

# Job satisfaction of secondary school's teachers

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## Abstract

This paper deals with the study of job satisfaction of secondary school teachers of Mehasana district. Their job satisfaction was compared in the contest of types of school (Self- Financed and other), experience (10 and more than 10 years and less than 10 years and stream (Science and General). Self-constructed job satisfaction scale was used to know the opinions of the teachers regarding their job satisfaction. Sample of 120 teachers was selected in accidental way from the schools of Mehasana district. Findings of the study revealed that other schools teachers have more job satisfaction than self-financed schools and Science Stream's teachers enjoy more job satisfaction than that of general streams. Experience of the teachers has little to do with job satisfaction. Teachers belonging to different levels of interaction between and among independent variables have equal job satisfaction.

**Key words:** Secondary school teachers, Job satisfaction, Experience, School type

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### Introduction:

A person has to do something for his survival. In modern age, many of the people prefer to earn in such a way that they can enjoy all the comforts available into the world. They run behind money. Some of the people like to work to contribute something for the betterment of the family and society. Some people like to work for their own satisfaction. The more a work is done in a desired way, the more satisfaction it gives to the person. Therefore a person tries choosing such a profession that will give maximum satisfaction in the form of money, name, prestige, social recognition or respect. Among all professions, teaching profession is considered as the most respectful profession in the world. But, as far as, earning money is concerned, it is not given first preference by most of the educated people. On the other side many of the educated people feel proud of being teacher. Investigator, being a teacher of teacher training institute, remains in touch with the teachers of schools, colleges and university departments and interacts with them on various issues. On the basis of such interaction, it is found that many of the teachers, at any level of education, feel insecurity regarding their job, even though they are trying at their level best to perform their duty. Investigator felt that it is a serious issue to be solved at present. But before that we should know which teachers are satisfied with their job and which are not, so that we can find out the problems of the teachers more accurately.

Therefore the investigator has decided to study the differences prevailing among the teachers working at different level of education regarding their opinions towards job satisfaction. For that, investigator has tried to study the opinions of secondary school teachers towards satisfaction.

### Review of earlier studies:

The review of research literature pertaining to the problem revealed that since the monograph of Hoppock on job satisfaction in 1935, a lot of

studies and investigation have been made, particularly in United States and United Kingdom on job satisfaction, and many studies are available on job satisfaction of teachers in India. In his questionnaire and interview survey of 500 teachers in 51 rural and urban communities, Hoppock (1935) while estimating that the degree of teachers satisfaction with their jobs found significant relationships between job satisfaction and emotional adjustment, religion, social status, interest, age, fatigue, size of community and other factors. McClusky and Strayer (1940) while analyzing the reaction of teachers to the teaching situation concluded that teachers of between 4 and 12 years of experience were less happy in their work than teachers with lesser or greater teaching experience. In India Lavingai (1974) while studying the degree of job satisfaction among various categories of school teachers, found that (1) primary school teachers were more satisfied than secondary school teachers, (2) female teachers are more satisfied than male teachers, (3) unmarried teachers were more satisfied than married teachers. Reddy and Reddy (1978) in his study of job satisfaction of teachers working under different types of management, found that teachers employed under private managements were the most satisfied with the teaching job while those in government schools were the least satisfied with their job.

### Operational definitions of the terms:

Different terms were defined as under for the study.

**Secondary school teachers:** The teachers who are qualified according to the Gujarat Governments' norms and working in secondary schools of Mehasana which are affiliated to Gujarat secondary Board of Education.

**Job satisfaction:** It means the scores obtained by the teachers in Job Satisfaction Scale.

**Experience:**

The teachers who have been teaching in secondary schools for 10 or more than 10 years are considered as More Experienced Teachers (MIET) and the teachers who have been teaching in secondary school for less than 10 years are considered as Less Experienced Teachers (LET).

**Type of school:**

The schools which do not get any type of financial assistance from the government or from any other institution are considered as self-financed school for the study and remaining all the types of the schools are considered as other school.

**Objectives of the study:**

1. To study the job satisfaction of secondary school teachers.
2. To compare the job satisfaction of secondary school teachers of self-financed Schools (SF'S) and other Schools (OS).
3. To compare the job satisfaction of secondary school teachers of Science Stream (SS) and General Stream (GS).
4. To compare the job satisfaction of secondary school teachers who have less than 10 years experience and more than that.
5. To compare the job satisfaction of secondary school teachers at different levels of the interaction between stream, experience and gender.

**Hypothesis of the study:**

- Ho<sub>1</sub>. There will be no significant difference between mean job satisfaction scores of secondary school teachers of SFS and OS.
- Ho<sub>2</sub>. There will be no significant difference between mean job satisfaction scores of MIET and LET.

Ho<sub>3</sub>. There will be no significant difference between mean job satisfaction scores of secondary school teachers of SS and GS.

Ho<sub>4</sub>. There will be no significant difference among mean job satisfaction scores of secondary school teachers belonging to different levels of interaction between Types of school (TOS) and Experience.

Ho<sub>5</sub>. There will be no significant difference among mean job satisfaction scores of secondary school teachers belonging to different levels of interaction between Types of school and stream.

