

## JOB SATISFACTION AMONG SECONDARY SCHOOL TEACHERS

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### Abstract

*The purposes this study is to analyse the job satisfaction among secondary school teachers in relation to their gender, locality and management. A sample of 100 secondary school teachers was selected by using random sampling technique. The sample was collected from Tirupati town Chittoor district of Andhra Pradesh. The obtained data was analysed by using means, S.D's and t-test. The study revealed that there is no significant difference between the job satisfaction of male and female teachers of Secondary schools. There is no significant difference between the job satisfaction among rural and urban secondary school teachers. The government secondary school teachers have higher job satisfaction than the private secondary school teachers.*

**Keywords:** *Job Satisfaction, Teachers, Secondary school,*

### INTRODUCTION

Education is a continuous process. It may be formal, informal or non-formal. In formal education teacher has a very important place in improvement of education. Teachers' role in society in general and in education has been changing with time but the importance of this position is same. The teacher is the pre-requisite of the success of educational programmes. The main quality of teacher is the positive attitude towards education. He/ She must have the ability to get satisfied from their respective jobs. Job satisfaction is a favourableness with which workers view their job. It results when there is a fit between job requirement and the wants and expectations of employees. In other words, it expresses the extent of match between worker's expectations (also aspiration) the rewards, the job provides, the values it creates and get cherished. School teachers are the most important group of professional for our nation's future. Therefore, it is astonishing to know that even today many of the school teachers are dissatisfied with their jobs. Job satisfactions among school teachers are good not only for themselves but society as a whole. It increases productivity and classroom performance in the

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schools. Teachers are the source of guidance in all the crucial steps in the academic life of the students. When the teachers are satisfied in their job at that time only they have interested to teach students with efficiently and effectively. Teaching is regarding as the noblest profession. It is therefore important that those individuals who join the teaching profession should be dedicated and competent in their work. A teacher can perform to the maximum of his capacity; if he/she is satisfied with his/her job. Every profession has certain aspects responsible for job satisfaction along with attitude and teaching is not an exception unless and until a teacher derives satisfaction on job performance and develops a positive attitude towards education, he cannot initiate desirable outcomes to cater to the needs of the society. Only satisfied and well-adjusted teacher can think of the well-being of the pupils. Job has a central role in people's life. Apart from the fact that it occupies a lot of their time, it also provides the financial basis of their life. Thus, the context of employees' job should be attractive and contribute to their satisfaction. It is believed that satisfaction at work may influence various aspects of work such as efficiency, productivity, absenteeism, turnover rate and intention to quit and finally employees' wellbeing). The word satisfaction is a term commonly employed to describe condition an individual found him/herself after a particular occurrence. It describes state of inner feelings that follows interaction with people or object. It has also been directly substituted with other feeling words such as gratification, happiness, compensation, fulfilment, joy, excitement and self-actualization.

### **OBJECTIVES OF THE STUDY**

- To compare secondary school teachers on job satisfaction with respect to their gender.
- To compare secondary school teachers on job satisfaction with respect to their school locality.
- To compare secondary school teachers on job satisfaction with respect to their school management

### **HYPOTHESIS**

- There is no significant difference in job satisfaction of Male and Female teachers of secondary school.
- There is no significant difference in job satisfaction of government and private secondary school teachers.
- There is no significant difference in job satisfaction of rural and urban secondary school teachers.

## METHODOLOGY

The study was undertaken by descriptive research in nature. In this study, the sampling unit was secondary teachers of the 10 Government Secondary schools and 10 private secondary schools of tirupati town Chittoor district of Andhra Pradesh. A sample of 100 secondary school teachers was selected by using random sampling technique. The secondary data was collected by the standardized tool namely teacher's job satisfaction scale (TJSS-MMB) developed by Yudhvirendra Mudgil, I.S. Mubar and Prabha Bhatia established in 1971. The scale consists of 75 items based on Likert scaling technique. The obtained data was analyzed by using means, S.D's and t-test.

## RESULTS

**Objective1. To compare secondary school teachers on job satisfaction with respect to their Gender.**

Variable	Sample	Sample size (N)	Mean	S.D.	t-value
Gender	Male	50	270.57	12.63	0.47 #
	Female	50	272.85	18.52	

# Not Significant at 0 .05 level

In table 1, it is inferred that there is no significant difference between the job satisfaction of male and female teachers of Secondary schools.

**Objective 3. To compare secondary school teachers on job satisfaction with respect to their school locality.**

Variable	Sample	Sample size (N)	Mean	S.D.	t-value
Locality	Rural	50	276.52	18.10	0.71 #
	Urban	50	275.35	13.27	

# Not Significant at 0 .05 level

Table 3, It indicates that there is no significant difference between the job satisfaction among rural and urban secondary school teachers. Hence the formulated hypothesis was accepted

**Objective 4. To compare secondary school teachers on job satisfaction with respect to their school management.**

Variable	Sample	Sample size (N)	Mean	S.D.	t-value
Management	Govt.	50	271.62	16.32	2.03 *
	Private	50	265.31	14.63	

\*Significant at 0.05 level

Table-4, the calculated t-value is 2.03 which is significant at 0.05 level. It indicates that government secondary school teachers have higher job satisfaction than the private secondary school teachers. Hence the formulated hypothesis was rejected.

### **FINDINGS OF THE STUDY**

The study revealed that there is no significant difference between the job satisfaction of male and female teachers of Secondary schools. There is no significant difference between the job satisfaction among rural and urban secondary school teachers. The government secondary school teachers have higher job satisfaction than the private secondary school teachers.

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