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## JOB SATISFACTION OF PHYSICAL EDUCATION TEACHERS OF BHUBANESWAR, ODISHA IN RELATION TO GENDER AND THE TYPE OF SCHOOL.

Aarsee Sahoo

M.Ed. student

University Department of Teacher Education

Utkal University, Bhubaneswar, Odisha, India

**Abstract:** Job satisfaction is necessary both for the staff members working as well as for the proper functioning of the entire organization. Nowadays teaching in Physical Education has become a demanding profession. This study is based on to compare the job satisfaction of male and female physical education teachers of government and private schools of Bhubaneswar and after implementing the tools for data collection the investigator captured the responses of the teachers to measure the responses of the teachers towards their satisfaction from their work.

**Key words:** Job, Job satisfaction, Physical education, Gender

### 1. INTRODUCTION

Satisfaction is the feeling that one feels when he/she does something or get something that he/she wanted or needed to do or get. It is the pleasure or the comfort one gets in completing a certain task. Now as we all know teachers form the backbone of the nation and they play an integral part in transforming our society into a better place. Every teacher therefore must have the potential and clear intention to discharge their duty with utmost devotion to derive satisfaction from their work. Job satisfaction will ultimately reflect on the well-being of the society. Teachers once satisfied would perform to maximum capacity. Teachers satisfied in their job will be interested to teach the future nation builders with more love, care and interest. Job satisfaction ultimately results in better performance. A classroom is happy when a teacher is happy.

Job satisfaction is necessary both for the staff members working as well as for the proper functioning of the entire organization. The more the employees are satisfied, the more is the strength of the institution or the organization. Satisfaction in the work will also bring higher productivity, quality in the particular work, will build trust among the workers, and establish a loyal relationship. The more the staff are engaged, the more they are focused and apply their skills to bring the best out of everything that shows they are enjoying the work they do. Engagement and enjoyment must go side by side to bring out best results. Teacher job

satisfaction comes when a teacher is deeply and truly engaged in giving his/her best to create a proper learning atmosphere. It comes when a teacher is engaged in engaging learners and the class is filled with the sounds of laugh, joy and happiness. As a teacher one must know what motivates them, they must be aware of the fact why they took this particular job and what they can contribute being a part of this profession. It is also necessary to acknowledge one's work to appreciate the hard work one does to create a beautiful society to live in. Every person working in different fields likes to be recognised as well as appreciated for the contribution he / she makes to bring a positive change to people's lives. When teachers are appreciated for their performance they even get encouraged to work more day and night for the learners and this brings satisfaction towards their work and their profession.

Being a teacher, itself is a superpower. Bringing out valuable meaning from the work one does, fighting and getting through a challenging situation, helping co-workers, gaining new experiences, guiding towards a positive path improves the job satisfaction level. Each day is a new day to gain new experiences. Learning from those experiences and being grateful for all those learning experiences must be the motto for each teacher.

## CONCEPTUAL FRAMEWORK

Nowadays teaching in Physical Education has become a demanding profession. Physical education teachers play a very vital role and their work involves a number of duties such as planning, teaching, evaluative, administrative and various unclassified ones. The teacher is engaged in various activities apart from games like plantation, yoga, awareness programmes, field work and a lot more. Nowadays it is very much required to remain fit to survive in this world. Physical education creates opportunity and tries to bring out an active lifestyle out of the sedentary people. As a result, physical education teachers working in schools feel their workload heavier, strenuous and difficult too. Some of them feel that in proportion to the expectations of the society they are not given due place, recognition, autonomy, pay, working conditions, opportunities for growth and advancement and so on. All this leads to job dissatisfaction or low job satisfaction among teachers in general. Job dissatisfaction will ultimately affect the fulfilment of students' needs. There are schools where physical education teachers are even facing problems due to lack of sports equipment. Even situations exist where physical education teachers are engaged in other school related work and this results in not giving proper time to the learners. All this creates a sense of dissatisfaction among the teachers. For all this reason, it is important to provide a peaceful working environment so that teachers can demonstrate all their professional skills in the schools to engage students and create a proper teaching learning environment. Positive and negative situations affecting job satisfaction should be identified and alternative solutions should be created to eliminate situations that negatively affect job satisfaction. Teachers are the most important weapon in the economic, social and cultural development of a society. Mezirlioğlu (2005) states that teachers need to work happily and efficiently in order to help social development, increase the level of welfare and raise the new generation in a qualified manner.