Ho<sub>6</sub>. There will be no significant difference among mean job satisfaction Scale scores of secondary school teachers belonging to different levels of interaction between experience and stream.

Ho<sub>7</sub>. There will be no significant difference among mean job satisfaction scores of secondary school teachers belonging to different levels of interaction among Types of school, Experience and stream.

**Method of the Study:**

Survey method was adopted to study the job satisfaction of secondary school teachers.

**Population and Sample of the Study:**

Population of the study consists of the secondary teachers of Mehsana district. Total 120 teachers were selected, as a sample in an accidental way from different 30 schools as shown in Table-1.

**Assessment:**

Self-prepared Job satisfaction Scale was used for the study. The investigator has enlisted 95 statements related to job satisfaction of the teachers. Then with the help of expert and teacher educators, working in different colleges of education and PG centers of Education 67 statements were finalized to be included in final scale.

**Table - 1: Sample of the Study**

Types of schools	Self-Financed school (SFS)				Other school (OS)			
	10 or more		Less than 10		10 or more		Less than 10	
Experience (Years)								
Stream	SS	GS	SS	GS	SS	GS	SS	GS
N	15	15	15	15	15	15	15	15

**Data collection and analysis:**

It is self-administration scale. It could be given to a group of teachers at a time. It is based on five-point scale. They are as (1) Strongly agree (2) Agree (3) Undecided (4) Disagree and (5) Strongly disagree. The teachers give their response to statements by encircling any one of the five alternatives. For their response positive statements were as of SA, A, UD, D and SD. The marks scoring for they are as 5,4,3,2,1. The marks scoring order of 1,2,3,4,5 and it is followed for negative statements. Five response categories were provided for the expression of their agreement to each statement. The scoring was designed based on a five point Likert scale,

Scheme for Positive and Negative Scoring for Statements of Job satisfaction Scale may vary from "0" to '268'.

On the basis of raw scores obtained by the teachers analysis of variance was done. For that, row scores were recorded in 2 x 2 x 2 factorial table. Then, first of all, calculation was done for Barlett's Test of homogeneity. Value of Chi square obtained by Barlett's test was 8.92, which is less than table value 14.067 for df=7 at 0.05 level of significance. It shows that homogeneity of variance is maintained. So detailed ANOVA was done as shown in Table 2.

**Table - 2: Detail Analysis of Variance**

Source of Variation	Sum of Squares	df	Mean Square	F
TOS (A)	508.41	1	508.41	8.21
EXP. (B)	49.41	1	49.41	0.80
Stream (C)	516.68	1	516.68	8.34
TOS. x EXP.	23.41	1	23.41	0.38
I-XP. x Stream	99.01	1	99.01	1.60
TOS. x EXP x Stream	31.01	1	31.01	0.50
Within treatments	6936.40	112	61.93	
Total	8216.34	119		

Type of School was compared with F table value and it was found that observed F value was more than 3.94 at 0.05 level of significance for df (1,112) So the null hypothesis that "There will be no significant difference between mean job satisfaction scores of secondary school teachers of SFS and OS" was rejected. All other null hypotheses were not rejected.

### Findings:

Findings of the study are as under:

1. Secondary school teachers of Other Schools have more job satisfaction than that of Self-financed Schools.
2. More and less experienced teachers of secondary schools have the same job satisfaction.
3. Secondary school teachers of Science stream have more job satisfaction than that of General stream.
4. More and less experienced teachers of Self-Financed Schools and other schools have equal job satisfaction.
5. Secondary school teachers belonging to Science and General Streams of Self-Financed Schools and other schools have equal job satisfaction.
6. More and less experienced teachers of secondary schools belonging to Science and General Streams have equal job satisfaction.
7. More and less experienced secondary school teachers belonging to Science and General Streams of Self-Financed Schools and other schools have equal job satisfaction.

### Implications of the Study:

1. Schools and government should take more care of self-financed secondary school teachers.
2. Self-finance school teachers should be given salary according to the government rules and regulation.
3. Problems of the teachers should be removed as early as possible.

4. More care should also be taken of the teachers of general stream of secondary schools.
5. Teacher should be given special incentives for their outstanding work.
6. Administrators of the school should take decisions without any type of bias.
7. Democratic environment should be there in the schools.
8. Teacher should be encouraged for innovative work and researches.
9. Highly qualified teachers should be given special increment in salary.

### Discussion:

After reviewing all past studies it was found that no study was done on the secondary teachers of Mehsana district. Present study concerned on Gujarati Medium as well as English Medium secondary school teachers of Mehsana district whose mother tongue was Gujarati. In this way the present study differs significantly from previous studies on the other hand, job satisfaction scale was prepared by the investigator by keeping in mind the socio-economic condition of the teachers of Mehsana district. In this way also the present study differs from the previous studies.

On the basis of the study carried out by the investigator, following conclusions are derived. The teachers of secondary schools of Mehsana district in general have medium level scores regarding their job satisfaction. This suggests that some training and other encouragements should be given to increase their job satisfaction level.

The scores obtained by teachers of general stream and science stream; the teachers of general stream are more satisfied with their job environment. This suggests that same motivational factors must be added along with the work condition of the teachers of the science stream so that their job satisfaction level will increase.

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