



A STUDY OF JOB SATISFACTION AMONG SECONDARY SCHOOL TEACHERS REGARDING VARIOUS FACTORS

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Abstract

Job satisfaction of employees has been reported to vary with their occupational levels or designation. Job satisfaction means good or positive attitude or feeling towards one's job. It is important to mention that an individual may hold different attitudes toward various aspects of the job. The quality of the teachers, their commitment, satisfaction and motivation are the determinant factors for the students to benefit from the education system. Teachers act as role-models, since they are the pillars of the society who help the students, not only to grow, but also to be the potential leaders of the next generation, and to shoulder the responsibility of taking their nation ahead. Teacher's opportunities for promotion are also likely to exert an influence on job satisfaction. Teachers' satisfaction with their career may have strong implications for student learning. Specifically, a teacher's satisfaction with his or her career may influence the quality and stability of instruction given to students. The level of job satisfaction is affected by intrinsic and extrinsic motivating factors, the quality of supervision, social relationships with the work group and the degree to which individuals succeed or fail in their work. As is the case with all white collar positions, both intrinsic and extrinsic factors affect teacher's satisfaction, intrinsic satisfaction can come from classroom activities. Extrinsic factors have been associated with teacher's satisfaction, including salary, perceived support from administrators, school safety, and availability of school resources, among others. For the nation to grow, it needs great leaders. The best and powerful leaders are able to shape and make the educational institutions function really well. The functioning of the educational institution totally relies on the commitment and dedication of the teachers working in the institution. The commitment relates to the job satisfaction that the teacher gets in the job. This article will try to find out the key factors that boost the job satisfaction of teachers working in secondary level educational institutions. The job satisfaction of employees working in the company is the critical factor that would boost the progress of the organization. Many researchers have concluded that job satisfaction is one that motivates the employees to do a good job in the workplace and boost the productivity and their performance levels in the company. However, it is not a piece of cake to make sure that every employee is happy and satisfied with the opportunities and perks offered. This depends on various factors.

Keywords: Job Satisfaction, Teachers, Job Status, Experience, Salary, Performance, Security,



Introduction

Teaching is a noble profession and there are many great teaching personalities who have shaped the lives of many students globally. Teachers are the knowledge ambassador and are the key group of people who nurture the minds of the group of young students. The people in other professions and resource people are also shaped by teachers. Therefore, teachers play a critical role to make the lives of the students productive and brighter. The teacher educators would play a key role to make the teachers engaged to teach the students in different levels of the education. It is important to emphasize more on the teacher educators. The teaching quality totally relies on the active, happy and committed teachers. The teachers who are happy with their jobs to give their 100% for that job and they teach with more focus and devotion. It is a well known fact that a happy teacher would put a lot of efforts to ensure that the knowledge imparted is easy to understand for every student. Job satisfaction would have an impact on the performance of the teachers, achievements of students, the commitment of the organization and work motivation. Job satisfaction is the motivating and sustaining an effort to carry out a particular task, which is required for the students to be a good teacher. Job satisfaction is good for both the employees and employers. This boosts the productivity and reduces the absentees and turnover in the organization or an educational institution. This promotes happiness, success and high efficiency in the professional life of an individual and helps them to develop an interest and happiness to work in the workplace. This also creates a wonderful place for them to work. This also increases the turnover rate, intentions and tendencies and also increases absenteeism. This is the main reason to not make the employees feel dissatisfied. It is critical for you to identify and regulate various factors that are taking a toll on the satisfaction of the employees. When you address this issue, the company can boost the performance of employees and their efficiencies.

Review of Literature

- Okpara, J. O., Squillace, M., & Erundu, E. A. (2005) did study at brain track university, index directories of the united states colleges and universities and they investigate that there are gender inequity exists in the job contentment levels of university faculty members. male faculty members are less contented with their “pay” , “promotions” , “supervision” and “overall job satisfaction” while their colleagues female faculty members are more contented with their “Work and Co-Workers”. The results also indicated that for them ranks were very important for explaining job contentment and gender inequity of the respondents. And the findings of these study also provides guidelines to the, university and college administrators, organization management and HR professionals which helps them to recruit, promote, retain and reward their women faculty members. The finding also suggests that the government also address the issues related to female faculty member’s academic career.



