

## ANALYTICAL STUDY ON JOB SATISFACTION OF SCHOOL TEACHERS IN TIRUCHIRAPARALLI TOWN

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### **Abstract**

*Teaching profession is purely based on mental work. This existence in this profession is mainly related with their job satisfaction. Job satisfaction of the School Teacher is an essential phenomenon in effectively discharging their job. But the job Satisfaction of the School teacher includes many factors which are internal and external to a job. Dealing with the students having from various places with different attitudes and behaviors is a complex problem to any teacher. Teachers may be peaceful, when they have satisfaction if their job. Dissatisfaction of the job makes them unrest. Therefore, it is worthwhile to study job satisfaction of the teachers as it is the determining efficiency of their performance. Few important factors are taken into the account in this study to measure job satisfaction of selected teachers. The study revealed that there is no significant difference in the level of satisfaction of male and female teachers. Furthermore, it was again revealed that there is no significant difference in the level of satisfaction of Govt. and Private school teachers.*

### **Introduction**

The term “Job Satisfaction” mean, to an employees general attitude towards his job. Locke (Lutherans,2002) defines job Satisfaction as a “Pleasurable emotional state resulting from the appraisal of one’s job or experiences”. To the extent that a person’s job fulfill his dominate need and is expectations and values the job will be satisfying. Job satisfaction describe the insight 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 often result of perception of the employee as to whether his job provides him with outcomes he views a important and determined by how well the result of the job meets the expectations of the employee.

### **Review of Literature**

The present study examine with the job satisfaction of the School teachers, the degree to which job features that are highly valued by individuals are present in their work environment. For the purpose of this study, there are four levels of Schools were selected in Tiruchirappalli town such as High Schools, Higher Secondary Schools and Middle level and primary level.

Suki (2011) examined on job satisfaction and organizational commitment: The effect of gender on employee perception of job satisfaction and organizational commitment.

Study revealed that employee's gender has no significant effect on his/her perception of job satisfaction and men and women have the same level of organizational commitment.

Kumar & Bhatia (2011) mentioned that the level of job satisfaction and attitude of the teachers towards teaching is least affected by the gender, the marital status, minimum qualification and income group of physical Education teachers to compare the job satisfaction among Physical Education teachers and their attitude towards teaching.

Kumari and Jafri (2011) mentioned a study on level of Organizational Commitment of Male and Female teachers of Secondary School to investigate the overall level of Organizational Commitment of Male and Female teachers of Secondary School of Aligarh Muslim University. Data analyzed by using t-test result revealed that overall percentage of female teachers Organizational Commitment was much higher than male teachers.

Zilli and Zahoor (2012) conducted a study to find out the organizational commitment among male and female higher education teachers and to compare the organizational commitment among male & female higher education teachers. Result revealed that the females had significantly higher level of organization commitment.

Mehta (2012) investigated on job satisfaction among teachers to know whether the perception of job satisfaction among teachers was affected by the type of organization (private vs. Govt.) and the gender (male vs. female). Descriptive analysis was made to study the perception of job satisfaction of male vs. female and t-test was used. Result showed that there would be significant difference in the level of job satisfaction of Govt. and private school teachers.

Nagar (2012) undertook a study on "Organizational commitment and job satisfaction among teachers during times of Burnout for developing and tests a model for Burnout and its effect on job satisfaction on organizational commitment" Research showed that in term of job satisfaction & organizational commitment the mean score for female teachers was higher than male teacher.

### **Objectives of the Study**

The following are the important aims of the present study:

1. To study the level of the job satisfaction of the Schools teachers.
2. To understand the impact of personal characteristics on the job satisfaction of teachers.
3. To find out other factors influencing job satisfaction.

### **Research Methodology**

The method of sampling adopted in this study was stratified random sampling. For want of time four types of schools were selected. 35 P.G. Assistant, 35 B.T. Assistant and 30 Secondary Grade teachers were selected on the basis of convenience they presented

with Questionnaire. Personal interviews were held with the teachers. The purpose of providing the Questionnaire is to elicit information needed for the study. Necessary data have been gathered from the school teachers in Tiruchirappalli town in the study area.

### **Sampling Method and Sample Size**

The sample of the study consisted of the teachers working in govt. and private schools restricted to Trichy City in the State of Tamil Nadu. A sample of 100 teachers consisting of 50 Private school teachers and 50 govt. school teachers were taken into consideration. The sample does not include all the govt. and private school teachers from all over Trichy. Convenient sampling was used for the present study.

### **Hypothesis**

During the course of study, the researcher was obliged to formulate certain hypotheses. The prominent among such hypotheses were.

1. There is no significant difference in the job satisfaction of various categories of teachers.
2. Age, Income, Experience, Qualification of teachers do not influence the level of job satisfaction individually.

