



# Construction and Standardization of Job Satisfaction Scale for High School Teachers

Guide  
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## 1. Introduction

In India, where teaching profession is not the first priority of students, job satisfaction is always been a question mark by means of interest and remunerations. Teachers are provided the least remuneration compare to other professions like medical, engineering or finance. Teacher's satisfaction means the perfection at the optimum level of efficiency and productivity on the part of teacher. An impressive performance indicates the satisfaction of the ability. Satisfaction is the measure of the ability plus the efforts made. Thus, teaching satisfaction is the potential of a teacher. The purpose of this study was to construct a tool which can explore job satisfaction of high school teachers.

## 2. Objectives of Study

Objectives of present study are as follows.

1. To construct a Job Satisfaction Scale for high school teachers.
2. To standardize Job Satisfaction Scale constructed for high school teachers.
3. To find out reliability of Job Satisfaction Scale constructed for high school teachers.
4. To find out validity of Job Satisfaction Scale constructed for high school teachers.

## 3. Research Method

In present study, the researcher constructed Job Satisfaction Scale for high school teachers. The researcher used **descriptive survey** method in collection of data.

## 4. Sample of the Study

At different steps of construction of Job Satisfaction Scale, the researcher used different size of sample as per needed in construction of tool.

The researcher selected 20 secondary school teachers from population to implement pre-primary piloting of Job Satisfaction Scale.

For primary piloting of Job Satisfaction Scale, the researcher selected 370 secondary school teachers from population.

## 5. Construction of Tool

The researcher constructed Job Satisfaction for secondary school teachers using different steps.

## 6. Construction of primary form of Job Satisfaction Scale

To construct primary form of Job Satisfaction Scale, the first step was to collect different items of scale. The researcher took help of guide, research colleagues and different research experts to construct primary items of scale. In this process researcher constructed 100 items in primary form. Each item has five responses: 1) Strongly Agree, 2) Partially Agree, 3) Neutral, 4) Partially Disagree and 5) Strongly Disagree.

### 7. Experts' Opinions

The researcher sent Job Satisfaction Scale to different research experts. Due to COVID19 pandemic few scales were sent physically while others were sent online in pdf formats. Most of the experts responded to the physical and online scales and submitted their suggestions. The experts were asked to check the scale and to give their opinions regarding appropriateness of items, grammatical construction of items and suggesting to remove and add more items.

### 8. Pre-primary piloting of Job Satisfaction Scale

For pre-primary piloting of Job Satisfaction Scale, the researcher selected 20 teachers from defined population. The teachers were given primary form of Job Satisfaction Scale to respond it. The main objective was to check the ease of responding the items of scale. The researcher noted down whether teachers felt any problems to understand the items or to respond it. Later, all the items in which teachers felt problems were reconstructed by the researcher. After modification, removal and addition of items in scale, finally, the scale was remained with 105 items.

### 9. Primary piloting of Job Satisfaction Scale

For primary piloting of Job Satisfaction Scale, the researcher selected 370 teachers and conducted data collection. The scores of all scales obtained by the teachers were analyzed and item analysis was performed.

### 10. Item Analysis

The scores of Job Satisfaction Scale obtained from the teachers were arranged in descending order and make two groups of teachers having 27% upper level and 27% lower level. Then the researcher conducted a t-test between the mean score of each item of these groups.

After item analysis, out of 105 items, 33 items have been rejected and 72 items have not been rejected. Thus, final scale was having 72 items in it.

### 11. Final Form of Job Satisfaction Scale

Final Job Satisfaction Scale was comprised with 72 items. This scale was factorized in eight different factors. The factors of scale are mentioned in table below.

**Table 1: Factor wise item distribution of scale**

No.	Factor	Items
1	Education related job satisfaction	8
2	Place related job satisfaction	7
3	Colleagues related job satisfaction	11
4	Cocurricular activity related job satisfaction	6
5	Personal matter related job satisfaction	14
6	Economically job satisfaction	7
7	Social job satisfaction	14
8	Family job satisfaction	5
<b>Total</b>		<b>72</b>

In job satisfaction scale, two types of statement were constructed: positive and negative. Out of 72 items 40 items were positive and 32 items were negative. The numbers of positive and negative items are mentioned in table below.

