



# JOB SATISFACTION OF TEACHERS WORKING IN SECONDARY SCHOOLS IN THE EAST GODAVARI DISTRICT OF ANDHRA PRADESH

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## ABSTRACT:

Education is one of the most powerful instruments of social, economic, and cultural transformation necessary for the realization of national goals. The educational system of any country must produce young men and women of character and ability who are committed to national service and development. The Educational system in India has undergone many changes both before and after independence. During the British period, the educational system created social and political awareness in the country and brought Indians in touch with the western knowledge. Job satisfaction is a pleasurable or positive emotional state resulting from the appraisal of one's job or job experiences. The role of teachers in the national development is becoming increasingly important.

**KEY WORDS:** Job Satisfaction, Secondary Schools, Cultural Transformation, Goals, Role of Teachers.

## INTRODUCTION:

Education is one of the most powerful instruments of social, economic, and cultural transformation necessary for the realization of national goals. It helps to increase the productivity, achieve national and emotional integration, and accelerate the process of modernization. It cultivates social, moral, and spiritual values among people. It becomes essential for the economic and cultural development of a country. The educational system of any country must produce young men and women of character and ability who are committed to national service and development. Then only education will be able to play its vital role in promoting national progress.

The Educational system in India has undergone many changes both before and after independence. In the ancient period, education was initially confined to priestly class but gradually spread to other classes. Currently, in history, education was rich in content. During the medieval period, education became more religious oriented. Intellectual and aesthetic values were encouraged, and stress was laid on building the personality of students.

During the British period, the educational system created social and political awareness in the country and brought Indians in touch with the western knowledge. However, it remained a foreign plant which could not take root suitably on Indian soil. Though there was considerable expansion of Secondary Education during the British regime, the general condition of education was far from satisfaction.

### **Concept of Job Satisfaction:**

Job satisfaction is a pleasurable or positive emotional state resulting from the appraisal of one's job or job experiences (Locke, E.A., 1976). The extent of job satisfaction is measured through different aspects such as work, work place, infrastructure provided, supervision, salary, job security, promotional opportunity, incentives and work environment. According to Lavingia, K.V. (1974), a teacher who is happy with his work, finds satisfaction in his life and plays a pivotal role in the betterment of society. Hence, only a friendly, enthusiastic, satisfied, secure and well-adjusted teacher can contribute to the well-being of his pupils.

### **Need For the Present Investigation:**

Job satisfaction is required in any profession in general and in teaching profession in particular. The role of teachers in the national development is becoming increasingly important. The intellectual and personality development of students depend mostly on the commitment of the teachers. The investigator, after going through the literature available in the area of Job satisfaction, proposes to study different factors that contribute for the job satisfaction of teachers working in secondary schools.

### **Objectives of the Study:**

The main objective of the present study is to determine factors affecting job satisfaction of secondary school teachers.

The following are the other specific objectives of the study:

1. To study the influence of gender on job satisfaction of secondary school teachers
2. To study the influence of marital status on job satisfaction of secondary school teachers
3. To study the influence of age on job satisfaction of secondary school teachers
4. To study the influence of experience on job satisfaction of secondary school teachers
5. To study the influence of designation on job satisfaction of secondary school teachers
6. To study the influence of location of the institution on job satisfaction of secondary school teachers
7. To study the influence of medium of instruction of the school on job satisfaction of secondary school teachers

### **Hypotheses of the Study:**

1. The following hypotheses have been formulated for the present investigation:
2. There is no significant different in the job satisfaction of male and female teachers working in secondary schools.
3. There is no significant different in the job satisfaction of married and unmarried teachers working in secondary schools
4. The age of secondary school teachers would not influence their job satisfaction
5. The experience of secondary school teachers would not influence their job satisfaction
6. There is no significant different in the job satisfaction of School Assistants and Headmasters working in secondary schools
7. Secondary school teachers working in rural and urban areas do not differ significantly in their job satisfaction
8. The medium of instruction of the school would not influence the job satisfaction of teachers.

### Limitations of the Study:

The study is limited to find out the factors responsible for the job satisfaction of secondary school teachers working in one district only of Andhra Pradesh, viz., East Godavari.

### Methodology:

#### (a) Sample:

The investigator used Random Stratified method of sampling for the present investigation. The sample consisted of 500 teachers working in different secondary schools of the East Godavari District of Andhra Pradesh.

#### (b) Research tools used:

The investigator used a well-prepared questionnaire as the tool of research for the present investigation. The questionnaire consisted of 72 items. A sample of 100 teachers was considered for the pilot study. This sample comprises of male and female teachers of different age groups working in secondary schools being managed by three different agencies, viz., the Government, the Local Bodies and the Private. After selecting items for the research tool, the investigator verified whether the tool prepared for the investigation is in conformity with all the conditions required by a standard measuring instrument. The measures of Reliability, Validity and Objectivity of the tool have been calculated and found that these values are in conformity with the requirements of a standard tool in respect of 60 items. Hence, the tool for final administration was prepared with these 60 items.

