



## Review Of Related Literature On Job Satisfaction

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### ABSTRACT

The literature review on variables of any study place an important role in carrying out the quality research. It identifies the road taken by other researchers in using the variables and enlightens the scholars with respect to method, tool, statistical techniques used etc on the particular variable. The author had come up with this article with a view of helping researchers in using job satisfaction variable, which otherwise consume a lot of time and energy. The article identifies the studies related to job satisfaction in India, at primary, secondary and college level.

**Key word : Job Satisfaction, Review, Findings, Methodology.**

### Introduction

Review of related literature plays a vital role or major step in research. It must precede any well planned research study. One of the early steps in planning a research work is to review the studies done in the relevant area of interest. It gives the researcher an indication of the direction to proceed; it provides an understanding of the status of research in the field.

The review of literature provides the rationale or basis for formulating hypotheses providing explanations and suggesting further researches. It provides dues of methodology and instrumentation. It helps the investigator to proceed on his work in the light of previous work or similar work and minimizes wrong move. In this article the author had collected an exhaustive review on job satisfaction with intent of supporting research scholar for their work.

#### Studies related to Job satisfaction at Primary Level

*Bindu, C.M. 2007.* Relationship between job satisfaction and stress coping skills of primary school teachers.

**Objectives:** To find whether there is any significant difference in job satisfaction and stress coping skills between male and female primary school teachers or not and whether significant relationship exists between these variables.

**Methodology:** The study was carried out on a representative sample of 500 teachers from the primary schools of Kerala state (165 male & 335 female). Proportionate stratified sampling technique was employed. Two tools were used to collect data. The first one was the scale of job satisfaction by Kumar & Kumar (2001) and the second one was stress coping skills inventory by Bindhu, Aneesh & Gulabi (2005). Both the tools are standardized. The mean and standard deviation for job satisfaction and stress coping skills of the sample were calculated separately for male and female teachers, and the significance is tested using test of significance of difference between means. For estimating the extent of relationship of job satisfaction and stress coping skills (component wise and total) the technique of Pearson's Product was used.

**Major Findings:** The study revealed that job satisfaction

differentiates male and female primary school teachers and there is a positive correlation between job satisfaction and stress coping skills. Based on this, some practical suggestions offered will be helpful to improve job satisfaction and stress coping skills among primary school teachers. They are, create a supportive organisational climate, reduce conflict and clarify institutional goals, provide guidance and counselling.

*Gonsalves, F. 1989.* A critical study of the job satisfaction of the primary teachers. Ph.D., Edu. Shreemati Nathibai Damodar Thackersey Women's Univ.

**Problem:** The present study attempts to critically analyse the job satisfaction of the primary teachers.

**Objectives:** (i) To study and compare the job satisfaction of the teachers belonging to Zilla Parishad and private schools, and (ii) to compare the job satisfaction of male and female teachers.

**Methodology:** The sample comprised 793 teachers from 137 schools of Vasai Taluka. The data were collected through official records of the school, and a tool specially constructed to measure the job satisfaction of the teachers. The data were analysed by using statistical techniques such as percentage, and critical ratio.

**Major Findings:** (i) The percentage of teachers who were satisfied with their job was less than 50% with respect to all types of teachers. (ii) The teachers were dissatisfied with their job because of their transfer to remote places, and the other tasks which were assigned to them such as family planning, preparation of electoral rolls, surveys, etc. (iii) The teachers were found to be genuinely interested in teaching but reference books, audio-visual aids, etc. were not available in the school. (iv) The teachers were quite satisfied with respect to the Education Policy, the teacher-administrator relationship, teachers' ethical values, time with them, and teachers' service conditions.

#### Studies related to Job satisfaction at Secondary Level

*Thaker Manhar. 2007.* Correlates of Job satisfaction of secondary school principals in Bhavnagar district.

**Objective:** To identify correlates of job satisfaction of secondary school principals.

**Methodology:** The comparative survey method with an ex post facto design was adopted. The sample for the present study consisted of 100 principals selected by cluster sampling from secondary schools affiliated to the Gujarat Secondary Education Board and situated in Bhavnagar district. Sex and area were the basis for selection of the clusters. A job satisfaction scale was constructed by the investigator. (Thaker, 1996). There were nine dimensions in the scale viz. management, teachers, students, parents and society, non-teaching staff, educational officers, economic fulfilment, organisational facilities, and individual nature. The data were analysed by using MYSTAT (1988) computer program.

**Major Findings:** (i) 'Management' affects the job satisfaction of the 'high' group of secondary school principals most and personal nature the least. (ii) 'Students' affect the job satisfaction most and organisational facilities the least in the case of the 'low' group of school principals.

*Rama M. B. V. 2000.* The Relationship between Job satisfaction and Life satisfaction among secondary school teachers.

**Objectives:** To study whether there is any significant relationship between the level of life satisfaction of the teachers and their job satisfaction.

**Method:** Descriptive survey method was adopted for the study. Four hundred teachers were selected through probability sampling from secondary schools in Rayalessma area of Andhra Pradesh for this study. Job satisfaction scale was used as tool for the study.

**Findings:** There is a significant relationship between the level of life satisfaction of the teachers and their job satisfaction. Fifteen references were cited in the study.

#### Studies related to Job satisfaction at College Level

*R. Perumal. 2007.* Review on job satisfaction, job involvement and job learned helplessness an impact of post graduate teachers.

In this study the investigator reviewed literature related to job satisfaction, job involvement and job learned helplessness to analyse and to find out its impact on post graduate teachers. The following are some of the reviews related to job satisfaction;

*Gurmit Singh. 2007.* Job satisfaction of teacher educators in relation to their attitude towards teaching.

**Objectives:** 1. To compare the job satisfaction of teacher educators with their attitude towards teaching. 2. To compare the job satisfaction of male teacher educators with their attitude towards teaching. 3. To compare the job satisfaction of female teacher educators with their attitude towards teaching.

**Methodology:** The study was descriptive survey type. The sample comprised of 250 teacher educators with 100 male and 150 female teacher educators from 20 colleges of Education affiliated to Panjab University, Chandigarh, Guru Nanak Dev University, Amritsar and Punjabi University, Patiala. The tools used were, 1. Job satisfaction scale (JSS) by Amar Singh and T.R. Sharma (1999) revised version. 2. Teacher Attitude Inventory by S.P. Ahluwalia (1998) revised version. Product moment correlation technique was used to find the relation between job satisfaction and attitude towards teaching.

**Major Findings:** (i) Job satisfaction of teacher educators is positively but not significantly related to attitude towards teaching. (ii) Job satisfaction of male teacher educators is positively but not significantly related to attitude towards teaching. (iii) Relation between job satisfaction and attitude towards teaching of female teacher educators is positive but not significant.

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