### **Factors Determining Job Satisfaction**

Organizational behavior researches have long interested in the major influences on job satisfaction as well as the outcomes that can be expected from such satisfaction. The following examines both of these areas. There are number factors that influence job satisfaction. These factors are divided into job context factor they are as follows:

#### **Pay**

Wages are a significant factor in job satisfaction. Money not only helps people attain their basic needs but is instrumental in providing upper-level need satisfaction. Employees often see pay as a reflection of how management views their contribution to the organization. Fringes benefits are also important, but they are not an influential one reason is that most employees do not even know how much they are receiving in benefits. Moreover, most tend to underline these benefits because they cannot see their practical value.

#### **The Work Itself**

The content of the work itself is another major source of satisfaction. For example. Research related to the job characteristics approach to job design, feedback from the job itself and autonomy are two of the major job related motivational factors. The survey reported in the application example echoes these findings. Some of the most important ingredients of a satisfying job uncovered by this survey included interesting and challenging work. Work that is not boring, and job that provide status.

**Promotions**

Promotional opportunities seem to have a varying effect on job Satisfaction. This is because promotions take a number of forms and have variety of accompanying Rewards. For example individuals who are promoted on basis of seniority after experience job satisfaction but not as much as those who are promoted on the basis of performance.

**Management**

Management is another moderately important source of job satisfaction two dimensions of supervisory styles affect job satisfaction. One is employee centeredness. This is measured by the degree to which a supervisor takes a personal interest in the employee's welfare. It is commonly manifested in ways such as checking to see how well the subordinate is doing, providing advice and assistance to the individual, and communication with the worker on a personal as well and an official level.

**Work Group**

The nature of the work group will have an effect on a job satisfaction. Friendly, Co-operative co-Workers are a modest source of job satisfaction to individual employees. The work group serves as a source of support, comfort advice and assistance to the individual workers. A "good" work group makes the job more enjoyable.

**Environment**

Working conditions are another factor that have a modest effect on job satisfaction if the working conditions are good (clean, attractive surroundings for instance), the personal will find it easier to carry out their jobs. If the working conditions are poor (hot, noisy, surrounding for example), personnel will find it more difficult to get thing done. In other words, the effect of working conditions on job satisfaction is similar to that of the work group. If thing are good there will not be a job satisfaction problem, if things are poor, there will be.

**Status**

Status is the social rank of a person in a group. It is a mark of the amount of recognition, honours and acceptance given to a person within difference in status apparently have been recognized over science civilization began. When ever people gather into group, status distinction is liberally arise because they enable people to affirm the different characteristics and abilities as group members.

**Security**

Job Security seems to have a varying effect on job satisfaction people work with insecurity feel dissatisfaction. If the worker do the job with satisfaction, they will be

permanent in the concern. The workers with insecurity, may cause absenteeism, labour turn over, monotony, fatigue. So the workers should be given security of their jobs.

### **Autonomy**

Autonomy is having responsibility for what one does. It is the freedom to control one's response to the environment jobs that give workers the authority to make decisions provide added responsibilities that tend to increase the employee's sense of recognition and self-esteem. The absence of autonomy on the other hand, can cause employee apathy or poor performances.

### **Recognition**

One problem with some job is that they any task identity. Workers cannot point to some complete piece of work, they have little sense of responsibility and may lack pride in the results. After completing their job, they have little sense of accomplishment. When task are grouped. So that employees feel they are making an identifiable contribution. Job satisfaction may be increased significantly.

### **Nature of Work**

Closely related to task identity is task significance. Doing an identifiable piece of work makes the job more satisfying. Task significance, knowing that the work is important to others in the organization or outside it, makes the job even more meaningful for incumbents. Their personal sense of self-importance is enhanced because they know that others are depending on what they do. Pride, commitment, motivation satisfaction and better performance are likely to result. On the basis of the above factors the job satisfaction is measure from the school teachers in Tiruchirappalli Town.

### **Data Analysis**

Survey research was used for the collection of date from a representative sample of the selected school teachers in Trichy Town, Comprising of three cadres namely, P.G. Assistant, B.T. and secondary Grade. An opinion survey was conducted about the job satisfaction, with regard to fifteen Factors among 100 teachers. The data collected have been analyzed. Chi square test was applied.

### **Job Satisfaction According to Age**

To test the degree of influence of the age on the job satisfaction of respondents were subjected to chi-square test.

Chi-Square Test-1

O	E	O-E	(O-E) <sup>2</sup>	
			E	
22	21.33	0.67	$\frac{97.6144}{100}$	
24	23.7	0.3		
17	18.17	-1.17		
16	15.8	0.2		
03	3.24	-0.24		
05	3.6	1.4		
03	2.76	0.24		
01	2.4	-1.4		
02	2.43	-0.43		
01	2.7	-1.7		
02	2.07	0.93		
01	2.7	-1.7		
03	2.07	0.93		
03	1.8	1.2		
<b>100</b>	<b>100</b>	<b>9.88</b>		<b>.9761</b>

Since the calculated value is less than table value (1t 5% level of significance), the Null Hypothesis is to be accepted. That is the age of respondents did not significantly influence level of job satisfaction. It means the level of job satisfaction is not dependent upon the age of respondents.