According to the need of the learners as well as on the basis of the requirement of curriculum the physical education teachers take initiative to instruct learners and engage them in a number of physical activities. They include sports, games and physical fitness techniques. The physical education teachers also try their best to inculcate values by engaging students in different games, which is the most important part for developing a better future. The physical education teachers also take regular classes on physical health and well-being as well as regarding nutrition practices. Physical and health education is the primary aspect in a student's life. It is the responsibility of the teachers to encourage students to participate in different games and also check for the participation of girls. It is also necessary to monitor and supervise student performance from time to time. A teacher must keep a record of the overall health and the physical ability of the student. Physical education teachers are different and have unique personalities. Looking at a student they can identify the sportsman qualities that the learner possess. They try to extract those qualities and polish those skills for the betterment. The teachers tend to be social individuals and they are very much learner-friendly and helpful. Irrespective of any difficulties they don't fail to guide the learners. The physical education

teachers are patient, kind, creative and expressive at the same time. Physical education teachers are very regular in their work, they are a part of various trainings, seminars and sports related programmes. Not only they take the responsibility of sports department but also the functioning as well as management of various programmes in the school. Physical education teachers must spread awareness regarding the importance of being physically fit and create an image of positive role models for the students. The teachers must accept their duties and they are also assigned after school events.

It is very much necessary that the physical education teachers are highly satisfied in their respective workplaces. They must be well equipped with the required equipments, well surrounded with the essential facilities and must get enough time and scope to grow as an individual and help learners to achieve success in the field of sports and games. Physical education teachers must imbibe in themselves the ability to make genuine connection with others, it is essential for them to imbibe in themselves interpersonal skills, ability to know and understand others emotionally. They have to be kids with the kids to introduce all the desirable qualities and spread positivity. Creating an environment for the love of sports and games where there is respect both for students and teachers towards health education, sports and games. On the teachers part it is also required to remain physically fit and skilled at playing sports. Trying new things, developing creativity, having fun with students will make the task easier and smoother. Students enjoy those classes that emphasizes on developing creativity skills. The ultimate goal of being a physical education teacher is to build character and imbibe the sportsmanship, respectfulness, empathy, and compassion. The physical education class was once little more than an organized recess; however, physical education teachers now engage students in much more than game play. Recent developments have steered the physical education curriculum towards the goal of overall wellness and teachers now incorporate health and nutrition topics into their classes (Shorfi, 2012). About job satisfaction there has been a lot of research since 1930. In this study, it is stated that job satisfaction of employees is associated with psychological and physical health. Job satisfaction has been defined by Locke (1976), as “a pleasurable or positive emotional state resulting from the appraisal of one's job or job experience”. Working and having a job have an important place in human life. In addition, a job has social functions such as determining the social status of individuals, creating a sense of being beneficial to the society, enabling meeting with other people and establishing new relationships and psychological functions such as the pride of having a job and being able to produce, the excitement of starting a job, the feeling of being successful, loving one's job and doing a meaningful act (Cakır, 2001). The more the teachers will work with children and for children, the more satisfied they feel about their work place. Teaching job develops warm and personal relationships with students and provides autonomy and independence contribute to satisfaction (Shann, 1998). The satisfaction level for physical education teachers depends on a number of factors like relationship with students, relation with colleagues, senior teachers, opportunity for professional growth, job security, promotions, salary, working conditions, organisation and management, personality and appreciation (Vural, 2004). As we all know health is wealth, from a baby to an adult to an old it is necessary for everyone to remain fit. Fitness is very much essential to lead a high-quality life. The curriculum must be planned giving importance to physical education and focusing on the fitness level of the learners. To be efficient in doing certain work first thing is to be physically fit. Activities of physical education and games bring emotional and social maturity and health adjustment among pupils. Facilities are the most essential need for any programme in the education field.

