



# A Study of Job-Satisfaction of the Primary School Teachers

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## Abstract:

*The present study was aimed to carry out to find the level of Job Satisfaction in the following aspect: Intrinsic aspect of Job, salary Promotional avenues and service condition aspect, Physical facilities aspect, institution plans and policy aspect, satisfaction with social status and family welfare, aspect rapport with students aspect and total components of job – satisfaction sample of 185 primary teachers was selected randomly.*

**Keywords:** Attitude, Job – satisfaction, Primary school teacher

## 1. Introduction

The term Job Satisfaction has been in a variety of ways, most often job satisfaction and job attitude are interchangeably. Both are effective reactions of the incumbent towards the job work situation. They are engaged in at a given time. Job satisfaction is a pleasurable or positive emotional state resulting from the appraisal of one's job experience. Job Satisfaction is related but distinguishable from morale and job involvement. Since a job is not entity or physical things, but a complex of interrelationships of likes, roles responsibilities interaction, incentives and rewards, it has to be intimately related to all of them. In the primary school first stage of the modeling life of children is began in the educational and social life. Moreover the children of this stage are imitative. Therefore it can be said that if powers lying among female teachers must be prepare in a proper direction, the same may be helpful in development of personality of a person. So it is very necessary to study the personality traits and characteristics of the female teachers in the various context of personality. Human is the social in the nature. In the Indian context female teachers are continuously engaged in her daily life by acting different active role and put herself in the family, society and education field for serving her service of teacher as well as related social relationships, and tries to adjust with the different desirable and undesirable situations. Female teachers are always trying to adjust and work in the unique atmosphere of the individual school. In all the process of education, teacher is the key-person in the center of the education system. Teacher is an expert, efficient, loving, co-operative, honest, enthusiastic and responsible person.

## 2. Objectives of the Study

1. To study the effect of habitat on job satisfaction of primary school teachers.
2. To study the effect of type of school on job satisfaction of primary school teachers.
3. To study the effect of gender on job satisfaction of primary school teachers

## 3. Variables of the Study

**Table 1. Variables**

No.	Variable	Type of variable	Levels
1	Habitat	Independent	Urban rural
2	Type of school	Independent	Government. Private
3	Gender	Independent	Male Female
4	Score of job satisfaction scale	Dependent	-----

#### 4. Hypothesis of the Study

- Ho<sub>1</sub>.** There will be no significant difference between the mean score of the Urban Area habitat and rural area habitat teachers on the Job satisfaction scale.
- Ho<sub>2</sub>.** There will be no significant difference between the mean score of the Government schools and private school teachers on the Job satisfaction scale.
- Ho<sub>3</sub>.** There will be no significant difference between the mean score of the male and female teachers on the Job satisfaction scale.

#### 5. Methodology

The survey method was adopted to conduct the research.

##### 5.1 Sample

The sample for the present study from Ahmedabad district of a total sample of 185 teachers comprising of 80 male and 105 female was selected randomly selection by using lottery system basis during the year of 2012-13.

##### 5.2 Research Tool

The tool named as Job Satisfaction rating scale was prepared by the investigator for teachers of primary schools in which economic matters, working conditions, supervision, Benefits, working with co-workers, principals, students institutional facilities and society are like as statement were divided in to ten components for the present study. There were 65 items were given to experts. Finally scale having 55 items in which 29 were positive which indicate positive negative, which is highly reliable and valid.

#### 6. Delimitation of the Study

The scope of the present study is selected very extensive with reference to characteristics of personality, adjustment and job-satisfaction of female primary teacher, researcher had delimited the limits of the study are given as follows. Present study is delimited to the only male and female teachers from the primary school education from Ahmedabad city from the Gujarat state, with reference to preparation of tools in Gujarati Medium only and for the teachers from the primary school education serving during their academic year of 2010-11.

#### 7. Data Collection and Analysis

Data collection and analysis were carried out on the following heads.

- A.** Effect of Habitat on Job satisfaction of Primary School teachers:
- B.** EFFECT of type of school on Job satisfaction of Primary School teachers:
- C.** Effect of Gender on Job satisfaction of Primary School teachers:

The data were collected by using a job satisfaction rating scale for teachers Interpreting the data ,following observation were found.

**Table 1.Statistical description**

No.		N	Mean	S.D.	SE.D.	t-Value
1	Urban	68	204.56	22.73	3.51	6.58
	Rural	117	211.14	23.46		
2	Government	100	229.77	10.54	4.01	45.82
	Private	85	183.95	35.65		
3	Male	80	213.2	32.24	4.98	7.9
	Female	105	205.3	35.26		

##### 7.1 Effect of Habitat on Job satisfaction of Primary School teachers

From the above table no. 1 it is evident that the mean score and SD of urban area habitat primary teachers are found 204.56 and 22.73 while mean score and SD of rural area habitat primary teachers are found 211.14 and 23.46. Calculated t-value found 6.58 with 3.51 standard error of mean, which is

significant at 0.01; level of significance. Hence it can be said that the mean score of the rural habitat primary teachers towards Job Satisfaction rating scale were found significantly higher than the mean score of urban area habitat teachers on job satisfaction rating scale. So, Ho1 is rejected as: “*There will be no significant difference between mean score of urban habitat and rural area habitat primary teachers on job satisfaction rating scale.*”

### **7.2 Effect of type of school on Job satisfaction of Primary School teachers**

From the above table no. 1 it is evident that the mean score and SD of primary teachers from the government school are found 229.77 and 10.54 while mean score and SD of primary teachers from private school are found 183.95 and 35.65. Calculated t-value found 45.82 with 4.01 standard error of mean, which is significant at 0.01; level of significance. Hence it can be said that the mean score of the primary teachers from the government school towards Job Satisfaction rating scale were found significantly higher than the mean score of primary teachers from the private school on job satisfaction rating scale. So, Ho2 is rejected as: “*There will be no significant difference between mean score of teachers from government school and private school primary teachers on job satisfaction rating scale.*”

### **7.3 Effect of Gender on Job satisfaction of Primary School teachers**

From the above table no. 1 it is evident that the mean score and SD of male primary teachers are found 213.2 and 32.24 while mean score and SD of female primary teachers are found 205.3 and 35.26. Calculated t-value found 7.9 with 4.98 standard error of mean, which is significant at 0.01; level of significance. Hence it can be said that the mean score of the male primary teachers towards Job Satisfaction rating scale were found significantly higher than the mean score of female primary teachers on job satisfaction rating scale. So, Ho3 is rejected as: “*There will be no significant difference between mean score of male and female primary teachers on job satisfaction rating scale.*”

## **8. Conclusion**

From the above study it is generalized that mean score of the rural habitat primary teachers towards Job Satisfaction rating scale were found significantly higher than the mean score of urban area habitat teachers on job satisfaction rating scale. Mean score of the primary teachers from the government school towards Job Satisfaction rating scale were found significantly higher than the mean score of primary teachers from the private school on job satisfaction rating scale. Mean score of the male primary teachers towards Job Satisfaction rating scale were found significantly higher than the mean score of female primary teachers on job satisfaction rating scale. Hence it can be conclude that the habitat, type of school and gender of the primary teachers are very responsible variables of affecting factors to the job satisfaction of the primary teachers.

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