

## Study of Job Satisfaction of Primary School Teachers of Gujarat in Respect to Their Gender and Area

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### ABSTRACT

Teaching is the noblest among all the professions and the teachers are called the nation builders. As a primary school teacher the researcher found some inconsistencies among the teachers relating to their work, salary, working conditions, motivations and reward of the work, opportunities of professional development and interpersonal relationship. There is also a vast difference between the qualities and experience of the primary school teachers shouldering the same responsibilities. Hence, the researcher thought to make scientific inquiry in to the level of job satisfaction of primary school teachers of Gujarat. **Objectives:** 1. To find out the level of job satisfaction of primary school teachers of Gujarat in terms of gender. 2. To find out the level of job satisfaction of primary school teachers of Gujarat in terms of area. **Research Method:** Survey Method was used for present study. **Sample:** The sample consisted of 400 primary school teachers of Gujarat. **Tool:** Self made questionnaire was used in the present study. **Data collection and Data Analysis:** First of all researcher met the primary school teachers of Gujarat state for data collection. Data Analysis was done by T-Test.

**Keywords:** Job Satisfaction, Primary School Teachers, Gender and Area

The progress of a country depends upon the quality of its teachers and for this reason, teaching is the noblest among all the professions and the teachers are called the nation builders. As we know that teachers are assets of any education systems. They are responsible for transmitting the knowledge, skill and values to the students. But a teacher cannot perform his or her diverse tasks and responsibilities given by the institution. Until he or she is not updated professionally and personally.

The conventional teaching methods impact knowledge or fill student's brain with facts, but today's teachers have a major role of developing skills in students and manage their emotions while making responsible decisions. In brief teachers develop subject intelligence as well as emotional intelligence of students. To imbibe or develop such qualities, teacher must possess

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the vital skills, personality, characteristics and behaviors that students perceive to impact their motivation to learn. In such circumstance teachers need Job Satisfaction.

As a primary school teacher the researcher found some inconsistencies among the teachers relating to their work, salary, working conditions, motivations and reward of the work, opportunities of professional development and interpersonal relationship. There is also a vast difference between the qualities and experience of the primary school teachers shouldering the same responsibilities. Hence, the researcher thought to make scientific inquiry in to the level of job satisfaction of primary school teachers of Gujarat.

### ***Statement of the problem:***

Given the importance of this topic the current study aimed to identify the level of job satisfaction of primary school teachers of Gujarat. So title is: **STUDY OF JOB SATISFACTION OF PRIMARY SCHOOL TEACHERS OF GUJARAT IN RESPECT TO SOME VARIABLE**

### ***Definition of Important Terms***

#### **1. Job Satisfaction**

- Contentment (or lack of it) arising out of inter play of employee's positive and negative feelings toward his or her work.
- In presents study, the purpose of researcher to find out how much satisfied teachers are working in primary schools.

#### **2. Primary school**

- Schools that run from standard 1 to 8 and followed by the curriculum prescribed by state government's education department will be considered primary schools.
- In this study, primary schools of Gujarat state have been included.

#### **3. Primary school teachers**

- Human recourses associated with the education qualifying and primary school education in primary schools are termed as primary school teachers
- In present study, teachers of primary schools of Gujarat state have been included.

#### **4. Study**

- Study means analyzing the information with deeper understanding of any topic and interpreting it properly and extracting conclusions.
- The present study has been done in the context of the job satisfaction of primary school teachers off Gujarat state.

### ***Objectives of the study***

1. To find out the level of job satisfaction of primary school teachers of Gujarat in terms of gender.
2. To find out the level of job satisfaction of primary school teachers of Gujarat in terms of area.

### ***Hypothesis of the study***

1. There will no significant mean difference between the scores achieved on job satisfaction scale by male and female primary school teachers of Gujarat.
2. There will no significant mean difference between the scores achieved on job satisfaction scale by urban and rural primary school teachers of Gujarat.

## METHODOLOGY

### *Type of Research*

The present research was applied research as it was with reference to Job Satisfaction of primary school teachers of Gujarat state.

### *Research Method*

In the present research survey method of descriptive research method had been used.

### *Field of the Research*

The present research is based on the primary education field as it is the research of the Job Satisfaction of primary school teachers of Gujarat state.

The present research is conducted with the objective of studying to Job Satisfaction of primary school teachers of Gujarat state. And so this research can be conducted as of psychology.

### *Population and Sample of the Research*

#### **Sample**

Sample is a small part or a small proportion of the universe. It is only part of the study that has been selected from the universe for research purpose.

