



Job Satisfaction of Secondary School Teachers: A Systematic Literature Review

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Abstract

Relevance: Job Satisfaction is the height to which an individual is content with his/her job, considering various aspects such as work environment, tasks, compensation, relationships with colleagues, opportunities for advancement, and alignment with personal values and goals. It directly affects the performance of an employee in turn impacting the growth of the organization. All organizations need to take care of the satisfaction level of their employees for their better growth.

Purpose: This paper represents a systematic literature review of the Job satisfaction of secondary school teachers. As we know Satisfied teachers perform well and give their full effort toward their responsibilities to the students and society, it will give a clear picture of the factors contributing to the teacher's satisfaction level.

Method: Descriptive research was conducted using a qualitative technique, that includes a systematic literature review. Searches on Research Gate, Google Scholar, and ScienceDirect focused on secondary school teachers' job satisfaction were taken into consideration. The review comprised a few studies completed between 2014 and 2024.

Findings: Altogether 140 titles were picked out, and 19 of them satisfied the requirements/criteria for discussing secondary school teachers' work satisfaction.

Conclusion: Secondary school teachers' Job happiness is a vital aspect of all educational system's effectiveness and the all-around well-being of educators. Teachers play a fundamental role in shaping the future by imparting knowledge and nurturing the next generation. Satisfied teachers are more motivated,

engaged, and effective in their job roles, leading to better student outcomes and a positive learning environment.

Keywords- Job Satisfaction, School teachers, Job performance management,

1. Introduction: -

Teacher Job happiness is paramount in today's educational environment. Secondary school instructors have a critical role in developing the brains and destinies of young people. Their job happiness affects not just their well-being, but also the quality of education, student results, and the overall efficacy of educational institutions.

Job satisfaction among secondary school teachers is a complex construct influenced by various factors such as workload, administrative support, classroom environment, salary, professional development opportunities, interpersonal relationships, and perceived societal respect for the teaching profession. Understanding the factors influencing work satisfaction is critical for educational policymakers, administrators, and stakeholders to develop methods to improve teacher retention, performance, and student accomplishment.

To get effective teaching all the educational institutes need to know the factors contributing to teachers' job satisfaction and should focus on taking all the necessary measures required to make a healthy environment for the teachers to work in with satisfaction. Secondary school teachers' work satisfaction is a vital aspect for the educational system's effectiveness and the overall well-being of educators. Teachers play a fundamental role in guiding the future by imparting knowledge and nurturing the next generation. Satisfied teachers are more motivated, engaged, and effective in their job roles, leading to better student outcomes and a positive learning environment.

