



Job Satisfaction Among Secondary School Teachers

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ABSTRACT

The aim of the present investigation is to assess the impact of Job satisfaction among secondary school teachers. Sample of the present study consists of 240 secondary school teachers, both male and female in Chittoor District of Andhra Pradesh State. To measure Job satisfaction scale developed by Prof. T. Kumaraswamy and P. HariPriya (2007) was administered to the subjects. Results revealed that male teachers working in rural areas of government school teachers have better Job satisfaction.

KEYWORDS

Job Satisfaction and Teaching Profession.

Introduction

Education is a character building process, enhancing one's personality and making Personalities, Rational, Capable and Responsive with required Intelligence. It is a powerful instrument for social and economic change. The teacher acts as the pivotal agent for inducing the intellectual and technical skills into the Personality of every individual. Education has become highly competitive and commercial in many countries. It is on the basis of high academic performance that students get selected to good secondary schools, better courses of study, and eventually better jobs. Academic achievement has become a yardstick of self worth and success. The outcome of education determines the quality of life, progress and status of people living anywhere in the world (Mayuri & Devi, 2003).

The teacher plays a predominant role in molding the habits, taste and character of the pupils. It is he who turns the children from animalistic to socialized human form. It is his teaching skill, his personal influence, his character and his life force that turns the children truly human, contributing their best to the humanity. Teachers play a very crucial role in the teaching field. Teaching profession is facing problems related to teachers' job satisfaction. The general perception is that teachers in the government school are dissatisfied with their profession.

Job satisfaction is a primary requisite for any successful teaching process. It is a complex phenomenon involving various personal, institutional, and social aspects. Job satisfaction is defined as "a pleasurable or positive emotional state resulting from the appraisal of one's job or job experiences". Previous research indicates that job satisfaction is crucial, due to its associations with work performance, physical and mental health, and career decisions. Teachers dissatisfied with their work display lower work commitment; negatively impact on student motivation through emotional contagion may fail to satisfy their student's needs for autonomy and competence are at greater risk of leaving the profession (Ingersoll, 2001).

The results of the present study corroborate with the findings of Begley, T., & Czajka, J. (1993); Al-Mashaan, O. (2003); Chen Weiqi (2007); S. Srinivasan, V. Ambedkar (2015); *Agamani Mondal, Birbal Saha (2016)* which states that gender and locality was positively associated with job satisfaction.

Objective

To assess the influence of Gender, Locality and Management on Job Satisfaction of Secondary School Teachers.

Hypotheses

There would be significant influence of Gender on Job Satisfaction among Secondary School Teachers.

There would be significant influence of Locality on Job Satisfaction among Secondary School Teachers.

There would be significant influence of Management on Job Satisfaction among Secondary School Teachers.

Sample

The present study conducted on a sample of 240 secondary school teachers. Out of 240, 120 secondary teachers working in rural areas of government and private schools and 120 secondary teachers working in urban areas of government and private schools are selected in Chittoor District of Andhra Pradesh constituted the sample of the study.

Variables Studied

Independent Variables

(1). Gender (2). Locality (3). Management

Dependent Variable

Job Satisfaction

Tool

Job Satisfaction Scale: Job Satisfaction Scale developed and standardized by Prof. T. Kumaraswamy and P. HariPriya (2007).

Statistical Analysis

The obtained data were subjected to statistical analysis such as Means, SDs, and 't' to test the hypotheses.

Results and Discussion

Table-I: Means, SDs and 't'-value for the scores on Job Satisfaction of male and female teachers.

Gender	Mean	SD	t-value
Male	435.20	78.46	4.31**
Female	398.12	52.08	

*-Significant at 0.05 level

Table-I shows the Means, SDs and 't' value for the Job Satisfaction scores of male and female secondary school teachers. 't' value of 4.31 which is significant at 0.01 level, indicates that there is significant difference between male and female

secondary school teachers in their Job Satisfaction. Hence, hypothesis-1 which predicted that there significant difference between male and female teachers with regard to Job Satisfaction is accepted. Mean values indicate that Job Satisfaction of male teachers (M=435.20) have better than the female teachers (M=398.12).

Table-II: Means, SDs and 't'-value for the scores on Job Satisfaction of rural and urban area school teachers.

Locality	Mean	SD	t-value
Rural	425.19	67.60	3.66**
Urban	395.82	56.15	

** - Significant at 0.01 level

Table-II shows the Means, SDs and 't' value for the Job Satisfaction scores of rural and urban areas secondary school teachers. 't' value of 3.66 which is significant at 0.01 level, indicates that there is significant difference between rural and urban areas secondary school teachers in their Job Satisfaction. Hence, hypothesis-2 which predicted that there no significant difference between rural and urban areas secondary school teachers with regard to Job Satisfaction is accepted. Mean values indicate that Job Satisfaction of rural area secondary school teachers (M=425.19) have better than the urban area secondary school teachers (M=395.82).

Table-III: Means, SDs and 't'-value for the scores on Job Satisfaction of Government and Private school teachers.

Type of management	Mean	SD	t-value
Government	420.20	76.30	1.27@
Private	408.01	72.15	

@-Significant

Table-III shows the Means, SDs and 't' value for the Job Satisfaction scores of government and private secondary school teachers. 't' value of 1.27 which is not significant. This indicates that there is no significant difference between government and private secondary school teachers in their Job Satisfaction. Hence, hypothesis-3 which predicted that there significant difference between government and private secondary school teachers with regard to Job Satisfaction is not accepted. Mean values indicate that Job Satisfaction of government secondary school teachers (M=420.20) have better than the private school teachers (M=408.01).

Conclusions

- There is significant impact of Gender on Job Satisfaction among Secondary School Teachers.
- There is significant impact of Locality on Job Satisfaction among Secondary School Teachers.
- There is no significant impact of Management on Job Satisfaction among Secondary School Teachers.

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