**Table 2: Positive and negative items of scale**

Positive items	Negative items	Total
2, 3, 4, 5, 8, 11, 12, 14, 19, 20, 28, 29, 31, 32, 33, 34, 35, 36, 37, 39, 40, 41, 54, 55, 56, 57, 58, 59, 60, 61, 62, 63, 64, 66, 67, 68, 69, 70, 71, 72	1, 6, 7, 9, 10, 13, 15, 16, 17, 18, 21, 22, 23, 24, 25, 26, 27, 30, 38, 42, 43, 44, 45, 46, 47, 48, 49, 50, 51, 52, 53, 65	72
40	32	

In table 3.7 numbers of positive and negative items are represented. As mentioned in table there 40 positive items and 32 negative items. Each item has five responses having different scores. For positive and negative items different score is assigned with it which is explained in below table.

**Table 3: Scores for positive and negative items**

No.	Responses	Scores	
		Positive items	Negative Items
1	Strongly Agree	5	1
2	Partially Agree	4	2
3	Neutral	3	3
4	Partially Disagree	2	4
5	Strongly Disagree	1	5

The researcher assigned each response with a specific score. For positive items the responses assigned with 5, 4, 3, 2 and 1 score for strongly agree, partially agree, neutral, partially disagree and strongly disagree responses respectively. For negative items the responses assigned with 1, 2, 3, 4 and 5 score for strongly agree, partially agree, neutral, partially disagree and strongly disagree responses respectively.

### 12. Reliability of Scale

Results can be reproduced when research is repeated under the same conditions is defined as the reliability of measuring tool. Over the time, by checking the consistency of the results in different observers and in the same parts of the test. Reliable measurement is not always valid: results may be productive, but not necessarily accurate. The researcher randomly selected 200 teachers to find out reliability and validity of tool. In present study, the researcher found reliability of Job Satisfaction Scale with different methods mentioned in table below.

**Table 4: Reliability of Scale using different methods**

No.	Method	Reliability
1	Test-retest method (Karl Pearson formula)	0.81
2	Split half method	0.83
	1.Spearman Brown formula	0.89
	2.Rulon formula 3.Flanagan formula	0.73
3	Guttman's split-half method	0.78
4	Cronbach's Alpha	0.81
5	Kuder Richardson Reliability (KR <sub>21</sub> )	0.73

### 13. Validity of Scale

The researcher found three types of validity for Job Satisfaction Scale.

### ***13.1 Face Validity***

The Job Satisfaction Scale was sent to different research experts and opinion was obtained. None of the expert complain about inappropriateness of scale. Some experts suggested to remove few items which are not related to job satisfaction of teachers and the researcher remove those items as per suggestions obtained. This, it is said that the Job Satisfaction Scale constructed by the researcher has a high face validity.

### ***13.2 Content Validity***

The researcher reconstructed and amended all those items suggested by the experts. The researcher also removed all spelling mistakes and grammatical mistakes which were found by experts. Thus, finally all items of Job Satisfaction Scale are perfect to measure job satisfaction of secondary school teachers. Therefore, it is said that the Job Satisfaction Scale has a high content validity.

### ***13.3 Factorial Validity***

The Job Satisfaction Scale constructed by the researcher has eight different factors having total 72 items. To find out factorial validity the researcher found inter factor correlation coefficient and correlation factor between scores of each factor with the whole scale.

The maximum value of correlation coefficient was found 0.66 between the scores of factor-3 and factor-4 while the minimum value of correlation coefficient was found 0.42 between factor 2 and factor 8. All other values of correlation coefficient were found between 0.42 and 0.66. These values show a good factorial validity of Job Satisfaction Scale.

## **14. Conclusion**

The researcher constructed and standardized Job Satisfaction Scale for secondary school teachers. The researcher found reliability and validity of Job Satisfaction Scale using different methods. It was found that the Satisfaction Scale constructed by the researcher has very good reliability and validity.

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