



A STUDY ON JOB SATISFACTION OF SCHOOL TEACHERS IN TAMILNADU WITH SPECIAL REFERENCE TO ERODE DISTRICT

KEYWORDS

M.Jegadish

PhD research scholar department of commerce,
Kaamadhenu arts and Science College,
sathiyamangalam, Erode (Dt)

Dr. M.Prakash

asst. Prof and head of commerce (CA)
Kaamadhenu arts and science college
sathiyamangalam, Erode (DT)

INTRODUCTION

EDUCATION

Education is a continuous process to develop the human being since human history. All nations in the world develop their educational systems to socio economic and cultural development of the nation. Education system inputs school students and society and nation get outputs as graduates to doctorate graduates they will become a main source of the country to build the nation in effective manner.

School education plays a main and major role in educational system of the country. This is basic for entire educational structure. It provides man power to all the section of the nation to develop factor in every important national activity

Work plays greater role in human's life as it is a main source of income and personal development. Job satisfaction is main thing of overall working job satisfaction is a topic to know about labor psychology and organizations management. Job satisfaction research works in research field lasting more than 50 years and today also this job satisfaction researches used to implementing workers behaviors like motivation, turnover and labor and organizational relations.

Satisfied workers are more creative and innovative and help to develop and growth of the organization and working for positive growth of the organization and work very effectively in any economic or marketing situation. Job satisfaction is a tool to know and evaluate the welfare of certain institutions. Well qualified teachers are pillar of successful educational organizations.

Aim of education to give knowledge educational development of students and fulfill the countries development needs none of the aims can be reaches in proper manner if low job satisfaction among the school teachers in certain educational institutions

This understanding of variables related to satisfaction of job of the teachers is importance for execution of success full educational system. Satisfaction of job provide healthy job environment in academic intuitions. This will attract the well qualification teaches in certain institutions and retain them also in that job. Highly qyalified teachers are reputation of certain education intuition.

REVIEW OF LITERATURE

Merte, Craig.A (2002) in their study asks 710 middle school teachers about job satisfaction of school teachers finding revealed the differences in job satisfaction based age, sex, and career. They also revealed sex and education differences is knowing on motivated teacher

Kainth and Kaur (2010) noted that the average level of job satisfaction of the selected college academicians' level of job satisfaction is higher in males than female teachers

Butler (1961) on served that level of satisfaction of job that was

allowed by the management in the classroom

Williams (2007) Job satisfaction mean up to extent to which people will be found of or will not be fond of their jobs it gives strong indication of complete individual welfare.

Brown (1996) note that some employers have found that satisfying employees is a pre requisite to satisfying customers.

Joyce and Slocum (2010) the structure of the organization can influence employers perception of the climate.

Jayanthi (2004) noted that the bonus system prevailing is not up to job satisfaction level. Majority of employees satisfied with c-operative store facilities provide of management of the organization. Majority of employees unsatisfied with canteen facilities.

OBJECTIVE OF THE STUDY

The main object of this study to find out the difference in job satisfaction of school teachers in erode district

HYPOTHESIS OF THE STUDY

1. There is no signification difference in job satisfaction level of teacher age group
2. There would be no signification difference in job satisfaction level of between sexes of teachers
3. There would be no signification difference in the job satisfaction level based on educational qualification
4. There would be no signification difference on the basis of work place of teachers.
5. There would be no signification difference on the basis of marital status

SAMPLE

Type of variables	Range of variables	Total numbers	percentage
age	35&below	31	15.5
	36-45	71	35.5
	46-55	52	26.5
	55&above	46	23.5
gender	male	100	50
	female	100	50
qualification	Graduate teachers	64	32
	Post Graduate	136	68
Years of experience	Below 10 years	102	51.0
	10-20years	67	33.5
	Above 20years	31	15.5
Subject	Language	98	51.5
	Social science	67	31.0
	Math & Science	40	20.0
community	General	117	58.5
	sc	23	11.5
	st	14	7
	mbc	19	9.5
	bc	27	13.5

Financial condition	satisfied	86	43
	average	109	54.5
	dissatisfied	5	2.5
Residential Place	Rural	128	64
	urban	72	36
Work place	Rural	93	46.5
	Urban	107	53.5
Family type	Nuclear	117	58.5
	Joint	83	41.5
Marital Status	Married	162	81
	Unmarried	31	15.5
	Divorce	7	3.5

TOOL

Below tools used by the researcher

1. Demographic Data developed by the research
2. This job satisfaction scale is Likert type scale
3. This Scale have 31 statements 16 carries is positive statement 15is negative statement
4. Scoring order of positive item – 4, 3,2,1,0
5. Scoring order of negative item – 0, 1,2,3,4
6. Scoring above 88 is satisfied scoring below 88 is dissatisfied

ANALYSIS

This analysis is using “t” test

Results are

1. Job satisfaction of school teacher is considered based on their age. There is no signification Difference between them.
2. Job satisfaction of school teachers is consider based on their sex there is no signification difference
3. Job satisfaction of school teachers is consider based on their qualification there is no significant different
4. No significant difference based on their marital status

DISCUSION

The result of this study noted that 200 school teachers.90.68%have job satisfaction and 9.32% have dissatisfaction to off 100 women teachers 96 have job satisfaction and out of 100 men teachers 93 have job satisfied

The test group for this research has job satisfaction (platsidou & Agaliotis 2008)women are more satisfied then men Age, Marital status work place, education qualification and sex are not signification affected job satisfaction of teacher the result of this research noted that there is no significant difference in any criteria of job satisfaction

CONCULTION

According to this study majority of the teachers possess and attention to given to the level of job satisfaction of school teachers is very high this also good sign to nation to develop the country. The government should make all possible sets to satisfaction of job to the teachers and suggestion to future studies and research about the area similar studies can be under taken on other professions also.

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