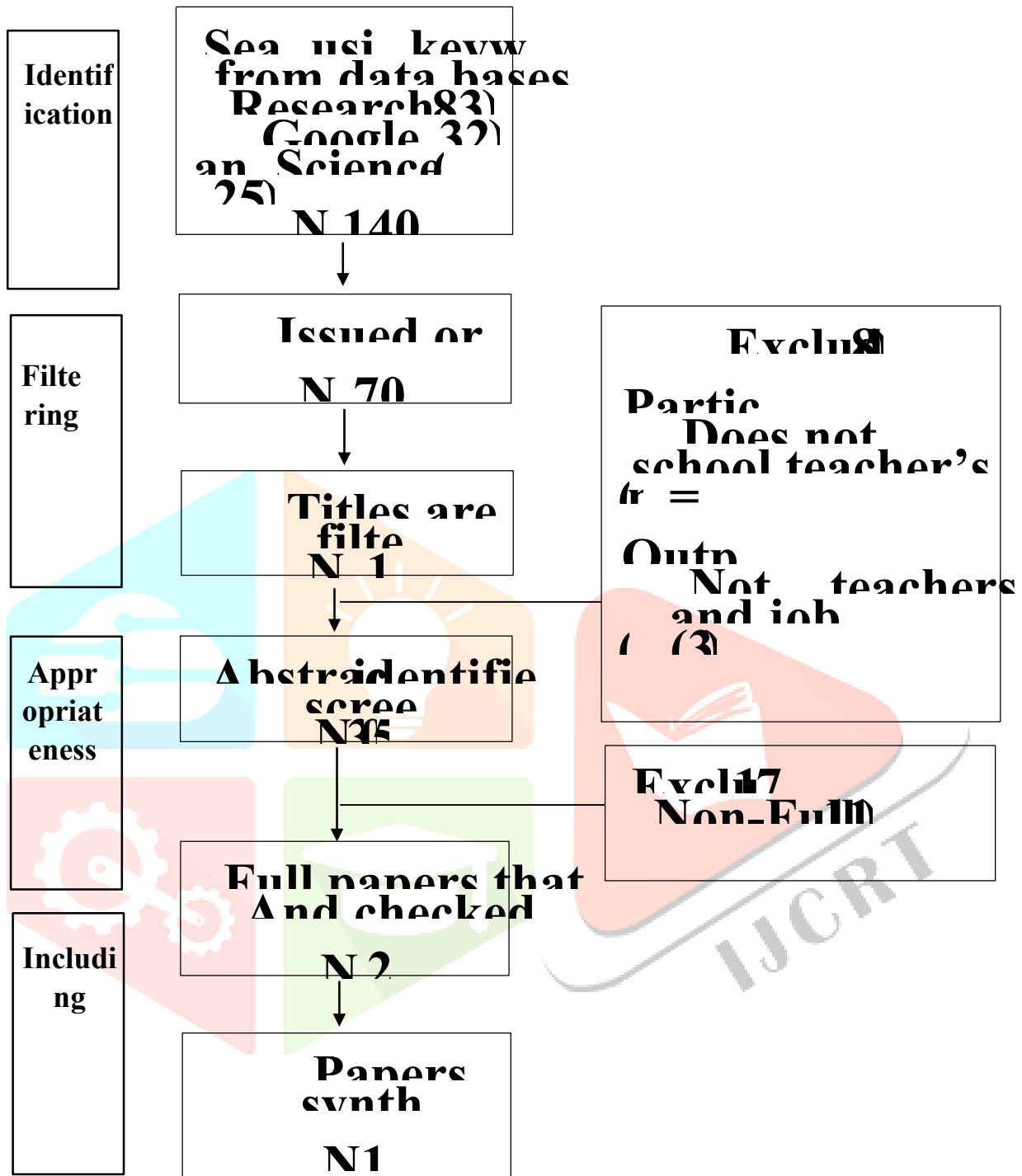
2. Methodology:

A qualitative approach blended with a descriptive research methodology was utilized as the research design for the literature review or systematic literature evaluation by utilizing the Internet and textbooks. Data collection was done from the various databases and search engines Research Gate, Google Scholar, and ScienceDirect. The explored terms were "Job Satisfaction of Secondary School Teachers". This study demanded the inclusion criteria that the papers that will be used as literature would be research articles, including genuine articles and studies. From 2015 to 2024, articles were produced about secondary school teachers' employment happiness. Researchers uncovered papers that matched these keywords using 83 data from Research Gate, 32 from Google Scholar, and 25 from ScienceDirect, a total of 140 papers.

The searched outcomes were further cross-verified for replication using Mendeley, and the 70 similar articles were removed. A total of 19 articles were used in a systematic literature review after the researcher screened based on 1 title, then found 355 abstracts, took the complete copy, and after an evaluation found

20 suitable papers. Further screening was done based on inclusion and exclusion criteria for the entire text.

The below flow diagram describes the result of the article selection.



PRISMA Flow Chart

3. Findings:

The findings revealed that 19 articles matched the criteria based on the systematic literature review topic. The outcome of study features from the selected 3 databases (Research Gate, Google Scholar, and ScienceDirect) are shown in the table below:

Sl No.	Author and Year	Research Title	Research Method	Research Result	Database
1	Ranjana Bala 2015	Job Satisfaction of Senior secondary school teachers about organizational climate	Quantitative research	It revealed that the majority of instructors, 53.25%, reported average work satisfaction. 15% of instructors expressed extremely high job satisfaction, while 17% reported excellent job satisfaction. Furthermore, 7.5% of teachers expressed poor job satisfaction, whereas just 7.25% reported shallow job happiness. There was no substantial variation in the work satisfaction of the senior high school teachers on the basis of gender, geography, or program. The organizational culture of selected senior secondary schools in Himachal Pradesh differed widely. There were relevant differences in work satisfaction among senior secondary school teachers across different organizational cultures.	Research Gate
2	Dr. A.C. Lal Kumar 2016	Job satisfaction of higher secondary school teachers	Survey method	It revealed that all teachers have an average level of job satisfaction and that gender and other factors such as school location, type of management, medium of instruction, and teaching stream have no effect on higher secondary school teachers' job satisfaction.	Research Gate
3	Gilman Jackson Nya	Determinants of secondary school teachers' job	Qualitative	Here It indicates that teachers were satisfied with both monetary and non-monetary benefits, like community support. They were happy with fair compensation packages that showcased	Research Gate

