



A STUDY OF JOB SATISFACTION LEVEL AMONG SENIOR SECONDARY SCHOOL TEACHERS IN HIMACHAL PRADESH

Meenu Choudhary¹, Dr. Jitendera Kumar Tiwari², Dr. O.P. Bhardwaj³

¹Research Scholar, School of Education CPU Kota, (Rajasthan)

²Supervisor (Associate Professor) School of Education CPU Kota, (Rajasthan)

³Co-Supervisor Principal DDM Sai College of Education Jalari Hamirpur (H.P.)

ABSTRACT

A teacher is a backbone of a nation and its progress depends upon the education system. The role of teacher is very significant in the development of a country. He acts as a coach, mentor, trainer, and guide. The aim of this paper is to find out the level of job satisfaction among teachers of senior secondary schools in Himachal Pradesh with respect to their gender, locality and type of school. The area of research is Kangra district of Himachal Pradesh. A sample of 200 respondents has been collected from various private and Government senior secondary school teachers at Kangra districts in Himachal Pradesh. A standardized tool of job Satisfaction by Meera Dixit(2011) was used for data collection. For the statistical analysis of data mean, standard deviation and t-test has been employed. The findings revealed not significant differences in job satisfaction level of senior secondary school teachers in relation to their gender. Study also revealed that there is a significant difference in the job satisfaction level with respect to locality and type of school.

Key Words: Job Satisfaction, Gender, Locality, Type of School.

INTRODUCTION

Job satisfaction is a complex phenomenon. This is one of the most important and controversial issues of behavior management in any organization. Job satisfaction is the result of different attitudes of employees towards their job, related factors and life in general. It is viewed as the result or consequence of the employee's experience on the job in relation to his own values and what he wants or expects from the job. Teachers who are satisfied with their work play a very important role in the rise of society. Well-coordinated and satisfied teachers can make a significant contribution to the well-being of their students. Dissatisfied teachers can cause anger, tension, negatively impact student learning, and ultimately affect academic growth. Attitude is the willingness to respond to a situation, person, or thing in a certain way. The attitudes, ideas, feelings and interests of the child depend on the organization of the family, the thinking of the parents and social habits.

Job Satisfaction

Job satisfaction (JS) is “a pleasurable or positive emotional state resulting from the appraisal of one’s job or job experiences” (Locke, 1969; 1976). It is the perception of the employee on how well the things are provided that is considered as important. In the discipline of organizational behavior, JS is one of the most crucial and frequently studied constructs. Individuals with positive feelings about their jobs show high levels of job satisfaction; while an individual with negative feelings about his/her job shows low level of job satisfaction. JS is simply an attitude with three generally accepted dimensions. Firstly, how the employee feels emotionally with regard to the job and the level to which the job provides the individual with interesting tasks, learning possibilities and empowerment. The content of the work itself is the most significant factor affecting job satisfaction.

CONCEPT OF JOB SATISFACTION

Job satisfaction is a psychological aspect of functioning in any occupation. It is the positive emotional response to the job situation resulting from attaining what the employee expect from the job. It is a pleasurable emotional state of the assessment of the job. The term was given by Hoppock (1935). The term ‘job satisfaction’ refers to a pleasurable or positive emotional state resulting from the appraisal of one’s job (Locke, 1976); an affective reaction to one’s job and an attitude towards one’s job (Weiss, 2002). Job satisfaction is the result of employees’ insight on the facilities that his organizations provide. In the report of Kothari Commission (1964-66), it is appropriately opined that nothing is more important than providing teachers’ best professional preparation and creating satisfactory conditions of work in which they can be ‘effective’. The future of our nation is being built in today’s classrooms’ (Education Commission, 1964-66).

Teachers are responsible for organizing these classrooms. That is the reason they are called the builders of the nation; and teaching has been considered as the noblest profession throughout the world.

MEANING AND DEFINITION OF JOB SATISFACTION

‘Job satisfaction’ although it is a difficult thing to define the job satisfaction exactly but still we try to say that job satisfaction portrays the perception of the person towards his or her job, job related activities and environment. It is a combination of psychological and emotional experiences at work.

Job satisfaction, as defined by **Locke (Lutherans, 2002)** is a “pleasurable or emotional state resulting from the appraisal of one’s job experience.” It is often a result of the perception of the employee as to whether his job provides him with the outcomes he views as important. Job satisfaction is determined by how well the result of the job meets the expectations of the employee or they exceed the expectations.

Job satisfaction is the combination of two words, ‘Job’ and ‘Satisfaction’. ‘Job’ is an occupational activity performed by an individual in return for a reward. ‘Satisfaction refers to the way one feels about events, people and things. It generally felt that the things people seem to like about their jobs are directly related to the job itself. Job satisfaction may be defined as an attitude which results from balancing summation of many specific likes and dislikes experienced in connection with the job. Satisfaction is generally associated with the good adjustment.

