



Job-Satisfaction Among Secondary School Teachers (Special Ref:- Secondary School Teachers In Chandrapur City (M.S.))

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ABSTRACT

The researches had mentioned in the objective and hypothesis of the present research which was very much necessary to find out the level of job satisfaction of secondary school teacher, who were taking as a sample under present study.

Further it was also hypothesized whether this level of job satisfaction many b outcome of different factor which are named as factor, factor within the organisation and factor out of the organisation the research has also this curiosity whether the level of job satisfaction and teachers hierarchy of needs are interrelated or not for the measurement of job satisfaction of the teacher with his assumption that the level of job satisfaction (high, moderate, or low) result to high level jobsatisfaction moderate level of job satisfaction and Low job satisfaction.

The indicators of job satisfaction where general statement obtd from " A handbook of research design and social measurement" in which total 18 statement were given, to the respond on five points 'Likert' type scale ranging from fully agree to fully disagree. The scale includes indicators like powerlessness, meaning lenses, normalness, devians and conformity, five option were given the re- spondents ranging from strongly agree to strongly disagree for the responses . Working time is the period of time a person spends at paid labour unpaid labour such a personal housework or caring for children or part is not considered part of working area .

Many countries regulate the work week by law, such as stipulating minimus daily rest period annual holidays. and a maximum number of working hours for week. working time may very from person to person often depending an eco- nomic condition, location ,culture, lifestyle choice and the profitability of indi-vidual livelihood

Groups and group dynamic are a little like the weather something that nearly everyone take about group dynamics are currently in a state of ferment. In the world of practice we have leader speaking out to encoverage team work, to support in powering people and to establish zilla Parishad school . Culture that promote total quality management each of the initiatives depends on understand- ing group well and acting effectively with them. Yet the collective behaviour that follows the leaders world often reveals a lack of sophisticated understanding andan inability to fake competent action.

Keywords Job Satisfaction, secondary school teachers, measurement Introduction :-

Importance of education in human life - why is education so

important because it is a part of our life ? yearly childhood and higer educa- tion is so much important for the personal social and economic development of the nation education is important to live with happiness and prosperity.

Education empowers minds that will be able to conceive good thoughts and ideas education enable students to do to analysis while making life decision life gives various survival challenges for humans education guide human to fight with failure and get success in life.

Education help to become good students, parents, entrepreneur, doctor siblings and honest citizens being in contact with an educated person and having an intellient conversation with him expands knowledge and introduce a certain creativity and joy in the mind. Education makes the national development process fast education develops good political ideology.

The standard of living of its citizen is largely dependent on the level of education the citizens are able to acquire everyone deserves to be educated education is the first yearly investment for child development similar for government and Nations to make their country developed first budget allocation has to be on the educationinfrastructure in school and college.

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Education in this modern era :-

let's try and understand using the following points in the modern era.

- 1) Today the primary reason why a child in pushed into a school at the tender age of 3 is not that the parent want him to attain knowledge, it is because they are afraid that their child will be " left behind" other children who are actually going through the same mindless routine it is a common sight to see small kids caring really heavy bags to and from school which actually stunts their physical development.

- 2) Similarly the most prevalent physiology among student today is to fight intense competition for a certain degree to get a certain job. In this way Education has become the hygiene commercialized and almost like the business today with institute charging very high fees for their degrees which promise good placement because they have " tie-ups" with the companiesbut still student are

living there jobs after 34 months and most of them are not satisfied.

- 3) Currently a majority of student are going into institution which have goodmeaning and.
- 4) In recent time you will notice that every educated person now how to chatnicely with people from all around the world but they have forgotten how totalk respectfully to elders in their own homes such a parents and othersto day in sole review of getting an education has been reduced to earring moneyand nothing more etc.

JOB SATISFACTION :-

Job satisfaction or employee satisfaction is a measure of workers contendness with their job whether or not the like the job or individual aspect or facts of Job such as nature of work or supervision.

