



JOB SATISFACTION AMONG TEACHERS WORKING IN GOVERNMENT AND PRIVATE SCHOOLS: WITH SPECIAL REFERENCE TO NOIDA REGION

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ABSTRACT Teachers' job satisfaction plays a vital role in the promotion of teaching and learning excellence. The present study investigates job satisfaction among teachers working in government and private schools. The study is consisted of the teachers of Noida region. A sample of 100 teachers was selected from government and private schools. The obtained data were analyzed with the help of SPSS software version 16. Independent sample t-test has been used in this study to analyze the job satisfaction level among teachers of Government and Private school teachers. The questionnaire was administered to measure the job satisfaction among teachers of government and private schools. The questionnaire covered colleague's relationship, work condition, salary, rewards, growth opportunities, recognition and others. The analysis revealed that each of these aspects played a role in job satisfaction. The findings of the study reveal that degree of job satisfaction is not high and the reason lies in insufficient pay. Private school teachers are more satisfied than government school teachers despite the poor pay package, but due to congenial working atmosphere in the private schools. From this research paper it is recommended that teachers should get proper training, compensation, promotion opportunity according to their academic qualification and skills.

KEYWORDS : teachers, job satisfaction, job stress private schools

Introduction:

The school is the greatest tool available to spread information to others. It is the best training ground to teach individuals to become agents for change and become productive members of the society. Yet, schools cannot do this without having teachers who wish to bring forth change and who possess the necessary human traits, abilities, skills and competence. The importance of teacher in the educational process is unquestionable. The teacher occupies the key position all the human factors in the education system, and it is only through them that the ultimate process of education takes place. The most respected profession in the world is Teacher. The teacher is the pivot of any education system. In fact, teachers are the strength of a nation. They develop performance style characteristics to their ways of relating to the world, perceptually as well as cognitively. A person is, therefore, likely to act in a way that maximizes the use of his aptitudes. Similarly, teacher's positive attitude towards teaching and higher aspiration level determines his positive perception of the environments. It is universally recognized that teachers' instructional performance plays a key role in students' learning and academic achievement. There are many factors that influence the teachers' job performance such as aptitude, attitude, subject mastery, teaching methodology, personal characteristics, the classroom environment, general mental ability, personality, and relations with students. For development of quality teachers one has to understand the factors associated with it. Job satisfaction is one of these important factors. Job satisfaction is a very complex and comprehensive phenomena. It can hardly be seen in isolation from life situation. Teachers who are not satisfied with their job will not be committed and productive. The relevance of job satisfaction and motivation are very crucial to the long-term growth of any educational system around the world. They probably rank alongside professional knowledge and skills, center competencies, educational resources and strategies as the veritable determinants of educational success and performance.

Job Satisfaction:

The concept of 'job-satisfaction' has come from Industrial Psychology and it is now one of very extensively explored aspect of human efficiency at work. When there is satisfaction in job, work is done with great care and sincerity. Job-satisfaction gives happiness, efficiency and success in one's professional-activity. A employee who is satisfied with his work is characterized by his spirit of devotion and determination for the fulfillment of the set goal.

Every profession has got certain aspects conducted for job satisfaction and at the same time other aspects leads to dissatisfaction. The nation's well being depend upon teachers well being. The teachers are the custodians of our future. But it is very sad to note that the profession of teaching is losing its charm, day by day and there appears wide dissatisfaction in the teaching profession in India. Job satisfaction is the result of various attitudes of an employee towards his job. These attitudes are related with specific factor such as salary, service

condition, advancement opportunities and other benefits. Teaching profession, now-a-days also attract intelligent and talented men and women. The teachers, in young age, are not satisfied because of unhappy condition of service, inadequacy of pre-service guidance, lack of in service training, absence of comparable benefits and privileges apart from limited opportunities for social advancement and professional growth. In this difficult situation teachers are not able to maintain their high standard. For the purpose various, education commission and several educationists have emphasized on the necessity of improving the status, salaries, and service conditions of the teachers.

Review of Literature: Review of literature paves way for a clear understanding of the areas of research already undertaken and throws a light on the potential areas which are yet to be covered. Keeping this view in mind, an attempt has been made to make a brief survey of the work undertaken on the field of job satisfaction of teachers in government & private schools.

