



JOB SATISFACTION OF SCHOOL TEACHERS IN CUDDALORE DISTRICT

Education

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ABSTRACT

The term job satisfaction has been defined in several ways. Blum(1955) defined it as the result of various attitudes a person holds towards job, towards related factors, and towards life in general. According to Du Brins job satisfaction is the amount of pleasure or contentment associated with job. This paper explores job satisfaction of school teachers with regard to selected sub-samples.

KEYWORDS

The role of the teacher as an agent of change is increasingly recognized. The people of the land are the enlarged replica of their teachers. Thus, the teachers are the backbone of educational development. Today teachers are expected to nurture in their students, in addition to values, high level intellectual skills and the ability to learn independently. To fulfill these expectations teachers should work with full satisfaction. In this context, this study was aimed to study the job satisfaction of school teachers. Job satisfaction is the amount of pleasure or contentment associated with a job.

Objectives of the Study

1. To find out the job satisfaction of the school teachers.
2. To find out if there is any significant difference in mean scores of job satisfaction between male and female teachers
3. To find out if there is any significant difference in mean scores of job satisfaction between married and unmarried school teachers
4. To find out if there is any significant difference in mean scores of job satisfaction between teachers working in Tamil and English medium schools.
5. To find out if there is any significant difference in mean scores of job satisfaction between teachers working in rural and urban schools.

Hypotheses of the study

1. School teachers have average level of job satisfaction.
2. There is no significant difference in mean scores of job satisfaction between male and female teachers
3. There is no significant difference in mean scores of job satisfaction between married and unmarried school teachers.
4. There is no significant difference in mean scores of job satisfaction between teachers working in Tamil and English medium schools.
5. There is no significant difference in mean scores of job satisfaction between teachers working in rural and urban schools.

Method of Study

The present study consists of 100 school teachers working in Cuddalore, District of Tamil Nadu state. The samples were selected by using simple random sampling technique. In the present study the investigator has used the Job satisfaction scale to measure the job satisfaction of school teachers, which was constructed and standardized by Dr. Meera Dixit (1985). The sample of the study is categorized as gender, marital status, and medium of school and area of school. Statistical techniques as descriptive and differential analysis were applied in the present study.

Tool Description

The Job satisfaction scale consists of 52 statements. Each statement set against a five point scale namely strongly Agree, Agree, undecided, disagree and strongly disagree for strongly agree, 3 for undecided, 2 for Disagree and for strongly disagree: An individual's scores is sum of all the scores for the 52 statements. The scores in this scale ranges from 52 to 260. Anyone who gets a score up to 147 indicates that low job satisfaction and a score 148-220 indicates average job satisfaction and above 221 indicates high job satisfaction of school teachers. The reliability of the scale was established by the investigator by using split-half method and test-retest method. The values are 0.73 and 0.81 respectively.

Analysis of Data

In order to find out the job satisfaction of school teachers, the mean and S.D have been calculated. They were found to be 184.51 and 37.26. It is presented in Table No 4.1. So the calculated mean value (184.51) is 148-220. Hence, it is concluded that the job satisfaction of the school teachers is average.

The mean and standard deviation of job satisfaction scores of school teachers

Sample	Number	Mean	S.D
Entire Sample	100	182.51	21.26

Hypothesis 17: There is no significant difference between male and female school teachers in respect of their job satisfaction.

Table -4.17 Showing the significant difference between male and female high school teachers in respect of their job satisfaction

Gender	Number	Mean	S.D	't' value	Significance at 0.05 level
Male	181	187.56	37.04	1.49	Not Significant
Female	219	181.98	37.34		

In order to find out whether there is any significant difference male and female school teachers in respect of their job satisfaction the 't' value is calculated. The critical ratio is found to be 1.49 at 0.05 level and it is represented in Table No 4.17 the 't' value is lower than the table value. Hence it is concluded that, there is no significant difference found between male and female school teachers in respect of their job satisfaction. Thus the framed hypothesis is retained.

Hypothesis 19: There is no significant difference between married and unmarried school teachers in respect of their job satisfaction.

Table -4.19 Showing the significant difference between married and unmarried high school teachers in respect of their job satisfaction

Marital Status	Number	Mean	S.D	't' Value	Level of Significance
Married	296	187.92	37.19	3.18	Significant
Unmarried	104	174.78	37.90		

In order to find out whether there is any significant difference married and unmarried school teachers in respect of their job satisfaction the 't' value is calculated. The critical ratio is found to be 3.18 at 0.05 level and it is represented in Table No 4.19. The 't' value is higher than the table value. Hence it is concluded that, there is significant difference found between married and unmarried school teachers in respect of their job satisfaction. Thus the framed hypothesis is rejected and research hypothesis is retained.

Hypothesis 20: There is no significant difference between Tamil and English medium school teachers in respect of their job satisfaction.

Table -4.20 Showing the significant difference between Tamil and English medium high school teachers in respect of their job satisfaction

Medium of Instruction	Number	Mean	S.D	't' Value	Level of Significance
Tamil	200	187.54	36.54	1.62	Not Significant
English	200	181.48	37.82		

In order to find out whether there is any significant difference Tamil and English medium school teachers in respect of their job satisfaction the 't' value is calculated. The critical ratio is found to be 1.62 at 0.05 level and it is represented in Table No 4.20. The 't' value is lower than the table value. Hence it is concluded that, there is no significant difference found between Tamil and English medium school teachers in respect of their job satisfaction. Thus the framed hypothesis is retained.

Hypothesis 3: There is no significant difference between rural school and urban school teachers in respect of their job satisfaction.

Table -4.23 Showing the significant difference between rural school and urban School teachers in respect of their job satisfaction

Locality of the Institution	Number	Mean	S.D	't' Value	Level of Significance
Rural	206	186.99	35.00	0.795	Not Significant
Urban	194	181.90	39.34		

In order to find out whether there is any significant difference between rural school and urban school teachers in respect of their job satisfaction the 't' value is calculated. The critical ratio is found to be 0.795 at 0.05 level and it is represented in Table No 4.23. The 't' value is lower than the table value. Hence it is concluded that, there is no significant difference between rural school and urban school teachers in respect of their job satisfaction. Thus the framed hypothesis is retained.

Major findings of the Study

There is no significant difference between rural school and urban school teachers in respect of their job satisfaction

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