	mub i 2017	satisfaction in Tanzania		<p>their labor contributions, the chance of progress, a well-structured individual appraisal system, fast promotions, and necessary workplace condition.</p> <p>It further indicated that teachers' camaraderie and mutual cooperation with the coworkers and students, and prestige from community members, increased their satisfaction with teaching.</p>	
4	Mon ira Jaha n 2018	Teacher's job satisfaction: A study in secondary schools of Bangladesh	Mix ed meth od	Most of the teachers were overall satisfied, with ratings varying from mild to more satisfied. Gender, school location, school type, attitude toward benefits, and job involvement were all found as effective indicators of teacher job satisfaction.	Google Scholar
5	Rad ha Rani Roy 2018	Job satisfaction of secondary school teachers	Desc ripti ve Surv ey meth od	It stated that there are no significant differences in secondary school teachers' job satisfaction on the basis of gender, school location, marital status, or teaching experience. Job happiness is only affected by the nature of the instructors' service; assistant teachers, paraprofessionals, and contractual teachers all have different levels of job satisfaction.	Google Scholar
6	Abd unna zar PT 2020	Job satisfaction among secondary	Desc ripti ve meth od	According to the survey, married secondary school instructors were more satisfied with their jobs in comparison to unmarried secondary school teachers. Permanent secondary school teachers were more likely to be satisfied with their	Research Gate

		school teachers		careers rather than contractual teachers. There was no remarkable difference in work satisfaction between the trained and untrained secondary school teachers. It even revealed that instructors having an experience of more than 15 years had a higher level of job satisfaction than professors with less than 15 years of teaching experience.	
7	Tumaini J. Mbonena 2021	Factors affecting secondary school teachers' job satisfaction in Lushoto district, Tanga region in Tanzania	Quantitative	According to the research findings, secondary school teachers' job happiness is influenced by factors such as pay, social simulation, possibility of progress, work conditions, and employment security. Finally, the ANOVA test with alpha values 0.428 which is greater than 0.01 and 0.05 showcased that there is no relevant difference in job happiness levels among the art department, science department, and other department teachers.	Science Direct
8	Urmila Pravin Rawat 2021	A study of job satisfaction of secondary school teachers in Mehsana Taluka	Descriptive Survey methodology	It discovered a significant effect on different types of schools and instructional experiences. Teachers in non-granted schools are less satisfied with their jobs than grant-in-aid school teachers. Secondary school instructors report no considerable work satisfaction based on their teaching experience. More than 15 years of experience bearing teachers report better work satisfaction than those with less than 15 years. Gender had no relevant effect on the work	Research Gate

				satisfaction of the secondary school teachers.	
9	Sadiq Hussain 2022	Job satisfaction as a predictor of well-being among secondary school teachers	Qualitative	The study revealed that teachers' job satisfaction (pay, advancement, fringe benefits, contingent rewards, working conditions, coworkers, nature of work, and communication) is effectively and positively correlated with their overall well-being. Public school teachers are satisfied with their jobs and feel better than private school teachers.	Research Gate
10	Ghulamuddin Quraishi 2022	Job Satisfaction about teacher effectiveness among Higher secondary school teachers	Descriptive Survey method	The study found a robust, positive, and statistically significant association between teacher's work satisfaction and their performance. Further, teachers who are happy with their jobs are more effective, whereas those who are unhappy with their jobs are less effective.	Research Gate
11	Mehmet Ozcan 2022	Secondary school teachers job satisfaction: A mixed method research study	Mixed method	According to it, teachers' overall job satisfaction is "satisfied". Gender, branch, and education level variables had no significant effect on participants' job satisfaction levels, however, professional experience does. The following codes represented intrinsic job satisfaction as admiration (19), success (15), promotion (10), merit (6), recognition (5), inspiration (4), and responsibility (4). Extrinsic job satisfaction codes comprised payment (21), management	Google Scholar

