

A Study of Job Satisfaction of Kannada Teachers of Secondary Schools in Relation to their Gender

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Abstract

Job satisfaction is psychological condition varying in degree in various places and times because, it is conditioned by social-cultural and economic factors to a large extent, job satisfaction can be measured at two levels, i.e., intrinsic and extrinsic with efficiency of work or turnover. The researcher used descriptive method for the present study. To make the study worthwhile a representative random sample of the total population has been taken. For the purpose of collecting data Job Satisfaction Scale was administered to 90 Secondary School teachers. Significant correlation was established between dimensions of job satisfaction When teachers are high on salary promotional avenues they are also high on job satisfaction and intrinsic aspect of the job. Significant correlation was established between dimensional of job satisfaction When teachers are high on physical facilities, teachers are high on job satisfaction, intrinsic aspect of job and salary promotional avenues.

KEYWORDS: Job satisfaction, Teachers, Secondary school, psychological condition.

Job Satisfaction

Job satisfaction forms an important component in the leadership studies of school administrators. Since it is through motivating the head of the schools, the goal quality education can be achieved. Only when heads possess high job satisfaction, they would exert themselves to do a good job, a better job and perhaps the best job. A head with high job satisfaction influences the behaviour of the teachers and students in a positive way. A head of the school goes through the mere mechanical administering of the school hardly inspires the students and teachers. It is therefore necessary to ascertain the heads of schools are mainly responsible for equality of education of the institution.

Job satisfaction is closely related to administrator behaviour. An administrator (School heads) with high job satisfaction would be an effective school administrator. Job satisfaction is one of the most crucial but controversial issues in industrial psychology and behavioural management in organization. It ultimately decides that extent of employee motivation through the development of organizational climate or environment. There are number of different meaning in the dictionary of word job satisfaction is equality state or level of satisfaction which is a result of various interest and attitudes of a person towards his job.

Job satisfaction is further aided in its understanding by finding relative

importance to the employee of the various contributing to it. For instance when the employees asked may say that they are dissatisfied with both the canteen and the company promotion policy. It will appear at this point that both the factors are of equal importance to the employee. But if asked further the employee may say that company promotion policy is far more important to them than canteen.

The Problem

“A Study of Job Satisfaction of Kannada Teachers of Secondary Schools in Relation to their Gender”

Objective of the Study

The purpose of the study was to investigate the relationship between;

1. To study the difference between job satisfaction and its dimensions with respect to male and female secondary school Kannada teachers.
2. To study the relationship between job satisfaction and its dimensions of male and female secondary school Kannada teachers.

Hypotheses of the Study

1. There is no significant difference between male and female Kannada teachers of secondary schools with respect to their job satisfaction and its dimensions (i.e. Intrinsic aspect of the job, Salary promotional avenues and service conditions, Physical facilities, Institutional plans and policies, Satisfaction with authorities, Satisfaction with social status and family welfare, Rapport with students and Relationship with coworkers).
2. There is no significant relationship between job satisfaction and its dimensions of secondary school Kannada teachers.

Method of the Study

Descriptive method is found to be more suitable for this type of research work, “It describes and interpret what is” therefore the researcher used descriptive method for the present study.

Sample of the Study

To make the study worth while a representative random sample of the total population has been taken. The total population of the study consists of 90 teachers in different types of management (Government, aided and unaided) in Vijayapur district.

Tool Used

In the present study the following tool was used to collect the necessary data.

- The Job Satisfaction Scale

Data Collection

For the purpose of collecting data Job Satisfaction Scale was administered to 90 Secondary School teachers. Then the data was collected from the teachers.

Data Analysis

Table-1: Results of t-Test between Male and Female Kannada Teachers of Secondary Schools with Respect to their Job Satisfaction and its Dimensions

Variable	Male		Female		t-value	p-value	Sig ni.
	Mean	Std.Dev.	Mean	Std.Dev.			
Job satisfaction	222.2500	19.6305	217.1143	19.9835	0.9227	>0.05	NS
Dimensions							
Intrinsic aspect of the job	29.6500	3.1669	29.2857	3.3918	0.3923	>0.05	NS
Salary promotional avenues and service conditions	32.4000	3.9390	30.8857	4.0928	1.3377	>0.05	NS
Physical facilities	38.5000	5.3361	38.2571	4.2658	0.1852	>0.05	NS
Institutional plans and policies	25.4500	5.0417	25.5429	4.2381	-0.0729	>0.05	NS
Satisfaction with authorities	26.3000	4.3298	25.2857	4.1485	0.8586	>0.05	NS
Satisfaction with social status and family welfare	22.3500	1.6944	20.6571	4.2353	1.7057	>0.05	NS
Rapport with students	26.0000	3.2767	26.0857	2.8114	-0.1024	>0.05	NS
Relationship with coworkers	21.6000	2.5833	21.1143	2.2592	0.7279	>0.05	NS