#### (c) Administration of the tool:

The final form of questionnaire consisting of 60 items was administered to 528 teachers working in the Secondary schools of the East Godavari district of Andhra Pradesh. Out of 528 teachers for whom the scale was administered, only 510 teachers returned the questionnaires duly filled in. On scrutiny of these 510 questionnaires, 10 are found to be defective. Hence, the investigator used only 500 questionnaires which are fool proof in all respects for the present investigation.

### Statistical Interpretation of Data:

To understand the nature of job satisfaction among different categories of teachers and to know the influence of each variable on their satisfaction have been estimated using various statistical techniques like Mean score values, Standard Deviations and t-ratios and are presented in the following table:

**Table showing t-values of different variables on Job Satisfaction scale**

S.No.	Variables		N	Mean	S.D.	t-Ratio	Result
1.	GENDER	Male Female	240 260	241.8 233.1	20.40 21.80	4.63	Significant at 0.05 & 0.01 levels
2.	MARITAL STATUS	Married Unmarried	380 120	234.5 244.2	23.75 14.60	5.44	Significant at 0.05 & 0.01 levels
3.	AGE	Below 40yrs 40 yrs & above	280 220	234.5 238.1	23.60 21.03	1.82	Not Significant at 0.05 & 0.01 levels
4.	EXPERIENCE	Below 10yrs 10 yrs & above	340 160	237.0 238.5	24.89 20.03	0.72	Not Significant at 0.05 & 0.01 levels
5.	DESIGNATION	Headmaster School Asst.	50 450	244.7 234.6	18.42 24.30	3.55	Significant at 0.05 & 0.01 levels
6.	LOCATION OF THE INSTITUTION	Rural Urban	260 240	242.5 237.4	19.45 19.49	2.94	Significant at 0.05 & 0.01 levels

7.	MEDIUM OF INSTRUCTION	English Telugu	120 380	236.0 233.9	17.70 25.10	1.02	Not Significant at 0.05 & 0.01 levels
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### Findings of the Study:

Based on the analysis and interpretation of data, the investigator has arrived at the following findings:

1. There is significant difference between the job satisfaction of male and female teachers working in secondary schools. Male teachers are better satisfied in their jobs as compared to their female counterparts.
2. There is significant difference between the job satisfaction of married and unmarried teachers working in secondary schools. Unmarried teachers are better satisfied in their jobs as compared to their married counterparts.
3. There is no significant difference between the job satisfaction of secondary school teachers aged below 40 years and those with an age of 40 years and above.
4. There is no significant difference in the job satisfaction of secondary schools' teachers with an experience of below 10 years and those with an experience of 10 years and above.
5. There is significant difference between the job satisfaction of Headmasters and School Assistants working in secondary schools. Headmasters working in Secondary schools are better satisfied in their jobs as compared to those working as School Assistants.
6. There is significant difference in the job satisfaction of secondary school teachers working in Rural and Urban areas. Teachers working in schools located in rural areas are better satisfied in their jobs as compared to those working in schools located in urban areas.
7. There is no significant difference in the job satisfaction of teachers working in English and Telugu medium secondary schools.

### Educational Implications:

1. The opinions expressed by teachers on the factors influencing job satisfaction would certainly help them work in the profession with commitment and dedication and thereby contribute something positive for the noble cause of education.
2. The present study helps in the retention of teachers in the profession with a feeling of satisfaction rather than going for some other job.
3. The study would certainly help the administration to provide favorable working conditions in schools to attract teachers with commitment to the profession.
4. The study would help the administration take right decisions in making policies for the school improvement Programme.
5. The study would enable the policy makers to identify measures to be taken at their end in order to provide pleasant and healthy working environment in schools.
6. This study would help to develop strategies for creating satisfactory working conditions in schools to make teaching an attractive profession.

### Suggestions for Further Research:

The present study is confined to the study of Job Satisfaction of secondary school teachers only. It is suggested that a similar study can be conducted in respect of teachers working in primary schools, Junior Colleges, Degree Colleges, and Colleges of Teacher Education.

The sample of the study is limited to 500 teachers working in the secondary schools of the East Godavari district of Andhra Pradesh. It is suggested that a similar study can be undertaken on a broader sample in a broader geographical area.

The present investigation has taken into its purview eight variables, viz., Gender, Marital status, Age, Experience, Location of the institution, Designation, Type of School management and Medium of Instruction. It will be of interest to find out whether the academic and professional qualifications of teachers have any significant influence on their job satisfaction.

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