

# A Study on Job Satisfaction of Elementary School Teachers of Government and Private Schools in East Singhbhum

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## **ABSTRACT:**

Teachers are the pillars of our nation. Teacher plays an important part in developing the knowledge and skills of youth. Nothing is more important than securing a sufficient supply of high quality recruits to the teaching profession, providing them with the best possible professional preparation and creating satisfactory conditions of work in which they can be fully affective.” The present study finds the level of job satisfaction of teachers in government and private schools and identifies the factors influencing them. Role of teacher in society and in education can change but, the importance of their position remains same. Job satisfaction is only possible if the job fulfils the basic needs of teachers in term of salary and better status. This study was to evaluate the job satisfaction of elementary school teachers in Jharkhand. In this research, the sample was made up of 150 teachers of government and private schools. Results indicate that teacher's job satisfaction is medium level. In addition, in order to provide additional information about satisfaction with the current job, pleasure with life in the workplace, desire for job change, and desire for early retirement. The study provides results based on teachers married and unmarried, rural and urban, gender and, teaching experience.

**KEYWORDS:** Job Satisfaction, Assessment, Teachers, Elementary Education.

## **INTRODUCTION**

The fast moving educational scenario demands highly efficient and result-oriented teachers. Education is no more about imparting of information; it's the process through which the teachers prepare the young generation to internalize knowledge, skills and attitude to make them suitable for taking up the responsibilities of promoting social ideals and achieving social goals. The performance of the teacher is greatly influenced by the related psycho-social satisfaction that he/she derives from his/her job. If a teacher is not satisfied with his/her job, he/she cannot be able to perform his/her role well. The teacher's satisfaction with his/her job is a prerequisite for the efficiency. A satisfied teacher, with high academic and professional qualification, certainly can raise the standard of the students' understanding of the subject knowledge. It is the teacher who acts as facilitator, guide and motivating force in process of learning. Dissatisfied teacher, in

spite of having a sound academic qualification, will not be able to perform his job of facilitator wholeheartedly. Job satisfaction is also the way to attract and retain the right type of people into the profession to help them function at the highest level of their efficiency and effectiveness. Teacher effectiveness is concerned with the relationship between distinctiveness of teachers and its effect on their classroom teaching. Job satisfaction is a composite of two words: 'Job' and 'satisfaction'. The term 'Work', 'Occupation', 'Job' and 'Position' are used interchangeably. Job refers to work role and satisfaction is related to fulfilment of needs and desires. This job satisfaction may be the result of satisfaction, which the employee achieves by performing well in the job.

Job satisfaction is defined as the level of satisfied employees feeling with their job. This goes beyond their daily duties to cover satisfaction with team members and teachers, satisfaction with organizational policies, and the impact of their job on employees' personal lives and also the outcomes of students. Job satisfaction refers to a person's feeling of satisfaction on the job which act as a motivation to work and do well in job. It is not the self-satisfaction, happiness, fulfilment or self-contentment but the satisfaction on the job. Satisfaction is related to simple feeling state accompanying the attainment by an impulse of its objective. Research workers differently described the factors contributing the job satisfaction and the job dissatisfaction of teachers. The Role of teachers in the society can change, but the importance of their position remains same. To attract and retain the qualities of teachers is a great challenge to the educational institutions. In education, it is important for a teacher is to have a positive approach towards their job. Every teacher must have the potential and clear intention to release their duty with full dedication to derive satisfaction from their work. Job satisfaction is the combination of emotional and psychological experience in their job. Job Satisfaction is the relationship between what everyone expects in accordance to what everyone achieves in their job. Any work cannot be successfully done without satisfaction. School teacher's plays very important role in building the nation and budding citizens of the nation. So, job satisfaction is a crucial concept for employees that are not only related to an individual but it is relevant for the society's wellbeing. Job satisfaction is one factor that will ensure students' performance and productivity of schools. The teachers would get interest in teaching their students effectively when they are satisfied with their jobs. Like India, other countries in the world also trying to improve their quality and standard of education, so that it meets the demand of globalization. Teachers would perform with full capacity, only if they are satisfied with their jobs. So, job satisfaction is an important phenomenon in every sector especially in the teaching profession.