- Gargallo-Castel A, Garcia-Bernal J, Marzo-Navarro M, & Rivera-Torres, P. (2005) did study on job satisfaction: empirical evidence of gender diversity. They selected a sample of four hundred and thirteen faculty members of Spain for their study .They conducted factor analysis on those variables which could impact on a person's job contentment. They use eleven-item questionnaire to assess the job contentment of the employees. According to them the susceptible factor for organization development is job contentment of the Spanish faculty members. Additionally, they have focus that the level of job contentment is derived from four factors which are, "Interpersonal relations", "Economic aspects", and "Personal fulfilment" Working conditions A consequent analysis related to workers' gender shows that as we have considered that man and women have same parameters for the study but the impact for each dimension is variable for each sub sample. The results of the study indicates the factors that affects employee contentment that will be useful and helpful for management of industries and the factors will also be useful and helpful for taking advantage of competitive opportunity and help to motivate and encourage dedicated staff.
- In their study Bender, K. A., & Heywood, J. S. (2006) did survey at Department of Economics and Graduate Program in Human Resources and Labour Relations, University of Wisconsin-ilwaukee on Job Satisfaction of the Highly Educated: The Role of Gender, Academic Tenure, and Comparison Income and found that the faculty members in school of science are least satisfied where faculty members from other schools are equally satisfied. They also found that Men and women are equally satisfied. They have taken a sample of highly educated faculty member and found that male and female faculty members have the same expectations from their job. They found that in many traditional results from particular samples shows that the highly educated faculty members are concerned with the role of marital status, role of wages, health limitations of the faculty members and other many more fringe benefits. They also found that they have more complicated pattern for a gender in organization. They also found that the scientist which are working in business have confirm the old pattern of more satisfied female faculty members while the scientist working in academics finds the opposite that the females are less satisfied in academics. They also focus on the other thing is that the increase in job contentment is depend on a length of a service for both academics and non academics. They also found that they get more earnings in the organizations according to their role in the organization and these earnings differ found not only in worker's section but also in all other sectors. They found that the roles are considerably differs across all the branches and sectors.
- In their study Mehboob, F., Sarwar, M. A. and Bhutto, N. A. (2012) have found that female faculty members were normally less satisfied with their job than male faculty members. All the "Job Hygiene" and "Job motivator" attributes were practically or noticeably related to job contentment. The factors "Policy" and "Working condition"



were the least satisfying characteristics while “*work itself*” was the most satisfying factor found in the job in this study correspondingly. The management of “SALU” need to pay attention to those factors which creates displeasure among faculty members’ mostly the intellectual strategy execution; they should also arrange certain training and development sessions with a view to not only enhance the knowledge, skills and Abilities of faculty members but also to link the up between contentment and discontent. There were also several other factors which creates contentment and discontentment was the “Working Condition” of the organization. The management should attempt to advance organizations working conditions by performing more research and development services to faculty members and also do necessary changes in recovering the classroom environment in the organizations.

Job Satisfaction

Any kind of job is related to the earning of bread and butter to enable human beings meet their physiological needs. Due to survive their life, human is involved with any kind of job or work. It is the very essential part of their daily life. Satisfaction means pleasure or contentment. Whenever they get a mental and emotional pleasure, for continuing job, that is called satisfaction. The teachers are not excluding out of them. Job satisfaction of teachers is one of the most important feature, for a developing educational process. Satisfied and pleased teachers are the chief asset to any institution. the concept of job satisfaction is ‘Any combination of psychological, physiological and environmental circumstances that cause a person truthfully to say: I am satisfied with my job’. On the other hand, Locke (1969), said that “Job satisfaction may be defined as a pleasurable positive emotional state resulting from the appraisal of one’s job or job experiences. It results from the perception that one’s job fulfils or allows the fulfillment of one’s important job values providing to the degree that these values are congruent with one’s needs”. Job satisfaction can promote happiness, success and efficiency in one’s professional, personal, mental activity. Teaching profession is not exception at all to compare of other professions. Without satisfaction or dissatisfaction men behave like a machine. In every profession when they get satisfaction, the functions of ability, mental and emotional pleasure will rise. In the present study, the effort was to explore the differences among the job satisfaction of the secondary school teachers in terms of their gender, locality of the schools, , nature of job and the levels teaching experiences. It was found that gender, locality of the schools, and teaching experiences have no effect on the job satisfaction of the secondary school teachers as there were no significant differences in job satisfaction of the teachers in terms of these categorical variables. It is only the nature of the service of the teachers have effect on job satisfaction as the assistant teachers and para and contractual teachers differed in their job satisfaction

Factors Affecting Job Satisfaction

Salary and Remuneration



Pay is a factor that assumes an exceptionally persuasive part in deciding employment fulfilment and job satisfaction. Nonetheless, in a research study conducted in Malaysia, academic staff of public and private universities who participated in the survey indicated that of all the factors that were listed as impacting on job satisfaction, salary had the least relevance to them (Mustapha, 2013). This could suggest that decision-makers and management at education institutions should give serious thought to having remuneration systems and controls guided by perceptions, occurrences and approaches taken at other similar education institutions, or by best practices derived from within the sector.

Advancement and Promotion

Employee advancement is not always a formal promotion, although very often it is an official transfer from one position to another (Haider et al., 2016). Advancement also can be a lateral move, such as an educator making a lateral move from one school to another. Generally, a lateral move of this type presents some benefit to the teacher, who is likely on a track towards some specialisation offered at a particular school. Therefore, even lateral moves are part of employee advancement. Advancement forces performance – employees who move upward or laterally have an obligation to their employers to prove that they are worthy of the promotion or demonstrate their skills with another employer.

