JOB SATISFACTION AMONG PRIVATE SCHOOL TEACHERS: PUNJAB(INDIA)

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Abstract: The essence of this study deals with analysing the factors which effects the job satisfaction level among private school teachers of PUNJAB(INDIA). 113 randomly chosen educators were the respondents who contributed to this survey for review information accumulation. This exploration was led to look at what adds to a satisfied teacher by analysing various factors, such as reward, good relation with co-workers, security in job, facilities by schools income and working hours etc. This study will assist the private educational organizations with knowing about their instructors satisfaction level and to enhance in the areas which are lack behind, so an educator can perform in most ideal approach to teach their students and for overall improvement of organization.

Keywords: Job Satisfaction, Private teachers

Introduction

In the modern era, organization are meeting with a few difficulties because of the dynamic nature of the earth. One of the numerous difficulties for a business is to satisfy its workers so as to adapt up to the regularly changing and developing condition and to make progress and stay in rivalry. So as to build proficiency, viability, efficiency and occupation duty of employees, the business must satisfy the necessities of its workers by giving great working conditions. It is basic for an organization to encourage their employees to buckle down for accomplishing the authoritative objectives and goals. Numerous organizations neglect to comprehend the challenges amid their work. Employee is a basic segment during the time spent for accomplishing the mission and vision of a business. Job satisfaction can emerge out of enabling representatives to act naturally coordinated and solid association with individual specialists (Lin, 2007). At times this requires a tweaking of association objectives to support representative inspiration (Kivinniemi et al., 2002). Performance as defined by Campbell (1990) is “what the organization hires one to do and do well”. Performing employees help leaders to create excellent organizations. If a person is in the correct profession, there is a straight relationship with presentation (Edwards, 1991).

Job satisfaction characterizes a blend of positive or negative emotions that employees feel for their job. Occupation satisfaction speaks to the degree which desires are and coordinate the genuine honors. Job satisfaction is firmly connected to that person's conduct in the work place (Davis t al.,1985). Job satisfaction represents feeling of accomplishment and victory at work. Job satisfaction is the key fixing that prompts acknowledgment, pay, advancement, and the accomplishment of different objectives that lead to a sentiment of satisfaction (Kaliski,2007).

Education provided by some private organization is additionally a type of business now a days. Today, a high increment in private foundations for giving education to students at school level can be take note. Governments schools lack behind in numbers in all over in INDIA. Also, this expansion in education industry, make more occupations in the division for taught individuals, extraordinarily for the individuals who don't land government position even after getting high education. Educators are the representatives for the schools executive boards of trustees who endeavour to get great over all results for school and to make organization remain in front in rivalry with different organizations. Teaching is a noble profession in this world since the world appeared. Tutors are the individuals who influences forever, yet they can never tell where their impact stops. Educators are the most vital and dependable individuals for the general public in light of the fact that their expert endeavours influences the destiny of the earth. Teachers educate on the grounds because they care and educating youngsters is the best they do. Teaching is the only profession that creates other professions.. A typical saying that SHARING IS CARING and on the off chance that you share your insight with others, its an extraordinary deed you are doing throughout everyday life.

Teachers likewise encounter different phases in their job as other workers of different organization do. In this way, for the steady development of ages it is vital that the instructors who are giving education must be happy with their work. Major natural elements which impact the satisfaction among private school educators can be poor work conditions, absence of assets, overwhelming
remaining tasks at hand, and due dates, absence of professional stability, poor pay scales and students conduct. Though singular attributes incorporate gender, age, language and capacity to cope with difficult situations. Some times, the pressure is additionally experienced by instructors when they are not happy with their employments and undertakings. Particularly the educators of private schools feels more stress than instructors of government schools.

