



## Job Satisfaction Among Special Educators Of Children With Developmental Disabilities

### KEYWORDS

Special educator, Job satisfaction and Developmental disabilities

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### ABSTRACT

Special educators work with students who have a variety of special needs like physical, mental and intellectual. This study focused on special educators of children with developmental disabilities. Developmental disabilities are Autism, Attention deficit hyperactivity disorder, Mentally Retardation, Learning Disability etc. These disabilities range from mild to severe. Special educators do the variety of tasks based on the needs of children with special needs and use the various techniques based on the IEP (Individualized Education Plan) and the special educators have the responsibility to offer the individualized and goal directed instruction. The success of the special educator is based on their satisfaction in job. Job satisfaction of special educators improves the quality of special education system and also an important indicator for the uplift of special education system. Job satisfaction is one's feelings or state of mind regarding to the nature of their work. The source of job satisfaction is not only the job; it also comes from working environment, autonomy, participation in decision making, interpersonal relationship, and organizational culture etc. Since the rising awareness and government schemes related to differently abled person increases the education of the children with special needs, the role of special educators has become vital. But at the other side the retention rate of special educators is going down due to poor job satisfaction. This study has tried to reveal the job satisfaction among special educators of children with developmental disabilities. The researcher has adopted descriptive research design. The researcher has selected 50 respondents as sample. Stratified disproportionate random sampling method was adopted. The findings and suggestions will be discussed in full length paper.

### Introduction

In India special education is an emerging field and it is an important part of educational system which has aimed to provide equal educational opportunities to all. It is one of the accountable and noble profession. Special educators are those who are specialized in training students who have learning, behavioural, emotional, and physical disabilities. This study focused on special educators of children with developmental disabilities. Developmental disabilities are Autism, Attention deficit hyperactivity disorder, Mentally Retardation, Learning Disability etc. These disabilities range from mild to severe. Special educators do the variety of tasks based on the needs of children with special needs and use the various techniques based on the IEP (Individualized Education Plan) and the special educators have the responsibility to offer the individualized and goal directed instruction. In the recent years retention rate of special educators is decreasing since the teachers are leaving the profession or having a shift to some other jobs within a short period. Satisfaction with the job is very important for happiness and stability in this job and life. Woods and Weasmer (2004) says that job satisfaction is a predictor of teacher's retention. Job satisfaction is one's feelings or state of mind regarding to the nature of their work. The source of job satisfaction is not only in the job; it also comes from working environment, autonomy, participation in decision making, interpersonal relationship, and organizational culture etc. Since the rising awareness and government schemes related to differently abled person increases the education of the children with special needs, so the role of special educators has become vital. Teachers with high satisfaction have a great professional competence. Unfavorable school environment makes the teacher feels isolated and may develop poor job satisfaction. Poor job satisfaction leads to frequent absenteeism, aggressive behavior towards others and psychological withdrawal etc. Hence the researcher intended to know which factor influence more on satisfaction with the job among special educators.

### Review of literature

**Yahia (1994)** studied job satisfaction among 112 female teachers working in mental retardation centers. According to the results of her study, there are statistically significant differences in job satisfaction regarding the level of income and incentives.

**Ari , M., & Sibal, R. (2009).** The factors that affect the job satisfaction level were investigated in a study conducted in Turkey on 245 special education teachers. The results of this study referred to the following as the factors affecting job satisfaction, the lack of audio-visual teaching aids, the ineffective assessment, and the students' attitudes towards their classrooms, the extra tasks, the low income and the huge amount of paperwork.

**Voris, B. C. (2011).** In a study that investigated the relationship between the efficiency of the special education teachers and their job satisfaction regarding the training they had in the earlier years of their job. She studied the feelings and the job satisfaction of 222 teachers from 22 schools in Kentucky State. She studied the teachers feeling towards their efficiency and job satisfaction by comparing between the level of efficiency and the level of job satisfaction regarding their qualification and the training they had. She concluded that there are no statistically significant differences in job satisfaction among the special education teachers regarding the qualification & training they had and they are satisfied with their jobs.

**Oyewumi Adebomi, Ibitoye Hannah.Olufunke,, & Sanni, Oluyemisi, B. (2012).** The study examines job satisfaction and self-efficacy as correlates of job commitment of special education teachers in Oyo State. Four research questions were generated in the study. A sample of 250 special education teachers were the respondents used to ascertain or otherwise the job satisfaction and self-efficacy as correlates of job

commitment. The result revealed that there was a positive significant relationship between job satisfaction and commitment. Also, there was a positive significant relationship between self-efficacy and job satisfaction of special education teachers. Further, the study revealed that job satisfaction and self-efficacy when combined together were reliable predictors. Job satisfaction when used alone as the predictor of job commitment was found significant. Also, self-efficacy of special education teachers was a significant predictor of job commitment when used alone.

**Mohammed Abushaira. (2012).** This study aimed at investigating job satisfaction among special education teachers in Jordan according to some variables. A survey method was conducted through (nine-dimension) questionnaire on total number of (139) special education teachers (16 males and 123 females). Results revealed that the level of job satisfaction among the participants was moderate. No Significant statistical differences were found in the respondents' level of job satisfaction due to gender. However, significant differences were found in the respondents' level of job satisfaction due to age favoring younger teachers. The study presented a clear view of the job satisfaction level among special education teachers in Jordan, which helps to improve their work efficacy. Further, the study recommends the necessity of providing an appropriate work atmosphere to encourage the teachers who work with the multi-disabled students.

## Materials and Methods

### Aim

Aim is to study the level of job satisfaction among special educators of children with developmental disabilities.

