, reverse scoring method that was 1-2-3-4-5 has been used by the analyst. In computing the score of each and every items of the Questionnaire the investigator has been done this total process very carefully and sensitively.

Table no.1

s.no.	Factors	Private female teachers	Govt. female teachers
1	Place of posting and work status	22%	40%
2	Cooperation and democratic work	54%	49%
3	Social mentality such as intelligence and social cycle	70%	74%
4	Economic condition like pay and allowance	65%	68%
5	Community/ national development such as quality of life and national economy	71%	53%

Correlation between job satisfaction of government & private secondary school female teachers

In table no. 1, it is clear that factors that are affecting level of job satisfaction are - Place of posting, working status, Cooperation and democratic work, Social mentality such as intelligence and social cycle, Economic condition like pay and allowance and Community/ national development such as quality of life and national economy, in all these factors it is seen that the level of job satisfaction of government secondary school female teachers are high comparatively private secondary school female teachers. In factor, Place of posting, working status and Community/ national development such as quality of life and national economy are seeing high variation.

Graph shows the Number and Percentages of Satisfied and Dissatisfied Female Teachers of Secondary Schools.**Table no.2**

Types	No.	Mean	SD	T-value
Govt. female teachers	100	72.98	8.7	3.05
Private female teachers	100	40.64	8.11	

Testing of H_01 and Interpretation:

To examine the level of Job Satisfaction of Teachers working in government and private secondary schools in Jhansi district, the present researcher compare the actual obtained Mean Scores and SDS with the Neutral Points or values (with $SD=0$), „t“-test is applied (Showing in the table no-2). From this table, it is seen that the obtained „t“-value (**3.05**) of the whole group of Teachers in respect to Overall Job Satisfaction is greater than the table value at the both 0.05 and 0.01 level of significance Therefore, the result is significant and it may be concluded that there would have high level of Job Satisfaction of government Teachers compare to private secondary school teachers working in Jhansi. Hence, the null hypothesis i.e. “There would not have high level of Job Satisfaction of female Teachers working at government and private secondary schools” is rejected in general.

Testing of H_02 and Interpretation:

From same the table no-2, it is observed that the obtained „t“-value (**3.05**) with respect to Overall Job Satisfaction of government and private secondary school Teachers is greater than the table value at the both 0.05 and 0.01 level of significance. Therefore, the result is significant and it may be concluded that there would have significant influence on the level of Job Satisfaction of female Teachers with respect to place of their posting, salary and quality of life. Hence, the null hypothesis i.e. “There would not have any significant influence on the level of Job Satisfaction of female Teachers with respect to place of their posting, salary and quality of life.” is rejected in general. Further, it is also observed that the

Mean Score (72.98) of government female Teachers is greater than that (40.64) of private Teachers in respect to their Overall Job Satisfaction Hence, on the basis of obtained Mean Scores it may be concluded that the government female Teachers have comparatively high level of Job Satisfaction compared to the private Teachers and it is statistically significant.

5. CONCLUSION

The study found that the female teachers of Government Secondary School are more satisfied compared to private female teachers of secondary school both are satisfied with their social status. But there is fluctuation between salary and job security. In government sector

Teachers are extremely satisfied with their salary but in private sector salary is not so attractive, so private female teachers are little bit dissatisfied with their salary. Job security is one of the most challenging factor which affected Job satisfaction in government school teachers have no risk to lost their job they have job security but in private school teachers always work about their job .So that the level of dissatisfaction is higher among private female teachers with reference to job security.

It is also clear that they are not satisfied with their salary and compensation that they are getting from their job. Hence, this issue should have to take into consideration by the concerned authorities and government and have to take few effective measures especially in case of private secondary schools in order to ensure as well as increase the level of Job Satisfaction of Teacher Educators. All efforts should be taken to improve the job satisfaction of female teachers who are working in private secondary schools.

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