Work Environment

The work environment is an important factor that can influence the level of fulfilment of workers .Wang, Ma and Liu (2014) suggest that a work environment designed to inspire employees will motivate employees and thereby result in improved effort by employees. emphasise that the importance of considering the atmosphere, quality and style of buildings and offices, in relation to job satisfaction, should not be underestimated. The work environment should embrace working conditions such as the temperature, humidity, ventilation, lighting, noise levels, cleanliness of the workplace, and adequate tools and equipment (such as public address systems, computers and resource materials for teaching, as well as good offices). Decent working conditions permit educators to work at ease and thereby with greater confidence

Team-Work and Relationship with Colleagues

Most employees in the workplace thrive on social interactions at work and regard this as a vital factor with regard to job satisfaction. Synergy and cohesion within departments results in enhanced job satisfaction. Close-knit teams are more likely to learn new things, as well as job enlargement elements that have been found to be positively associated with job satisfaction. Having friendly and helpful colleagues also contributes towards job contentment among employees. The state of relationships between co-workers in an organisation, including those between supervisors and subordinates, could be a significant pointer of job satisfaction or dissatisfaction

Rewards and Recognition

In order to motivate employees, an effective system of rewards and recognition should be in place. The idea of reward and recognition has become prominent in recent times, as many managers and researchers



have become intrigued by the notion that reward and recognition could be presented to employees as material (cash) or non-material (non-cash) benefits, for specific desirable action

Determinants of Job satisfaction

Several elements contribute to job satisfaction. These are enumerated below:-

i) Nature of job.

ii) Nature of supervision.

iii) Working conditions.

iv) Equitable rewards.

v) Opportunities of promotion.

vi) Co-workers and subordinates.

vii) Job and personal security

viii) Employee morale
Dissatisfaction of an individual whatever may be the occupation in which he is engaged results in professional stagnation. A dissatisfied teacher is lost not only to himself but also to the entire society. A dissatisfied teacher spells disaster to the country's future. Dissatisfaction among the workers is undesirable and dangerous in any profession. It is just suicidal if it occurs in the teaching profession.

Affecting Factors of Job Satisfaction

Job satisfaction or dissatisfaction of teachers or the employees would depend on various factors. Many a time, job satisfaction or dissatisfaction of the employees would depend on their pay structure, promotions, benefits, supervisor, co-workers, working conditions, security, safety and communication. In addition, it also depends on the productivity and work. These factors would actually have a great impact on the job satisfaction of a person. Job satisfaction or dissatisfaction of the employee totally relies on the following key factors. There include:

Intrinsic factors or Elements: These are the factors that are pertained to the job like achievements, recognition you get for achieving something at job, work, responsibilities, growth and advancements. These factors are called as motivation factors.

Extrinsic factors or Elements: This is pertained to the institution like working conditions, supervision, salary, company, institutional policy, interpersonal relationships, security and status. These factors are called as extrinsic factors or the context factors.

Rewards and Recognition

Similar to the other companies, the balance done by the educational institutions would be based on the performance of the teachers and the commitment of teachers towards work. The rewards and recognitions are the key factors that have an impact on the job satisfaction and give ample



motivation to the teachers. When comes to the statistics, there is a closer relationship between the recognition and rewards and between the satisfaction and motivation. By giving monetary benefit to the employees without showing up any prominence would also to losing the significance. When the employee is awarded with the prize money for the exceptional performance, this makes the recipient feel more amused and excited. There are different types and rewards given to motivate and satisfy the employees. The rewards and recognition would bring a sea of change in the work environment and motivation levels of the teachers.

The recognition would be in the form of a monetary award. However, the facets are not critical. The teachers would judge the profession by their teaching skills and competencies. The position of teachers in the teaching profession would be recognized by their capabilities and achievements. Recognition is not just enough. The recognition would give a name for the employees in the society, but this would not pay them. Intrinsic rewards and extrinsic rewards are interrelated. However, there is no direct relationship found between the worker administrations and their performance of work, their payment is not really good. There is no value that is given to the intrinsic rewards such as admirations, acknowledgements and authorizations when it is not supported by the extrinsic rewards as per their work performance.

Conclusion

The quality development of a nation depends on the quality education and quality education largely depends on the quality teachers of the country. Teachers should be well satisfied in their profession to give the best possible to their students in every field for sustainable development of the nation. The study revealed that the teachers working in secondary schools and senior secondary schools are satisfied with their job, but there are differences in their job satisfaction level. There is significant difference in job satisfaction of teachers between government and private management +2 level institutions. Therefore, necessary facilities should be enhanced in both the government and private institutions to increase well satisfied quality teachers. There exists no significant difference in job satisfaction of the teachers working in urban and rural areas. Professionals are generally respected because they have skills that are valuable to the society. Education would increase the literacy rate. Without having a high literacy rate, we cannot compare our progress with the progress of other nations globally. The private educational institutions would have great impact on the employment. With the rise in the number of private educational institutions, there are many new employment opportunities generated for the graduates who have just passed out from colleges. These days, many youngsters are showing interest in joining in corporate sector (Software and Management companies etc) rather than taking up the teaching profession. To grab the attention of people and drive them to take up this profession and retain the commitment of teachers to stay in the profession, it is important to have a high level of job satisfaction



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