

Job Satisfaction Level of teachers of Indore City

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ABSTRACT

According to Robbins (1993) Job Satisfaction is general attitude towards one's job. Job Satisfaction is related to productivity and thus help people to have positive attitude that in turn make more psychologically healthy society. The present study is exploratory in nature. Sample comprised of 240 school teachers of different schools of Indore city which represents age, gender and sector. In present study Job Satisfaction level of teachers of Indore city was found out by standardized tool and data were analyzed with the help of one way ANOVA. Findings emerged from the study are : the female teachers are more satisfied than male teachers. Job satisfaction level is independent of the age groups and sectors in which teachers are working.

INTRODUCTION

According to **Robbins (1998)** Job Satisfaction is a general attitude towards one's job, usually explained by the difference between the amount of reward workers receive and the amount they believe they should receive”

Job satisfaction is the collection of feelings and beliefs people have about their jobs. There are numerous theories of Job Satisfaction. **1) Content theories - Abraham Maslow** hierarchy needs and **Herzberg's** two factor theory. Content theory suggests that Job Satisfaction occurs when one's needs for growth and self actualization are met by the individual job. **2) Process theories - Adams (1963)** and **Vroom's Equity theory, 1982)** these theories attempt to explain Job satisfaction by looking at expectancies and values. **3) Situation theories** the situational theories suggest that Job satisfaction is an attitude rather than a behavior

The importance of job satisfaction is obvious . A number of reviews were done that establish relationship between job satisfaction and productivity (**G. Bassett, 1994**). Several studies show that employees who were dissatisfied with their jobs were proving to health setbacks, ranging from headache to heart diseases. Some researches even indicate that job satisfaction is a better predictor of length of life span than is physical condition.

Job satisfaction is important for the growth of society as a whole because when people are happy with their jobs , it improves their lives off the job. In contrast the dissatisfied person carries that negative attitude home. Satisfied professionals are more likely to satisfied citizens and holds positive attitude towards life in general and make a society of more psychologically healthy people.

For management a satisfied work force translates into higher productivity due to fewer disruption caused by absenteeism of good employee, quitting fewer incidences of destructive behavior, as well as lower medical bill and life insurance costs.

Job satisfaction is very essential for the continuing long term growth of educational system around the world . Job satisfaction is essential in the lives of teachers because they form the fundamental reason for working in life, job satisfaction in this context is the ability of the teaching job to meet teacher's need and job performance. Job satisfaction refers to the fulfillment acquired by experiencing various job activities and rewards. Job satisfaction has been most frequently investigated variable in organizational behavior. (**Spector, 1997**), **Pereto (1991)** and **Whowo (1993)** have suggested that higher the prestige of job greater the job satisfaction Recruitment and retention of qualified teachers ends to be more difficult in today's dynamic situation. Concern about the teacher's retention is acute with market acquisition and opening up of labor market, alternate career path are increasingly open to current and potential teachers (**Bian, 2002**). At the same time job increasingly vary in their compensation, good teachers have greater flexibility to move to better jobs within the educational system. **Rosenholtz (1985)** identified that good teachers are difficult to retain because the rewards of teaching don't overweigh the frustration. **Herzberg** investigated and suggested emphasizing

achievement, recognition, the work itself responsibility and growth are some of the factors which provide job satisfaction to employees. **Smith, Kendall and Hulin** have suggested that most important characteristics of job satisfaction are the work itself, pay, promotion, opportunities, supervision and coworkers. There is dearth of good teachers and it is the need of the hour to find job satisfaction level of teachers so the present study has been undertaken with the following objectives.

OBJECTIVES

1. To compare the job satisfaction level of male and female school teachers.
2. To compare the job satisfaction level of different age groups (young, adult & old) of school teachers.
3. To compare the job satisfaction level of Private and Public school teachers.

HYPOTHESES

1. There is no significant difference in the job satisfaction level of male and female teachers.
2. There is no significant difference in the job satisfaction level of young, adult and old school teachers.
3. There is no significant difference in the job satisfaction level of Private and Public school teachers.

REVIEW OF RELATED LITERATURE

Rousseau (1995) found that women who perceived their organizations offered flexible work hours reported higher level of organizational commitment and job satisfaction than women who did not. **Anjaneyulu (1968)** found the causes of dissatisfaction among teachers were frequent transfers, low standard of pupil, interference of politician, inadequate salary, lack of academic freedom, heavy workload, lack of rigid and orthodox service conditions, too much of domination by management, lack of parental cooperation, lack of social status, non availability of proper infrastructure indiscipline among students. **Allen (1996), Bassi & VanBuren (1997), Church (1995), Labbs (1998), Hurrell & Cooper (1989)** have found that there is a positive relationship between job satisfaction and productivity. **Herzberg (1959)** found that extrinsic factors like salary and other benefits exerted greater influence on job satisfaction especially for young workers. **Lavin (1996)** identified career development and growth are important factors of job satisfaction. **Labbs (1998)** added another dimension to job satisfaction by stating that managers need to show employees they are needed, valued and appreciated. **Loscocco (1993)** found significant variation in job satisfaction across age, with older employees tending to report higher job satisfaction than younger employees.

