



A Study of Job Satisfaction of Primary Teachers of Ahmedabad

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1. Introduction

Each and every human being is engaged in one or the other activity, may it be economic or non-economic activity. Economic activities are done with the purpose of earning some monetary reward while Non-economic activities are those which is done for social service or for love, affection emotion etc. Thus, people are engaged in these activities. These activities can be in the form of a Business, Professional activities like Doctor, Teacher, Lawyer, Chartered Accountant etc. or Job. Each of these different types of activities has their own pros and cons. Among these professional activities teaching is that activity or profession with eyes of the world on it. Educational field has a great respect in society. Teachers are working at different levels in Educational field like Pre-primary, Primary, High school, Higher secondary, or primary. Teachers working in different sections of the School have different expectations and wants which may be fulfilled or may not be so it is necessary to understand the problems of the teachers. The problems may be because of many reasons like timings, status, work load, paper work, pay scale, environment, infrastructure etc. The main reason for dissatisfaction is that there is a vast difference between facts and expectations.

Teachers with adequate job satisfaction will be able to fulfill the educational objectives and national goals. This is because teacher is more effective in his job only when he is satisfied with his job. Job satisfaction of teachers is therefore an utmost important factor in making the teaching profession more useful for the nation.

As compared to other levels of educational system in the society, higher education has a much bigger role to play. Being at higher level of the educational pyramid and thus able to influence other levels of education, and having wider access to all available knowledge, it can undoubtedly operate as a powerful instrument to help the process of social change in Indian society. It nurtures the competency of future leadership in the students who hold the potential to develop the society. It prepares them to successfully carry out different responsibilities for social, economic and political development. Higher education is 'higher' also because it is at the frontier of knowledge trying to further expand these frontiers. Primary Teachers are arguably the most important group of professionals for our nation's future.

Therefore, it is disturbing to find that many of today's teachers in higher education are dissatisfied with their jobs. Job satisfaction is good not only for employees but society as a whole. It increases productivity and classroom performance in the primary school. These aspects are important in primary education in India. The government of India is highly concerned to provide quality education at primary level. But without job satisfaction among the behaviour of the primary teachers, the objective of providing quality education would not be materialized. The product needs to be prepared by good and satisfied teachers, because only such teachers can produce good citizens who will contribute in the economic, social, cultural, political and other fields of the nation. Therefore, job satisfaction is needed among primary teachers to promote quality education.

Teaching is regarded as the noblest profession. It is therefore important that those individuals who join the teaching profession should be dedicated and competent in their work. A teacher can perform to the maximum of his capacity; if he/she is satisfied with his/her job. Every profession has certain aspects responsible for job satisfaction along with attitude and teaching is not an exception unless and until a teacher derives satisfaction on job performance and develops a positive attitude towards education, he cannot initiate desirable outcomes to cater to the needs of the society. Only satisfied and well-adjusted teacher can think of the well-being of the pupils. The low job satisfied teachers may lead to worse education standards. In the light of this background, the aim of this study is to analyze the job satisfaction level among the male and female teachers of primary school.

This study is an endeavor towards to analyze the attitude of the male and female teachers' primary school.

2. Statement of the Problem

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3. Defining the Key Words

3.1 Job Satisfaction

According to P C Smith Job Satisfaction is persistent feeling towards distrainable aspects of the Job situation.¹

According to C Jalaja Kumar - Job Satisfaction is an individual's emotional reaction to the job itself. It is a person's attitude towards job.²

Job satisfaction is the extent to which one feels good about the job. It is in regard to one's feelings or state of mind regarding to the nature of their work. In other words, job satisfaction implies doing a job one enjoys, doing it well, enthusiasm and happiness with one's work.

Therefore, job satisfaction is such phenomenon which comes not only from the job, but also from one's personal, social, academic, administrative and economical condition.

In the present study Job Satisfaction means the result of various attitudes, which the person holds toward his job, towards related factors and towards life in general.

4. Objectives

1. To study the effect of Gender on the Job satisfaction of the Primary Teachers.
2. To study the effect of Type of school on the job satisfaction of the Primary Teachers.
3. To study the effect of age status on the job satisfaction of the Primary Teachers.