"Job satisfaction is a pleasurable or positive emotional state resulting from the appraisal or one's job or job experience" - E.A. Locke

"Job satisfaction is the amount of pleasure or contentment associated with a job. If you like job intensely, you will experience high job satisfaction. If you dislike your job intensely, you will experience job-dissatisfaction" - Andrew.J. Dubrins

**NEED AND SIGNIFICANCE OF THE STUDY:**

The purpose of the study is to examine the factors that are associated with job satisfaction. Using a self – designed survey the study investigates the factor which teachers are satisfied with. Additionally, the study investigates weather teachers. Job satisfaction differs significantly in relation to gender, age, marital status, teaching experience, school type, school locations, promotional or leadership position, educational qualification and teacher type (subject specialization). Moreover, the study job investigates the factors that contribute significantly to the teacher’s intention to remain in the job. The present study aims to compare the job satisfaction among private and government school teachers. The role of the teachers in our society is very important. The quality of education is related to the quality of the teachers. Teachers are the architect of the students’ future. A teacher who is satisfied with their job can perform their work effectively and efficiently. Lastly this study determines: job characteristics, social benefits, and meaningfulness of the job, support from administration and the intention to remain in the job. It is rightly said, “If a teacher runs, students will walk; if a teacher walks, students will sit; and if a teacher sits, students will sleep”. Job satisfaction for the teachers is very important for performing his duties in a proper manner, if a teacher get satisfied with his job than he or she think batter for the students and organization because satisfaction leads to motivation, motivation leads to do their job with full enthusiasm and energy.

In this study we observe what aspect is important for this job satisfaction of teacher at elementary school so, that by improving those aspect we improve the satisfaction of the teachers and education standard too.

**LITERATURE REVIEW:**

It is important for a researcher to have adequate familiarity with the work which has already been done in the area of his research. The following is the brief summary of all studies conducted in this area.

**Ram Krishananaiah D. (1980)** explored the aspects of job satisfaction in the form of attitude toward teaching and job involvement of college teachers. The main objective was to find out the relationship between personal and demographic variable and job satisfaction of teachers and to find out the relationship between the job involvement and satisfaction. The result of the finding revealed that teachers working in private college were more satisfied than those working in Govt. College and the level of job involvement of teachers did not have any significant effect upon the level of their job satisfaction.

**Das, Bijoy Laxmi (1988)** studied on job on secondary school- teacher’s job satisfaction and job motivation in Cuttack district of Orissa. The main objectives were to determine the job satisfaction and motivation of government school and privately managed school teachers and teachers from “different age-groups. The result of the findings revealed that 77.6% and 25.33% of the government and privately managed school teachers respectively were positively motivated and teachers who were motivated were also found highly satisfied in their job.

**Parakash, R. (2005).** Studied on teacher effectiveness as a function of school organizational climate and teaching competency. The main objectives were to compare the strength of teacher effectiveness in various types of school organizational climates and to estimate the

relationship of school organizational climates and teaching competency of teacher effectiveness under various type of school climates. The result of the finding revealed that the open school organizational climate positively affected both the teaching competency as well

as teacher effectiveness and there existed a significant relationship between teaching competency and teacher effectiveness.

**Sandhu B.S. and Natash Inder Shergil (2001)** studied on effect of social maturity and teaching aptitude on job satisfaction of school teachers. The purpose of this study was to explore the relationship between social security and teaching aptitude and how these affect the job satisfaction. The result of finding revealed that teachers who are high on social security and have superior teaching aptitude are more satisfied in job than teachers who are less socially matured and who lack in teaching aptitude.

**Singh Arun Kumar and Ashish Kumar Singh (2007)** studied on job satisfaction as a function of extrinsic factor of job. The objective of the study was to find out job satisfaction of those whose spouse is employed. The result of finding revealed that age, intelligence and employment of spouse affected the level of job satisfaction experienced by the employees.

Bhuyan Band M. Chaudhary (2003) studied on job satisfaction of college teachers. The purpose of study was to determine the degree of job satisfaction of the college teachers with respect to sex, marital status and location as well as experience. The result of the finding revealed that there was significant difference in the job satisfaction of male and female teachers; but there was no significant difference in job satisfaction between married and unmarried; between rural and urban and among experience of the college teachers.

