

## Job Satisfaction Among Primary and Secondary School Teachers

Premila S. Chaudhari<sup>1\*</sup>, Dr. Pragna Parikh<sup>2</sup>

### ABSTRACT

Present study is job satisfaction among primary and secondary school teachers. It also aimed to check job satisfaction with reference to types of school teachers and gender. The job Satisfaction for Teacher (JSST) prepared by Dr Mrs. Meera Dixit was used. The sample constituted total 120 school teachers out of which 60 were from primary school teachers (30 male and 30 female) and 60 from secondary school teachers (30 male and 30 female). The data was collected from various schools of Gujarat State. The data was scored, analyzed as per the manual. 'F' test was being calculated. The result showed that (1) There is no significant difference between the mean score of the job satisfaction among primary and Secondary school teachers. (2) There is no significant difference between the mean score of the Job Satisfaction among Male and female school teachers and (3) There is no significant difference between interactive effect of the mean score of the Job Satisfaction among types of the school teachers and gender.

**Keywords:** Job Satisfaction, Primary and Secondary School teachers, male and female.

*“No one should teach who is not in love with teaching”  
-Margaret Elizabeth Sangster*

Job satisfaction indicates how much happiness a person gets from his work. Job satisfaction is the perception of the person towards his or her job, job related activities and environment. It is a combination of psychological and emotional experiences at work. A person who is satisfied with his work, pay enough attention to his work. Job satisfaction, as defined by Locke (Lutherans, 2002), is a “pleasurable or emotional state resulting from the appraisal of one’s job experience”. It is often a result of the perception of the employee as to whether his job provides him with the outcomes he views as important. Job satisfaction is determined by how well the result of the job meets the expectations of the employee or they exceed the expectations. Some important factors influencing job satisfaction may be classified in two categories.

<sup>1</sup>Ph.D. Scholar, Department of Psychology, Gujarat University, Ahmedabad, India

<sup>2</sup>Associate Professor, GLS (Sadguna & B.D) College for Girls, Laldarwaja, Ahmedabad, India

\*Corresponding Author

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Environmental factors	Personal factors
Job content	Age
Occupational level	Sex
Pay and Promotion	Education level
Work group and Supervision	Marital Status and Experience

### REVIEW OF LITERATURE

The present study examines the job satisfaction among primary and secondary school teachers. Though a number of studies have been conducted in the field of academics but a few have been undertaken to compare the job satisfaction of male and female teachers in schools.

- **Mohdsuki and Suki (2011)** examined on job satisfaction and organizational commitment: The effect of gender on employee perception of job satisfaction and organizational commitment. Study revealed that employee's gender has no significant effect on his/her perception of job satisfaction and men and women have the same level of organizational commitment.
- **Kumar & Bhatia (2011)** mentioned that the level of job satisfaction and attitude of the teachers towards teaching is least affected by the gender, the marital status, minimum qualification and income group of physical Education teachers to compare the job satisfaction among Physical Education teachers and their attitude towards teaching.
- **Kumari and Jafri (2011)** mentioned a study on level of Organizational Commitment of Male and Female teachers of Secondary School to investigate the overall level of Organizational Commitment of Male and Female teachers of Secondary School of Aligarh Muslim University. Data analyzed by using t-test result revealed that overall percentage of female teachers Organizational Commitment was much higher than male teachers.
- **Zilli and Zahoor (2012)** conducted a study to find out the organizational commitment among male and female higher education teachers and to compare the organizational commitment among male & female higher education teachers. Result revealed that the females had significantly higher level of organization commitment.
- **Mehta (2012)** investigated on job satisfaction among teachers to know whether the perception of job satisfaction among teachers was affected by the type of organization (private vs. Govt.) and the gender (male vs. female). Descriptive analysis was made to study the perception of job satisfaction of male vs. female and t-test was used. Result showed that there would be significant difference in the level of job satisfaction of Govt. and private school teachers.
- **Nagar (2012)** undertook a study on "Organizational commitment and job satisfaction among teachers during times of Burnout for developing and tests a model for Burnout and its effect on job satisfaction on organizational commitment" Research showed that in term of job satisfaction & organizational commitment the mean score for female teachers was higher than male teachers.

### Objective

1. To know whether job satisfaction among primary and secondary school teachers.
2. To know whether there is any difference among the job satisfaction among the male and female teachers

## METHODOLOGY

### Hypotheses

1. There will be no significant difference between the mean score of the job satisfaction among primary and Secondary school teachers.
2. There will be no significant difference between the mean score of the Job Satisfaction among Male and female school teachers
3. There will be no significant difference between interactive effect of the mean score of the Job Satisfaction among types of the school teachers and gender

### Sample

The sample of the present study constituted total 120 school teachers out of which 60 were from primary school teachers (30 male and 30 female) and 60 for secondary school teachers (30 male and 30 female)

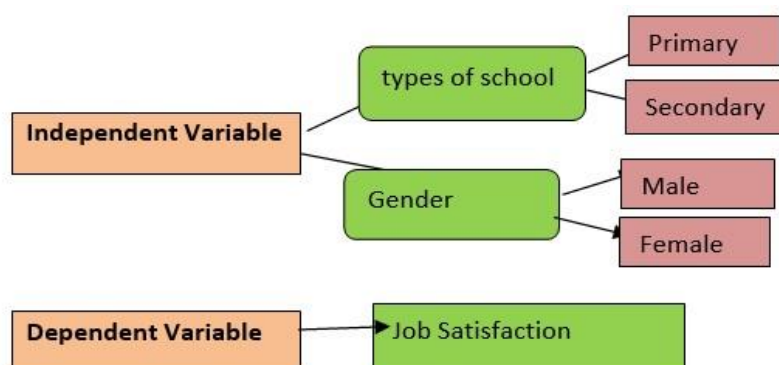
### Research design

A total sample of 120 school teachers equally distributed between types of school teachers and gender from various primary and secondary school teachers of Gujarat State selected for the research study.