				(20), working conditions (14), justice (6), and living standards (3).	
1 2	Dr. Mrunali Chauhan 2022	A study of job satisfaction of secondary school teachers of Gandhinagar district	Descriptive Survey method	It was found that Male and female school instructors reported nearly identical levels of job happiness. Urban and rural school teachers reported similar levels of job satisfaction. Granted, teachers have higher job satisfaction.	Research Gate
1 3	Dr. Muthaian 2022	A study of job satisfaction of higher secondary school teachers	Descriptive method	The study's findings expressed no significant variation in mean Job happiness scores by gender, religion, medium of instruction, school management, family type, father's occupation, and mother's occupation.	Google Scholar
1 4	M. Sujetha 2023	Job satisfaction of higher secondary school teachers concerning gender & length of experience	Descriptive Survey method	The researchers investigated higher secondary school teachers' satisfaction levels in the Chennai district of Tamil Nadu regarding demographic parameters such as gender and length of teaching experience. The findings demonstrated a significant difference in teacher job satisfaction by gender and amount of experience.	Research Gate
1 5	Elif Alkar 2023	A qualitative research study on the professional job satisfaction of secondary school	Qualitative method	According to the study's findings, the majority of instructors expressed negative attitudes towards their work satisfaction. The most important factors affecting teachers' job satisfaction were intrinsic motivation, the physical school environment, communication with school administration, socioeconomic status, and professional respect.	Research Gate

		teachers in various fields			
16	Ruchi Dubey 2024	Professional commitment & job satisfaction among senior secondary school teachers: A study	Descriptive method	It was found that professional commitment is positively related to the sense of satisfaction between both male and female senior secondary teachers, as well as between urban and rural senior secondary school teachers.	Research Gate
17	Tusiime Robert 2024	Delegation & job satisfaction levels among secondary school teachers in Kitagwenda district: A case study of Kitagwenda town council schools	Mixed method	The research revealed that allocating activities to instructors, assigning tasks, and establishing teachers' power positions all contribute to their job happiness. The study's findings revealed a favorable association between teacher activity allocation, responsibility assignment, teacher authority position, and job happiness.	Research Gate
18	K. Balasubramanian	Job satisfaction among higher secondary teachers	Quantitative Research	A significant majority (45.82%) of this group report a moderate level of job satisfaction, 34.52% report a high level, and 19.67% experience a low level of job satisfaction. Furthermore, the research revealed significant disparities in job satisfaction between subgroups. To begin, both female and male higher secondary teachers have significantly different job satisfaction levels, however, the direction of this difference is unknown. Furthermore, marital status appears to	

				<p>have an important impact, as job satisfaction differs significantly across married and unmarried instructors. Age appears to influence job satisfaction among higher secondary teachers, with a substantial difference identified between those under 30 and those 31 and older. However, the data does not indicate which age group has higher job satisfaction. Furthermore, the study found no remarkable variation in job happiness based on the sorts of schools where higher secondary teachers are employed.</p>	
19	Muh ammad Mad i Bin Abd ullah	Job satisfaction of secondary school teachers in Tawau, Sabah	Qualitative Research	<p>The study revealed that the secondary school teachers in Tawau, Sabah, are generally overwhelmed with their jobs. There is a strong association between job satisfaction and gender, as male instructors were found to be more satisfied than female teachers. Graduate instructors reported higher pleasure than non-graduate teachers. Higher-ranking teachers stated greater levels of satisfaction. Furthermore, senior teachers are more satisfied than younger ones. However, no significant relationship was established between teachers' areas of origin and job satisfaction.</p>	

4. Discussion:

Based on the outcomes from the analysis of the literature reviews, the insights are described as follows” -

1. Definition of Work Satisfaction:

It is an occupational activity that an individual performs in exchange for a reward; satisfaction relates to how one feels about events, people, and things. (K Balasubramanian).

It can be explained as the height of gratification that one feels about his/her work, which can influence performance. It refers to a person's feelings or state of mind about the nature of their profession. Job satisfaction is more of a journey than a goal because it is a view of the workplace and a key aspect. (Ruchi Dubey,2023)

Job satisfaction depicts the outcome of employees' overall attitude towards their jobs, associated variables, and life in general. It is considered the result or consequence of the employee's on-the-job experience with his values and what he wants or expects from his work. (Dr. R Muthaiyan,2022).