In INDIA, PUNJAB is a state which is comprise of 22 regions. Bathinda and Faridkot districts of Punjab were chosen by the researcher for data collection for the survey. Both the regions are well developed. The literacy rate of PUNJAB was 75.84% in 2011 census. The literacy rate of Bathinda was 69.6% and Faridkot was 81.39% in 2011 census. It is obviously discernible that literacy rate of Faridkot was more than the normal rate for Punjab. To meet this dimension of literacy rate, administration of Punjab is attempting its best in all ways and furthermore the extraordinary commitment of private schools, which are open in each corner. What's more, the principal necessity for this expansion in level is the training staff by both government schools and private schools, who contribute their full efforts to meet the ideal objective. But somehow due to increase in demand of school teachers in these schools, teachers move to these private schools to meet their daily life needs as there are less chances of getting government job despite of their high education and skills. These teachers are mostly having no experience and are fresh in their field. Sometimes these teachers are being exploited by the institutions and educators let them to do so because they have a threat of being unemployed if once dismiss from their job. So ultimately it is found that teachers are not satisfied with their job due to various factors, which eventually leads to stressful life among private schools teachers.

The educator is the imperative component of an instructive framework in light of the fact that the effect of the instructor on their pupils and educational plans are much more than other components. If the educators need to be fruitful in their profession, they need to acknowledge their job genuinely, and do it with affection and energy (Cetin, 2006). The occupation they pick, shape people's lives (Bozdogan, Aydin, and Yildirim, 2007). Enthusiastic inclination of a person for or against any conditions, occasions, items, spots or thoughts can mean frames of mind (Papanastasiou, 2002; Tavsancil, 2006; Temizkan, 2008). An arrogance which is formed towards a job is the most imperative pointer of achievement in that occupation (Cakır, 2005; Durmusoglu, Yanik, and Akkoyunlu, 2009). In the event that an individual dislikes his or her job, the individual may not rehearse it effectively (Terzi and Tezci, 2007). Teaching requires emotional abilities other than learning and aptitudes. Building up an uplifting attitude towards teaching profession influences every one of the elements identified with the teaching (Can, 2010). The following objectives have been achieved through this study

1. To research the determinants that impact the satisfaction among instructors.

2. To discover distinctive elements of job satisfaction and evaluate its effectiveness in private school teachers.

3. To evaluate the effect of teachers job satisfaction on their personal and professional life.

4. To discover difficulties and give proposals to private schools to enhance satisfaction level among educators.

**LITERATURE**

Teachers are the foundation of an institution and schools. Teachers are imperative for school alongside money related capital, since they offer education to the youngsters, as well as make eventual fate of the country by delivering other professionals who contribute for the advancement of our country and world. Educating isn’t just a job, profession or a service, it is a pillar of the society. Obviously teaching is the respectable profession, still educators feel disappointment while playing out their activity. Employment satisfaction among educators of private schools in PUNJAB (INDIA) is an essential issue, however its level may contrast as per expert and individual conditions. The target of the researcher is to recognize the real factors that are causing dissatisfaction among private school educators in PUNJAB (INDIA). In this study, it will be considered that how these elements influences the quality execution of the instructors and by what means would teachers be able to enhance their execution with the expansion in satisfaction level.

It is the need of the present education system, to find and analyse the variables which influences the execution of the teachers which thusly makes workers to feel disappointed and can be a reason for gloom in future. Discouragement is a typical yet in addition a genuine medicinal disease that contrarily influences the ones state of mind, how you feel and act. It is a circumstance when one feels miserable and aggravates the individual rationally. In the event that the strength of the educators get influenced with the pressure, it will impact the instructors execution and henceforth they have no other choice as opposed to leave the activity due to disappointment in employment and misery throughout everyday life.
Job satisfaction has been the most much of the time researched variable in hierarchical conduct. Petermode (1991) and Whawo (1993) have suggested that the higher the prestige of the job, the greater the job satisfaction is. Numerous workers are even satisfied in least prestigious occupation too. That is, they essentially like what they do. Regardless, work satisfaction is as individual sentiments or perspective. In spite of its huge research, and additionally its utilization in regular day to day existence, there is still no broad understanding with respect to what work satisfaction is. Consequently before a classification on job satisfaction can be given, the nature and worth of work as a extensive human action must be considered.