## 2. SIGNIFICANCE OF THE STUDY

Job satisfaction is a two-way process, where the employees must be satisfied with the institution and the institution must trust its employees. Motivating and encouraging employees must be important and for the employees it is required to realise their own potential and believe in themselves. The more satisfied the teachers are, the more effective the classroom will be. When employees feel the company has their best interests at heart, they often support its mission and work hard to help achieve its objectives. And, they may be more likely to tell their friends, which helps spread goodwill. While the role of teachers' work for student outcomes is widely recognised, the question whether teachers are content with their working environment is

often overlooked (Bascia & Rottmann, 2011; Liang & Akiba, 2017). Meanwhile, teacher job satisfaction has many important and far-reaching implications. First, it contributes to teacher well-being as satisfied teachers are less susceptible to stress and burnout (Kyriacou & Sutcliffe, 1977; Skaalvik & Skaalvik, 2011).

Johnson, Kraft, and Papay (2012) investigated the effects of school working conditions on teacher job satisfaction and career intentions in the US context. The study revealed that among the employed categories of teacher working conditions, the ones of social nature were the most important. Thus, the effects of collegial support, principal's leadership, and school culture of trust and respect were almost double the effect of school material resources.

The importance of the study is that the researcher will be able to find out the job satisfaction level of the physical education teachers of Bhubaneswar, Odisha in relation to their gender and the type of institute i.e. government or private schools they are working at. Apart from that several other factors like salary, respect, working conditions, availability of sports equipment also play an important role in maintaining the job satisfaction level among the teachers. Nowadays physical education has gained immense importance and to carry out the various activities physical education teachers must be highly skilled and talented enough so as to provide a perfect learning environment. Physical education is the part of the curriculum of every school but is often the most neglected part whereas the case must be opposite. Physical education must be given the top most priority in every school. It plays a crucial role in the lives of human beings. This aspect of curriculum is not just focused to train a student's body but also to train his/her mind. It is the 100% effort of the physical education teacher whose consistency and constant effort will help learners grow and bring out best results. They must have a regular schedule, motivate learners to participate in various sports, games, physical activities and instruct students about physical development, health and nutrition, monitor the students. The pleasure in the work, the overall condition of their workplace, promotion, salary, sports equipments, working condition will sum up as the number of efforts the physical education teachers put for the betterment of their students. Enjoying the working environment will contribute to the high satisfaction level among the teachers ultimately benefiting students' performance. The demand in this field of life is too high and one can extract a lot out of it. It is the level of satisfaction that decides how much effort a teacher can actually put to make things happen perfectly. sedentary. Promoting a positive mindset about exercise from an early age will help to keep them healthy as they get older(Healy,2022).From a very early age the young learners understand the importance of having balanced diet and the negative effects of consuming junk food. Regular exercise reduces stress and anxiety, contributing to healthy sleep patterns, which in turn lead to better mental health, immune system functioning, and overall well-being. It also develops cooperation, team spirit and social skills among the students. They help each other in difficult situation and understand each other's emotions. Getting more connected to sports and games learners develop all the desired positive qualities and also develop motor skills. This teaches them essential communication skills and social skills. It helps them become team players, work alongside a diverse range of team mates and be able to support others(Healy,2022).