A positive or pleasing emotional state resulting from a person's appreciation of his/her job or experience is coined as job satisfaction. (Dr. Mrunali Chauhan, 2022)

2. Categories of Job Satisfaction:

According to Elif Alkar (2023), job satisfaction is divided into various categories.

1. Teacher Job Satisfaction:

- (a) Professional satisfaction (reputation, social role, student success)
- (b) Branch
- (c) Practical application of the occupation
- (d) College education includes professional development and technological application.

2. School-related Job Satisfaction

- (a) Classroom size
- (b) Socio-economic status
- (c) Physical condition (classroom set up/ School infrastructure/ course material/ cleaning)
- (d) Administration (Supporting the staff/ Fair administration/ Administrator- staff communication)

3. Student-related Job Satisfaction

- (a) Communication between students and teachers
- (b) Financial support
- (c) Generational conflicts
- (d) Cultural Proximity
- (e) Parental involvement (communication, education, empathy)

4. Financial Adequacy based Job satisfaction

- (a) Need Fulfillment
- (b) Lesson Hours
- (c) Income Justice
- (d) Professional value
- (e) Personal time

5. Factors affecting job satisfaction

According to Tumaini J. Mbonea (2021), the various factors affecting teachers job satisfaction are as follows: -

1. Pay
2. Job Security
3. Social simulation
4. Opportunity for promotion
5. Appreciation & Recognition
6. Interpersonal relationship
7. To use one's ability
8. Job condition
9. Working environment
10. Authority of control

6. Theories of Job Satisfaction

According to Abdunnazar PT (2021), there are various theories of job satisfaction which are classified as follows: -

- (a) According to the fulfillment theory, job satisfaction refers to how satisfied employees are with their employment.
- (b) The Affect theory examines job happiness and the gap between employee expectations and actual performance.
- (c) The dispositional approach emphasizes individual attributes that influence job performance and satisfaction.
- (d) The Discrepancy theory suggests that if job satisfaction does not align with employee expectations, it can lead to increased discontent, anxiety, and depression.
- (e) According to the two-factor theory of Herzberg (1959), employee satisfaction and discontent are primarily accountable for two important factors: motivation and workplace hygiene.

- (f) The Equity theory suggests that individuals compare their inputs (labor, money, effort) to their outcomes (rewards, such as income, benefits, and recognition).
- (g) The Job Characteristic Model Theory identifies the "core" job characteristics like skill variety, task identity, task significance, autonomy, and feedback that affect work-related outcomes are motivation, satisfaction, performance, absenteeism, and turnover through three psychological states i.e., experienced meaningfulness, experienced responsibility, and knowledge of results.

7. Conclusions:

The research on Job happiness among the secondary school teachers emphasizes the diverse nature of this critical part of educators' professional lives. Significant insights into the causes of job satisfaction in this setting have been achieved by conducting a thorough investigation of several aspects such as workload, administrative support, remuneration, and work-life balance. The findings show that, while some instructors are satisfied by internal elements such as their passion for teaching and sense of accomplishment in shaping young minds, external ones such as administrative support and recognition play an important influence in overall job satisfaction. Furthermore, the study emphasizes the need to resolve workload issues and offer opportunities for professional growth to boost work happiness in secondary school teachers.

Furthermore, the study reveals that a comprehensive approach, including both structural changes within educational institutions and individual-level interventions, is required to boost job satisfaction among secondary school teachers. Educational stakeholders can create greater job satisfaction and, as a result, improve the quality of education offered to children by creating a supportive work environment, acknowledging teachers' efforts, and providing chances for growth and promotion. Finally, the study's findings contribute to our understanding of the complex dynamics underlying job satisfaction among secondary school teachers and provide valuable insights for policymakers, school administrators, and educators seeking to foster a more satisfying and fulfilling work environment in secondary education.

8. Suggestions:

Giving instructors the freedom to do their work promotes a tranquil work environment and decreases the amount of strain placed on each teacher. When instructors have control over their jobs, they perform better as they trust that they have greater freedom to apply all of their acquired skill sets to accomplish the task at hand—developing solid familiar relationships with teachers at all levels through caring. Supporting teachers through difficult times in their lives may assist in developing a family atmosphere. The care they receive will make them feel as if someone is concerned about their well-being and life outside of work. It is expected that this study will supply researchers with additional knowledge and insight that they can apply later. Researchers may apply the research approaches learned in academic settings and serve as a resource for future research, basically more complex and diverse research that will yield better results.

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