DEFINITION OF KEY TERMS

Job satisfaction- The term ‘job satisfaction’ was referring to a combination of psychological, physiological and environmental circumstances that make a person feel satisfied with his job. It is a general attitude towards

one's job; the difference between the amount of rewards workers receive, and the amount they believe they should receive Hoppock (1935).

Secondary School Stage: - Class VI to XII in a school is known as secondary school stage.

Gender- Male and Female teachers of senior secondary schools

Locality – Area of school where it is situated

Type of School - Govt. and Private senior secondary school.

LITERATURE SURVEY:

The review of related literature is must for successful completion of research.

Ahmed, Raheem and Jamwal (2003) conducted a study on job satisfaction of 236 teachers in secondary school. It was observed that the female teachers are highly satisfied when compared to the male teachers. The teachers working in the government school showed higher satisfaction than the teachers working in the private schools.

R.D. Sharma and Jeevan Jyoti (2006) conducted the survey among private and government school teachers in Jammu city and the private school teachers are highly satisfied when compared to government teachers.

John (2010) Mehta (2012) and Zilli (2012) conducted a survey regarding the teacher's job satisfaction to know whether the teacher's perception is affected by the type of organization. The result observed that there is a significant difference in the level of satisfaction of government and private school teachers.

Raj and Lalitha (2013) conducted the survey on the level of job satisfaction among private and government school teachers. The results showed that there is no significant difference in the level of satisfaction of private and government school teachers.

After going through the literature available in the studies of job satisfaction with different variables the researcher found a base to understand the problem on job satisfaction of teachers for study with different variables. Therefore, the investigator choose the research with topic, "**A Study of Job Satisfaction among Senior Secondary School Teachers in Himachal Pradesh.**", to identify the emerging factors coupled with the teachers in performing their job. As teachers always play a fundamental role in the enlightenment of human societies through the process of education and contributed to development in shaping and reshaping the society and in determining the quality of life of the people by providing innovative and quality education for the upbringing of the citizens.

OBJECTIVES OF THE STUDY

Every research study must have some objectives to achieves, without which no research can be conducted. The entire research process is guided by objectives which have been explicitly and precisely spelled out by the investigator in advance.

The main objectives of this study were as follows:

1. To find out the difference between the job-satisfaction level of secondary school teachers in relation to their gender.
2. To find out the difference between the job-satisfaction level of secondary school teachers in relation to their locality of school.

3. To find out the difference between the job-satisfaction level of secondary school teachers in relation to their type of school.

HYPOTHESES OF THE STUDY

H0.1: There is no significant difference in the level of job satisfaction of secondary school teachers in relation to their gender.

H0 2: There is no significant difference in the level of job satisfaction of secondary school teachers in relation to their locality of school.

H03: There is no significant difference in the level of job satisfaction between govt. and private secondary school teachers.

SAMPLE

The present study was conducted on sample of 200 Secondary school teachers from one district (Kangra) of Himachal Pradesh.

METHODOLOGY

The present study was conducted in the descriptive survey design to examine the relationship between job satisfaction of secondary school teachers with respect to their gender, locality and type of school. Male and Female senior secondary school teachers of 20 schools of District Kangra in Himachal Pradesh were considered as the population of the study. The sample has been drawn by using simple random sampling. The study included 20 senior secondary school teachers of twenty government and private schools of district Kangra. In all 200 school teachers are selected, 50% of them are men and 50% are women in the present study for data collection. The random sampling was done from each block of the district to select for sample for present study.

TOOL USED

The Job Satisfaction Scale prepared by Dr. (Mrs.) Meera Dixit (2011) was used. In this scale, there are 52 statements/questions. The scoring is on a five-point alternative, viz., strongly agree, agree, undecided, disagree and strongly disagree. Reliability of this test is computed by the split-half method is 0.92 & 0.93. Reliability of the test by the test-retest method is 0.86 & 0.89.

Statistical Techniques Used

In the present study statistical techniques of Mean, Standard Deviation, and 't' test Correlation were used to find out the level of job satisfaction among senior secondary school teachers of Kangra District in H.P based on their gender, locality and nature of school.

ANALYSIS AND INTERPRETATION OF DATA

The objectives of the present study were to find out the job satisfaction level of secondary school teachers in relation to their gender, locality and type of schools. To achieve the objectives of the study the data were subjected to t-test.

Testing of Hypothesis 1

In order to test this hypothesis, the mean scores on the job satisfaction of male and female teachers teaching in senior secondary schools the results are presented in Table 1.

