

# STUDY OF JOB SATISFACTION IN MALE AND FEMALE SECONDARY SCHOOL TEACHERS OF P.S.E.B AND C.B.S.E SCHOOL

Supriya Dang  
Assistant Professor  
Northern India Engineering College  
New Delhi

## Abstract

*This study has been undertaken to investigate job satisfaction in male And female secondary school teachers Of P.S.E.B And C.B.S.E School. The subject of the study comprised of 120 secondary school teachers of two districts of Punjab. teacher job satisfaction questionnaire by Pramod Kumar and D.N. Mutha (1996) has been used for the present investigation. The result of the study reveals that there exists no significant difference in the level of job satisfaction of male and female secondary school teachers of P.S.E.B schools. Female teachers of C.B.S.E secondary schools have more level of job satisfaction than male teachers of C.B.S.E secondary schools.*

**IndexTerms – Job Satisfaction, Type of School, Gender**

## INTRODUCTION

Education is a man making process. Its specific role is to accelerate the holistic development of body, mind, intellect and emotions. It is through the process of education that savage tendencies are streamlined into constructive channel. In this sense education is an ongoing process which drags a person out of darkness, poverty and misery and leads him to enlightenment, prosperity and happiness. Education is essential for the growth and development of an individual as well as for society.

Good education requires good teachers who facilitate student learning. Teachers shape the destiny of children. They have to play diverse roles which they can play only if they are personally adjusted and professionally proficient. When teachers join the institution they have their own expectations. They bring with them a set of wants, needs, desires and past experiences which play very important role in their decision-making. It is, this part that ultimately helps them to guide the students in the desirable directions because there inlies their true achievements.

## JOB SATISFACTION

Job satisfaction is an indicator of emotional well being or psychological health of individual. The utilitarian perspective to job satisfaction asserts that job satisfaction can lead to behavior that can have either a positive or negative effect on an individual. So it becomes necessary for good academic environment that teachers who are imparting education must enjoy at least a reasonable amount of job satisfaction. Job satisfaction, no doubt, is very important not only for the personal grooming but for professional growth and relations with colleagues. People are working no doubt but they look upon the job merely as a means of earning a living and in most of the cases involvement is found missing. It is an affective reaction to an individual's work situation. Every profession, no doubt has certain aspects conducive for job satisfaction and teaching profession is not an exception.

Several studies have demonstrated that there is a strong connection between organizational commitment as well as that people who are more committed to an organization are less likely to leave their job. (**Greenberg and Baron, 2008**). Job satisfaction is an entire feeling which an employee tries to get from his work, administrators, colleagues and organization (**Eroğlu, 2000**). **Greenberg and Baron (2000)**, states that job satisfaction is a persons' positive or negative feelings about their job. Proving good physical working conditions (cleanliness of the working place, lightening, adequate tools and equipment, for instance) enables employees to carry out their jobs easily, comfortably and efficiently. (**Aydogdu , 2009**) Studies have also established significant relationship between job satisfaction and employee commitment, turnover, absenteeism, productivity and occupational stress. (**De Nobile & McCormick, 2005; Luthans, 2002; Singh & Billingsley, 1996; Spector, 2000**).

## OBJECTIVE

The present study is designed to attain the following objective :

To compare the level of job satisfaction in male and female secondary school teachers of P.S.E.B and C.B.S.E. School.

## METHODOLOGY

The method which is followed in the present study is Survey method. The survey method plays a very key role in the process of research. A survey is an attempt to collect data from members of a population in order to determine the current

status of the population with respect to one more variables. It was a sample survey as the responses of the sample are drawn from the population. The present study which is a descriptive one aims to study of job satisfaction among male and female secondary school teachers of P.S.E.B and C.B.S.E school.

**SAMPLE**

In the present study, out of twenty two districts of Punjab, two districts were selected randomly. Then twelve secondary schools were identified randomly. Then 120 secondary school teachers were selected from these schools randomly. Out of this, 60 P.S.E.B secondary school teachers (30 male and 30 female) and 60 C.B.S.E secondary school teachers (30 male and 30 female) were randomly selected.

**RESEARCH TOOL**

The following tool has been used for the present investigation  
Teacher Job Satisfaction Questionnaire by Pramod Kumar and D.N. Mutha (1996).

**STATISTICAL TECHNIQUES**

In order to interpret the data and to draw out meaningful conclusion, the data was analyzed with the help of following statistical techniques:

- Mean
- Standard deviation
- ‘t’ Test

**RESULTS AND INTERPRETATIONS**

The data is presented in tabular form and in figures. The raw data is collected and organized into tables in order to carry out analysis. In order to testify hypotheses, the data is described statistically and computed values of the study are compared.