### 3. LITERATURE REVIEW

**R.D. Sharma and Jeevan Jyoti (2006).** conducted the survey among private and government school teachers in Jammu city and the sample contains 120 teachers. The study revealed the level of satisfaction among the teachers is not high and the private school teachers are highly satisfied when compared to government teachers. The overall level of job satisfaction measured on the basis of responses derived from government as well as private school teachers teaching in the primary and secondary standards in Jammu city was found to be 3.17 on the five-point Likert scale. The analysis reveals that all the dimensions studied have a positive relationship with job satisfaction and that teachers are dissatisfied with their pay package. The level of job satisfaction derived by government school teachers is modest (3.03). The level of job satisfaction derived by private school teachers is modest at 3.31. The source of maximum satisfaction is the dimension of students and physical environment (3.70), while the minimum is pay and rewards (2.60).

**Ghosh (2013).** Teachers have always played vital roles in the reconstruction of society. In the event of universalization of elementary education, therefore much emphasis was placed on recruitment of teachers. Teachers are accorded great due to their manipulative skills in igniting the inherent talents of the children. Hence NCTE (1998) put emphasis on teacher education as only enlightened and emancipated teachers can lead communities and nations in their march towards better and higher quality of life. Teachers, like other professionals, may have to continue their education after they qualify, a process known as continuing professional development. Job satisfaction could be said that the feeling of joy and pleasure that a person has at the work he is engaged in is known as his job satisfaction. The study intended to highlight the job satisfaction of teachers working at the primary school in relation to the nature of job, gender, locale, management and educational qualification variation. Dixits job satisfaction scale (1998), developed by Panda (2007) was administered over a sample of 100 primary school teachers of Dakshin Dinajpur district of West Bengal. The findings of the study revealed that para, female, govt. school and undergraduate teachers are more satisfied with their job than the regular, male, pvt. school and graduate teachers.

**Saraswati (2013).** conducted a comparative study between government and private colleges' faculty members of Delhi to measure their job satisfaction level. The researcher had taken various dimensions into consideration which were general working conditions, pay and promotion potential, work relationship, use of skills and abilities, and work activities. The researcher had used the job satisfaction scale to collect data from 500 faculty members of government and private colleges of Delhi. The analysis of the data had been done by using simple percentages. The result of the study revealed that faculty members working in government colleges of Delhi were more satisfied on all the dimensions as compared to faculty members of private colleges in Delhi.

**Roy and Roy (2013).** Conducted a research to assess the level of job satisfaction level of the college teachers and to observe the factors contributing job satisfaction to them. The job satisfaction of the college teachers of West Bengal is very important from the point of view of higher education system of the State as well as for the development of the state. In doing this type of descriptive type of research methodology has been adopted and by administering questionnaire required data have been collected from the teachers of different colleges. The data revealed a varied level of job satisfaction among the teachers. It has been found that the level of satisfaction of the college teacher varies positively with age, experience, job security, pay-scale while does not vary significantly with gender difference, educational qualification, and after entry academic progress. Married teachers have been found with higher job satisfaction.

**Velmurugan (2016).** Growth of a nation lay in the hands of great leaders. Effective and efficient leaders are shaped only from the well-functioning of educational institutions. Thus, effective functioning of any educational institution depends on professional commitment of teachers. Commitment of teachers depends upon their job satisfaction. Hence, in this article an attempt has been made to identify the factors that increase job satisfaction of teachers. The present study has been carried out among private higher secondary school teachers in Coimbatore district. The result of the study discloses that job satisfaction of teachers depends on Salary, Working time, Professional growth.

**Bhat A A (2018).** Job satisfaction is a set of favourable or unfavourable feelings and emotions with which employees view their works. It refers to a collection of attitudes that workers have about their job. The present study was conducted to investigate the difference between gender (male and female teachers) and types of school (Govt and Private) about job satisfaction. The Job satisfaction scale for teachers constructed by S.P. Anand (1975) was used to collect data. The data were collected from 120 teachers 60 males and 60 females each selected from Govt and private high schools in district Baramulla. The findings of the study revealed that there is no significant difference between male and female high school teachers in job satisfaction. The results also indicated that there is no significant difference between high school teachers

working in Govt. and private sector in job satisfaction. The study also states that there is significant interaction effect of gender with type of institute/school on job satisfaction.