RESEARCH METHODOLOGY

Sample

The study was exploratory in nature. Population for the present study comprised of school teachers of Indore city. There are many Government and Private schools, big and small schools, English and Hindi medium institutions. Out of these 240 school teachers were selected randomly which represented gender, training of teachers, types of school, different age groups size of schools, sector of institution.

Tools

The Job Satisfaction Scale was used to find the job satisfaction level of school teachers. It has 41 items including 11 important areas which are relatively more prominent and found common in literature; they are security, Monetary remuneration, service conditions, Future advancement and recognition of good work, Social circle, Working conditions, Nature of job supervision, Accommodation, and Leave facilities. These 11 areas have been split up in 41 statements. Scoring: The responses were recorded against five point scale most favorable, favorable, neutral, unfavorable, most unfavorable. The reliability coefficient of the scale by split half method is 0.78 and validity was found to be 0.68. On the basis of total scores three categories were made Fully Satisfied, Average, Dissatisfied.

Procedure of data collection

The primary data were collected from randomly selected 240 teachers which represented gender, sectors and different age group with the help of standardized Job satisfaction scale having 41 statements from 11 different areas which are most important for Job Satisfaction and then scoring was done as per the scoring guide given in the tool.

LIMITATIONS

The data were collected from School teachers of Indore city .English knowing teachers of public and private schools were included as the tool's language was English .

DATA ANALYSIS

Data were analyzed with the help of one way ANOVA

Objective wise results are as follows

1.1 Comparison of the Job Satisfaction level of male and female school teachers

The data related to Job Satisfaction level were collected by administrating the Job satisfaction Scale to different school teachers . Out of 240 ,111 were male and 129 were female. The data were analyzed with the help of ANOVA . The results are given in the table1.1.1

Table 1.1

Summary of ANOVA for Job Satisfaction level of male and female school teachers

Source of Variance	Sum of Squares	df	Mean Squares	F	Sig.
Between Groups	2785.769	1	2785.739	5.496	.022*
Within Groups	39559.011	238	507.167		
Total	42344.750	239			

*Significant at .05 level of significance

From Table 1.1 it can be observed that F vale of 5.496 is significant at .05 level with df equal to 1/239. It indicates that job satisfaction level of male and female school teachers differ significantly from each other, thus the null hypothesis that there is no significant difference in the job satisfaction level of male and female school teachers is rejected , further the mean scores of Job Satisfaction level of females i.e. 120.34 is higher than mean scores of Job Satisfaction level of males which is 108.51 thus it can be concluded that females are more satisfied than males

1.2 Comparison of the Job Satisfaction level of different age groups(young, Adult & Old) school teachers

The data related to Job Satisfaction Level were collected by administering the Job Satisfaction Scale to 240 school teachers . Out of 240, 36 were young, 150 were adult and 54 were old. The data were analyzed with the help of ANOVA. The results are given as follows

Table 1.2

Summary of ANOVA for Job Satisfaction level of different age groups (Young, Adult & Old) school teachers

Source of Variance	Sum of Squares	df	Mean Squares	F	Sig.
Between Groups	2435.209	2	1217.604	2.349	.102
Within Groups	39939.541	237	518.306		
Total	42344.750	239			

From table 1.2 it can be observed that F value of 2.349 is insignificant at .05 level with df 2/239. It indicates that job satisfaction Level of different age groups school teachers did not differ significantly from one another, thus the null hypothesis that there is no significant difference in the job satisfaction level of young , adult and old school teachers is accepted.

1.3 Comparison of the Job Satisfaction level of private and Government school teachers

The data related to Job Satisfaction level of school teachers of private and Government schools were collected by administrating the job satisfaction level scale to 240 different school teachers. Out of 240 , 150 were from private schools and 90 were from Government school. The data were analyzed with the help of ANOVA . The results are as follows

Table 1.3

Summary of ANOVA for Job Satisfaction level of private and Government school teachers

Source of Variance	Sum of Squares	df	Mean Squares	F	Sig.
Between Groups	1.470	1	1.470	.003	.959
Within Groups	42343.28	238	542.863		
Total	42344.75	239			

From table 1.3 it is evident that F vale of .003 is insignificant at .05 level with df equal to 1/239 . It indicates that job satisfaction level of different categories of school teachers did not differ significantly from each other, thus the null hypothesis that there is no significant difference in the mean scores of job satisfaction level of private and Government school teacher is accepted.

FINDINGS AND DISCUSSION

The findings emerged from this study are as given below

1. The female school teachers are more satisfied than male teachers
2. Job satisfaction level is independent of the age group , teachers of different age groups were found equally satisfied
3. Job satisfaction level is independent of the sectors. Teachers' of Private and Government schools are equally satisfied.

