



## Job Satisfaction among Secondary School Teachers

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**Abstract:** The purpose of this study is to analyse the job satisfaction among secondary school teachers in relation to their Gender, Seniority (age) and school management. The “Descriptive Research Study” has been used. The primary data was collected by administering structured questionnaire to the secondary schools teachers in Vijayawada city. The sample of 200 teachers was selected from 10 Government secondary schools and 10 private secondary schools of Vijayawada city. The sample selected using Random sampling technique. The obtained data was analysed using means, S.D’s and t-test. The study revealed that there is no significant difference was found between the job satisfaction of male and female teachers of Secondary schools. Secondary school senior teachers have more job satisfaction than junior teachers. Government secondary school teachers are satisfied with regard to their job as compared to private secondary school teachers.

**Keywords:** Job Satisfaction, Secondary school, Teachers and Education.

### 1. Introduction:

Education is a continuous process. It may be formal, informal or non-formal. In formal education teacher has a very important place in improvement of education. Teachers’ role in society in general and in education has been changing with time but the importance of this position is same. The teacher is the pre-requisite of the success of educational programmes. The main quality of teacher is the positive attitude towards education. He/She must have the ability to get satisfied from their respective jobs. Job satisfaction is a favourableness with which workers view their job. It results when there is a fit between job requirement and the wants and expectations of employees. In other words, it expresses the extent of match between worker’s expectations (also aspiration) the rewards, the job provides, the values it creates and get cherished.

School teachers are the most important group of professional for our

nation’s future. Therefore, it is astonishing to know that even today many of the school teachers are dissatisfied with their jobs. Job satisfactions among school teachers are good not only for themselves but society as a whole. It increases productivity and classroom performance in the schools. Teachers are the source of guidance in all the crucial steps in the academic life of the students. When the teachers are satisfied in their job at that time only they have interested to teach students with efficiently and effectively.

Teaching is regarding as the noblest profession. It is therefore important that those individuals who join the teaching profession should be dedicated and competent in their work. A teacher can perform to the maximum of his capacity; if he/she is satisfied with his/her job. Every profession has certain aspects responsible for job satisfaction along with attitude and teaching is not an exception unless and until a teacher derives satisfaction on job performance and develops a positive attitude towards



education, he cannot initiate desirable outcomes to cater to the needs of the society. Only satisfied and well-adjusted teacher can think of the well-being of the pupils.

## 2. Review of Literature:

**Ahmed, Raheem and Jamal (2003)** studied the job satisfaction of 236 teachers in senior secondary schools. Female teachers enjoyed greater satisfaction than their male counterparts did. Married teachers showed more job satisfaction than unmarried teachers did. Teachers who were teaching in government schools showed greater job satisfaction than teachers teaching in private schools. There was no significant change in the job satisfaction due to change in the level of independent variables like sex, marital status and types of schools.

**Noll (2004)** examined the job satisfaction and factors, which affect job satisfaction of teachers. It was found that school culture, teachers' relationship with administration, working conditions and motivation were the factors, which had a significant relationship with job satisfaction among school teachers.

**Agarwal (2004)** in a study of job satisfaction of primary and secondary school teachers conducted that caste, place of work and mother tongue were significantly related to job satisfaction. Male graduate trained teachers, single family teachers, more experienced and government school teachers were more satisfied than other; age and marital status however had no relationship with job satisfaction.

**Gupta and Sahu (2009)** studied the relationship of job satisfaction with organizational role stress and locus of control among vocational teachers. A

total sample of 200 vocational teachers out of which 100 were males and 100 were females from private vocational institutes of Moradabad district was taken. Tools were Organizational Role Stress Scale and Locus of Control Scale. The results indicated that there was significant difference between male and female vocational teachers regarding job satisfaction as well as its components intrinsic and extrinsic satisfaction. But there was no significant gender difference regarding organizational role stress and locus of control. Both males and females had same level of stress. Males were found to be more satisfied than females. Role erosion dimension was found to be significantly differed for male and female teachers.

**Suryanarayana and Goteti (2010)** designed a study to know teaching competency and teacher job satisfaction among secondary school teachers and concluded that the teaching competency variable was related with the teacher's job satisfaction. Teaching competency in terms of all demographic variables like sex, locality, qualification, experience, type of management and type of institution was differ significantly, whereas the job satisfaction in terms of all demographic variables like sex, locality, qualification, marital status, experience, type of management and type of institution categories was also differ significantly.