5. Variables

In the present study the variables such as Gender, Type of primary, Experience, and Job satisfaction will be taken.

Type of school, Gender, and Experience are independent variable where as job satisfaction will be dependent variable.

6. Hypotheses

Following will be the null hypothesis for the present study.

- HO₁** There will be no significant difference between the mean score of job satisfaction of the male and female teacher of primary school.
- HO₂** There will be no significant difference between the mean scores of job satisfaction of the granted and non-granted teachers of primary school.
- HO₃** There will be no significant difference between the mean scores of job satisfaction of teachers with less than 10 years of experience and teachers having more than 10 years of experience of primary school.

7. Importance

- Job satisfaction is important for the psychological adjustment and happy living of an individual.
- Job satisfaction has some relation with the health of the people. Dissatisfaction with one's job may have spillover effects of their health.
- Job satisfaction is essential to maintain physical health also. Dissatisfaction with work represents stress. Stress is a contributory factor in the genesis of hypertension, artery disease, digestive ailments and even some kinds of cancer.
- Job satisfaction spreads goodwill about the organizations. If Goodwill of the organization goes up new, qualified and dynamic entrants show their interest in joining organization
- It reduces absenteeism and turnover. Higher job satisfaction reduces absenteeism and labour turnover.
- A satisfied worker is a productive employee. Increase in job satisfaction lead to higher output and hence higher productivity.
- The progress and standard of any nation cannot be beyond the standard of her system of education and educational institutions. It is, therefore, emphasized by different Committees and Commissions those high-quality personnel, who have necessary aptitude for teaching should be selected for teaching profession.
- Most of the research of job satisfaction is related to management of industrial, banking and business organization. The study of primary teacher's job satisfaction is not many. Hence, more research is needed in primary teacher's job satisfaction, if we are interested to provide quality education to our students at the primary level.
- Thus, the present study 'Job Satisfaction of Primary Teachers' is designed to analyze the job satisfaction of the teachers which may also help in selecting the best suited to the teaching profession.

8. Limitations

The study is delimited to primary schools.

The study is delimited to Gujarati medium primary schools.

9. Population

The population of the present study consists of all the males and females in the granted and Non-granted Gujarati Medium primary schools of urban and rural area of Ahmedabad.

10. Sample

In the present study multistage sampling will be used to select 130 teachers as the sample subjects from given population.

11. Tool of The Research

For the present study Job satisfaction tool will be used prepared by Dr. Harsha Patel

This tool being standardized on the Primary teachers, being most applicable and eventually latest they said the test shall be applied to the sail sample.

12. Method of the Research

There are various kinds of research methods in Education. The method of the present study will be the descriptive method of which survey method will be used for this research.

13. Planning for Data Collection

After selecting appropriate tool methodology and the sample and seeking the permission from the primary school the researcher shall go to the primary school on the decided date and time and shall administer the test as required and as per the instruction. Similarly, the test shall be administered in the

other primary school on all the samples and thus the data from the 130 number of primary teachers shall be collected.

14. Planning for Data Analysis

After the data collection Researcher shall conduct the scoring of the tools and shall score each of the tool as per the key. This data would be called as raw data. The raw data being not sufficient to provide the information as required shall be grouped as per the requirement and then the statistical techniques as like mean, standard deviation and t-test shall be used for the analysis and hence the interpretation. The above said statistical techniques shall be used since the data obtained will be on the interval scale, normally distributed and the variance being homogenous.

15. Interpretation of Data

Interpretation is not a routine and mechanical process but it emphasizes the meaningful, logical and critical examination of the fact obtained after analysis. Through it researcher can link up search for broader meaning of research findings.

H₀₁: There will be no significant difference between the mean scores of the job satisfaction of male and female of Ahmedabad.

