



## Job Satisfaction Among Primary School Teachers In Krishna District

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### ABSTRACT

The present study was aimed to carry out to find the level of job satisfaction among primary school teachers in Krishna District. Sample of 100 primary school teachers comprising of 50 male and 50 female teachers were selected randomly. Mean, SD, t-test were used to analyze the data. From the results it shows that the Male teachers got high mean score than female teachers in their job satisfaction scores and also there would be no significant influence of management among primary school teachers.

### KEYWORDS

Job satisfaction, teachers, gender, management.

### INTRODUCTION:

Education is one of the most important drivers of India's social and economic development. Higher levels of literacy lead to greater economic output, higher employment levels, better health, better social structures, and higher marks along a number of other development indicators.

The progress and prosperity of a country largely depend on the development of education of the masses. If progressed is to be accelerated, education need to be cared for. Primary education being the basis of all further education deserves priority meaningful, all the children of school going age (Primary level, at least up to class V must be brought within the fold of primary education, so that universal primary education can be attained with in a shortest period.

The quality of teaching depends upon active, dedicated and satisfied teachers. Job satisfaction expresses the extent of match between employees' expectations of the job and rewards that the job provides. It is an established fact that a satisfied teacher puts best efforts to make teaching more effective. Job satisfaction positively influences the teachers' performance, students' achievement, organizational commitment and work motivation. It provides happiness and contentment, whereas dissatisfaction from the job indicates negative feelings towards work and consequently the teacher apparently feels stress of the occupation.

Thus, job satisfaction is a chief factor in an organization, which plays a main role to run the organization in a steady and smooth way with great morale, discipline and harmonious acclimatization of the employees.

### Factors influencing job satisfaction

There are different factors on which job satisfaction depends. Important among them are discussed hereunder.

**Personal factors:** They include workers' sex, education, age, marital status and their personal characteristics, family background, socio-economic background and the like.

**Factors inherent in the profession:** Factors inherent in the profession are found to be important in the selection of employees. These factors include: the work itself, conditions, influence of internal and external environment on the job which are uncontrolled by the management, etc.

**Factors controlled by the management:** They include the nature of supervision, job security kind of work group, wage rate, promotional opportunities and transfer policy, duration of work and sense of responsibilities.

Attracting and retaining high quality teachers is a primary necessity as well as a challenge for educational institutions. While intrinsic factors play a significant role in motivating individuals to enter the teaching profession, extrinsic conditions can influence their job satisfaction and desire to remain in teaching. In addition, demographic factors and teacher specific and school specific characteristics also affect job satisfaction.

### REVIEW OF RELATED LITERATURE:

**Zulhamri Abdullah1, Jong Hui(2014)** studied that the purpose of this study is to identify the relationship between communication satisfaction and job satisfaction among the primary school teachers. The model of Communication Satisfaction Questionnaire which developed by Downs and Hazen in 1977 is used in this study to examine the relationships. 226 survey questionnaires were completed by primary school teachers from Johor, Malaysia. The main finding shows there is a small but significant positive relationship between communication satisfaction and job satisfaction. There is still a necessity for school management to develop good quality communication environment for teachers in order to improve job performance even though the influence or effects of communication satisfaction on teacher's job satisfaction is small or almost negligible.

**Nimisha Beri (2013)** studied that the present investigation aims at studying Job Satisfaction among Primary School Teachers in relation to Decision Making Styles of their Heads. It is a descriptive study. The main objective of the study was to find out the relationship between job satisfaction of primary school teachers and decision making styles of their heads. Similarly, the study also focused to explore the difference in job satisfaction of rural and urban primary school teachers and also focused on the difference in job satisfaction of male and female primary school teachers. The results of the study revealed that there exists no significant difference between job satisfaction of urban and rural primary school teachers and also between male and female primary school teachers. Study also revealed that there exist no significant relationship between job satisfaction of primary school teachers and decision making style

of their heads. The study also revealed that mostly government primary school heads use routine decision making style.

