

Job Satisfaction of Elementary School Teachers

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Abstract

The present study is an attempt to assess the level of job satisfaction of elementary school teachers. The objectives of the study are to compare the Job satisfaction level among elementary school teachers in relation to gender and to their length of service. The sample of this study was 100 elementary (class 6-8) government school teachers which were drawn conveniently from 20 different schools. Statistics were used like mean standard deviation correlation etc to analyze the data. The results show that gender has a positive effect on the level of job satisfaction in favour of the female teachers who differ significantly in the levels of job satisfaction from their male counterparts. The findings also reveal neutrality in the level of job satisfaction with respect to length of service of the teachers. The study implies that young people are attracted towards teaching profession and there exist a general sense of satisfaction among the teachers.

Keywords: Job Satisfaction, Elementary teachers.

Introduction

Foundational education is of much importance. The formative stage of a child's life is spent in the elementary stage of schooling. This very stage has to be handled with much care. This is the time when a child's life is being shaped.

From the glorious past of our country have descended to us several valuable traditions, One such tradition is the respect of our teachers in the society. Teachers in ancient India were given a place of respect in society and in general, held them in high esteem. During the Vedic period giver of education was considered the intellectual and spiritual father of his disciples leading them from the darkness of ignorance to the light of knowledge.

Teachers have been held in high esteem in other countries also. In fact, teaching has been acknowledged the world over as the noblest professions and the society is indebted to teachers for shaping the destiny of the nations through educating the youth who later on shoulder the responsibilities as citizens. For this it is very important that the teachers should have a satisfactory attitude towards his job because only then he will be able to give his complete effort. To do justice and give the best they need to love their job.

Studies in the past decades have shown that job satisfaction has helped achieve greater productivity and better commitment, and reduced levels of absenteeism and intention of leaving work (Abele, Hagmaier &Spurk, 2015; Melhem, 2016).

Job satisfaction may be defined as an attitude which results from balancing and summation of many specific likes & dislikes, experienced in collection with the job. Job satisfaction in the result of various attitudes is related with specific factors such as salary, service condition, opportunity, working condition & colleagues.

Robbins (1996) defines satisfaction as the difference between the amount of rewards workers receive and the amount they believe they should receive. When people speak of employee attitudes, more often than not they mean job satisfaction.

According to dictionary of education by Taneja (1989), "Job satisfaction refers to the extent to which a person is pleased or satisfied by content and environment of his work or is displeased or frustrated by inadequate working conditions and tedious job content."

Researches have shown that when a man is satisfied with his work, he alone is not benefited but the employee too gets benefit. Besides, satisfaction brings many other tangible and intangible results. The studies in this area have revealed that a person satisfied with his job is likely to profit by having morale in his general living. The community profits on the score of individual and the well being of the society in general. The person satisfied with job is an asset to the organization and the dissatisfied person is a liability.

In simple words, Job satisfaction can be defined as the extent of positive feelings or attitudes that individuals have towards their jobs. When a person says that he has high job satisfaction, it means that he really likes his job. Feels good about it and values his job highly.

RATIONALE OF THE STUDY

In today's world job satisfaction has become a major concern. It is very important for any organization that all the employees working under that organization should have a sense of satisfaction about their job because when the person is satisfied with his work or job then only he/she will be able to do his/her work with sincerity and enthusiasm. It is also applicable in the field of education also. Teachers should have a sense of job satisfaction towards their profession. The level of job satisfaction of teachers is very high affects positively the educational aims come true. It is expected that a school which has teachers with high level of job satisfaction gives quality education and brings up successful students. Not only is job satisfaction closely related to teacher retention, but it also contributes to the well being of teachers and their students, over all school cohesion and enhanced status of the teaching profession. Elementary level is the foundational level of education and is very crucial in a child's life. If the teachers teaching in this level are not satisfied then it may be detrimental for the child's future. So, In order to understand and assess the dissatisfaction or level of satisfaction among the elementary school teachers of Jamshedpur, the study was conducted in these changed circumstances of school education.

Objectives of the Study

1. To compare the Job satisfaction level among elementary school teachers in relation to gender.
2. To compare the satisfaction level among elementary school teachers in relation to length of service.

Hypotheses of the Study

1. There would be no significant difference in the level of job satisfaction of Male and Female elementary school teachers.
2. There would be no significant difference in the job satisfaction level of less experienced and high experienced elementary school teachers.

Methodology of the study

This was descriptive a research. Survey method was adopted for the study.