**Pandy Manju and Roma Maikhuri (2005)** studied on teaching of effectiveness and ineffective teachers. The main objective was to investigate the difference between effective and ineffective teachers towards teaching profession. The result of the finding revealed that teacher's attitude towards teaching profession was not behind their effectiveness/ineffectiveness.

**Nasir and Zaki (2009)** studied the job satisfaction of senior secondary school teachers as a function of gender, job status and the level of education. Job Satisfaction Questionnaire administered individually on 100 teachers to gather information. The results of research revealed that the degree of job satisfaction among female teachers was found significantly more in comparison to male teachers. Postgraduate teachers showed significantly greater degree of job satisfaction than part time teachers. Teachers holding only postgraduate degree were significantly more satisfied than the teachers holding Ph. D. degree.

**Geeta and Pandey (2011)** designed a study to know job satisfaction in public sector and private sector. Findings of the study revealed that job 69 performances of individuals with high versus low job ambivalence may fluctuate such that job performance is comparatively high when positive beliefs and affective experiences are salient and thus predominate at a certain point in time but that their performance may be comparatively low at other times

**Abdul Raziq (2015)** says that in the modern era, organizations are facing several challenges due to the dynamic nature of the environment. One of the many challenges for a business is to satisfy its employees in



order to cope up with the ever changing and evolving environment and to achieve success and remain in competition. In order to increase efficiency, effectiveness, productivity and job commitment of employees, the business must satisfy the needs of its employees by providing good working conditions.

### **KEY TERMS USED:**

#### **Job Satisfaction**

Job satisfaction describes how contented an individual is with his or her job. It has been defined as a pleasurable emotional state resulting from the fulfillment of one's wants and expectations from his/her job.

#### **Elementary School**

Elementary school is defined as a period of formal education following pre-school but before higher school. it usually encompasses grades 1-8 and students learn basic skills in areas such as reading, writing and listening.

### **OBJECTIVES OF THE STUDY:**

1. To assess the job satisfaction level of teachers in Government school and Private Schools.
2. To identify the factors which influence the job satisfactions of Teachers in government schools and private schools.

### **HYPOTHESES OF THE STUDY:**

1. There is no significant difference in the job satisfaction of teachers working at elementary level on the basis of their gender.
2. There is no significant difference in job satisfaction of teachers working at elementary level on the basis of their marital status.
3. There is no significant difference in the job satisfaction of teachers working at elementary level on the basis of their type of school (government and Private).
4. There is no significant difference in the job satisfaction of teachers working at elementary level on the basis of their local of the rural and urban.
5. There is no significant difference in the study of job satisfaction of teachers working at elementary level on the basis of their job experience.

### **RESEARCH METHODOLOGY:**

The choice of the research method is determined by the underlying objectives of the study. "Survey method" has been used for the present study. The study is exploratory and quantitative in nature. A structured questionnaire is used as the research instrument for the study to collect the data. . A statistical analysis was conducted on the responses collected through closed ended questions and qualitative data was quantified by counting the frequency of occurrence of events. For analysis and interpretation, the technique used is mean, standard deviation, independent t-test and one way Anova.

**SAMPLING AND DATA COLLECTION:**

The teachers of Jamshedpur city of East Singhbhum was considered as samples for the purpose of collecting the data. The total number of teachers selected in the sample was 150, out of which 75 teachers were of government schools and 75 teachers were of private schools in Jamshedpur city. Sample of the study is taken irrespective of the gender of teachers.

			<b>Government</b>	<b>Private</b>
1	<b>Gender</b>	<b>Male</b>	<b>24</b>	<b>20</b>
		<b>Female</b>	<b>51</b>	<b>55</b>
2	<b>Category</b>	<b>General</b>	<b>40</b>	<b>55</b>
		<b>OBC</b>	<b>25</b>	<b>15</b>
		<b>SC/ST</b>	<b>10</b>	<b>05</b>
3	<b>Age</b>	<b>&lt; =25</b>	<b>33</b>	<b>32</b>
		<b>&gt;25</b>	<b>42</b>	<b>43</b>
4	<b>Designation</b>	<b>Primary Teacher</b>	<b>20</b>	<b>20</b>
		<b>TGT</b>	<b>30</b>	<b>35</b>
		<b>PGT 25</b>	<b>25</b>	<b>20</b>
5	<b>Work Experience</b>	<b>Less than 15 yr</b>	<b>33</b>	<b>40</b>
		<b>More than 15 yr</b>	<b>42</b>	<b>35</b>