**Abiodun .M. Gesinde and Gbadebo .O. Adejumo(2012),** investigated the current job satisfaction level of primary school teachers. Two hundred and thirty-eight teachers (males 95 and females 143) randomly selected from twenty primary schools from public and private schools in Ota, Ogun State participated in the survey. An adapted version of Job Satisfaction Survey by Bellingham (2004) was employed for data generation. Data collected were analyzed using simple percentage, one way analysis of variance, and t-test-statistic. The results of the two research questions and two research hypotheses indicated that greater percentage of teachers (52.9%) were very satisfied with their job while it is also evident that female teachers were very happy with their job than male teachers. Further analysis showed that no significant difference existed on gender basis while there were significant differences on educational qualification and age groups. Consequent upon these findings it is imperative for proprietors of schools to ensure that teachers are not dissatisfied with their job through their inability to consistently provide enabling environment.

**STATEMENT OF THE PROBLEM:**  
The Title of the Problem is **“Job Satisfaction among Primary School Teachers in Krishna District.”**

**OBJECTIVES OF THE STUDY:**  
To study the influence of gender and management among primary school teachers.

**HYPOTHESIS OF THE STUDY:**  
There would be no significant influence of gender among primary school teachers.

There would be no significant influence of management among primary school teachers.

**METHODOLOGY:**  
**Method:** In the present study Descriptive Survey Method of investigation was employed by the investigator.

**Sample:** For the purpose of the study a sample of 100 Intermediate students was selected in Krishna District through simple random sampling technique.

**Tool:** Job satisfaction tool was developed by the investigator.

**Statistics Used:** Mean, S.D, t-test and correlation were used to analyze the data.

**ANALYSIS AND INTERPRETATION OF THE DATA:**  
**Hypothesis – 1:** There would be no significant influence of gender among primary school teachers.

To test this hypothesis, the technique t-test was employed and the results are shown in table-1.

**Table-1: Influence of gender among primary school teachers and their t- value.**

Gender	N	Mean	Std. Deviation	Std. Error Mean	t-value
Male	50	184.42	27.879	3.943	4.087*
Female	50	155.22	42.125	5.957	

**Note:** \*: Significant at 0.05 level.

It is found that from the table-1, that the calculated t-value 4.087 is greater than the table t-value (1.96) for 98 df at 0.05 level. Male teachers got high mean score than female teachers in their job satisfaction scores. Hence we reject the null hypothesis. There would be no significant influence of gender among primary school teachers is rejected. Therefore there is a significant influence of gender among primary school teachers.

**Hypothesis – 2:** There would be no significant influence of management among primary school teachers.

To test this hypothesis, the technique t-test was employed and the results are shown in table-2.

**Table-2: Influence of management among primary school teachers and their t- value.**

Management	N	Mean	Std. Deviation	Std. Error Mean	t-value
Government	50	175.00	30.772	4.352	1.353@
Private	50	164.64	44.554	6.301	

**Note:** @: Not Significant at 0.05 level.

It is found that from the table-2, that the calculated t-value 1.353 is lesser than the table t-value (1.96) for 98 df at 0.05 level. Hence we accept the null hypothesis. There would be no significant influence of management among primary school teachers is accepted. Therefore there would be no significant influence of management among primary school teachers.

**FINDINGS OF THE STUDY:**  
There is a significant influence of gender among primary school teachers.

There would be no significant influence of management among primary school teachers.

**CONCLUSION:**  
There seems to be a growing discontentment on the part of the Primary school teachers towards their job as a result of which standards of education are falling. Is it a fact that the teachers are really dissatisfied in spite of the different plans and programmes which have been implemented to improve their lot? From the results it shows that the Male teachers got high mean score than female teachers in their job satisfaction scores and also there would be no significant influence of management among primary school teachers.

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