Population

The population of this study was all the elementary teachers’ i.e teachers teaching in class 6-8 of Government School

Sample

100 government school elementary teachers, out of which 58 Female and 42 Male teachers of Jamshedpur city were selected as sample. Purposive sample was used to select 20 schools of Jamshedpur. From each school 5 teachers of class 6-8 were selected on the basis of their easy availability

Table-1: Distribution of sample

SL.NO.	VARIABLES		Sample (N) (no. of elementary teachers)
1.	TYPE OF SCHOOL	Government	100
2.	GENDER	MALE	42
		FEMALE	58
3.	LENGTH OF THE SERVICE	LESS EXPERIENCED (<10 yrs)	56
		HIGH EXPERIENCED (>=10 yrs)	44

Tools

Teacher job satisfaction questionnaire constructed and standardized by Pramod Kumar & D.N. Mutha (1996) was used. In this questionnaire, there are 29 items which must be answered in YES or NO only. This scale has 29 items based on four areas:

- Attitude towards Profession
- Attitude towards working conditions
- Attitude towards Authority
- Attitude towards Institution

Reliability of the test was found by test-retest method, and it was found to be .85 . Validity Face validity in that questionnaire is very high.

Scoring Procedure The Job satisfaction scale contains 29 items which are positively or negatively worded, amongst which 27 items are positively worded and 2 items are negatively worded. Answer must be given in YES or NO for each item. The answer in YES for positively worded items will be scored 1 and 0 score for the negative responses except for items 6 and 29 in which case reverse is applicable. The total scores vary from 0 to 29, showing lowest job satisfaction to highest job satisfaction for the subject.

Data Analysis and Interpretation

Comparison of job satisfaction of male and female elementary school teachers’

Hypothesis 1

There would be no significant difference in the level of Job Satisfaction of male and female elementary school teachers.

To test this hypothesis mean scores, standard deviation and t-test has been employed in order to find out the significant difference in the level of job satisfaction between male and female teachers of elementary schools and is presented in table 1.

Table 1 : Mean , standard deviation and t-test of job satisfaction level of male and female elementary school teachers.

VARIABLE	GENDER	N	MEAN	SD	t-VALUE	Significance
Level of job satisfaction	Male	42	21.30	6.34	3.0197	Significant at 0.01 level
	Female	58	24.80	5.23		

Table 1 reveals that the mean score and S.D of Job Satisfaction of male teacher is 21.30 and 6.34 and the female teacher is 24.80 and 5.23 respectively. The obtained t-value is calculated as 3.0197 which is greater than the table value of 2.63 at .01 level of significance and 98 degrees of freedom. Hence the hypothesis “There would be no significant difference in the level of Job Satisfaction of male and female secondary school teachers” **is rejected**. This shows that the female teachers are having a better job satisfaction level than their male counterparts.

This finding goes along with the findings of A.Gupta & S. R. Muita (2012), Jamal & Ahmed Raheem (2003) and Levingal (1977) who also found that female teachers were more satisfied than the male teachers with their job.

This finding may be attributed to the positive attitude of female teachers towards teaching profession. Moreover female teachers are considered to be more effective in primary classes due to their tolerance and emotions which are comparatively better to their male counterparts. Hence the satisfaction level is more in female teachers.

Comparison of job satisfaction level school teachers in relation to their length of service

Hypothesis-2

There would be no significant difference in the level of Job Satisfaction of Less experienced and high experienced elementary school teachers.

To test this hypothesis mean scores, standard deviation and t-test has been employed in order to find out the significant difference in the level of job satisfaction between less experienced and high experienced teachers of elementary level and is presented in table 2.

Table- 2 : Mean , Standard deviation and t-test of job satisfaction level of less experienced and high experienced teachers of elementary level

VARIABLE	Length of service	N	MEAN	SD	t-VALUE	Significance
Level of job satisfaction	>=10 Yrs	44	21.40	6.40	1.2190	Not significant at .05 level
	<10 Yrs	56	22.90	5.87		

The Table No 2 reveals that the mean score and S.D of Job Satisfaction of more experienced teachers is 21.40 & 6.40 and the high experienced teachers is 22.90 & 5.87 respectively. The obtained t-value is calculated as 1.2190 which is less than the table t value of 1.97 at .05 level of significance and 98 degrees of freedom. Hence the hypothesis “There would be no significant difference in the level of Job Satisfaction of less experienced and high experienced secondary school teachers” is accepted. This shows that the level of job satisfaction of teachers can’t be differentiated on the basis of length of the service.

This finding goes along with the findings R. Bala (2017) where the researcher finds the level of job satisfaction is an independent of their teaching experience.

The findings, may be attributed to non discriminating behaviour of the management and a positive attitude of teachers towards teaching profession . However the less trained teachers are a bit more satisfied with their job may be due to their young age and chances of their upward movement in carrier.

MAJOR FINDINGS

1. There is significant difference found in the level of job satisfaction of male and female elementary school teachers, in favour of the female teachers.
2. There is no significant difference found in the job satisfaction level of less experienced and high experienced elementary school teachers. All teachers are having almost same level of job satisfaction.

CONCLUSIONS

Job satisfaction of elementary school teachers is an important parameter of quality education. There is a drastic change in school education since the time of independence. Starting from basic amenities to the salary structure all have improved a lot. Professionally qualified teachers are being appointed. There seems to be a general sense of satisfaction in teaching job being perceived by the teachers. Youths are also coming up to build teaching as career. Though females are more oriented to teaching job and their level of job satisfaction is bit better than their male counterparts but overall a sense of satisfaction is prevailing everywhere. This is a positive sign for the progress of our society and nation.

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