



AN ANALYTICAL STUDY ON JOB SATISFACTION AMONG THE PRIVATE SCHOOL TEACHERS IN CHENNAI CITY

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ABSTRACT

The present study investigates job satisfaction among the teachers working in private schools in Chennai City. Samples of 100 teachers were selected from private schools. It is a descriptive type of research. The researcher had analyzed the job satisfaction and work culture among the private school teachers in Chennai City. Data was collected from the related teachers and was analysed by using Mean, Variance and Anova Test. The opportunities for development and promotion as compared to Private school teachers in Chennai city is more than offer cities.

KEYWORDS : Job Satisfaction, work culture, Private School Teachers and Chennai.

Introduction:

Teachers play important role in our life to become successful in our career and business. A good teacher helps us to become good human being in the society and a good citizen of the country. Teachers know that students are the future of any nation. So the future development of any nation is in the hands of teachers. Teachers impart the knowledge and information in the brain of students. Analyzing in the situation what is possible is the most important thing that we learn from teachers. Appreciation of teachers is very important because they are most important people in the country. What seeing today in business, politics, and society all attributing by teachers. Hence, in India, we celebrate teacher day every year on 5 September on the occasion of the birth anniversary of Sarvepalli Radhakrishnan.

Statement of the problem

The present study has conducted to ascertain the level of job satisfaction of private school teachers as against the conflicting of findings in the existing researches. The more commonly cited reasons for job dissatisfaction are poor pay, teacher shortage, and infrastructural problems as mentioned by the teachers from both the public and private schools.

Importance of study

Job satisfaction is the amount of pleasure or contentment associated with a job. The worst satisfaction of teachers refers to how contented or well pleased they feel about their work and the circumstances surrounding their work. Job satisfaction in short may be defined as how much an individual is adjusted in his work. Satisfaction of today may produce motivation of tomorrow. This is central implication of the relationship of teachers adjustments and teachersatisfaction.

Objectives of the study

The following are the objectives of the present study;

1. To analyse job satisfaction among the school teachers in Chennai city.
2. To investigate the major factors which influence work culture among school teachers in the study area.
3. To offer suitable suggestions based on the findings of the study.

Methodology

(i) Sources of Data

Chennai city as whole is selected as the study area. Group discussions and individual interactions had been carried out with 100 private school teachers to make the study empirical and relevant. The present study based on primary data. The primary data were collected from the private school teachers in the study area.

(ii) Sampling

To conduct the present study, 100 respondents from 20 schools were selected by using multi-stage sampling technique. The "Job

Satisfaction Scale and two open-ended questions for assessing the reasons for job satisfaction and dissatisfaction were used to collect data. The researcher has chosen the random sampling technique for the selection of sample respondents in Chennai City.

(iii) Tools for Analysis

the statistical tools like ANOVA (Analysis of Variance), Averages, Percentages and Chi-square Test were used to analyse the data.

TABLE – 1 JOB SATISFACTION

Sl.No	JOB SATISFACTION	HS	S	N	O	DS	HDS	Tot
1	Interest in job	44	26	15	8	7		100
2	Location of workplace	85	10	3	1	1		100
3	Holidays	25	20	28	22	5		100
4	Salary/Wages	35	28	22	7	8		100
5	Career development prospect	10	22	38	19	11		100
6	Flexible working environment	47	38	4	5	6		100
7	Leave Arrangement	15	28	17	28	12		100
8	Training opportunities	18	27	15	16	24		100
9	Job security	10	12	25	35	18		100
10	Student relationship and cooperation	37	30	15	10	8		100

Source: Primary Data

[Highly Satisfied, Satisfied, Neither or, Dissatisfied and Highly Dissatisfied]

The above table 1 observes the job satisfaction among the private school teachers in Chennai city. The researcher has been proved job satisfaction factors highly satisfied in this study area except career development prospect, leave arrangement, job security and training opportunity in the study area.

TABLE – 2 JOB SATISFACTION – SUMMARY OF STATISTICS

Groups	Count	Sum	Average	Variance
Interest in job	100	208	2.08	1.55
Location of workplace	100	116	1.16	0.20
Holidays	100	262	2.62	1.49
Salary/Wages	100	225	2.25	1.52
Career development prospect	100	299	2.99	1.26
Flexible working environment	100	185	1.85	1.24
Leave Arrangement	100	289	2.89	1.51
Training opportunities	100	301	3.01	2.13
Job security	100	339	3.39	1.45
Student relationship and cooperation	100	222	2.22	1.61

Source: Primary Data

The above table 2 shows that the job satisfaction summary of

statistics in Chennai City. The results were found that highest average from 'job security' and least average from 'location of work place of private school teachers in the study area. Variance analysis have proved least from location of work place and highest from 'leave arrangement' in the study area. The researcher concluded that least variance is highly satisfied and highest variance is not satisfied in the relevant study area.

TABLE - 3 ANOVA- RESUT

Source of Variation	SS	df	MS	F	P-value	F crit	Remarks
Between Groups	396.50	9	44.06	31.55	0.00*	1.89	Significant
Within Groups	1382.58	990	1.40				
Total	1779.08	999					

Source: Primary data*5% level of significance [($P < 0.05$) i.e., Rejected]

It is seen that the P-value 0.000 is less than 0.05. Since difference between observed and expected frequencies are significant. Hence, the null hypothesis (H_0) is rejected and alternative hypothesis (H_1) is accepted. Therefore, there is a significant difference of the job satisfaction among the teachers in school environment in Chennai City.

Findings of the study

The following are the major findings of the study.

1. The majority of the respondents opined that interest in job, location of work place, flexible working environment, students relationship and co-operation are highly satisfied
2. The factors like job security, career development project and training opportunities are not satisfied by the respondents.
3. The variance analysis result has secured least variance for location of work place, which indicates respondents are highly satisfied.
4. The average result has secured highest average for job security in majority of the private schools in Chennai city.
5. The chi-square Test revealed that there is a significant difference in the job satisfaction among the teachers in school environment in Chennai city.

Suggestions

The following suggestions are offered based on the findings of the study.

1. The Training opportunities for the teachers should be given to enhance or to update their Knowledge in the likes of present situation
2. The leave arrangement facilities can be considered for reasonable reasons in some of the Schools to satisfy the teachers
3. The salary for the teachers based on their experience and ability can be considered.
4. The career development prospect can also be considered in the interest of the teacher.

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