**TABLE – 1.1**  
**MEANS AND STANDARD DEVIATIONS FOR SIGNIFICANCE OF DIFFERENCE ON THE SCORES OF JOB SATISFACTION OF MALE AND FEMALE SECONDARY SCHOOL TEACHERS OF P.S.E.B SECONDARY SCHOOLS**

MALE TEACHERS OF P.S.E.B SECONDARY SCHOOLS	FEMALE TEACHERS OF P.S.E.B SECONDARY SCHOOLS
$M_1 = 24.76$ $\sigma_1 = 4.29$ $N_1 = 30$	$M_2 = 25$ $\sigma_2 = 4.04$ $N_2 = 30$

df = 58  
To identify the difference of means of job satisfaction in respect of male and female teachers of P.S.E.B secondary schools, t-Ratio has been calculated and is recorded in the Table 3.4 below:

**TABLE – 1.2**  
**t- RATIO FOR THE DIFFERENCE IN MEANS OF JOB SATISFACTION OF MALE AND FEMALE TEACHERS OF P.S.E.B SECONDARY SCHOOLS**

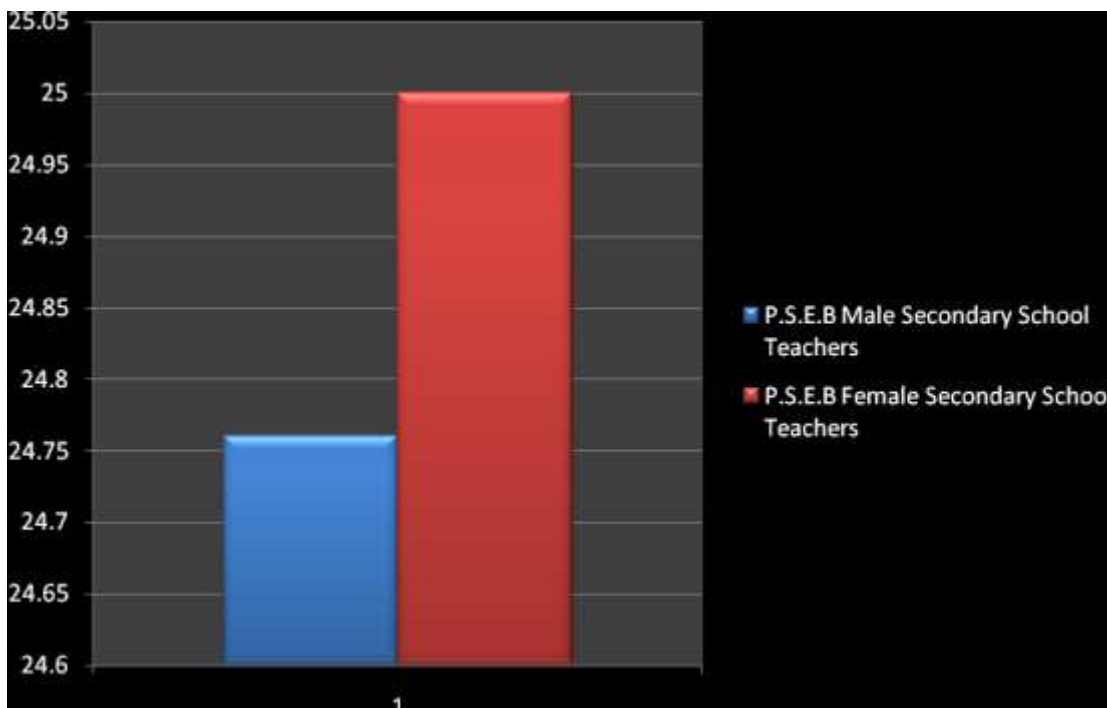
	D	$\Sigma D$	t-ratio $M_1M_2$
MALE TEACHERS OF P.S.E.B SECONDARY SCHOOLS	0.24	1.06	0.22
FEMALE TEACHERS OF P.S.E.B SECONDARY SCHOOLS			

df= 58

**INTERPRETATION**

It may be observed from the table 3.4 that the t- Ratio of  $M_1M_2$  is not significant either at 0.05 level or 0.01 level of confidence. Meaning thereby, there is no such difference is found between the level of job satisfaction of male and female teachers of P.S.E.B schools.