**TOOL USED FOR DATA COLLECTION:**

A five- point likert scale semi- structured questionnaire is divided into two sections, first section is related to demographics and second section covers questions based on the factors affecting job satisfaction derived from the literature. These factors included salary and fringe benefits, job security, relationship with principal and students, interpersonal relations among colleagues, working conditions, ability utilization, incentives and facilities for teachers, possibility of career development, government policies regarding profession of teaching.

**DESCRIPTION OF TOOL**

Questionnaire tool used by researcher keeping view of adopted changes according to the research conducted by the researcher. Validity is one of the main concerns of the research. In this research content validity was tested by the researcher. Reliability is the degree to which a measurement instrument gives the same results each time that it is used, assuming that the underlying thing being measured does not change. In present study the reliability of the pilot testing was 0.88. The scale had both positive and negative statements. The positive statements carried a weight age of 5,4,3,2,1 and the negative ones a weight age of 1,2,3,4,5. The score gave a quick measure of satisfaction/dissatisfaction of a worker towards his/her job

**PROCEDURE FOR DATA COLLECTION:**

This scale was a Likert type scale which consisted of 30 statements. Each statement had five alternatives from which a respondent had to choose any one response. Questionnaire was used to collect the information from sample of the study. Job satisfaction schedule was prepared by researcher and used as a questionnaire for the measurement of the job satisfaction of elementary school teachers.

**METHODOLOGY USED:**

Looking at the nature of the study and variables in hand, descriptive survey method was adopted in this study. Descriptive research is concerned with the present and attempts to determine the status of the phenomena under investigation.

**STATISTICAL TECHNIQUES USED:**

Statistics is the body of mathematical techniques or process for gathering, describing, organizing and interpreting, numerical data. Since researcher often yields such quantitative data, statistics is a basic tool of measurement of the research. The researcher who uses statistics is more concerned with the manipulated of data, statistics methods goes back to fundamental purpose of analysis. For analysis of data researcher used following statistical techniques, Descriptive statistics (mean, SD), Graphical representation of data, Inferential statistics (product moment for correlation-test).

**MAJOR FINDINGS OF THE STUDY:**

After the analysis of the score and testing of hypothesis the following findings were found that is presented as follows:

Figure 1.1: Graphical representation of job satisfaction on the basis of male and female

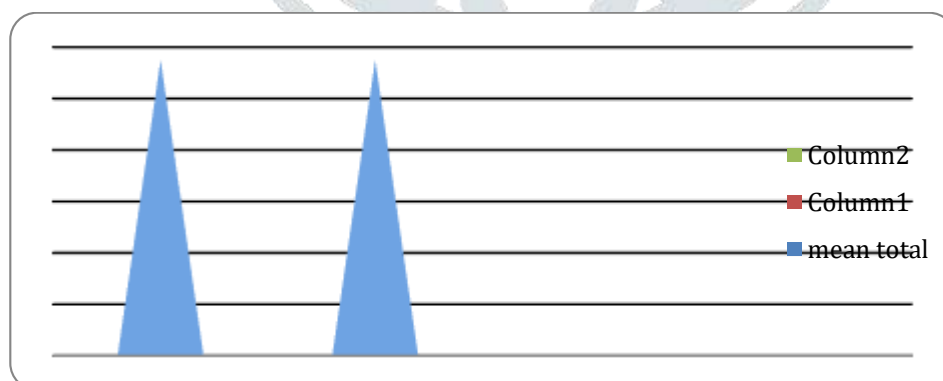


Figure 1.1 Mean score of job satisfaction male teachers slightly more than the female teachers therefore there is same level of satisfaction among male and female teachers.

Figure 1.2 Graphical representation of job satisfaction on the basis of married and unmarried .