Diverse writers have characterize work satisfaction in various perspectives. The absolute most generally referred to definitions on employment satisfaction are as per the following:

Hoppock defined job satisfaction as any blend of psychological, physical and ecological conditions that cause an individual honestly to say I am satisfied with my job (Hoppock, 1935). As per this methodology, in spite of the fact that job satisfaction is affected by numerous outer elements, it remains something inner that has to do with the way how the representative feels. That is work satisfaction exhibits a lot of variables that cause a sentiment of satisfaction. The term work satisfaction alludes to the mentality and emotions individuals feel for the work. Positive and great mentalities towards the activity demonstrate job satisfaction. Negative and ominous attitude for the activity shows job dissatisfaction (Armstrong, 2006). Individuals likewise can have frames of mind about different parts of their occupations, for example, the sort of work they do, their collaborators, managers or subordinates and their compensation (George et al., 2008). Job satisfaction is a complex and multifaceted concept which can mean different things to different people. It could, for example, be associated with a personal feeling of achievement, either quantitative or qualitative (Mullins, 2005).

Job satisfaction among schools educators has same significance as in different professions. Job satisfaction in private school educators of Punjab (INDIA) is a variable which is affected by number of autonomous factors, for example, nature of job, working periods, salary and advancement, working situations, teachers performance, relation with supervisors and colleagues, rewards, student behaviour, class estimate and so forth.

There are numerous possible moderating factors. A standout amongst the most vital by all accounts is rewards. In the event that educators get rewards they feel impartial, they will be satisfied and this is probably going to result in more prominent performance. These prizes conceded to educators based on task performed which meet or surpass the desires at first settled. Additionally when an individual gets remunerate for his assignment, it turns into an inspiration for him to end up a more better contender and he perform better than anyone might have expected. Past research have shown that inspired representatives are apt to be more profitable than non-inspired workers (Chaudhary & Sharma, 2012; Aful-broni, 2012)

Job satisfaction likewise depend on the working hours of a worker. Here and there, because of different reasons, working hours are excessively long or short as indicated by the work. In the event that working hours are excessively long, instructors will feel betrayed or isolated from family and companions. Additionally educators will be burnt out on frenzied schedule which will influence their execution. This factor makes them feel baffled. Then again, in some cases teachers feel great when they perform a task they are assigned with, but however because of lack of time or working hours, it ended up hard to finish their errand on time which makes them disappointed.

Pay and promotion additionally plays an imperative part in worker job satisfaction. For satisfying personal and family requirements, one needs to work. Compensation is the essential need of a worker. If the income encounters with the necessity of individuals life, then it please him, otherwise teachers will experience monetary emergency which lead him to go in pressure which at last will impact the work and execution. Promotion is additionally additional aspect which is exceptionally critical in employment satisfaction. An educator consumes himself to edify the students and gives his best to an organization for its prosperity yet they require something in remuneration like advancement for their accomplishment. In the event that a representative is taking a shot at same position for quite a while, and no advancement is given, it will debilitate them. On the off chance that one gets promotion in an organization on standard interim, their spirit will increase and they will attempt to improve which consequently will prompt organization achievement.

Relationship of teachers with their colleagues and the management is additionally vital. If the communication level between all of the teacher colleagues is great, it will satisfy them. Everybody has some unique skills and if every one of the teacher will cooperate as a unit, it will expand the satisfaction level in the representatives. Professional stability and well being is the another variable which impacts work satisfaction. If they have the fear of suspended and terminated by the authorities of an institution is in the mind at all times of an educator, this stress decline the work execution and make the employees stressed all the time. If the employer
stability is there, a teacher can do his work with no pressure. Else they will search for another activity alternative because of occupation disappointment.

METHODOLOGY

In this study, the data was collected using the survey method by the researcher. A convenient and random sampling technique is used to collect data in research. The survey was conducted among the Teachers of private schools of District BATHINDA and FARIDKOT in PUNJAB (INDIA) during the month of December 2018. The questionnaire consists of twenty-two questions. Among these questions, the first six questions are used to measure the signified control variables namely gender, age, education, marital status, language, monthly income and next sixteen questions are used to measure independent and dependent variables. The Five-point Likert scale is used as a measurement range for questions. The population of the study is comprised of teachers of private schools of Punjab (INDIA).