#### 4. STATEMENT OF THE PROBLEM

A satisfied teacher always ensures a satisfied and happy classroom. In this context the proposed study is entitled as *“JOB SATISFACTION OF PHYSICAL EDUCATION TEACHERS OF BHUBANESWAR IN RELATION TO GENDER AND THE TYPE OF SCHOOL .”*

#### 5. OBJECTIVES OF THE STUDY

The objective of the study is-

- I. To compare the job satisfaction level of male and female physical education teachers of government schools.
- II. To compare the job satisfaction of male and female physical education teachers of private schools.
- III. to compare the job satisfaction of government and private school physical education teachers

#### 6. RESEARCH HYPOTHESIS

- I. There are no significant differences in the job satisfaction level of male and female government physical education teachers.
- II. There are no significant differences in the job satisfaction level of male and female physical education teachers of private schools.
- III. .There are no significant differences in the job satisfaction level of physical education teachers of government and private schools.

#### 7. DELIMITATION OF THE STUDY

The proposed study is confined only to the schools under Board of Secondary Education.

It is confined only to the 30 physical education teachers.

It is delimited only to the Bhubaneswar region.

#### 8. RESEARCH DESIGN

For this proposed study the investigator choose the Descriptive survey method was used in the study.

**8.1.POPULATION** – The physical education teachers of government and private high schools of Bhubaneswar constituted the population for the study.

**8.2.SAMPLE** - The sample for the study was collected randomly 15 physical education teachers from government high school and 15 physical education teachers from private school were taken for investigation.

Table 1.composition of final sample

SL.NO.	TYPE OF SCHOOL	GENDER		TOTAL	TOTAL
		MALE	FEMALE		
1.	GOVERNMENT HIGH SCHOOL	7	8	15	30
2.	PRIVATE HIGH SCHOOL	9	6	15	

**8.3.RESEARCH TOOLS** – A self-made Job Satisfaction Scale was prepared and provided to the physical education teachers for the process of data collection. A rating scale was prepared and the physical education teachers had to give rating for the questions whether they agree or not. The questionnaire was arranged systematically and it comprised 20 questions relating to the working conditions, salary, training programmes for professional growth, and the benefits the teachers enjoy.

The inventory contains 20 items and seeks to compare the job satisfaction level among the physical education teachers of private and government schools. The teachers of the selected sample have to answer either SA[Strongly agree], A[Agree], UD[Undecided], D[Disagree], DA[Strongly disagree] in the question booklet. The inventory has no time limit, but it is expected that an average person would need 15 minutes to complete the inventory.

## 9. PROCEDURE OF DATA COLLECTION

1. The investigator requested the principal of UDTE, Utkal University to grant permission to carry out research at different schools for the study.
2. The investigator personally visited 15 government and 15 private high schools and collected the required data.
3. Data was collected by providing the self- made Job Satisfaction scale to the respective physical education teachers.

At the time of administration the investigator must be aware about the nature and purpose of the study. The subjects were motivated to give a free and true response to the items according to their own feeling and understanding. The investigator had kept continuous rapport at the time of administration of study. This job satisfaction questionnaire consists of 20 items.

### 9.1.SCORING PROCEDURE

In the scoring procedure 5 scoring stencils were used. Each stencil had a pattern of holes, which revealed the response. Adjacent to each hole in the key there is a number indicating the weightage given to it, if a response appears through the hole. In this way all the data were to be scored.

To measure the responses of the teachers from their feedback after the completion of the instruction, the investigator used 5 points responses scale.

