



Job Satisfaction Among Primary Teachers – A Study of Select Schools Puducherry

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ABSTRACT

The present study intends to find the job satisfaction among the primary level teachers in Pondicherry region. The researcher uses correlation and regression for analyzing the data and its found that job satisfaction of the staff is closely correlated with the support aided by the institution. The meaningfulness of the job which constitutes key points like interaction with colleagues, ability to use their skills is also correlated with job satisfaction. The study infers that only 31.8 % of the factor studied affects job satisfaction. Job satisfaction is the degree to which individuals feel positively or negatively about their jobs

KEYWORDS : Job Satisfaction, correlation, regression

1. INTRODUCTION

Job Satisfaction refers to how well a job provides fulfillment of a need or want, or how well it serves as a source or means of enjoyment. Job satisfaction is the degree to which individuals feel positively or negatively about their jobs. Theories of Job Satisfaction-Content Theories, Process Theories, Situational Theories. Content Theories- When discussing human needs, growth, and self-actualization, Abraham Maslow and his "hierarchical theory" is not too far from human lifestyle today. Maslow's (1954) traditionalist views of job satisfaction were based on his five-tier model of human needs. At the lowest tier, basic life sustaining needs such as water, food, and shelter were identified. Content Theories-The next level consisted of physical and financial security, while the third tier included needs of social acceptance, belonging, and love. The fourth tier incorporated self-esteem needs and recognition by one's peers, and at the top of the pyramid was reserved for self-actualization needs such as personal autonomy and self-direction. Content Theories-Maslow infers, that the needs of an individual exist in a logical order and that the basic lower level needs must be satisfied before those at higher levels. Process Theories-(Gruenberg, 1979) Process theories attempt to explain job satisfaction by looking at expectancies and values. This theory of job satisfaction suggests that workers' select their behaviors in order to meet their needs. Within this framework, Adams' (1963) and Vroom (1982) have become the most prominent theorists. J. Stacy Adams' suggested that people perceive their job as a series of inputs and outcomes. Process Theories inputs are factors such as experience, ability, and effort, while outcomes include things like salary, recognition, and opportunity. This theory is based on the premise that job satisfaction is a direct result of individual's perceptions of how fairly they are treated in comparison to others. Situational Theories-The situational occurrences theory emerged in 1992, when Quarstein, McAfee, and Glassman stated that job satisfaction is determined by two factors: situational characteristics and situational occurrences. Situational Theories-Situational has characteristics are things such as pay, supervision, working conditions, promotional opportunities, and company policies that typically are considered by the employee before accepting the job. The situational occurrences are things that occur after taking a job that may be tangible or intangible, positive or negative. Positive occurrences might include extra vacation time.

2. OBJECTIVES OF THE STUDY

The main objectives of this study are

- To discover the various expectations those determine the satisfaction level of teacher.
- To measure the level of satisfaction of teachers with respect to the Institution.
- To judge the level of job satisfaction of teachers on various parameters.

3. METHODOLOGY

Measurement of Job Satisfaction can be done by popular Job Satisfaction Questionnaires Minnesota Satisfaction Questionnaires (MSQ) Job Descriptive Index (JDI) MSQ- Developed in 1967 by Weiss, Dawis, England, & Lofquist, the Minnesota Satisfaction Questionnaire (MSQ) has become a widely used instrument to evaluate job satisfaction. MSQ measures by means of-Working Conditions, Chance of Advancement, Freedom to use one's own Judgment, Praising for doing a good job. The MSQ has been widely used in studies exploring client vocational needs, in counseling follow-up studies, and in generating information about reinforcement in jobs. The MSQ can be used in an individual or group setting, and standardized instructions for administration are provided.