The study of **Abdullah et al., (2009)** revealed that secondary teachers were generally satisfied. However it was recorded that Male teachers, Graduate teachers, higher ranking teachers, and older teachers are relatively more satisfied than Female teachers, Non-graduate teachers, Ordinary teachers, and younger teachers, respectively. It was found that places of origin of teachers had significant relationship with job satisfaction. The bi-variate correlation test found that the six work dimensions of teaching job – Pay, Working conditions, Coworkers, Promotion, the Work, and Supervision - had a significant relationship with job satisfaction of the teacher. It was identified that the six dimensions were significantly differ each other with respect to gender and service category of the teachers. It is suggested that schools need to be equipped with adequate facilities and other teaching materials and the Ministry of Education need to review the salary system of the teachers in order to improve the satisfaction of the teachers

Anitha (2011) in the paper titled, "A study on job satisfaction of paper mill employees with special reference to Udumalpet and Palani Taluks", recorded the job satisfaction as a general attitude towards one's job, the difference between the amount of reward workers receive and the amount they believe they should receive and employee's satisfaction is very important for organizational development. It is found that employees would be more satisfied if they get what they expected and job satisfaction relates highly to inner feelings of workers. Chi-Square test and 38 percentage analysis have been used in the study and found that employees' satisfaction is comparatively high for grievance handling procedure (52 %) followed by working conditions and accident compensation (44% each), rewards (472%) and welfare facilities (31%). Suggestions are made to the management to give importance to Canteen, rest room facilities, recognition and promotion policy to improve the satisfaction of the employees. Singh and Das (2013) investigated the moderating effects of selling

Singh and Das (2013) investigated the moderating effects of selling experience on the relationship between job satisfaction and sales performance, customer orientation and sales performance, and adaptive selling behaviors and sales performance, taking the context of B2B insurance selling. Data were collected from a sample of 380 business-to-business insurance salespersons from India and analyzed the data using Structural Equation Modeling. It was found that experience improved the performance. It was reported that less experienced salespersons had less impact of job satisfaction on performance. It was also evinced that adaptive selling strategies were more suitable for younger salespersons.

Lucky and Yusoff (2013) observed the fallen standard of education in Nigeria in their paper titled, "A Conceptual Framework on Teaching Qualifications, Characteristics, Competence and Lecturer Performance for Higher Education Institutions in Nigeria". They also noted that lecturers were neither educationally qualified nor had characteristics and competencies. It was argued that lecturers who demonstrate higher level of teaching qualifications, characteristics and competence would perform better.

Objectives of Present Study are as follows:

1. To measure the level of job satisfaction of the teachers.
2. To undertake a comparative study between government and private school teachers. regarding job satisfaction.

Research Methodology:

The study is conducted to obtain data on Job satisfaction among teachers working in Government and Private Schools. The study is conducted in Noida region . A sample of 100 teachers from Govt. and Private schools of Noida were selected by using a random sampling technique. The investigator decided to draw a sample of 100 teachers (50 each from Govt. and private). In this way the investigator was able to draw 100 sample sizes. For the present study data was collected with the help of structured questionnaire. Questionnaire was divided in to two sections. Part- A consists of questions relating to personal profile of the respondents and Part-B consist questions relating to job satisfaction. The data collected from survey were analyzed by using SPSS Software for interpretation of results.

Data Analysis and Interpretation:

Profile of Respondents

In the present study teachers from private and government schools were taken into account from Noida region. The personal information of the respondents was asked through the questionnaire. The profile of the sample respondents are summarised in Table below

Table 1.1: Profile of Sample Units

S. No	Parameter	Variable	Frequency	Percentage
1	School	Govt.	50	50
		Private	50	50
2	Designation	PRT	17	17
		TGT	38	38
		PGT	45	45
3	Gender	Male	50	50
		Female	50	50
4	Age	Below30	24	24
		30-39	55	55
		40-49	15	15
		Above50	6	6
5	Marital Status	Married	91	91
		Unmarried	9	9
6	Qualification	Graduate	9	9
		Master's	89	89
		Ph.D	2	2

Analysis of Table 1.1: To ascertain whether there is difference in the satisfaction of male and female teachers and satisfaction of govt. & private school teachers independent sample t-test was used. T-test value indicates whether any significant difference between the satisfaction of male & female teachers and govt. & private school teachers. t-test value greater than 0.05 indicates that there is no significant difference in the satisfaction of male teachers & female teachers and there is no difference in the satisfaction of govt. & private school teachers.