DISCUSSION

1. The reasons for the first finding may be attributed to the fact which lies in the natural tendency of females that they are satisfied with the things what they get in life and are not very much demanding. Secondly in teaching profession it is easier for them to mange household activities and job obligations. **Dr. Jantz, 2011**). The present study revealed that female teachers are more satisfied than

- male teachers the reason could be the ease and flexibility in the job, leave facility and working hours for female are such that they can cope with the household and professional responsibilities.
2. **Weaver (1980), Lee et al. (1985), Mottaz (108)**, and in few other studies it was reported a U shaped relationship in the job satisfaction level of different age groups viz. Younger adult and older. **Kalleberg and Loscocco (1983)** found significant variations across age, with older employees tending to report higher job satisfaction than younger employees but the present finding of the study that teachers of the different age groups were found equally satisfied is not in consistency with the earlier findings the reason may be attributed to the changing scenario of the present age. Now the employers want experienced and trained employees and thus they try to satisfy the need of the older staff members so that this experienced staff could be proved a valuable asset to the organization . They are praised and rewarded for their achievements so that they can be retained for the longer time in association with the organization. This benefits the employer also a they do not have to spend extra amount on training every year on the new comers.
 3. The last finding of the study was that Job satisfaction level is independent of the sectors. Teachers' of Private and Government schools are equally satisfied. The reason may be the good facilities are now being provided by the private institutions . Job security is also ensured in private schools earlier Job security was ensured by government school only but now a days in private schools good packages , high salary ,other facilities and job security are provided therefore people are now attracted towards the private sectors equally . On the contrary in government schools politics , frequent transfers and poor quality of facilities are the reasons for withdrawal.

IMPLICATION

The study has implications for the teachers, managers, administrators and school owner.

Job satisfaction level is not affected by the type of school and age of school teachers. Managers and owners should understand this and try to fulfill the safety and recognition needs of the teachers from time to time.

Administrators and mangers must understand this fact and job rotation and job enlargement should be provided to the teachers, in fact they should be given the variety of tasks from time to time to make them active, as routine work brings boredom to their life and teachers become dissatisfied .

Job rotation should be implied in the schools like examination controller, assembly conductor activity in charge etc

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Appendix I
Job satisfaction Scale

INSTRUCTIONS

1. This instrument is meant for research work. Your answer will be kept strictly confidential. Please answer every without any fear and hesitation.
2. There are some statements and each one has five alternatives. None of them is correct or incorrect.
3. Carefully read the question and then on the basis of your choice put a tick () mark on the allotted space in any of five answers. SD is Strongly disagree, D is agree, UD is undecided, a is agree, SA is strongly agree.
4. Kindly fill up the following general information

Name----- Age----- Gender-----

Qualification----- Trained/Untrained-----

Large/ Small Institution----- Classes taking Primary/Middle /Higher-----

Length of service- 10 y/20 y/30 y/40 y-----

Private/ Government School-----

Type of work Routine/ Varied-----

Nature of job Permanent/ Temporary-----

Marital status Married/ Unmarried-----

S.N.	Statement	SD	D	UD	A	SA
1.	The working hours are not fit for me.					
2.	I feel that I have got opportunities of promotion in my job.					
3.	My job is interesting and according to my liking.					
4.	The present working hours though hinder in my entertainment, yet I like them.					
5.	The present employment though good yet I do not get leisure.					
6.	Being on present employment I cannot display good results.					
7.	I feel that I should get more pay in present employment.					
8.	Usually I am dissatisfied as I am not getting residence.					
9.	My service is more secure than other services.					
10.	My employment gives me all facilities but no status.					
11.	My colleagues are not very helpful in my work.					
12.	The basis of my employment is less work and more pay.					
13.	People less educated than me get more pay.					
14.	I feel that this employment is not more secure than other services.					
15.	I get more pay than others whose work is as important as mine.					

S.N.	Statement	SD	D	UD	A	SA
16.	My colleagues are of helping nature.					
17.	I do not see many opportunities of progress in this job.					
18.	My working hours are such that I remain too busy.					
19.	I feel satisfied with my work by working more.					
20.	My work is not very attractive.					
21.	I always suffer with a feeling that I may not lose my job.					
22.	My service gives me opportunities of good residence.					
23.	Quick transfers give me great trouble.					
24.	I feel that I work with full responsibility.					
25.	Leave applications are not accepted though there are facilities for it.					
26.	I get recognition for good works.					
27.	I get very little cooperation from public in my work.					
28.	I feel that my service is not according to my taste.					
29.	I am not more able than other workers in this field.					
30.	I usually feel to change my work according to my taste.					
31.	I like to do some other work in this salary.					
32.	There are many problems in working in rural areas.					
33.	I do not want to switch over from my present job					
34.	I am suppressed by my officer for not attaining required target.					
35.	My colleagues are happy in my joys.					
36.	I feel that I am considered an indispensable person in this field.					
37.	The infrastructure of the institution is not good.					
38.	Every day I go to the institution without any tension.					
39.	I am happy with the varied responsibilities I am given.					
40.	I remain very worried for not having facility of transport.					
41.	If I am given the opportunity I may like to go for other options.					