**Muchhal and Satish (2010)** noted accountability of primary school teachers in relation to their job satisfaction. Sample of the study comprised 150 primary school teachers from private and government school of Baghpat district from Uttar Pradesh State. Out of 150 primary school teachers only 30 teachers i.e. 20% more satisfied 70 teachers i.e. 46.67% average satisfied and the rest 50



teachers i.e.33.33% were less satisfied toward their job. The coefficient of correlation between teacher's accountability and job satisfaction was positive. It indicated that teachers who were more jobs satisfied were highly accountable; on the other hand teachers who were less satisfied were less accountable towards their job. There existed a significant difference in job satisfaction of male and female teachers. Female teachers were more satisfied towards their job as compared to male teachers.

A synoptic review of the above researches revealed that job satisfaction of the teachers. Only satisfied and well-adjusted teacher can think of the well-being of the pupils. In the light of this background, the aim of this study is to analyse the job satisfaction among secondary school teachers in relation to their Gender, Seniority (age) and school management. Therefore the problem was stated as "Job satisfaction among secondary school teachers"

### 3. Objectives of the Study

1. To compare secondary school teachers on job satisfaction with respect to their Gender.
2. To compare secondary school teachers on job satisfaction with respect to their seniority (age).
3. To compare secondary school teachers on job satisfaction with respect to their school management.

### 4. Hypothesis

1. There is significant difference in job satisfaction of male and female teachers of secondary school.

2. There is significant difference in job satisfaction of junior and senior teachers of secondary school.
3. There is significant difference in job satisfaction of private and government teachers of secondary school.

### 5. Limitations of the Study

1. The present study based on the data collected from secondary schools of Vijayawada city only
2. In this present study only those teachers were considered, who were presently working in government and private secondary schools only

### 6. Methodology

The study being undertaken is descriptive research in nature. In this study, the sampling unit was teachers of the 10 government secondary schools and 10 private secondary schools of Vijayawada city. The sample size was so selected that it could be adequate enough to represent the whole population, and also give the true picture. The total sample size was restricted to 200 keeping in mind the nature of data required for the study, the sample selected using random sampling technique. The respondent for the survey has been selected from the secondary schools of Vijayawada city. The primary data was collected by administering structured questionnaire to the teachers of the secondary schools. The statistical techniques used in this study are mean, standard deviation and t-test for two independent samples

**Results:****Table 1:**

**Objective1. To compare secondary school teachers on job satisfaction with respect to their Gender**

S. No.	Gender	N	Mean	S.D	t-test	level of significance
1	Male	100	185.65	44.72	1.07	Not Significant
2	Female	100	191.5	15.32		

In table 1 the mean, standard deviation and t-value is presented. The mean score for Job satisfaction of male teachers teaching in Secondary schools is 185.65 with S.D. of 44.72. Job satisfaction of female teachers has the mean and S.D. is 191.5 and 15.32. To test the difference

between the means of two groups of teachers i.e. male and female t-ratio is calculated with is 1.07. The t-value is non-significant. Therefore, it is inferred that there is no significant difference between the job satisfaction of male and female teachers of Secondary schools.

**Table-2**

**Objective 2. To compare secondary school teachers on job satisfaction with respect to their seniority (age)**

**Table-2**

S. No.	Seniority (age)	N	Mean	S.D	t-test	level of significance
1	Teacher <50 years	96	161.7	52.64	3.01	Significant
2	Teacher >50 years	104	201.6	51.75		

The table 2, shows the mean comparison of senior and junior secondary school teachers on Job Satisfaction. The mean of secondary school junior teachers have been found 161.7 and SD 52.64 whereas the mean of secondary school senior teachers have been found 201.6 and SD 51.75, the t-value have been found 3.01 which is significant is significant at 0.01

level. The table indicates that the senior and junior higher secondary school teachers differ significantly at 0.01 levels on job satisfaction. The table further indicates that senior secondary school teachers are more satisfied with regard to their job than junior secondary school teachers.

**Table-3**

**Objective 3. To compare secondary school teachers on job satisfaction with respect to their school management**

S. No.	school management	N	Mean	S.D	t-test	level of significance
1	Private	100	173.8	51.9	3.09	Significant
2	Government	100	208.7	34.6		

Table 3, shows the mean comparison of Private and Government secondary school teachers on job satisfaction. The mean of Private secondary school

teachers have been found 173.8 and SD 51.9, whereas the mean of Government secondary teachers have been found 208.7 and SD 34.6, the calculated t-value



is 3.09 which is significant at 0.01 level. It indicates that Government secondary school teachers have higher job satisfaction than the Private secondary school teachers.

### 8. Conclusion:

The study revealed that there is no significant difference was found between the job satisfaction of male and female teachers of secondary schools. Secondary school senior teachers have more job satisfaction than junior teachers. Government secondary school teachers are satisfied with regard to their job as compared to private secondary school teachers.

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