

JOB SATISFACTION AMONG THE TEACHERS OF PRIVATE AND GOVERNMENT SCHOOLS: A COMPARATIVE STUDY

K. Saravanan, Assistant Professor
Department of Business Administration,
Annamalai University, Tamilnadu, India.

Abstract

The teachers are the custodian and originator of a nation. The prospect of any nation is in the hands of the teachers. They play a vital role in safeguarding the artistic customs, morals and ethics of our culture. The entire system of learning depends upon the excellence, capability, devotion and character of the teachers. The vital procedure of education could be simplified as a significant communication between the teacher and the taught. They are the pillar of society with the responsibility of educating young people of different walks of life. The statement that no structure of education can raise the level of its teachers, that no programme of educational reforms can be implemented without the willing and active co-operation of teachers holds true. Teacher should have a sense of job involvement. Job involvement is significant in job related behaviour. It shows the extent to which an individual is personally involved with his job. If the teachers are highly involved towards their job, they can produce good results in their professional life. As far as school teachers are concerned, they play a significant role in the personality and career development of their students. Teachers with high level of job involvement have a tendency to be satisfied with their jobs and highly committed to their organization. A teacher's success in the educational practice depends upon their job involvement. The teacher having job involvement will not show dishonesty in his task. This paper is aimed at investigating the job involvement of school teachers in their job. A sample of 100 teachers both male and female was drawn from the Government and private schools of Kanyakumari District.

Keywords: Job satisfaction, Job involvement and School Teachers.

Introduction

In the past three decades or so, there had been numerous changes in the education system that had greatly influenced the way teachers conduct themselves in the workplace. It is also pertinent to gain understanding of the level of satisfaction of the teachers as employees as an indication of the health of the education system as a whole in meeting its mandate of providing educated and informed future citizens in line with the national vision, which one of its pillars says: A prosperous, productive and innovative. Due to many changes that took place in the education system of the country and internationally, there is a need to find out how these have affected the satisfaction of those tasked to lead secondary schools. Teachers have been said to be the most crucial part of a countries resource as they build the base for all professions in a country.

Job satisfaction is in considered as the feelings or situation of mind concerning to the nature of their work. The source of job satisfaction may be from working atmosphere, command style, interpersonal relationship, and organizational culture. Individuals are attracted to work in the organization where they get more satisfaction. But in actuality how extreme such job satisfaction is ensured in different jobs .Job involvement is an employee's job related significant behaviour. It shows the degree to which an individual is personally involved with his job.

Need and Significance of the Study

Teachers are considered the pillars of society and the architect of any system of education. Teaching is a service and service is a never ending commitment. A teacher must ensure learning. He plays a major role in moulding the habits and attitudes of the students with a view of producing well balanced personalities. The teacher deals with individual problems deftly and creates an environment in which everyone feels involved. The most lovable teachers have resonating voice. They bring depth in their voice when they speak from the depth of their heart. Their communication fuels relationship and personal connections. Such teachers as are totally involved in their job prove to be an asset to the nation. The teacher gives training to the immature mind of the youth. Teacher's excellence can influence the eminence of school and education. Involvement of the teacher in the school activities affects the overall performance of the school and the students. Thus job involvement is an vital part for teaching efficiency and also school development. If the teacher is highly job involved, he will be actively involved in the academic activities of the school. Teachers with towering level of job involvement have a propensity to be satisfied with their

jobs and highly committed to their organization.. This study seeks to analyse how satisfaction of teachers will affect the organisation and in turn how they will be benefited through outcomes.

Statement of the problem

Involvement and commitment of teachers are entirely reliant upon morale, and job satisfaction. In all organizations motivation and job satisfaction plays an important role. In educational institutions, teachers are the main players who make sure of achievement of goals and objectives of the organization and mould the students to shine in their career. Teachers play a very imperative role in moulding and educating the academic capability of children.. The morals and the acquaintance that a teacher convey and instils the students decide the prospect of the student and future of the nation. Teacher job satisfaction was an area of concern for a number of schools.

Review of literature

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 teacher's 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.

Mehta (2012) investigated on job satisfaction among teachers to know whether the perception of job satisfaction among teachers was affected by the type of organization (private vs. Govt.) and the gender (male vs. female). Descriptive analysis was made to study the perception of job satisfaction of male vs. female and t-test was used. Result showed that there would be significant difference in the level of job satisfaction of Public and private school teachers.

Objectives of the Study

1. To study the job involvement of the teachers based on gender.
2. To study the job involvement of the teachers based on the type of school.
3. To study the job involvement of the teachers based on their work location.

