



## A Study of Job Satisfaction of Higher Secondary School Teachers of Kadi Taluka

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### Abstract:

Human life is full of with great secrets. 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 compiled of interrelationships of likes, roles responsibilities interaction, incentives and rewards, it has to be intimately related to all of them. In the Higher Secondary school first stage of the modelling life with the higher education of adults 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 higher secondary school 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 higher secondary school teachers in the various contexts with job satisfaction.

**Keywords:** Job satisfaction, Relationship, School teachers

### 1. Introduction

Human is the social in the nature. In the Indian context higher secondary school teachers are continuously engaged with 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. Higher secondary school 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 job satisfaction of higher secondary school teachers of Kadi taluka.
2. To study the effect of Gender on higher secondary school teachers of Kadi taluka.
3. To study the effect of Habitat on higher secondary school teachers of Kadi taluka.

### 3. Variables of the Study

No.	Variable	Type of variable	Levels
1	Gender	Independent	Male Female
2	Habitat	Independent	Urban rural
3	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 male and female higher secondary school teachers on the Job satisfaction rating scale.

**Ho<sub>2</sub>:** There will be no significant difference between the mean score of the rural habitat and urban habitat higher secondary school teachers on the Job satisfaction rating scale.

#### 5. Methodology

The survey method was adopted to conduct the research.

##### 5.1 Sample

The sample selected from the Kadi Taluka from the Mehsana District of Gujarat State. In this present study population comprises total of a total 21 higher secondary school. Stratified random sampling technique applied and 18 higher secondary schools were selected as the sample of the school, finally randomly total 100 higher secondary school teachers were selected for the present study during the servicing year of 2015.

##### 5.2 Research Tool

The scope of the present study is selected tool of the Job Satisfaction rating Scale prepared by Dr. Shreemati Simasingh, which contains 53 items with 11 components of job satisfaction with five points of rating. Very high Reliability of the tool of Job Satisfaction rating Scale was 0.89.

##### 5.3 Delimitation of the Study

Present study is delimited to the only male and female teachers from the higher secondary school education from Kadi Taluka from Mehsana District of the Gujarat state, with reference to preparation of tools in Gujarati Medium only and for the teachers from the higher secondary school education serving during their academic year of 2015.

##### 5.4 Data Collection and Analysis

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

- Effect of job satisfaction of higher secondary school teachers of Kadi taluka
- Effect of Gender on Job satisfaction of Higher Secondary School teachers
- Effect of Habitat on Job satisfaction of Higher Secondary School teachers

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

In Present study level of job satisfaction of high secondary school teachers were decided by the score of Job satisfaction scale. Statistically quartile deviation was found with the help of Q1 and Q3 which is shown in below table.

**Table: 1 Job Satisfaction level**

Level	Score	Percentage
High	Above score of 210	25%
Medium	Between 182 to 210	47%
Low	Beloved score of 182	28%

From the above table, 25% teachers who has high job satisfaction with the score above 210. 47% teachers who has medium job satisfaction with the score between 182 to 210 and 28% teachers who has low Job satisfaction with the score below 182 hence. It can be said that most of teachers of Kadi has medium job satisfaction level.

**Table: 2 Effect of Gender on Job satisfaction of Higher Secondary School teachers:**

Group	N	Mean	SD	SEd	t-Value
Female	44	202.5	10.98	2.55	1.25
Male	56	199.3	14.54		

From the above table no, it is evident that the mean score and SD of Female Higher Secondary School teachers are found 202.50 and 10.98 respectively on Job Satisfaction Rating Scale, while mean score and SD of Male Higher Secondary School teachers are found 199.30 and 14.54 respectively on Job Satisfaction Rating Scale. Calculated t-value found 1.25 with 2.55 standard error of mean, which is not significant at 0.01; level of significance. Hence it can be said that the mean score of the female Higher Secondary School teachers towards Job Satisfaction rating scale were not found significantly higher than the mean score of male Higher Secondary School teachers on job satisfaction rating scale. So, Ho1 is accepted as: **“There will be no significant difference between the mean score of the male and female higher secondary school teachers on the Job satisfaction rating scale.**

**Table: 3 Effect of Habitat on Job satisfaction of Higher Secondary School teachers**

Group	N	Mean	SD	SEd	t-Value
Urban	43	202.00	12.85	2.64	0.85
Rural	57	199.73	13.39		

From the above table no, it is evident that the mean score and SD of urban area habitat Higher Secondary School teachers are found 202.00 and 12.85 respectively on Job Satisfaction Rating Scale, while mean score and SD of rural area habitat Higher Secondary School teachers are found 199.73 and 13.39 respectively on Job Satisfaction Rating Scale. Calculated t-value found 0.85 with 2.64 standard error of mean, which is not significant at 0.01; level of significance. Hence it can be said that the mean score of the urban area habitat Higher Secondary School teachers towards Job Satisfaction rating scale were not found significantly higher than the mean score of rural area habitat Higher Secondary School teachers on job satisfaction rating scale. So, Ho2 is accepted as: **“There will be no significant difference between the mean score of the rural habitat and urban habitat higher secondary school teachers on the Job satisfaction rating scale.”**

## 6. Conclusion

From the above study it is generalized that job satisfaction of female Higher Secondary School teachers were not found significantly higher than the of male Higher Secondary School teachers. There is not any effect of gender of Higher Secondary School teachers seen on the job satisfaction of Higher Secondary School teachers, job satisfaction of urban area habitat Higher Secondary School teachers were not found significantly higher than the rural area habitat Higher Secondary School teachers. There is not any effect of habitat of Higher Secondary School teachers seen on the job satisfaction of Higher Secondary School teachers.

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