Table 2 Scoring the responses of the teacher

RESPONSES	SCORING KEY
STRONGLY AGREE	5
AGREE	4
UNDECIDED	3
DISAGREE	2
STRONGLY DISAGREE	1

## 10. STATISTICAL TECHNIQUES

After scoring the data, the investigator has used the following statistical techniques for analysis and interpretation of data.

1. Measure of central tendency (Mean)
2. Measure of variability (SD)
3. Inferential statistics i.e., "T" test

### 10.1. CALCULATION OF MEAN AND STANDARD DEVIATION OF RAW SCORE DATA OF GOVERNMENT SCHOOL PHYSICAL EDUCATION TEACHERS

Table 3

MALE			FEMALE		
RAW SCORE	FREQUENCY (f)	fx	RAW SCORE	FREQUENCY (f)	fx
90	1	90	63	1	63
96	1	96	86	1	86
91	1	91	68	1	68
100	1	100	89	1	89
86	2	172	71	1	71
106	1	106	85	1	85
	N=7		72	1	72
			115	1	115
			N=8		
	MEAN=	93.57		MEAN=	81.12
	SD=	6.925		SD=	15.551

The above table mentions the raw scores of male and female teachers' data that have been collected by the investigator. First the raw scores have been arranged in a systematic manner then Mean and Standard Deviation have been found out. The mean of the data for male teachers is 93.57 and for female it is 81.12. The standard deviation of male teachers is 6.925 and female teachers it is 15.551.

It shows a difference between the job satisfaction of male and female teachers. From the above data it has been found that the male teachers of government schools are more satisfied than the female teachers and from the value of standard deviation it is found that the job satisfaction of female teachers varies greatly from its male counterpart.



### 10.2. GENDER WISE COMPARISON ON JOB SATISFACTION OF GOVERNMENT SCHOOL PHYSICAL EDUCATION TEACHERS

Table 4 The mean, SD and t value of job satisfaction of male and female government school physical education teacher

SL.NO.	GENDER	NO. OF TEACHERS (N)	MEAN	STANDARD DEVIATION	't' VALUE	REMARKS
1.	MALE	7	93.57	6.925	2.045	NOT SIGNIFICANT
2.	FEMALE	8	81.12	15.551		

Table 4 indicates the means, SD and 't' value of job satisfaction level of male and female government school physical education teachers. The mean scores of male and female 93.57 and 81.12 and SDs are 6.925 and 15.551 respectively. The computed t value is 2.045. The table value at  $\alpha = 0.05$  level and 13 df is 2.16. The calculated value is smaller than the table value. So the investigator accepts the null hypothesis. There is no significant difference between the job satisfaction level of male and female physical education teachers of government school teachers. That means the job satisfaction level of male and female teachers in government schools do not differ much.

### 10.3. CALCULATION OF MEAN AND STANDARD DEVIATION OF RAW SCORE DATA OF PRIVATE SCHOOL PHYSICAL EDUCATION TEACHERS

Table 5

MALE			FEMALE		
RAW SCORE	FREQUENCY (f)	fx	RAW SCORE	FREQUENCY (f)	fx
68	1	68	86	2	172
72	2	144	75	1	75
81	1	81	80	1	80
70	1	70	83	1	83
77	1	77	78	1	78
78	1	78			
65	1	65		N=6	
	N=9				
	MEAN=	71.88		MEAN=	81.33
	SD=	5.52		SD=	4.068

From the above table, the mean of male teachers is 71.88 and that of female teachers is 81.33. The standard deviation of the male teachers is 5.52 and that of female teachers is 4.068. From the above data it shows that the job satisfaction of female teachers of private schools is higher than that of male teachers and the value of standard deviation of male teachers shows more variation than that of female teachers.