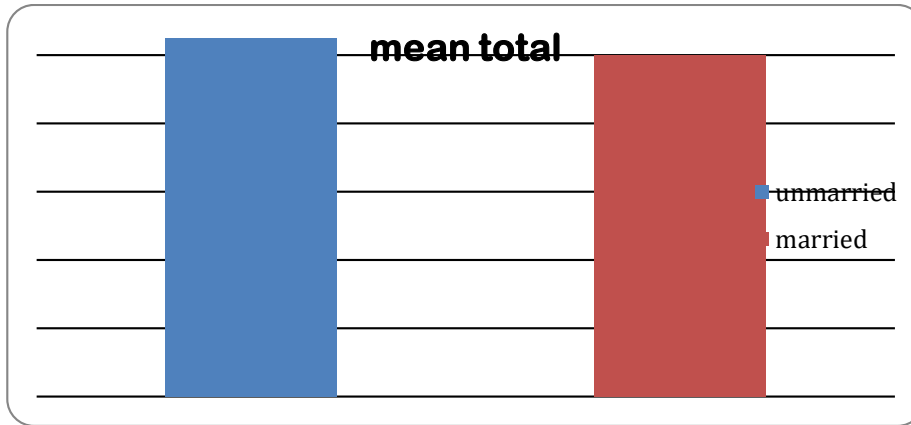


Figure 1.2 shows that the mean score of job satisfaction of unmarried slightly more than the married teachers therefore there is same level of satisfaction among unmarried and married teachers.

Figure 1.3 Graphical representation of job satisfaction on the basis of govt. and Private government school



Figure 1.3 Shows that the mean score of job satisfaction government teachers slightly more than the non-government teachers therefore there is same level of satisfaction among government and non-government teachers.

Figure 1.4 Graphical representation of job satisfaction on the basis of rural and urban school

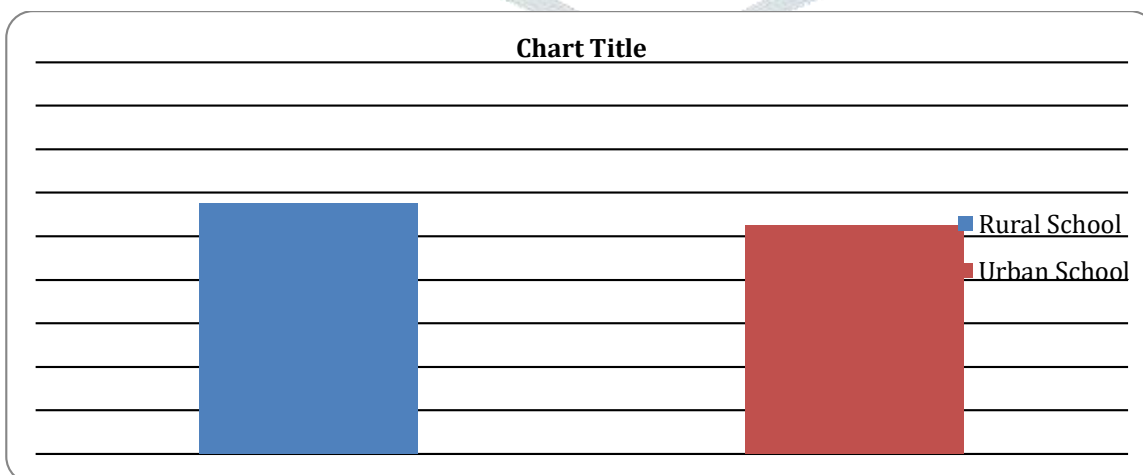
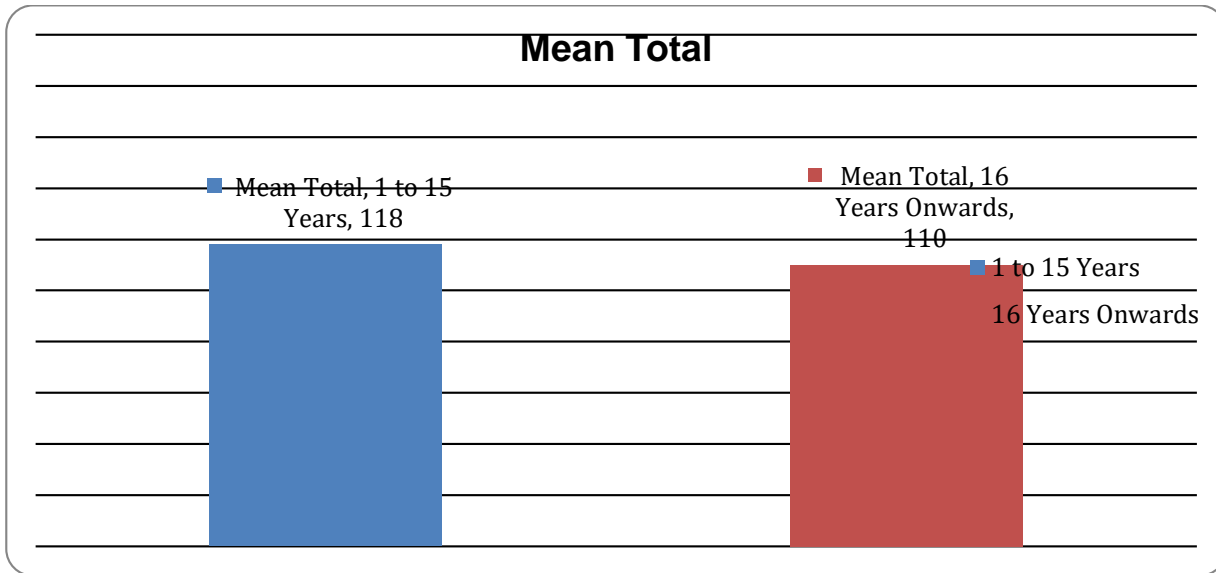