The result of the above table clearly reveals the following points:

1. Male and female Kannada teachers of secondary schools do not differ significantly with respect to their job satisfaction and its dimensions i.e., ($t=0.9227$, >0.05), intrinsic aspect of the job ($t=0.3923$, >0.05), salary promotional avenues and service conditions ($t=1.3377$, >0.05), physical facilities ($t=0.1852$, >0.05), institutional plans and policies ($t=-0.0729$, >0.05), satisfaction with authorities ($t=0.8586$, >0.05), satisfaction with social status and family welfare ($t=1.7057$, >0.05), rapport with students ($t=-0.1024$, >0.05), and relationship with coworkers ($t=0.7279$, >0.05) at 0.05% level of significance. Hence, the null hypothesis is accepted and alternative

hypothesis is rejected. It means that they have similar scores of job satisfaction and its dimensions.

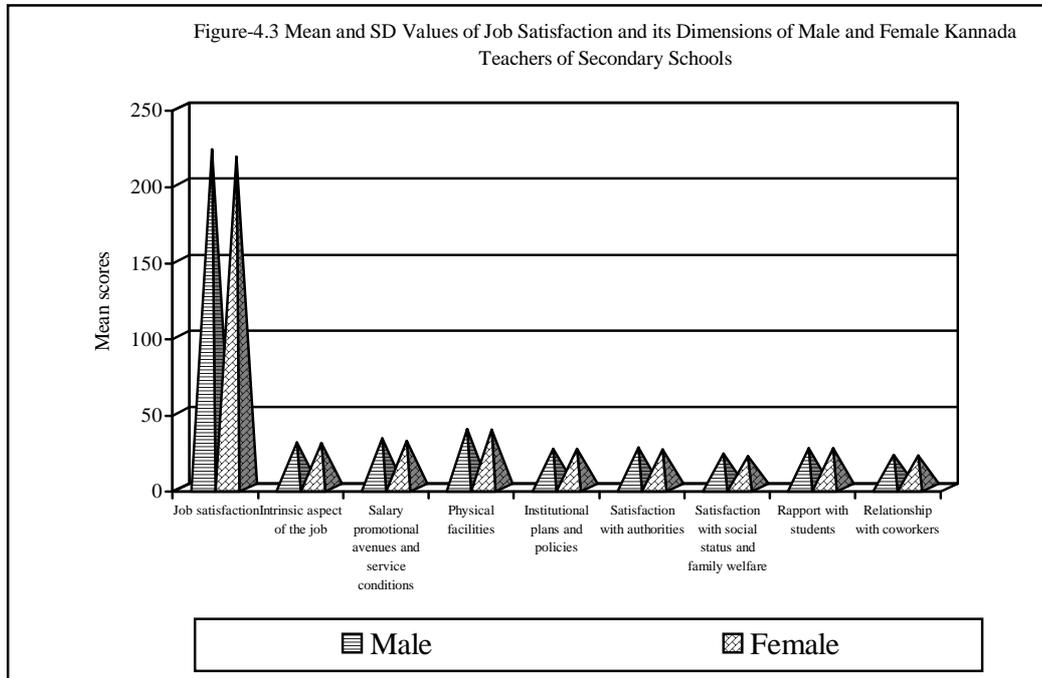


Table-2: Results of Karl Pearson’s Correlation between Job Satisfaction and its Dimensions of Secondary School Teachers

	Job satisfaction	Intrinsic aspect of the job	Salary promotional avenues and service conditions	Physical facilities	Institutional plans and policies	Satisfaction with authorities	Satisfaction with social status and family	Rapport with students	Relationship with coworkers
Job satisfaction	1.0000								
	-								
Intrinsic aspect of the job	0.6451	1.0000							
	p=.000	-							
Salary promotional avenues and service conditions	0.6343	0.6129	1.0000						
	<0.05, S	<0.05, S	-						
Physical facilities	0.7392	0.3600	0.3491	1.0000					
	<0.05, S	<0.05, S	<0.05, S	-					
Institutional plans and policies	0.6576	0.3414	0.2628	0.3613	1.0000				
	<0.05, S	<0.05, S	<0.05, S	<0.05, S	-				
Satisfaction with authorities	0.4549	0.0878	0.0601	0.2181	0.2141	1.0000			
	<0.05, S	>0.05, NS	>0.05, NS	>0.05,NS	>0.05,NS	-			
Satisfaction with social status and family welfare	0.6381	0.2397	0.2529	0.4179	0.3026	0.2515	1.0000		
	<0.05,S	<0.05, S	<0.05,S	<0.05, S	<0.05,S	<0.05,S	-		
Rapport with students	0.7635	0.3408	0.2751	0.5743	0.4905	0.2823	0.6112	1.0000	
	<0.05, S	<0.05, S	<0.05,S	<0.05, S	<0.05,S	<0.05,S	<0.05,S	-	
Relationship with coworkers	0.6860	0.3803	0.4576	0.4641	0.3983	0.1957	0.3584	0.5417	1.0000
	<0.05, S	<0.05, S	<0.05,S	<0.05, S	<0.05,S	<0.05,S	<0.05,S	<0.05,S	-