Approval was taken from the managements of the selected schools to conduct this review. Further, authorization have been gotten from all members and they were given information about the purpose of the review. The questionnaire was emailed to the various private school authorities who randomly selected the respondents from their institution. The questionnaire was provided by the researchers to those school teachers who agreed to participate in the study. The purpose of survey was clearly described to all the respondents in detail, and confirmed them that the data will be kept confidential and will not be disclosed to anyone. Also it was clearly described that anyone can quit from participation at any time, if they do not want to participate. After collecting the survey questionnaires from the teachers, school authorities in charge send the data to the researcher via email.

Out of 190 distributed surveys questionnaire, 113 completed and usable responses were received. The response rate was 59.47%. Furthermore, among the respondents, 30.01% were male and 69.9% were female. After that, 86.7% of them were the age range between (20 years-39 years). The response option for all the items ranges from 1 = never to 5 = every time. Five-point Likert scale (with 1 = never, 2 = rarely, 3 = sometime, 4 = most of the time, 5 = every time) is used as a measurement range. To know about the satisfaction level of teachers from school management, nine questions were asked in the questionnaire (facilities provided, result expectation, class size, teaching aid, stress/pressure, promotion, safety and security, rewards, relation with colleagues). Other eight questions were related to their personal satisfaction (working hours, nature of employment, student behaviour, working experience, affect on health, affect on personal life, support from family).

RESULTS and DISCUSSIONS

Quantitative data was collected from the different private schools of District BATHINDA and FARIDKOT, PUNJAB (INDIA). There were total 113 respondent teachers. The statistic consequences of the respondents picked up by the questionnaire of this project demonstrates that the level of the male respondent is 30.01 percent, then, concerning the female respondent, the rate is higher with 69.9 percent. It clearly shows that in profession like teaching, which is one of the most important part of this world development, females teachers are contributing more than males. Dominant part of the respondent were matured under 40 years with 86.7 percent. In INDIA (PUNJAB), Youngsters involvement is much more in teaching than elders, which is quite opposite to western countries where people after their retirement oftenly opt for the teaching profession for the good future of the new generation. Only 4.35 percent respondents were above age 60, which is quite less.

In terms of qualifications, larger part of the respondents were instructed at the Post Graduate level that is 48.6 percent, followed by Masters (27.4%), Graduation (16.8%) and Diploma (6.19%). Highest level of qualification among these teachers is found rarely or can say at no percentage as percentage in collected data is quite disappointed that is only 0.88 percent. Out of 113 teachers, majority of the respondents are married with 65.4 percent, and 27.4 percent are singles. Rest of the teaching staff is either divorced or separated from their partners. 76.9 percent of educators uses English language for instruction which is quite a good sign of improvement in the education industry because after certain level, students now a days try their luck for abroad studies and English is an international language which makes learning and teaching easy. Regarding number of years of service, 78.6 percent of respondents are working since last eight years. It is directly related to the age of respondents, in which it was clearly shown that the number of young educators is much more than elders.
Satisfaction of an employee can be measured from the average net monthly income also. Researcher found that almost half that is 46 percent of the teacher respondents claim that they get monthly salary between Rs 5000 – Rs 10000 and only 16.8 percent teachers get more than Rs 20000 while working for more than six hours a day in the school. Not only the time hours affect the employees performance, also the size of class and expectation from teachers for the result is also a stress causing factor which leads to job dissatisfaction. 66.3 percent of respondents claim that they teach more than 29 students at a time in one class which is more than the ratio decided by Punjab education system but less than Indian standard teacher student ratio that is 40:1. It is expected by the managements of private schools of PUNJAB that teachers must give more than 81 percent result annually. 88.5 percent of teacher educators accept that the behaviour of students with teachers is good, which is a positive sign for the satisfaction among teachers while performing their duties.