Figure 1.4 Mean score of job satisfaction rural teachers slightly more than the urban teachers therefore there is same level of satisfaction among rural and urban school teachers.



Objective 1.5 To study the job satisfaction among teachers working at elementary level on the basis of their teaching experience.



In figure 1.5 Shows that the mean score of job satisfaction of 1 to 15 years slightly more than the 16 years onwards teachers therefore there is same level of satisfaction among 1 to 15 years and 16 onwards.

To ascertain whether there is difference in the satisfaction of govt. and private teachers and satisfaction of govt. and private school teachers on the basis of demographic factors independent sample t-test and one way Anova is used. After conducting t-test and one way ANOVA it was drawn that the following demographic factors have no significance difference in the level of job satisfaction because their p value is greater than 0.05; therefore the null hypothesis is rejected in these cases. (Table 3).

**Table 3: t-Test and ANOVA results for demographic factors in Govt. and Private Schools**

Demographics	p value
Gender	0.468
Age	0.197
Work experience	0.358
Designation	0.505

**FINDINGS OF THE STUDY:**

Factors that affected Job Satisfaction are Salary and benefits, job security, relationship with principal and students, working conditions and work load, interpersonal relations among colleagues, possibility of career development and government policies regarding profession of teaching etc. Through factor analysis it is concluded that factor two has the most significant effect on the job satisfaction level of the school teachers. Factor two contains aspects of benefits and compensation that affects the job satisfaction the most whereas factor 5 has the least significance. Factor 5 covers the leave provisions which have the least impact on the

level of job satisfaction among school teachers. The analysis shows that teacher working in the government schools are more satisfied on all the parameters as compared to the teachers working in the private schools. From the independent t- test and one way Anova conclude that the demographic factors like gender, designation, age and work experience has no significance difference in the level of job satisfaction while only one factor of category has significance difference in the satisfaction level. So overall it can be conclude that the level of job satisfaction is more in than government schools than the private schools when considering these above mentioned factors.

### **EDUCATIONAL IMPLICATIONS:**

Sufficient teachers and officials recruitment measures should be taken up by the education department to fill up the vacant posts as soon as possible. Ideal teacher student ratio, salary hike, good infrastructure, healthy work environment, Proper sanitation facilities must be provided. The teachers must be promoted according to efficiency and experience, motivational principal, good administration and control. They should also be given authority and must be empowered to make decisions. There should be more transparency and accountability of teachers, parents and community and due respect should be given to teaching profession. Good government policies about education, proper funds for development of schools, Counselling and Training Programs for teachers, Recreational and creative exposure for teachers; this all must be conducted by govt. and school authorities.

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