#### 10.4. GENDER WISE COMPARISON ON JOB SATISFACTION OF MALE AND FEMALE PRIVATE SCHOOL PHYSICAL EDUCATION TEACHERS

Table 6-The mean, SD and t value of job satisfaction of male and female private school physical education teacher

SL.NO.	GENDER	NO. OF TEACHERS	MEAN	STANDARD DEVIATION	't' value	REMARKS
1.	MALE	9	71.88	5.52	3.813	SIGNIFICANT
2.	FEMALE	6	81.33	4.068		

Table 5 indicates the mean, SD and 't' value of job satisfaction level of male and female private school physical education teachers. The mean scores of male and female 71.88 and 81.33 and SD's are 5.52 and 4.068 respectively. The computed t value is 3.813. The table value at  $\alpha = 0.05$  level at 13 df is 2.16. The calculated value is greater than the table value. So the investigator rejects the null hypothesis. There is a significant difference between the job satisfaction level of male and female physical education teachers of private school teachers.

#### 10.5. COMPARISON OF JOB SATISFACTION OF GOVERNMENT AND PRIVATE SCHOOL PHYSICAL EDUCATION TEACHERS

Table

Table 7- The mean, SD and t value of job satisfaction of government and private school physical education teacher

SL.NO.	TYPE OF SCHOOL	NO. OF TEACHERS	MEAN	STANDARD DEVIATION	't' value	REMARKS
1.	GOVERNMENT	15	86.93	14.57	2.71	SIGNIFICANT
2.	PRIVATE	15	75.66	6.808		

Table indicates the mean, SD and 't' value of job satisfaction level of government and private school physical education teachers. The mean scores of governments and private schools are 86.93 and 75.66 and SDs are 14.57 and 6.808 respectively. The computed t value is 2.71. The table value at  $\alpha = 0.05$  level at 28 df is 2.048. The calculated value is greater than the table value. So, the investigator rejects the null hypothesis. There is a significant difference between the job satisfaction level of government and private school physical education teachers.

## 11. MAJOR FINDINGS

From the above data it is found that;

1. The mean value of male teachers in government schools is 93.57 and that of female teachers is 81.12. This shows that the male teachers are more satisfied in their job than that of the female teachers.
2. The mean value of private school male teachers is 71.88 and that of female teachers is 81.33. This shows that the female physical education teachers of private schools are more satisfied in their job than the males.
3. The mean value of government school physical education teachers is 86.93 which is more than the mean value of private school teachers i.e. 75.66. This shows that the government school teachers are more satisfied in their job than the private teachers.
4. The standard deviation value of government school male teachers is 6.925 and female teachers is 15.551 which is greater than the male. This indicates that females vary greatly from the male teachers in terms of their satisfaction from their job.
5. The standard deviation value of private school male teachers is 5.52 and female teachers is 4.068. This indicates that males vary greatly from the female teachers in terms of job satisfaction.
6. The standard deviation value of government school physical education teachers is 14.57 and that of private school teachers is 6.808. This indicates that the job satisfaction level of government and private schools varies greatly.
7. By administering t-test it is found that for government school the calculated t-value is 2.045 and the table value at  $\alpha=0.05$  13df is 2.16. This shows that the calculated value is less than the table value, which means the null hypothesis is accepted. It is concluded that there is no significant difference in the job satisfaction level of the male and female teachers.
8. The t-test value for private school is 3.813 but the table value at  $\alpha=0.05$  13 df is 2.16. The calculated t-value is greater than the table value which means that the null hypothesis is rejected and there is significant difference in the job satisfaction level of the male and female teachers.
9. The t-test value of government and private school physical education teachers is 2.71 but the table value at  $\alpha=0.05$  28 df is 2.048. The calculated value is greater than the table value which indicates that the null hypothesis is rejected and the job satisfaction of government and private school physical education teachers vary significantly.

## 12. CONCLUSION

The government teachers were more satisfied but still more opportunities should be created in this field. The male government teachers are more satisfied than the female teachers. The female private school teachers are more satisfied as compared to the male teachers.

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