Difference in the mean scores for the job satisfaction of teachers with respect to their gender**Table- 1**

Gender	N	Mean	SD	t-Value
Male	100	172.47	11.92	0.91
Female	100	170.33	18.97	

**** Significant at 0.01 level, * Significant at 0.05 level**

In describing the mean and standard deviation on job satisfaction, in the given table 1, the obtained 't'-value 0.91 indicated that there is no significant at 0.05 level of significance between male and female secondary school teachers in Himachal Pradesh. However the mean scores (172.47) of male teachers are found slightly more as compared to the mean scores (170.33) female teachers of secondary schools, but this difference is not significant statistically. Therefore the null hypothesis which states that there is no significant difference between male and female senior secondary school teachers in job satisfaction is retained.

Testing of Hypothesis 2

In order to test this hypothesis, the mean scores on the job satisfaction of male and female teachers teaching in senior secondary schools the results are presented in Table 2.

Difference in the mean scores for the job satisfaction of teachers with respect to locality of school**Table-2**

Locality	N	Mean	SD	t-Value
Rural	100	165.03	21.06	*2.26
Urban	100	177.67	10.85	

**** Significant at 0.01 level, * Significant at 0.05 level**

In describing the mean scores and standard deviation on job satisfaction, in the given table 2, the obtained, 't'-value is 2.26. which indicates that exist a significant difference at 0.05 level of significance between male and female secondary school teachers in Himachal Pradesh . The mean scores (177.67) of teachers teaching in urban locality is found higher than the mean scores (165.03) of the teachers teaching in rural locality. This difference is significant statistically. Therefore the null hypothesis which states that there is no significant difference between senior secondary school teachers in job satisfaction with respect to the locality of school is rejected, because there was a significant difference in job satisfaction among senior secondary school teachers with respect to locality of schools.

Testing of Hypothesis 3

In order to test this hypothesis, the mean scores on the job satisfaction of male and female teachers teaching in senior secondary schools the results are presented in Table 3.

Difference in the mean score for job-satisfaction of teachers with respect to Type of school

Table-3

Type of School	N	Mean	SD	t-Value
Govt.	100	192.65	16.12	*3.37
Private	100	204.05	19.05	

** Significant at 0.01 level, * Significant at 0.05 level, NS= Not Significant

In describing the mean score and standard deviation on job satisfaction, in the given table 3, the obtained 't'-value is 3.37. It indicates that there exists a significant difference among teachers teaching in govt. and private senior secondary school teachers in Himachal Pradesh at 0.05 level of significance. The mean scores (204.05) of teachers teaching in private school is found higher than the mean scores (192.65) of the teachers teaching in govt. schools. This difference is significant statistically. Therefore the null hypothesis which states that there is no significant difference between senior secondary school teachers in job satisfaction with respect to the type of school is rejected, because there was a significant difference in job satisfaction among senior secondary school teachers with respect to type of schools.

Main findings of the study

Based on the analysis and interpretation of data, the investigator arrived at below results mentioned in findings.

- The present study found that the job satisfaction of male and female teachers teaching in senior secondary schools of Himachal Pradesh do not differ significantly. They have almost same level of job satisfaction.
- The present study showed that a significant difference found on job satisfaction among teachers of senior secondary schools teaching in Himachal Pradesh with respect to locality of schools as rural and urban area schools. On the basis of mean scores Present study concluded that teachers teaching in urban areas are more satisfied with their job.
- A significant difference was found in job satisfaction among senior secondary school teachers in Himachal Pradesh in relation to type of school as private senior secondary schools. Study also revealed that private school teachers have better job satisfaction as comparing to government senior secondary school teachers in Himachal Pradesh.

Conclusion and Discussion of the results

The present study is just limited to a sample of 200 senior secondary school teachers teaching in Kangra district only. The result of this study showed that job satisfaction of senior secondary school teachers not affected by the gender i.e.(Male and Female) teachers. Mean scores of male teachers was higher on job satisfaction in comparison to the female counterpart, which is not significant statistically. A significant differences was found on variable job satisfaction with respect to the locality of school i.e.(Rural and Urban) area school. As urban area school teachers are more jobs satisfied as compared to rural area school teachers. Data analysis of this study also indicated that senior secondary school teachers of govt. and private schools differ significantly on variables job satisfaction, the mean score of private school teachers are found higher on the variable job satisfaction as compared to the govt. school teachers. This difference is up to nominal extent as compared to the govt. school teachers, which might be due to casual participation and response of govt. school teachers towards the filling of questionnaire. The result of this study should be viewed with some limitations and this may be attributed to casual participation of govt. male teachers in the filling of questionnaire. Further study with these variables and on more samples when conducted then there may or may not be some variations with the results of present study.

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