**Fig 3.1 Showing graphical representation of job satisfaction of male and female teachers of P.S.E.B secondary schools**



**TABLE – 2.1**

**MEANS AND STANDARD DEVIATIONS FOR SIGNIFICANCE OF DIFFERENCE ON THE SCORES OF JOB SATISFACTION OF MALE AND FEMALE SECONDARY SCHOOL TEACHERS OF C.B.S.E SECONDARY SCHOOLS**

MALE TEACHERS OF C.B.S.E SECONDARY SCHOOLS	FEMALE TEACHERS OF C.B.S.E SECONDARY SCHOOLS
$M_1 = 24.06$ $\sigma_1 = 3.009$ $N_1 = 30$	$M_2 = 25.9$ $\sigma_2 = 3.13$ $N_2 = 30$

df = 58

To identify the difference of means of job satisfaction in respect of male and female teachers of C.B.S.E secondary schools, t-Ratio has been calculated and is recorded in the Table 3.6 below:

**TABLE – 2.2**

**t- RATIO FOR THE DIFFERENCE IN MEANS OF JOB SATISFACTION OF MALE AND FEMALE TEACHERS OF C.B.S.E SECONDARY SCHOOLS**

	D	$\Sigma D$	t-ratio $M_1M_2$
MALE TEACHERS OF C.B.S.E SECONDARY SCHOOLS	1.84	0.79	2.32
FEMALE TEACHERS OF			

C.B.S.E SECONDARY SCHOOLS			
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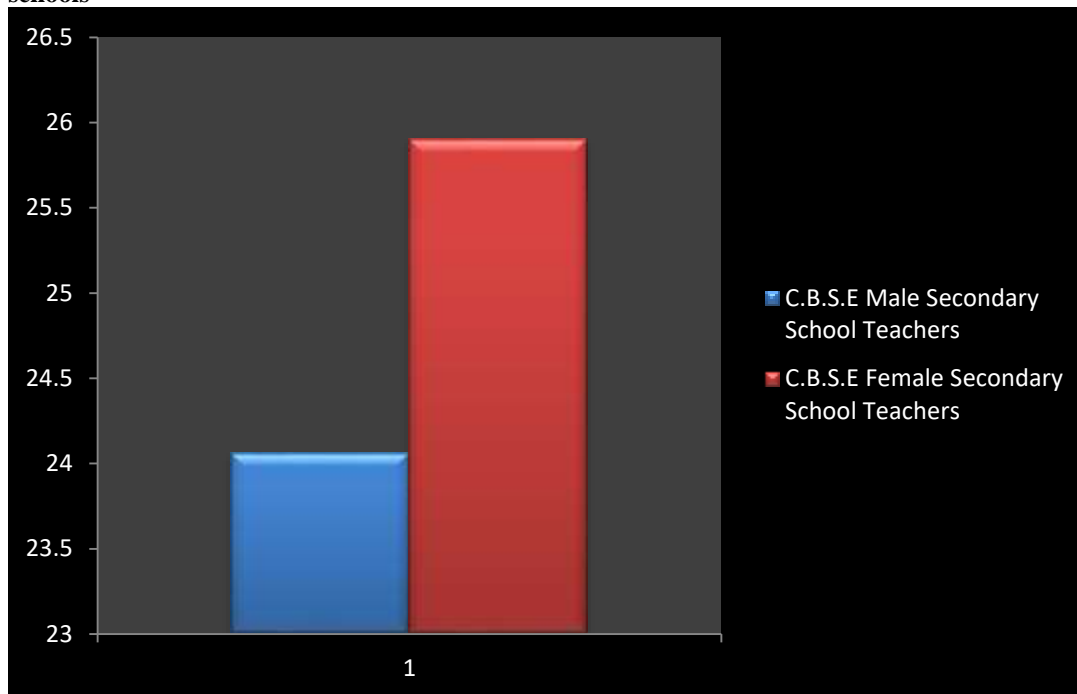
df= 58

\* Significant at 0.05 level of confidence

### INTERPRETATION

It may be observed from the table 3.6 that the t- Ratio of MiM2 is significant at 0.05 level of confidence. Meaning thereby female teachers of C.B.S.E secondary schools have more level of job satisfaction than male teachers of C.B.S.E secondary schools.

**Fig 3.2 Showing graphical representation of job satisfaction of male and female teachers of C.B.S.E secondary schools**



### CONCLUSION

The result of the study revealed that there exists no significant difference in the level of job satisfaction of male and female secondary school teachers of P.S.E.B schools.

The result is in tune with research study of **Suki (2011)** on job satisfaction and organizational commitment: The effect of gender on employee perception of job satisfaction and organizational commitment. Study revealed that employee's gender has no significant effect on his/her perception of job satisfaction and men and women have the same level of organizational commitment. Female teachers of C.B.S.E secondary schools have more level of job satisfaction than male teachers of C.B.S.E secondary schools. The result of the study is in tune with the studies of **Kumari and Jafri (2011)** mentioned a study on level of Organizational Commitment of Male and Female teachers of Secondary School to investigate the overall level of Organizational Commitment of Male and Female teachers of Secondary School of Aligarh Muslim University. Data analyzed by using t-test result revealed that overall percentage of female teachers Organizational Commitment was much higher than male teachers. **Zilli and Zahoor (2012)** conducted a study to find out the organizational commitment among male and female higher education teachers and to compare the organizational commitment among male & female higher education teachers. Result revealed that the females had significantly higher level of organization commitment.

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