The environmental facilities and teaching aids are the most important factors for employees job satisfaction. Having the accurate ecological factors both physical and psychosocial will lead to growth in performance (Buhter, 1997; Chandrasekar, 2011). In researchers survey, it is found that 95.5 percent of teachers were agreed that they are provided with the best environmental facilities and 82.2 percent of teachers accept that they are provided with sufficient teaching aids also by the school management. In the survey, researcher found that 73.4 percentage of teacher respondents are working as a permanent employee for the full time but the only 53 percent of total were have security for their job. It means, they can be dismissed from their job at any time which lead to unemployment. It is somehow a cause of stress in mind at all the time, which can harm the performance also. So, researcher was unable to find a clear result out of these questions. Promotion and rewards are also plays an important role in job satisfaction in any job. Aisha and colleague’s (2013) found that the factors like rewards, enthusiasm and working situations have a noteworthy consequence on worker presentation in an Indonesian university. Only 38.9 percent of respondents says that they get rewards for their performance by the authorities and only 32.7 agreed that they get promotion also as a reward for their excellent performance. But 29.2 percent respondents also said that they never get promotion in their job at anytime, which leads to dissatisfaction among teachers in their job.

Other questions in the questionnaire were regarding support from family and the relation with the colleagues which will be followed by the stress level while working. A excellent support system was found behind the teachers and that support is coming from none other than their family. In survey it was found that 91.2% of teacher get full support from their families. Families are the best part of ones life and if they are with their loved ones, a person can achieve anything in his life and this survey shows that clear support from the families for the educator teachers, which make them more strong to deal with any situation in their working career. Like families, cooperation from colleagues and friends is also a need for job satisfaction among private school teachers, and response is quite good in this area too. 76.1 percent of teacher respondents said they have friendly relation with their co-workers. With this friendly behaviour, all educators can share their knowledge and experience with one another and can perform in much better way, which can ultimately satisfied the teachers for their work.

Despite of such support and good relations, 44.2 percent of teachers report that some time and 15.9 percent report that every time they feel pressure while working in the schools, which is a clear image of dissatisfaction at some point because with stress in mind at all the time can directly or indirectly effect the teachers heath and personal life. But according to data collected by the researcher in the survey, 30.9 percent teachers said that work does not effect their health and 38.05 percent respondents said some times it effect their health. Almost same results are found for the effect in personal life also. 30.9 percent teachers report that work pressure never effect their life whereas 32.7 percent of teachers agreed that work pressure effects the personal life of private school teachers.

LIMITATIONS

In each task, if there is achievement, there are number of restrictions too. Same occurred with the researchers venture moreover. These restrictions were the sample size of the population that may not denote to the exact size of the population. Cooperation of educators of school at each place was an issue, as at times they didn't coordinate at the time of research. Additionally the correct and complete information was not given by every one. One more impediment is that the research was directed in few schools only which should be led from a few additional schools of same district of PUNJAB(INDIA).

CONCLUSION and RECOMENDATIONS

The literature confirms that satisfied teachers do perform better and contribute to the complete victory of an institution. On the other hand, teachers who are not pleased, will not do well and cannot give their best to students who are future of one country. The research suggests that this is a global phenomenon and by focusing on improving satisfaction and performance, organizations can be more successful. It is in the best interest for them to determine ways to improve teachers satisfaction. Job satisfaction represents one of the most complex areas facing today’s school managements when it comes to managing their staff. Although thousands of papers and research have been conducted on job satisfaction all over the world, in PUNJAB(INDIA) this is one of the least studied
research fields. Many studies have demonstrated an unusually large impact on the job satisfaction on the motivation of workers, while the level of motivation has an impact on productivity, and hence also on performance of teachers. There is a considerable impact of the employees perceptions for the nature of his work and the level of overall job satisfaction. Financial compensation has a great impact on the overall job satisfaction of teachers. Since researcher tries best to find out the satisfaction among private schools teachers, yet there are some issues which are not clear and need to be researched more in detail. Teachers are important asset for an educational institution, and teacher satisfaction is must to become a successful organization who not only build the future of students and their country but also help organizations to grow successfully.

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