



A Study on the Job Satisfaction of Female School Teachers in Theni District

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ABSTRACT

Teachers have a very vital role in students' development. The teachers' value and knowledge are imparts the future of the students future and future of the nation. The approach to the study has been from the point of view of female teachers and job satisfaction. This study is an empirical research, based on the survey method. The data relating to the female teachers were collected with the help of an interview schedule. The job satisfaction of the female school teachers in Theni District is only moderate level.

Keywords : Job Satisfaction, Female School Teachers and Theni District

INTRODUCTION

Teachers have a very vital role in students' development. Teachers are molding and refining the intellectual capacity of the students during the school education period. The teachers' value and knowledge are imparts the future of the students future and future of the nation. The teachers are the knowledge provider and the world for the children to develop into the responsible citizens¹. The School teacher has a very important place in improvement of formal education. The main quality of teacher is the positive attitude towards education².

A greater work load, unmotivated perquisite, less recognition, top down management, non conducive working environment, less training opportunities, striving hard in meeting national educational goal, large class strength, school climate and culture are influence the teacher become frustrating and stress. The teachers are the main stakeholder, should be satisfy with their job. In any of the educational setting, the goals and objectives can be scaled and conquered only if the teachers are satisfied with their job³.

STATEMENT OF THE PROBLEM

Jon satisfaction influences the performance of the employees. Job satisfaction is the centre of the concentration for researchers over three decades. The reasons for such concentration are many fold. They are; i. Job satisfaction has some relation with mental health of the people, ii. It has some degree of positive correlation with physical health of individuals, iii. It spreads goodwill about the organization and iv. It reduces absenteeism and turn over.³ So measure the level of job satisfaction of school teachers is essential.

REVIEW OF LITERATURE

Ahmed, Raheem and Jamal (2003) studied the job satisfaction of 236 teachers in senior secondary schools. They find that Female teachers satisfied than their male teachers, they are enjoying and working for all activities. Married teachers are more job satisfied than unmarried teachers in the school. The Government school teachers are greater job satisfaction than Private school teachers. The was no significant change in the level of independent variable like sex, martial status and types of school with the job satisfaction⁴.

Noll (2004), He examined the job satisfaction and factors are influence the job satisfaction of teachers. He found that the job satisfaction influence by the job satisfaction and factors.

The school culture, teachers' relationship with administration, working condition and motivation were the factors taken for the study. He conclude that the school culture, teachers' relationship with administration, working condition and motivation were significantly influence the job satisfaction among the school teachers⁵.

Dhingra (2006) conducted a study with 100 teachers, the sample taken randomly from various government and private schools of Patiala district to study the effect of organization climate on job satisfaction of secondary school teacher. It give two results, one is there is no significant difference in job satisfaction of government and private secondary school teachers, and the second one is there is significant relationship between job satisfactions in relation to their organizational climate of secondary school teachers⁶.

There were no studies in job satisfaction of female school teachers in Theni District. The previous study were considered at the time of taking the variables to find the job satisfaction of female school teachers in Theni District.

OBJECTIVES OF THE STUDY

The objectives of the study are the following

1. To study the factors influencing the level of job satisfaction of female school teachers
2. To offer suggestions to the top level management to improve the job satisfaction of female school teachers.

SCOPE OF THE STUDY

The female teachers are working with male teachers in co-education schools. In this regard there are certain advantages and disadvantages are there. The approach to the study has been from the point of view of female teachers and job satisfaction. This study covers female school teachers and it measures the level of job satisfaction.

SAMPLING DESIGN

There are two taluk, namely Periyakulam and Uthama palayam are in Theni District for Higher Secondary School Education. Thirty one Higher Secondary Schools are functioning over there, 810 teachers are working in the above thirty one schools. Only ten schools were selected for this study. Out of 285 teachers 108 are male and remaining 177 are female. Among the female teachers 80 were selected from eight

schools on random sampling method.

METHODOLOGY AND TOOL FOR DATA COLLECTION

This study is an empirical research, based on the survey method. The data relating to the female teachers were collected with the help of an interview schedule. The secondary data have been collected from the official records of the District Educational office, the chief Educational office, the District Collectorate, Theni, and the Directorate of Secondary Education, Chennai. Chi-square test has been used for this analysis.

HYPOTHESIS

On the basis of the objectives the following hypotheses have been tested with the help of Chi-square test. Null Hypothesis - there is no significant relation ship between the job satisfaction and age group, designation, qualification, family size, income, working conditions and social recognition of female school teachers in Theni District.