Hypotheses

Ho1: There is no significant difference in the job satisfaction of government and private school teachers

Ho2: There is no significant difference in the job satisfaction based on gender

Ho3: There is no significant difference in the job satisfaction of school teachers based on their experience

Table: 1.Socio–Economic Status

Gender	Number of Respondents	Percentage
Male	50	50
Female	50	50
Total	100	100.00
Education	Number of Respondents	Percentage
Under Graduate	43	43
Post Graduate	40	40
M.Phil	13	13
Ph.D	04	4
Total	100	100
Length of service	Number of Respondents	Percentage
Up to 5 years	19	19
5-10 years	23	23
10-15 years	18	18
15-20 years	27	27
Above 20 years	13	13
Total	100	100.00

Source: Computed from Primary data

Null Hypothesis: There is no significant difference between the type of school and job satisfaction.

Table: 2. School-wise Respondents Rating of Job Satisfaction

Variables	PRIVATE	PUBLIC	Mean
Enjoying the Working environment	3.21	3.00	3.10
The job is very challenging	4.10	4.10	4.10
Satisfied with the present job	2.44	2.10	2.27
Satisfied with the working hours	3.54	3.36	3.45
prospect for further development	2.64	2.02	2.33
Proper training was provided	3.85	3.78	3.18
Job security	3.05	2.92	2.98
Opportunity to show skills and talents	2.29	2.34	2.14
Recognition for work completed	3.40	3.20	3.30
Enjoying relationship with colleagues	4.20	4.10	4.15

Variables	PRIVATE	PUBLIC	Mean
Opportunity to use skills, talents and qualification	3.56	3.32	3.44
Flexibility of working hours	4.17	4.00	4.09
Support in personal decision	2.78	2.44	2.61
Salary increment based on performance	2.90	2.72	2.81
Opportunity to learn new skills	3.86	3.64	3.75
Career progress	3.65	3.42	3.54
Average	3.35	3.15	3.25

Source: Computed from the Primary Data

ANOVA

Source	Degree of Freedom DF	Sum of Squares SS	Mean Square MS	F-Stat	P-Value
Between Groups	1	0.3159	0.3159	0.7377	0.3972
Within Groups	30	12.8451	0.4282		
Total	31	13.161			

The computed ANOVAs value is greater than its tabulated value at 5 percent significance level. Hence there is a significant difference between the private and public respondents in their overall rated indicators

Null Hypothesis: There is no significant difference between the type of school and job satisfaction

Table: 3 .Gender-wise Respondents Rating of Job Satisfaction

Variables	Male	Female	Mean
Enjoying the Working environment	2.90	2.32	2.61
The job is very challenging	4.10	3.52	3.81
Satisfied with the present job	2.32	1.61	1.96
Satisfied with the working hours	3.28	2.60	2.94
prospect for further development	2.24	1.64	1.84
Proper training was provided	3.66	3.00	3.66
Job security	2.84	2.24	2.54
Opportunity to show skills and talents	2.30	2.02	2.16
Recognition for work completed	3.10	2.60	2.85
Enjoying relationship with colleagues	4.10	3.90	4.00

Variables	Male	Female	Mean
Opportunity to use skills, talents and qualification	3.24	2.64	2.94
Flexibility of working hours	4.00	3.44	3.72
Support in personal decision	2.52	1.96	2.24
Salary increment based on performance	2.62	2.04	2.33
Opportunity to learn new skills	3.54	2.96	3.25
Career progress	3.32	2.74	3.03
Average	3.13	2.58	2.86

Source: Computed from the Primary Data

ANOVA

Source	Degree of Freedom DF	Sum of Squares SS	Mean Square MS	F-Stat	P-Value
Between Groups	1	1.4662	1.4662	2.4865	0.1253
Within Groups	30	17.6891	0.5896		
Total	31	19.1552			

For the further analysis ANOVAs test is applied and the calculated value was 2.4865 which is greater than the tabulated value at 5 per cent significant level. Hence, there is a significant difference in the job satisfaction based on their genders. Since, the calculated value is greater than its tabulated value at five per cent significant level, the null hypothesis is rejected

Null Hypothesis: *There is no significant difference between the educational qualification and job satisfaction.*

Table: 4. Educational qualification and Job Satisfaction

Variables	Degree	Post Graduate	M.Phil	P.hd	Mean
Enjoying the Working environment	2.33	2.59	2.88	3.25	3.68
The job is very challenging	3.53	3.79	4.14	4.42	3.97
Satisfied with the present job	1.65	1.72	2.22	2.22	1.95
Satisfied with the working hours	2.69	2.75	3.22	3.55	3.05
prospect for further development	1.76	1.77	2.30	2.27	2.02
Proper training was provided	3.15	3.11	3.55	3.33	3.28
Job security	2.63	2.32	2.77	3.11	2.70