According to H.E.Garret (1973), "Various techniques have been devised for obtaining a sample which will be representative of its populations."

The sample consisted of 400 primary school teachers of Gujarat

#### **Tool**

There is no readymade tool to measure the level of job satisfaction of primary school teachers of Gujarat. Hence the researcher will use the self constructed job satisfaction scale.

### *Procedure of Data Collection and Analysis*

The data collected using the job satisfaction scale. The researcher collected data analyzed and interpreted using descriptive statistical techniques like mean, standard deviation and t-test.

## RESULT AND DISCUSSION

### *1. T-value of Job Satisfaction score of male and female teachers*

There will no significant mean difference between the scores achieved on job satisfaction scale by male and female primary school teachers of Gujarat.

**Table 1.1**

		MALE	FEMALE	TOTAL
100	119	3	1	4
120	139	6	15	21
140	159	55	32	87
160	179	69	80	149
180	209	53	64	117
200	219	13	7	20
220	239	1	1	2
		200	200	400

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**Table 1.2**

Gender	N	Mean	SD	SD <sup>2</sup>	SED	M. Diff	t Value
Male	200	170.85	22.03	485.1367	2.09	2.92	1.397
Female	200	167.93	19.74	389.6876			

From the table 1.1 and 1.2, Mean score obtained on Job Satisfaction scale by male and female primary school teachers of Gujarat are 170.85 and 167.93 respectively, S.D. are 22.03 and 19.74, standard error of mean difference is 2.92 and t-value is 1.39 which is less than the t-table value at 0.05 levels which is 1.96. It reflects that the mean score of job satisfaction of male and female teachers of Gujarat primary schools do not differ significantly. So the null hypothesis that “There will no significant mean difference between the scores achieved on job satisfaction scale by male and female primary school teachers of Gujarat.” Is accepted at 0.05 levels.

Thus it can be said that, there is no significant difference was found between male and female teachers. So, Mean score of male teachers was nearly equal to mean score of female teachers. Therefore male teachers were more satisfied than female teachers with their job. This shows that Job Satisfaction with respect to gender variable does not affects on Job satisfaction.

**2. t-value of Job Satisfaction score of rural and urban teachers**

There will no significant mean difference between the scores achieved on job satisfaction scale by urban and rural primary school teachers of Gujarat.

**Table 2.1**

		URBAN	RURAL	TOTAL
100	119	2	2	4
120	139	13	8	21
140	159	39	48	87
160	179	72	77	149
180	209	60	57	117
200	219	13	7	20
220	239	1	1	2
		200	200	400

**Table 2.2**

Area	N	Mean	SD	SD <sup>2</sup>	SED	M. Diff	t Value
Urban	200	171.92	22.19	492.5491	2.11	0.98	0.464
Rural	200	170.94	19.94	397.5686			

From the table 2.1 and 2.2, Mean score obtained on Job Satisfaction scale by urban and rural primary school teachers of Gujarat are 171.92 and 170.94 respectively, S.D. are 22.19 and 19.94, standard error of mean difference is 2.11 and t-value is 0.464 which is less than the t-table value at 0.05 levels which is 1.96. It reflects that the mean score of job satisfaction of urban and rural teachers of Gujarat primary schools do not differ significantly. So the null hypothesis that “There will no significant mean difference between the scores achieved on job satisfaction scale by urban and rural primary school teachers of Gujarat.” Is accepted at 0.05 levels.

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Thus it can be said that, no significant difference was found between urban and rural teachers. So, Mean score of male teachers was nearly equal to mean score of female teachers. Therefore urban teachers were more satisfied than urban teachers with their job. This shows that Job Satisfaction with respect to area variable does not affects on Job satisfaction.

### CONCLUSION

1. There is no significant difference was found between male and female teachers.
2. There is no significant difference was found between urban and rural teachers.

### *New areas of research*

1. Comparative study of job certificates of government school teachers and private school teachers.
2. Study of Job Satisfaction from different types of colleges and professors of different departments of the University.
3. Comparative study of job placement of secondary school teachers and teachers of higher secondary school teachers.
4. Study of Job Satisfaction of Professors of PTC and B.Ed. College.
5. Comparative study of job certification by teachers and teachers.
6. Comparative study of occupational satisfaction of teachers who receive fixed pay and full-paid teachers.
7. Comparative study of the answer to teachers of different subjects.
8. Study of job certification by different state teachers
9. The study of various factors influencing teacher's job constitutions.

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