- 1) Job satisfaction can be measured in the cognitive (evaluative) effective (ore motional) and behaviour components.
- 2) Researchers have also noted that job satisfaction measures very in the extent to which they measure feelings about the job (affective job satisfac tion).
- 3) cognitions about the job (cognitive job satisfaction)

Job satisfaction scale very in the extent to which they access the effective feeling about the job are the cognitive assessment of the job affective job satisfaction is a subjective construet representing and emotional feeling invidualshave about their job Hence, affective Job Satisfartion for individual reflects the degree of pleasure or happiness their job in general induces cognitive job satis faction is a more objective and logical evolution of various facts of a job. cognitivejob satisfaction can be unidimentional if it comprises evaluation of just one fact of a job such as pay or maternity Leave facet of multidimentional if two or more facet of a job are simultaneously evaluated cognitive job satisfaction does not access the degree of pleasure or happiness that arises from specific job facets , but rather gauges the extent to which those job facets are judged by the job holderto be satisfactory in comparison with objective they themselves set or with otherjob while cognitive job satisfaction might help to bring about affective job satisfac- tion the two con construts are distinct, not necessarily directly related and have different antecedents and consequence.

Job satisfaction can also be seen within the broader context of the range of issue which affect and individuals experience of work or their quality of work- ing life. job

satisfaction can be understood in terms of its relationship with other key factors such as general well being , stress at work, control at work, homework interface and working conditions.

VARIOUS THEORIES REGARDING JOB SATISFACTION.

1. Maslow's need hierarchy theory
2. Herzberg's motivation hygiene theory
3. McClelland's need theory
4. McGregor's participation theory
5. Urwick's theory
6. Argyris's theory
7. Vroom's Expectancy theory
8. Porter and Lawless Expectancy theory.

OBJECTIVE OF THE STUDY

- 1) To search out the level of job satisfaction among the secondary school teachers (low, moderate, high)
- 2) To analysis the work environment and know about the monetary incentives which affects job satisfaction of the secondary school teachers.
- 3) To study the interpersonal interaction of the secondary school teachers with co-teachers and superiors which reflect the job satisfaction.

HYPOTHESIS OF THE STUDY.

- 1) The level of job satisfaction of secondary school teachers (low, moderate, and high) is closely related with the fulfilment of their expectation from their job.
- 2) Work Environment had direct impact on the job satisfaction of the secondary school teachers.
- 3) Interpersonal interaction with co-teachers and supervisor have to positive impact on job satisfaction.
- 4) Area of the study
The area of the present study was specific school in the Chandrapur city Maharashtra State.
- 5) Sampling method
Use of sampling method of probability sampling in random sampling given the 30 secondary school teachers.

METHOD OF DATA COLLECTION

Primary method :-

As all the secondary school teachers selected as sample are qualified closed question were administered as well as whenever necessary open ended ques tion were included .

Secondary method

Some of the data was collected through secondary method for this purpose studies on website on job satisfaction of teachers and documentary sources was administered.

Measurement of level of job satisfaction .							
Sr.	No statement	SA	SWA	UD	DA	SDA	Total
No.							
1)	There can be improvement is sum of any Woneng in my environment .	08 (26.66)	22 (73.34)	--	--	--	30 (100)
2)	My work is hobby for me	22 (73.34)	06 (20.00)	--	02 (6.66)	--	30 (100)
3)	My job is interesting to keep one away from monotomy.	22 (73.34)	06 (20.00)	02 (6.66)	--	--	30 (100)
4)	in my option my friends on job take more interest in their work.	06 (20.00)	18 (60.00)	--	30 (100)	30 (100)	30 (100)
5)	My work is not healthir in my option	06 (20.00)	02 (6.66)	--	16 (53.34)	06 (20.00)	30 (100)
6)	I am more interested in work than spending it unnecessary.	26 (86.66)	--	--	04 (13.34)	--	30 (100)
7)	most of the firmes it feel mo notonous on my job.	--	05 (16.66)	03 (10.00)	07 (33.34)	15 (50.00)	30 (100)
8)	I am fully satisfied by my job.	28 (93.33)	--	--	--	02 (6.67)	30 (100)
9)	many time I have to com- pote myself to go to job.	01 (3.34)	02 (6.66)		14 (46.66)	13 (43.34)	30 (100)
10)	in my option I am satisfied on my job temporarity.	02 (6.66)	05 (16.66)	02 (6.66)	10 (33.32)	11 (36.00)	30 (100)
11)	I do not feel that my cur- rent work is more interest- ing than other job which I could get .	01 (6.66)	02 (6.66)	--	14 (46.66)	13 (43.34)	30 (100)
12)	definitely my work is not interesting for me.	05 (16.66)	--	--	14 (46.66)	11 (43.34)	30 (100)