A significant relationship was established between the dimensions of job satisfaction as follows:

1. Between salary promotional avenues and service conditions and job satisfaction and intrinsic aspect of the job.
2. Between physical facilities and job satisfaction, intrinsic aspect of the job, salary promotional avenues and service conditions.
3. Between institutional plans and policies and job satisfaction, intrinsic aspect of the job, salary promotional avenues and service conditions and physical facilities.

Findings of the Study

- 1) Male and Female teacher have similar on job satisfaction and its dimensions i.e., intrinsic aspect of the job, salary promotional avenues and service conditions, physical facilities, institutional plans and policies, satisfaction with authorities, satisfaction with social status and family welfare, rapport with students and relationship with coworkers in their teaching profession.
- 2) Significant correlation was established between dimensions of job satisfaction i.e. salary promotional avenues and service conditions and job satisfaction and intrinsic aspect of the job. When teachers are high on salary promotional avenues they are also high on job satisfaction and intrinsic aspect of the job.
- 1) Significant correlation was established between dimensional of job satisfaction physical facilities and job satisfaction, intrinsic aspect of job, salary promotional avenues and service conditions. When teachers are high on physical facilities, teachers are high on job satisfaction, intrinsic aspect of job and salary promotional avenues.
- 2) A significant correlation was obtained between institutional plans and policies and job satisfaction, intrinsic aspect of job salary promotional avenues and physical facilities. When teachers are high on institutional plans and policies, teachers are high on job satisfaction, intrinsic aspect of job, salary promotional avenues and physical facilities.
- 3) A significant correlation was obtained between satisfaction with authorities and job satisfaction. When teachers are high on satisfaction with authorities teachers are high on job satisfaction.
- 4) A significant correlation was obtained between dimension of job satisfaction i.e. social status and family welfare and job satisfaction, and its dimensions intrinsic aspect of job, salary promotional avenues, physical facilities, institutional plans and polices and satisfaction with authorities. When teachers are high on social status and family welfare, teachers are high on job satisfaction, intrinsic aspect

of job, salary promotional avenues, physical institutional and satisfaction with authorities.

- 5) A significant relationship was obtained between dimension of job satisfaction i.e. rapport with students and job satisfaction and its dimension i.e. When teachers are high on rapport with students, teachers are high on job satisfaction and its dimensions.
- 6) A significant relationship was obtained between dimension of job satisfaction i.e. relationship with co workers and job satisfaction and its dimensions. When teachers are high on relationship with co workers teachers are high on job satisfaction its dimensions.

Conclusions

This study points to some specific factors that might potentially increase the job satisfaction of secondary school teachers in the Vijayapur district. In essence, most factors are related to job satisfaction and their attitude towards teaching profession. A remedy to these factors will enable them to focus on their duties and responsibilities, and minimise dissatisfaction in order to increase the level of satisfaction.

This study highlights the complexities involved in understanding the job satisfaction of secondary school teachers in a way that has clear implications for policy and practice. What is now needed is serious consideration as to how these factors may be meaningfully addressed through initiatives and efforts to improve job satisfaction among secondary school teachers. The findings demonstrate that there is an urgent need for the Government of Karnataka, Educational Ministry to recognise the fact that the quality of secondary school education is largely related to the job satisfaction of teachers. Thus, an objective of any Ministry of Education should be to maximise the satisfaction of teachers and minimise their dissatisfaction, not only for the benefit of the teachers themselves but also for the sake of students. This study clearly identified the factors affecting the job satisfaction of secondary school teachers in the Vijayapur district.

Suggestions for Further Research

- 1) The same study may be undertaken using large sample of secondary school teachers.
- 2) The same study may be conducted for teachers working in residential schools.
- 3) The study like this may be conducted for teachers working in training institutes.
- 4) The same study may be undertaken for college teachers.
- 5) This study does not include interview method further research can be undertaken by using interview method.

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