

Job Satisfaction Among Secondary School Teachers

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Abstract

Satisfaction is an essential factor in any profession. Unless a man is satisfied with his job, it is very difficult for him to carry on his duties honestly and efficiently. If a teacher is professionally satisfied than he/she will have friendly attitude, great enthusiasm and a sense of security. Such a teacher contributes immensely towards the educational advancement of children. A teacher who is satisfied with his job is also a person of high morale and such a teacher is boon for the educational institution as well as to the society. The present study attempts to study the degree of job satisfaction among secondary school teachers.

1. INTRODUCTION

Teachers occupy a place of unique significance in the social and national hierarchy and they are called as nation builder. The teacher is of paramount importance in any education system. The whole system of education revolves round the teacher. Teacher leads the students from the darkness of ignorance to the light of knowledge and understanding and helps to keep the lamp of civilization burning.

2. SCOPE OF THE STUDY

The scope of this study is restricted to assess the level of job satisfaction among secondary school teachers in Tiruchirappalli Educational Districtt. The study is primarily concerned to find out the level of job satisfaction among secondary school teachers in Tiruchirappalli Educational Districtt.

3. OBJECTIVES OF THE STUDY

The objectives of the study are as follows:

- i. To select or develop suitable scale to measure the level of job satisfaction among secondary school teachers.
- ii. To find out the level of job satisfaction among secondary school teachers.
- iii. To find out the significance of mean difference of the variables such as Gender, Marital status, Discipline of the subject and Locality.

4. HYPOTHESES OF THE STUDY

The hypotheses of the study are as follows:

- i. The level of job satisfaction among secondary school teachers is not high.
- ii. There is no significant difference in the mean scores of job satisfaction among secondary school teachers with respect to gender.
- iii. There is no significant difference in the mean scores of job satisfaction among secondary school teachers with respect to marital status.
- iv. There is no significant difference in the mean scores of job satisfaction among secondary school teachers with respect to discipline of the subject.
- v. There is no significant difference in the mean scores of job satisfaction among secondary school teachers with respect to locality.

5. DELIMITATIONS OF THE STUDY

The following are the delimitations of this investigation.

- i. Owing to the constraint of time and money, only secondary level is taken for the investigation.
- ii. Owing to the constraint of time and money, only Tiruchirappalli Educational District is taken for the investigation.
- iii. Limited variables were assumed for investigation.
- iv. Owing to the constraint of time and money, only simple random sampling technique was taken for the study.

6. METHOD

Normative - survey Method was adopted for the study. In Normative – Survey method, the word ‘Survey’ indicates the gathering of data, the word ‘Normative’ is used because surveys are frequently made for the purpose of ascertaining which is the normal or typical conditions or practice.

7. SAMPLE AND SAMPLING TECHNIQUE

Simple Random Sampling technique was followed for the study. The sample for this study constitutes the 300 secondary school teachers of Tiruchirappalli Educational District.

8. TOOL

To measure the level of job satisfaction among secondary school teachers, Job satisfaction scale was developed by the researcher on the basis of Likert Attitude Scale. The job satisfaction is measured by the items through the 5-point scale in the form of “strongly agree, agree, undecided, disagree and strongly disagree”. The scale consisted of 54 items. The validity and reliability of the scale were established.

9. STATISTICAL TECHNIQUES

Statistical techniques have contributed greatly an gathering, organizing, analyzing and interpreting numerical data. The data obtained were analysed by using appropriate statistical techniques such as mean, standard deviation and t-test.

10. ANALYSIS AND INTERPRETATION OF DATA

Analysis of data means studying the organized material in order to discover inherent facts. The data are studied from as many angles as possible to explore the new facts.

Table - 1: Mean score of job satisfaction among secondary school teachers

	N	Mean	Standard Deviation
11. Score	100	74.1537	6.4526

From the above table, it is inferred that the mean score of teachers is found to be 74.1537, which is more than 50% and hence there is a High level of job satisfaction among secondary school teachers.

Table – 2: Test of significance of difference in the mean score of job satisfaction among secondary school teachers with respect to gender

Gender	N	Mean	S.D	t-value	Level of significance
Male	144	75.1753	7.1341	2.5414*	Significant at 0.05 level
Female	156	73.2621	5.7689		

The above table shows that the computed value of ‘t’ (**2.5414**) is less than the critical values of 2.59 at 0.01 level and greater than the critical value of 1.97 at 0.05 level respectively and hence it is significant. Consequently, the null hypothesis is to be rejected and it can be said that there is a significant difference in the mean scores of job satisfaction among secondary school teachers with respect to gender. It is also observed that male teachers are more satisfied than the female teachers.

Table – 3: Test of significance of difference in the mean score of job satisfaction among secondary school teachers with respect to marital status

Marital status	N	Mean	S.D	t-value	Level of significance
Married	111	75.1432	8.2688	2.0155	Significant at 0.05 level
Unmarried	189	73.3018	6.4294		

The above table shows that the computed value of ‘t’ (2.0155) is less than the critical values of 2.59 at 0.01 level and greater than the critical value of 1.97 at 0.05 level respectively and hence it is significant. Consequently, the null hypothesis is to be rejected and it can be said that there is a significant difference in the mean scores of job

satisfaction among secondary school teachers with respect to marital status. It is also observed that married teachers are more satisfied than the unmarried teachers.

Table – 4: Test of significance of difference in the mean score of job satisfaction among secondary school teachers with respect to discipline of the subject

Discipline of the subject	N	Mean	S.D	t-value	Level of significance
Arts	162	74.1578	6.2424	0.1719	Not Significant
Science	138	74.0455	5.1184		

The above table shows that the computed value of ‘t’ (**0.1719**) is less than the critical values of 1.97 and 2.59 at 0.05 and 0.01 levels respectively and hence it is not significant. Consequently, the null hypothesis is not to be rejected and it can be said that there is no significant difference in the mean scores of job satisfaction among secondary school teachers with respect to discipline of the subject.

Table – 5: Test of significance of difference in the mean score of job satisfaction among secondary school teachers with respect to locality

Locality	N	Mean	S.D	t-value	Level of significance
Rural	195	74.7482	6.2532	1.3575	Not Significant
Urban	105	73.6581	6.8306		

The above table shows that the computed value of ‘t’ (1.3575) is less than the critical values of 1.97 and 2.59 at 0.05 and 0.01 levels respectively and hence it is not significant. Consequently, the null hypothesis is not to be rejected and it can be said that there is no significant difference in the mean scores of job satisfaction among secondary school teachers with respect to discipline of the subject.

12. SUMMARY OF FINDINGS

The following are the findings of the study.

- i. The level of job satisfaction among secondary school teachers is high.
- ii. There is a significant difference in the mean scores of job satisfaction among secondary school teachers with respect to gender, and male teachers are more satisfied than the female teachers.
- iii. There is a significant difference in the mean scores of job satisfaction among secondary school teachers with respect to marital status, and married teachers are more satisfied than the unmarried teachers.
- iv. There is no significant difference in the mean scores of job satisfaction among secondary school teachers with respect to discipline of the subject.
- v. There is no significant difference in the mean scores of job satisfaction among secondary school teachers with respect to locality.

13. CONCLUSION

Teachers are caught in dilemma; they are expected to be leading catalyst of the informational society. As catalyst of successful informational societies, teachers must

therefore be able to build a special kind of professionalism where they can develop classroom strategies that will enhance the new goals of learning required of a symbolic analyst. Teachers will seek recognition of their work which meets or exceeds standards of professional practices, and will support and participate in the programmes of professional bodies established for this purpose.

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