### Showing the table of Sample Distribution

Gender	Type of school Teachers		Total
	Primary	Secondary	
Male	30	30	60
Female	30	30	60
Total	60	60	120

### Variable



### Tools

Job satisfaction Scale (JSST) by Dr Mrs. Meera Dixit the test contains 58 items related to following major factor namely,

- (A) Intrinsic aspect
- (B) Salary, Service Conditions and Promotion
- (C) physical facilities
- (D) institutional plans and policies
- (E) Satisfaction with authorities
- (F) Satisfaction with Social status and family welfare
- (G) Report with Student
- (H) Relationship with Co-workers.

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### *Reliability & validity*

The Scale Reliability was .92. And test-retest Reliability was .86

### *Procedure*

The permission was principals from various primary and secondary schools for data collection in Gujarat State (surat district) after the rapport, personal information and the 'job satisfaction Scale (JSST)' was administrated the data was collected, scored as per the manual and analyzed. The statistical method 'F' test was calculated and results.

## RESULT AND DISCUSSION

**Table 1: The Table showing sum of variance mean 'F' value and level of significance of type of school teacher and gender.**

Sources	df	SS	MS	F	Sign.
<b>Main effect</b>					
Type of School Teachers (A)	1	2017.20	2017.20	4.24	0.05*
Gender (B)	1	13.33	13.33	0.03	N.S.
<b>Interaction effect</b>					
A*B	1	1672.53	1672.53	3.52	N.S.
Error	116	55126.93	475.23		
Total	119	58830.00			

A Type of school teachers	B Gender
A1 = Primary School teachers	B1 = Male
A2 = secondary School teachers	B2 = Female

**Table: 2 The table showing the mean score of job satisfaction among primary and secondary school teachers.**

	Types of School Teachers (A)		'F' Value	Level of Signification
	Primary Teachers (A1)	Secondary School Teachers (A2)		
<b>Mean</b>	225.90	234.10	4.24	0.05
<b>N</b>	60	60		

The above table no,2 shows the mean score of job satisfaction of primary and secondary school teachers. The mean score of primary school teachers group is 225.90 and secondary school teacher group is 234.10. the 'F' value is 4.24. which was found be significant level at 0.05. this mean that the two groups under study different significantly in relation to job satisfaction and types of teachers. it should be remembered here that, according to the scoring pattern a higher score indicates higher job satisfaction. This from the result, it could be said that the primary school teachers having more job satisfaction than secondary school teachers. There for hypotheses 1that, "There is no significant difference between the mean score of the job satisfaction among primary and Secondary school teachers" is rejected.

**Table: 3 The table showing the mean score of job satisfaction of male and female teachers**

Teachers				
	Gender (B)		'F' Value	Level of Signification
	Male (B <sub>1</sub> )	Female (B <sub>2</sub> )		
<b>Mean</b>	230.33	229.67	0.03	N.S.
<b>N</b>	60	60		

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The above table no. 3 shows the mean score of job satisfaction of male and female school teachers. The mean score of male school teachers group is 230.33 and female school teacher group is 229.67 the 'F' value is 0.03 which was found be not significant level at 0.05. hypotheses no.2, "There is no significant difference between the mean score of the Job Satisfaction among Male and female school teachers" is accepted.

**Table: 4** The table showing the interactive effect of the mean score of job satisfaction among types of school teachers and gender.

	Types of School Teachers (A)				'F' Value	Level of Sign.
	Primary Teachers (A1)		Secondary School Teachers (A2)			
	Gender (B)		Gender (B)			
	Male (B1)	Female (B2)	Male (B1)	Female (B2)	3.52	N.S.
<b>Mean</b>	229.67	221.83	230.70	237.50		
<b>N</b>	30	30	30	30		

The above table shows the interactive effect of the job satisfaction of the types of teachers and gender. the result was found to be significant from table no. 4 shows that 'F' value is 3.52. not significant. This means that the two-group interaction effect under study does not different significantly in relation to job satisfaction. the mean score is 229.67 for the male primary school teachers, the mean score is 230.70 for the male secondary school teachers, the mean score is 221.83 for the female primary school teachers, the mean score is 237.50 for the Secondary female school teachers. There for the hypotheses no 3. That, "There is no significant difference between interactive effect of the mean score of the Job Satisfaction among types of the school teachers and gender" is accepted.

## DISCUSSION

1. There is significant difference between the job satisfaction among primary and secondary school teachers. Therefore, it could be said that, the primary school teachers is having good job satisfaction than Secondary school teachers.
2. There is no significant difference between the mean score of the job satisfaction among male and female teachers
3. There is no significant difference between interactive effect of the mean score of the job satisfaction types of school teachers and gender

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### **Conflict of Interest**

The author(s) declared no conflict of interest.

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