### Objectives

- ❖ To find out the level of job satisfaction among special educators.
- ❖ To provide the suitable suggestions to enhance the level of job satisfaction among special educators

### Significance of the study

In the recent years there is a steep increase in the growth of children with special needs. In order to meet the growing needs of the children with special needs, more number of special educators is needed in the present scenario. Ironically the ratio of special educators and the children with special needs are not proportionate due to poor job satisfaction of special educators. The retention rate of special educators is diminishing every year. Job satisfaction is a vital predictor of retention. Hence the researcher focused on job satisfaction of the special educators and aims to make an insight on this problem to the society.

### Hypotheses

- There is a significant difference among the variance of education qualification and the level of job satisfaction of the special educators.
- There is a significant relationship between family income and the level of job satisfaction of the special educators.
- There is a significant relationship between monthly income and the level of job satisfaction of the special educators.
- There is a significant difference between nature of job and the level of job satisfaction of the special educators.
- There is a significant difference among the variance of religion and the level of job satisfaction of the special educators.

### Research design

The study describes the socio-demographic data and the level of job satisfaction among special educators. Hence descriptive research design was adopted.

### Universe & sampling

- The universe of this study consists of 85 special educators those who are working in 25 special schools at Tiruchirappalli district. The researcher has selected 2 special educators from each school. Stratified disproportionate random sampling was adopted. The sample size was 50.

### Tools of data collection

A self prepared interview schedule was used to collect the socio-demographic characteristics of the respondents and Job satisfaction scale developed by Amar Singh and Sharma (1986) were also used to collect the data. The reliability of the tool was found to be 0.746.

### Analysis & Interpretation

- More than half of the respondents (52%) were within the age group of 31-45 years
- Nearly half of the respondents (48%) were Hindus.
- Most of the respondents (76%) were married
- Half of the respondents (50%) have completed their Under graduation
- Most of the respondents (74%) were from urban.
- Majority of the respondents' job (70%) was temporary
- One third of the respondents (32%) had more than 15 years of experience
- Nearly half of the respondents (48%) were earning between Rs.5000-10000
- More than half of the respondents (60%) were from nuclear family
- Nearly half of the respondents' spouse (46%) was in private job.
- More than half of the respondents (52%) were having 1-2 children
- One third of the respondents' family income (36%) was below Rs.10000.
- Majority of the respondents (96%) were working 5-8 hours.
- One third of the respondents' spouse (36%) were working more than 8 hours
- Nearly half of the respondents (44%) were having moderate level of job satisfaction

### Results & Discussion

The study revealed that the majority of the respondents have a moderate level of job satisfaction and also found that there was no significant relationship between monthly income and the level of job satisfaction. Significant difference was not found between nature of job and the level of job satisfaction. Significant relationship was found in respondents' level of job satisfaction with regard to their family income in this study. This findings is consistent with the study of Ari, M., & Sibal, R. (2009) who stated that the income level was affecting the level of job satisfaction of the special educators in his study. So an income plays an important role in satisfaction towards their job. There was a significant difference among the variance of religion and the level of job satisfaction. There was no significant difference between educational qualification and the level of job satisfaction. This finding is correlated with the study made by Voris B.C (2011) which stated that there was no significant difference between educational qualification and the level of job satisfaction. Based on the findings the extrinsic factors were more influenced the level of job satisfaction among the special educators.

**Suggestions**

- To provide appropriate working atmosphere like suitable job timings, reduced deadlines, enough break time, support and encouragement.
- Encourage the teachers who work with multi-disabled students by giving better remuneration package and incentives.
- Frequent skills training like problem solving, communication and coping skills can be given to them.
- Conduct the research on teachers' issues in order to gain perfection in their skills.
- The student and teacher ratio should be maintained as 1:4.
- Relaxation techniques can be given to them at often.

**Conclusion**

The most important issue in the field of special education is poor teachers' retention. At present the status of special educators are down. The less retention rate indicates less job satisfaction. Due to lack of support, low pay, too much deadlines, heavy workload, monotonous nature of job, lack of facilities, no proper recognition in work place as well as in the society and lack of autonomy tend to have a less job satisfaction. This study also revealed that the majority of the respondents have moderate level of job satisfaction. So the government and school personals' should take suitable measures to reduce the problems of the special educators.

**Table 1**  
Distribution of the respondents by their level of job satisfaction

S.No	Level of job satisfaction	Frequency (n=50)	Percentage (%)
1.	Low	7	14
2.	Moderate	22	44
3.	High	21	42
	<b>Total</b>	<b>50</b>	<b>100</b>

**Table 2**  
Karl pearson's coefficient of correlation between monthly income and family income with regard to the level of job satisfaction

S.No	Variables	Correlation value	Statistical inference
1.	Monthly income	.155	P>0.05 Not Significant
2.	Family income	.275	P<0.05 Significant

**Table 3**  
Independent't' test between nature of job and the level of job satisfaction

S.No	Nature of job	Mean	S.D	Statistical inference
1.	Permanent	66.2000	7.56118	t=-.673 P>0.05 Not Significant
2.	Temporary	64.6571	7.37222	

**Table 4**  
One way analysis of variance among the religion of the respondents with regard to the level of job satisfaction

S.No	Religion	Mean	SS	MS	df	Statistical inference
1.	Between Groups Within Groups	G1=63.9167 G2=63.6316 G3=73.2857	543.597 2129.683	271.799 45.312	2 47	F=5.998 P<0.01 Significant

**Table 5**  
One way analysis of variance among the educational qualification of the respondents with regard to the level of job satisfaction

S.No	Education qualification	Mean	SS	MS	df	Statistical inference
1.	Between Groups Within Groups	G1=64.0000 G2=63.4400 G3=67.5000	190.120 2483.160	95.060 52.833	2 47	F=1.799 P>0.05 Not Significant

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