Minnesota Satisfaction Questionnaires (MSQ) The 1963 version of the MSQ uses a standard five-point response scale. Response choices are "Very Satisfied", "Satisfied", "N" (Neither Satisfied nor Dissatisfied), "Dissatisfied" and "Very Dissatisfied." Minnesota Satisfaction Questionnaires (MSQ) The 1967 version adjusted for this by changing the response options to "Not Satisfied," "Somewhat Satisfied," "Satisfied," "Very Satisfied," and "Extremely Satisfied. This modification resulted in a symmetrical scale score distribution that centered on the "satisfied" category and evidenced larger item variance. Job Descriptive Index (JDI). The Job Descriptive Index (JDI) was first discussed in Smith, Kendall, and Hulins publication of the Measurement of Satisfaction in Work and Retirement (1969) scale is designed to measure employees satisfaction with their jobs by looking at five important aspects or facets of job satisfaction which are present job, Job Descriptive Index (JDI) measured by means of:-o The work itself – responsibility, interest and growth. Effects of Job Satisfaction on Employee Performance. Importance of job satisfaction can be viewed in two context:- I) To join and remain a member of an organization. II) To work hard in pursuits of high level task performance. Job Satisfaction can be influences:- i) Absenteeism. ii) Turn over.

In this study questionnaire was given to 20 Educational Institutions and data was collected after a period of time. The questionnaire sought to determine whether there was a significant relationship between job satisfaction and the five job dimensions: Job Characteristics (JC); Social Benefits; Meaningfulness of the Job (MJ); Support from Administration (SA); and Intention to Remain (IR).

In order to find the relationship and significance of the variables the researcher uses correlation and regression for analyzing the data.

The data was evaluated using SPSS tool data was analyzed to check for its correlation and regression.

4. RESULTS AND DISCUSSIONS

TABLE 4.1. Relation between Job Satisfaction and its Five Variables

Correlations		JS	JSJC	JSSB	JSMJ	JSSA	JSIR
JS	Pearson Correlation	1					
	Sig. (2-tailed)						
	N	42					
JSJC	Pearson Correlation	-.447**	1				
	Sig. (2-tailed)	.003					
	N	42	50				
JSSB	Pearson Correlation	-.431**	.580**	1			
	Sig. (2-tailed)	.006	.000				
	N	39	46	46			
JSMJ	Pearson Correlation	-.131	.459**	.585**	1		
	Sig. (2-tailed)	.410	.001	.000			
	N	42	50	46	50		
JSSA	Pearson Correlation	-.043	.355*	.515**	.682**	1	
	Sig. (2-tailed)	.785	.011	.000	.000		
	N	42	50	46	50	50	
JSIR	Pearson Correlation	-.311	.080	.490**	.280	.487**	1
	Sig. (2-tailed)	.054	.597	.001	.059	.001	
	N	39	46	43	46	46	46

** . Correlation is significant at the 0.01 level (2-tailed).
 * . Correlation is significant at the 0.05 level (2-tailed).

From the above table we infer that the job satisfaction of the staff is closely correlated with the support aided by the institution. Secondly meaningfulness of the job which constitutes key points like interaction with colleagues, ability to use their skills is also correlated with job satisfaction. All other key variables like job characteristics, social benefits and intention to remain in the job are negatively correlated with job satisfaction.

TABLE 4.2. Significant Factor for Job Satisfaction

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.645 ^a	.416	.318	6.66839

a. Predictors: (Constant), JSIR, JSJC, JSMJ, JSSA, JSSB

The above table shows that job satisfaction is 31.8 % explained by the factors –job characteristics, social benefits, meaningfulness of job, supportive administration, intention to remain in the job. It is found that the remaining 68.2% of job satisfaction is affected by other factors which are not under study.

5.CONCLUSION

Job satisfaction is defined as “simply how people feel about their different aspects of their jobs. It is the extent to which people like (satisfaction) or dislike (dissatisfaction) their jobs.” The study intends to analyze the job satisfaction of primary level teachers on various parameters and to measure the level of satisfaction of teachers with respect to the Institution. It is found that the job satisfaction of the staff is closely correlated with the support aided by the institution. Secondly meaningfulness of the job which constitutes key points like interaction with colleagues, ability to use their skills is also correlated with job satisfaction. The study infers that only 31.8 % of the factor studied affects job satisfaction. Job satisfaction is the degree to which individuals feel positively or negatively about their jobs.

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