Table 1-Relationship between job satisfaction of male and female

Gender	N	Mean	SD	t-Value
Male	105	242.733	15.388	1.465
Female	25	246.84	10.765	

Interpretation

Since $t(\text{cal})$ is less than $t(\text{tab})$ at 0.05 level of significance. It can be said that the difference is not significant. Thus, it may be concluded that the hypothesis may not be rejected at 0.05 level of significance. Thus, the hypothesis that "There will be no significant difference between the mean score of the job, Satisfaction of male and female of Ahmedabad will not be rejected at 0.05 level of significance."

H₀₂ There will be no significant difference between the mean scores of the job satisfaction of granted and non granted teachers of Ahmedabad.

Table 2-Relationship between job satisfaction of granted and non-Granted school teachers

Type of school	N	Mean	SD	t-Value
Granted	66	246.8445	12.726	1.432
Non-Granted	64	246.394	16.258	

Interpretation

Since $t(\text{cal})$ is less than $t(\text{tab})$ at 0.05 level of significance. It can be said that the difference is not significant. Thus, it may be concluded that the hypothesis may not be rejected at 0.05 level of significance. Thus, the hypothesis that "There will be no significant difference between the mean scores of the job satisfaction of granted and non granted teachers of Ahmedabad will not be rejected at 0.05 level of significance."

H₀₃: There will be no significant difference between the mean scores of the job satisfaction of teachers with less experience and more experience

Table 3-Relationship between job satisfaction of Teacher with less experience & more experience

Eperience	N	Mean	SD	t-Value
Less than 10 yrs	63	245.46	11.909	1.402
More than 10 yrs	67	241.91	16.69	

Interpretation

Since $t(\text{cal})$ is less than $t(\text{tab})$ at 0.05 level of significance, it can be said that the difference is not significant. Thus, it may be concluded that the hypothesis may not be rejected at 0.05 level of significance. Thus, the hypothesis that there will be no significant difference between the mean scores of the job satisfaction of teachers with less experience & more experience will not be rejected at 0.05 level of significance.

16. Findings

- It was found that Male teachers outnumbered Female teachers in Colleges.
- The Male and Female teacher possessing high job satisfaction and there is no significant difference between Male & Female school teachers in their level of job satisfaction.
- The teachers working in Government and Private schools are possessing High Job Satisfaction and there is no significant difference in the level of Job Satisfaction Possessed by them.
- Schools teachers with varying teaching experience are with High job Satisfaction and there is no significant relationship between job Satisfaction and Experience.
- Teachers working in schools with high age possess more job satisfaction than teachers with low age. (less than 35 years)

17. Suggestions of the Study

- On job training sessions should be provided to the teachers for skills and personality development.
- Job satisfaction of granted teachers can be increased through Government perks and by reducing the fix pay term.
- To increase the job satisfaction of schools' teachers, the school's teachers should be elevated from their designations which may boost up their morale.
- Job satisfaction of East Zone teachers can be increased by giving them enough infrastructure or technology. Fresh teachers should be given encouragement through proper guidance and suggestion which will increase their job satisfaction.
- The school's teacher should have separate room to prepare himself for classroom effectively.
- As the job of a school teacher in these schools is transferable and which is a major among them; therefore, a transparent transfer policy should be practiced in displacing the teachers from one place to other, keeping in view the home places, family and health conditions.
- Junior teachers were less satisfied with their job than the senior lecturers. Though the qualifications are equal for both juniors and seniors, the later get a higher pay and enjoy a higher status. The juniors have a demanding parity of pay scales with the seniors. Under the above circumstances, it would be well if the government evolves a suitable policy and sees that the dissatisfaction among the juniors is eliminated.
- Female teachers should get more respect and support from the family which may help increasing their job satisfaction.

18. New Areas of Research

- Studies may be taken up regarding the personality traits of teachers which influence the job satisfaction in teachers.
- Studies may be taken up to identify the influence of social factors on job satisfaction.
- Studies may be taken up to know the job satisfaction of secondary school teachers.
- Studies may be taken up regarding job satisfaction of Higher secondary teacher.

- Studies may be taken up to identify the job satisfaction of C.B.S.E. school teachers.
- Studies may be taken up to identify the factors that are responsible for the promotion of job satisfaction.

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