Table 1.2: Overall Satisfaction of Teachers in Private and Government Schools

Dimensions of job satisfaction	N	Mean	Std. Deviation
Enjoy of work	100	4.5300	0.610
Interesting & challenging work	100	4.4700	0.702
Satisfied with the job	100	4.3300	0.876
Working hours of job	100	4.1300	0.981
Opportunity for growth	100	3.9500	0.880
Training	100	3.8100	1.021
Promotion	100	3.8000	1.024
Attractive Salary	100	3.8300	1.330
Fair Reward	100	3.8500	1.015
Job Responsibilities	100	4.4800	0.925
Never think about leaving school	100	3.8000	0.999
Opinion counts in the organization	100	3.7100	0.935
Respect by colleagues	100	4.3700	0.705
Job Fully uses skills	100	4.0100	0.758
Opportunity for career advancement	100	3.8100	0.825
Total	100	60.88	13.586

Analysis of Table 1.2 indicates that the Mean and Standard Deviation of teachers. Mean score greater than 3 implies positive responses. Table shows that teachers have highest significant level regarding the statement they enjoy their work (Mean=4.53, S.D=.876). Result indicates that overall satisfaction of teachers is high as mean value regarding all factors is greater than 3. The study finds that mean value for overall job satisfaction of teachers is 60.88 with a standard deviation of 13.586 which indicates that the satisfaction level of majority of teachers is high.

Table 1.3: Significance of difference between mean score of various dimensions of job satisfaction for Govt. vs. Private school teachers

Dimensions of Job satisfaction	Private (N= 50)		Govt. (N = 50)		Sig Value (T test)
	Mean	Sd	Mean	Sd	
Enjoy their work	4.54	0.578	4.52	0.646	0.871
Interesting & challenging work	4.58	0.574	4.36	0.802	0.118
Satisfied with job	4.30	0.909	4.36	0.851	0.734
Working hours of job	4.12	0.961	4.14	1.01	0.919
Opportunity for further advancement	3.94	0.842	3.96	0.924	0.910
Training	3.70	0.931	3.92	1.10	0.284
Promotion	3.84	0.888	3.76	1.15	0.698
Good Salary	3.42	1.26	3.10	1.38	0.231
Rewarded fairly for experience	3.50	1.09	4.16	0.817	0.001
Job responsibilities	3.68	0.890	4.02	0.936	0.066
Never think about leaving school	4.50	0.707	4.46	0.813	0.794
Opinion counts in the organization	3.64	0.920	3.96	1.04	0.108
Respect by colleagues	3.62	0.901	3.80	0.968	0.338
Opportunity for career Development	4.44	0.611	4.08	0.876	0.092

Analysis of Table 1.3 reveals there is significant difference in the satisfaction level of govt. & private school teachers regarding the dimension salary and it is concluded that satisfaction level of govt. School teachers is greater than private school teachers. For the other factors discussed above there is no significant difference in the satisfaction level of govt. & private school teachers as significant value of t-test is greater than 0.05 in all cases.

Conclusion and Recommendations

The study revealed that government school teachers are more satisfied than the private school teachers. This is due to the flexibility in job , security of job, high wage and independence enjoyed by govt. school teachers. Study shows that private school teachers are very sensitive as regards to wage payment. The Private Sector should revise the salary structure. The authorities should include teachers at the time of restructuring their salary. At the same time, both private and govt. schools teachers are dissatisfied on fair promotion procedures.

Unbiased decisions on promotion can increase the level of satisfaction among the teachers in this regard. Analysis also reveals that both private and govt. school teachers show low satisfaction level regarding the factor "Teachers Training". Therefore, school authorities should organize regular training programs to enrich and equip teachers with latest developments. Study further shows that level of satisfaction among both govt. and private school teachers is low regarding opinion counts in the organization. Authorities should arrange regular formal meetings with teachers to consider their suggestions and also try to value it. Analysis also reveals that both private and government school teachers show low satisfaction level regarding the factor opportunity for career development. For increasing the satisfaction level of the teachers in this regard authorities should try to provide opportunity for career development of the teachers.

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