Variables	Degree	Post Graduate	M.Phil	P.hd	Mean
Opportunity to show skills and talents	2.17	2.12	2.33	2.22	2.21
Recognition for work completed	2.67	2.66	3.42	3.24	2.99
Enjoying relationship with colleagues	4.12	4.19	4.29	4.33	4.23
Opportunity to use skills, talents and qualification	2.74	2.84	3.33	3.44	3.08
Flexibility of working hours	3.58	3.66	4.16	4.27	3.91
Support in personal decision	2.17	2.23	2.55	2.55	2.37
Salary increment based on performance	2.22	2.28	2.44	2.64	2.39
Opportunity to learn new skills	3.18	3.24	3.65	3.60	3.41
Career progress	2.86	2.77	3.33	3.55	3.12
Average	2.71	2.75	3.16	3.24	2.97

Source: Computed from the Primary Data

ANOVA

Source	Degree of Freedom DF	Sum of Squares SS	Mean Square MS	F-Stat	P-Value
Between Groups	3	3.6264	1.2088	2.4651	0.0709
Within Groups	60	29.4216	0.4904		
Total	63	33.0479			

For further analysis, ANOVA test is applied and computed the ANOVA value as 2.4651 which are greater than the tabulated value at 5 percent significant level. Hence, the difference among the indicators of job satisfaction is statistically identified as significant. In Since, the calculated value is higher than its tabulated value at five per cent significant level, the null hypothesis is rejected.

Null Hypothesis: *There is no significant difference between the occupation and job satisfaction.*

Table: 5.Experience wise Respondents Rating of Job Satisfaction

Variables	Upton 5 years	5-10 years	10-15 years	15-20 years	Above 20 years	Mean
Enjoying the Working environment	2.18	2.59	2.67	2.96	3.20	2.72
The job is very challenging	3.48	3.79	3.87	4.16	4.30	3.92

Variables	Upton 5 years	5-10 years	10-15 years	15-20 years	Above 20 years	Mean
Satisfied with the present job	1.76	1.87	1.95	2.18	2.24	2.00
Satisfied with the working hours	2.54	2.95	3.03	3.22	3.56	3.08
prospect for further development	1.80	1.91	1.99	2.18	2.32	2.04
Proper training was provided	2.91	3.32	3.40	3.69	3.93	3.45
Job security	2.21	2.42	2.60	2.89	3.13	2.65
Opportunity to show skills and talents	1.92	2.16	2.24	2.43	2.70	2.29
Recognition for work completed	2.46	2.87	2.95	3.24	3.48	3.00
Enjoying relationship with colleagues	3.90	4.17	4.22	4.24	4.38	4.20
Opportunity to use skills, talents and qualification	2.50	2.91	2.99	3.28	3.52	3.04
Flexibility of working hours	3.40	3.71	3.79	4.08	4.22	3.84
Support in personal decision	1.92	2.23	2.31	2.50	2.84	2.36
Salary increment based on performance	1.97	2.28	2.36	2.55	2.89	2.41
Opportunity to learn new skills	2.83	3.24	3.32	3.61	3.85	3.37
Career progress	2.60	3.01	3.09	3.38	3.62	3.14
Average	2.52	2.83	2.92	3.16	3.38	2.96

Source: Computed from the Primary Data

ANOVA

Source	Degree of Freedom DF	Sum of Squares SS	Mean Square MS	F-Stat	P-Value
Between Groups	4	6.8541	1.7135	3.8015	0.0072
Within Groups	75	33.8061	0.4507		
Total	79	40.6602			

For further analysis, ANOVA test is applied and computed the ANOVA value as 3.8015 which are greater than the tabulated value at 5 percent significant level. Hence, the variation among the experience is statistically identified as significant. Since, the calculated value is higher than its tabulated value at five per cent significant level, the null hypothesis is rejected.

Implications

Teacher is the most important person for the all-round development of students. Job involvement of the teachers is an important factor for classroom effectiveness and also for school improvement. At the time of recruitment, teachers may be assessed on the basis of their job involvement. So that maximum

output can be taken from the teachers. Being male or female does not ensure job satisfaction. The researcher has found that job involvement of teachers is a necessary trait that helps to increase the overall performance of teachers and consequently of students. If the teacher has high level of job satisfaction, he will be able to translate his knowledge and skill to the students in the classroom effectively.

References

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