SATISFACTION SCALE

As there is no readymade scale to measure the job satisfaction of school teachers, the scale namely "satisfaction scale" has been developed and got the scores to measure the job satisfaction of female school teachers in Theni District. Twelve variable were identified and used for this job satisfaction scale.

EXTENT OF VARIATION IN THE JOB SATISFACTION OF THE SAMPLE RESPONDENTS OF FEMALE SCHOOL TEACHERS IN THENI DISTRICT

Twelve variables were taken and five point scale was used to measure the job satisfaction of female school teachers in Theni District. The master table is prepared with the help of micro soft excel and uploaded to SPSS software for further analysis. The quartiles used to find low, medium and high.

The total scores were divided into three categories i.e., low, medium and high in accordance with their job satisfaction of female school teachers in Theni District.

The total scores upto 40.50 were grouped peoples job satisfaction is low (19 respondents); the scores between 40.51 and 49.24 were grouped peoples job satisfaction is medium (37 respondents), and the total scores above 49.25 were grouped peoples job satisfaction is high (24 respondents).

LEVEL OF JOB SATISFACTION OF THE SAMPLE RESPONDENTS

Majority of the respondents' age group is middle age category (46.25%) the young and old age category is less than the middle age group respondents. Majority of the respondents designation in their school is PT (32.5%) the ST and PG category are less than this PT category. The majority of the respondents completed teacher training course (38.75%), the undergraduate and post graduate teachers are less than teachers training course.

Table-1: Level of Job Satisfaction of the Sample respondents

Sl. No.	Category		Level of Job Satisfaction				Chi Square Value
			Total	Low	Medium	High	
1	Age	Young	22	6	10	6	4.7387
		Middle	37	6	21	10	
		Old	21	7	6	8	
2	Designation	ST	26	5	11	10	2.6988
		PT	31	7	17	7	
		PG	23	7	9	7	
3	Qualification	Teacher Training	31	7	8	8	4.3155
		UG	20	6	18	6	
		PG	29	6	11	10	

4	Family Size	Upto 3	30	9	10	11	3.9166
		4 to 5	23	5	11	7	
		Above 5	27	5	16	6	
5	Family Income	Low	21	6	8	7	4.7348
		Medium	27	6	10	11	
		High	32	7	19	6	
6	Working Condition	Poor	23	6	11	6	9.8647
		Fair	25	7	6	12	
		Good	32	6	20	6	
7	Social Recognition	Poor	23	7	7	9	5.371
		Fair	28	7	12	9	
		Good	29	5	18	6	
		Total	80	19	37	24	

Source : Primary Data

Majority of the respondents' family size upto 3 (37.50%) the other category of family size comes under this family size. Majority of the respondents' family income is high (40.00%), because the respondents are female only, majority of respondents husbands also earning for the family. The calculated chi-square value of age group, designation and family size are less than the table value so the null hypothesis is rejected 5% level, so there is relationship between the above and job satisfaction.

The majority of the respondents felt the working condition is good (40.00%). The female teachers may comfortable with their family. If they come to job without any problems in their family, they can work in the organisation comfortable. The calculated chi-square value of working condition of the respondents is 9.8647, and the value is more than the table value, the null hypothesis is less accepted at 5% level, so there is no relationship between the working condition and job satisfaction of female school teachers. The majority of the respondents felt the social recognition is good (36.25%), but the same time the gap between the poor and fair is very less between poor, fair and good. The calculated chi-square value of social recognition is less than the table value, the null hypothesis is rejected 5% level, so there is significant relationship between social recognition and job satisfaction of the female school teachers in Theni District.

SUGGESTIONS

The following are the suggestions to the management to increase the job satisfaction level of female school teachers. The outcome of the job satisfaction will be benefit to the management.

1. Necessary steps may be taken by the management of the educational institutions to develop the overall personality of the employees.
2. The management may concentrate the teacher health; the female may have lot of health problem than the male. So the management should consider their health to improve the productivity.
3. The management may provide sanitary working conditions in the school to increase the job satisfaction.
4. The management may take some step to maintain good relationship with the employees
5. The employees may allow and compelled to attend counselling programmes.
6. Compulsory savings scheme can also be forced on employees.

CONCLUSION

The teaching profession is entirely differ from other job. There is no fixed timing to work, after the working hours school teachers are doing the official work in their home also. The school teachers should work with dedication otherwise they may not get satisfaction. This study concluded that the female staff job satisfaction is moderate level. But the same time the gap between the high and moderate is very less. The female

school teachers are somewhat satisfied. The study result helps the management to take necessary step to maintain conducive work environment. The work environment influence the job satisfaction. The majority of the female salary is

secondary income for their family. So the management may encourage them to save money in various investments, this investment helps to their family and our nation.

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