13)	in my option I am definitely happy by my work compared to other .	26 (86.66)	04 (13.31)	--	--		30 (100)
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14)	most of the day I am enthusiastic on my work.	26 (86.66)	04 (13.34)	--	03 (100)	--	30 (100)
15)	I feel everyday of my job will never end.	08 (26.66)	11 (36.66)	04	--	04	30 (100)
16)	I like my work more compared to others.	24 (86.66)	06 (13.34)	(13.34)	--	--	30 (100)
17)	My work is not interesting at all.	--	--	--	16 (53.33)	14 (46.67)	30 (100)
18)	I am unhappy because of acceptance of this job .	--	04 (13.34)	--	14 (46.66)	12 (40.00)	30 (100)

Headmaster help to solve problem and level of job satisfaction .

Sr. No.	Headmaster help to solve problem.	Level of job satisfaction			Total
		Low	Moderate	High	
1)	Always help	04 (26.66)	07 (46.66)	04 (26.68)	15 (100)
2)	Sometime help	--	08 (80.00)	02 (20.00)	10 (100)
3)	Very rare	03 (60.00)	--	02 (40.00)	05 (100)
	Total	07	15	08	30

Working Environment and Level of job satisfaction

Sr. No.	Working Environment	Level of job satisfaction			Total
		Low	Moderate	High	
1)	Fully Satisfied	02 (8.33)	12 (50.00)	10 (41.67)	24 (100)
2)	Partly Satisfied	01 (16.66)	04 (66.66)	01 (16.68)	06 (100)
	Total	03	16	11	30

Interpersonal relationship and level of job satisfaction

Sr. No.	Interpersonal relationship.	Level of job satisfaction			Total
		Low	Moderate	High	

1)	Co -teachers				
	Always	04 (28.57)	02 (14.28)	08 (57.14)	14 (100)
	Sometime	04 (40.00)	04 (40.00)	02 (20.00)	10
	Never	02 (33.33)	02 (33.34)	02 (33.33)	06
	Total	10	08	12	30
2)	Supervisor				
	Always	05 (29.41)	06 (35.29)	06 (35.29)	17 (00)
	Sometime	02 (28.57)	03 (42.85)	02 (28.57)	07 (00)
	Never	01 (16.66)	03 (50.00)	02 (33.34)	06
	Total	08	12	10	30
3)	Headmaster				
	Always	05 (25.00)	03 (40.00)	07 (35.00)	20
	Sometime	01 (16.66)	03 (50.00)	02 (33.34)	06
	Never	01 (25.00)	02 (50.00)	01 (25.00)	04
	Total	07	13	10	30
4)	senior colleague				
	Always	05 (35.71)	07 (50.00)	02 (14.29)	14
	Sometime	02 (18.18)	03 (27.27)	06 (54.55)	11
	Never	01 (20.00)	02 (40.00)	02 (40.00)	05
	Total	08	12	10	30

5)	Education officer				
	Always	04 (30.76)	02 (15.38)	07 (53.86)	13
	Sometime	02 (20.00)	05 (50.00)	03 (30.00)	10
	Never	01 (14.28)	01 (14.28)	05 (71.44)	07
	Total	07	08	15	30

Major finding and conclusion

- 1) working Environment and level of job satisfaction the majority of the respondent 24 opinion that they are fully satisfied by working environment among these 10 i.e. (41.67) percent have high level of job satisfaction 12 i.e. (50.00) percent have moderate level of job satisfaction and 02 i.e. (8.33) percent have low level of job satisfaction from the Analysis it's inferred that the majority of respondent is say that they are fully satisfied by working environment and have moderate level of job satisfaction
- 2) interpersonal relationship and level of job satisfaction :-
The above Analysis clearly show that interpersonal co-teachers do not show any effects on level of job satisfaction of the teachers there may be other factor inherent in job condition for moderate level of job satisfaction the above analyse clearly show that interpersonal relationship with education officer do not show any effects on level of job satisfaction of the teacher. There may be other factor inherent in job condition for low and high level of job satisfaction.
- 3) headmaster help to solve problem and level of jobs satisfaction.
The majority of the respondents 15 opinion that the headmaster always help to solve education and Academic problems in school among these 4 i.e. (26.68) percent have high level of job satisfaction 07 i.e. (46.66) percent have moderate level of job satisfaction and 04 i.e. percent have low level of job satisfaction.

From the analyse it is inferred that the majority of respondents is says that the headmaster always help to solve educational and Academic problems in school and have moderate level of job satisfaction.

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