#### Job Satisfaction According to Experience

The response given by the teachers of four select Schools with regard to the years of experience are shown

Chi-Square Test - 2

O	E	O-E	(O-E) <sup>2</sup>	
			E	
9	15.6	-6.6	$\frac{897.6016}{100}$	
12	11.7	0.3		
26	24.18	1.82		
31	26.52	4.48		
05	2.4	2.6		
0	1.8	-1.8		
04	3.72	0.28		
03	4.08	-1.08		
06	2	4		
03	1.5	1.5		
01	3.1	-2.1		
0	3.4	-3.4		
<b>100</b>	<b>100</b>	<b>29.96</b>		<b>9.98</b>

Since the calculated value is less than table value (at 5% level of significance). The Null hypothesis is to be accepted. That is experience of respondents did not significantly influence level of job satisfaction. It means the level of job satisfaction is not dependent upon the age of respondents.

#### Job Satisfaction According to Category of Employment

The response given by the teachers of four select Schools with regard to the Category of employment

Chi - Square Test-3

O	E	O-E	(O-E) <sup>2</sup>
			E
28	27.3	0.7	$\frac{231.04}{100}$
30	27.3	2.7	
20	23.4	-3.4	
05	4.2	0.8	
02	4.2	-2.2	
05	3.6	1.4	
02	3.5	-1.5	
03	3.5	-0.5	
05	3	2	
<b>100</b>	<b>100</b>	<b>15.2</b>	

Since the calculated value is less than table value (at 5% level of significance), the Null Hypothesis is to be accepted. That is category of respondents did not significantly influence level of job satisfaction. It means the level of job satisfaction is not dependent upon the category of employment of respondents.

#### Job Satisfaction According to Educational Qualification

To test the degree of impact of the educational Qualification on the job Satisfaction of respondents

Chi-Square Test-4

O	E	O-E	(O-E) <sup>2</sup>
			E
19	24.18	-5.18	$\frac{429.3184}{100}$
27	26.52	0.48	
32	27.3	4.7	
5	3.72	1.28	
4	4.08	-0.08	
3	4.2	-1.2	
7	3.1	3.9	
3	3.4	-0.4	
-	3.5	-3.5	
<b>100</b>	<b>100</b>	<b>20.72</b>	

Since the calculated value is less than table value (at 5% level of significance), the Null Hypothesis is to be accepted. That is Educational Qualification of respondents did not significantly influence level of job satisfaction. It means the level of job satisfaction is not dependent upon the Educational Qualification of respondents.

#### Job Satisfaction According to Income

To test the degree of influence of the category of Income on the job Satisfaction of respondents, the above table V.16.were taken for chi-square test

Chi-Square Test - 5

O	E	O-E	(O-E) <sup>2</sup> E
7	10.92	-3.92	
14	15.6	-1.6	
26	21.06	4.94	
31	30.42	.58	
3	1.68	1.32	
4	2.4	1.6	
0	3.24	-3.24	
5	4.68	.32	
4	1.4	2.4	
2	2	0	
1	2.7	-1.7	
3	3.9	-0.9	
100	100	22.72	516.1984 100
			5.16

Since the calculated value is less than table value (at 5% level of significance), the Null Hypothesis is to be accepted. That is Income of Respondents did not significantly influence level of job satisfaction. It means the level of job satisfaction is not dependent upon the Income of respondents.

#### Conclusion

Out of 15 aspects of job satisfaction, the majority of the respondents had high level of satisfaction in as many as 11 aspects. They were nature of Job (81%), Job Security (75%) Job status (90%) Salary (80%), Promotional Policy (65%). Recognition (73%), Relationship with co-workers (60%), Job Content (57%), work load (60%), Social security measures (59%), and satisfaction as to job (72%)

In respect of 4 factors, the respondents has much of moderate or low satisfaction. The percentage of respondents expressing low or moderate satisfaction sated below:

- Work environment (31% moderate and 23% low)
- Attitude of Superiors (30% low)
- Retirement benefits (35% and)



- Rewards and Awards (34% low)

With regard to the nature of influence exerted by the personal factors like age, experience, qualification, income and category of employment it was found that no factor significantly influenced the level of satisfaction of works.

### Suggestions

On the basis of the inferences of the study, the following suggestions may be made:

- The work environment must be improved - that is facilities available in the class room, teaching - aids and surrounding area must be improved.
- The attitude of Superiors (Headmaster and committee of management) must undergo radical change. That is, they have to approach the problems and limitations of teacher with sense of sympathy and brotherhood (Human).
- The achievements and personal improvement of teachers must be sufficiently recognized, appreciated and if possible rewarded. Positive motivation measures must be adopted to boost up the morale of the teachers employed in schools.
- The social security measures (sick leave, group insurance medical benefits etc) must be enhanced.
- Similarly Post retirement benefits such as gratuity, pension etc must be granted on judicial basis. At least, the existing benefits may be continued

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