

## Job Satisfaction among Private School Teachers

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### ABSTRACT

The present study aimed to know the job satisfaction among private school teachers in relation to their gender and type of area. The job satisfaction scale prepared by Dr. (Mrs.) Meera Dixit (2013) was used. The sample constituted total 120 private school teachers out of which 60 were from male school teachers (30 urban areas and 30 rural areas) and 60 were from female school teachers (30 urban areas and 30 rural areas). The data was collected from various schools of Ahmedabad District. The data was scored, analyzed as per the manual. 'F' test was being calculated. The result showed that (1) There is a significant difference in the mean score of job satisfaction among male and female private school teachers. Therefore could be said that the male private school teachers group is having more job satisfaction than female private school teachers group. (2) There is no significant difference in the mean score of the job satisfaction among school teaches of an urban and rural area and (3) There is no significant difference in the interactive effect of the mean score of the job satisfaction among gender and type of area.

**Keywords:** *Job Satisfaction, Male And Female School Teachers, Urban And Rural Area*

Job satisfaction has always been a flashpoint of discussion among researchers and scholars since long. This critical issue has gained enthusiastic attention of researchers all around the world after the beginning of industrialization, but now it is applied to each and every organization. The education system has also been changed into an organization. In the field of education measuring the job satisfaction of teachers has become a prime focus of attention for researchers to make it a dynamic and efficient one. The job satisfaction of teachers particularly at the secondary level is very vital. The value of secondary education is undeniable; it is very important to provide teachers with the utmost facilities so that they must be satisfied with the status of their job. The highlighted topic is a very serious issue due to the importance of secondary education which is the central stage of the whole pyramid of the education system in the world. A better performance from a teacher can only be expected if they are satisfied with their jobs.

Role of teachers in society and in education can change, but the importance of their position remains the same. To attract and retain the quality teachers is a great challenge to the

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educational institutions. In education, the essential quality of the teacher is to have a positive approach. Every teacher must have the potential and clear intention to discharge their duty with utmost devotion to derive satisfaction from their work. Job satisfaction is a combination of emotional and psychological experience at any work. Job Satisfaction is the relationship between what everyone expects in accordance with what everyone achieves. Any work cannot be effectively done without satisfaction. School teachers are important in building the nation and budding citizens of the nation. So, job satisfaction is an important concept that is not only related to an individual but it is relevant for the society's well-being. Job satisfaction is one factor that will ensure class performance and productivity of schools. The teachers would get interested to teach their students effectively when they are satisfied with their jobs. Like India, other countries in the world are trying to improve their quality of education, so that it meets the demand of globalization. Teachers would perform to maximum capacity, only if they are satisfied with their jobs. So, job satisfaction is an important phenomenon in every sector, especially in the teaching profession.

Nisha Singh (2012) has studied the Job Satisfaction of Secondary School Teachers in NCR, India. They have found that the secondary school teachers are satisfied with respect to the factors of the job i.e. achievement in the schools, different activities performed, authority in the school, coworkers relations, moral values, responsibility of job, security of job, social service, social status, supervision regarding human relations, supervision regarding technical aspects and variety in tasks verify the results of Mahmood (2004).

### **Objective :**

The objectives are:

1. To study of job satisfaction of private school teachers in relation to gender.
2. To study of job satisfaction of private school teachers in relation to the type of area.

## **METHODOLOGY**

### **Hypothesis :**

1. There will be no significant difference in the mean score of job satisfaction among male and female private school teachers.
2. There will be no significant difference in the mean score of job satisfaction among school teaches of urban and rural area.
3. There will be no significant difference in the interactive effect of the mean score of job satisfaction among gender and type of area.

### **Sample :**

The sample constituted total 120 private school teachers out of which 60 were from male school teachers (30 urban areas and 30 rural areas) and 60 were from female school teachers (30 urban areas and 30 rural areas).

### **Research Design :**

A total sample of 120 private school teachers equally distributed between gender and type of area from various schools form Ahmedabad District selected for the research study.

### **Showing the table of Sample Distribution :**

Type of Area	Gender		Total
	Male	Female	
Urban Area	30	30	60
Rural Area	30	30	60
Total	60	60	120

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**Variable :**

**Independent Variable**

1. **Gender:** Male and Female school teachers
2. **Type of Area:** Urban and Rural Area.

**Dependent Variable :** Job Satisfaction Score.

**Tools :**

The Job Satisfaction Scale prepared by Dr. (Mrs.) Meera Dixit (2013) was used. In this scale, there are 52 statements/questions. The scoring is on a five-point alternative, viz., strongly agree, agree, undecided, disagree and strongly disagree. Reliability of this test is computed by the split-half method is 0.92 & 0.93. Reliability of the test by the test-retest method is 0.86 & 0.87.

**Procedure :**

The permission was granted from various schools for data collection in Gujarat state after the establishment of rapport, personal information and the Job Satisfaction Scale (JSC) was administered the data was collected, scored as per the manual and analyzed. The statistical method 'F' test was calculated and results were interpreted.

### RESULT AND DISCUSSION

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

Sum of Variance	Df	Mean	F-value	Sign. Level
SS <sub>A</sub>	1	13738.80	5.92	0.05
SS <sub>B</sub>	1	4465.20	1.92	N.S.
SS <sub>A*B</sub>	1	681.63	0.29	N.S.
SS <sub>Error</sub>	116	269205.53	—	—
SS <sub>Total</sub>	119	288091.17	—	—

Significant level 0.05 = 3.92 and 0.01 = 6.84

A = Gender                      B = Type of Area  
 A<sub>1</sub> = Male.                    B<sub>1</sub> = Urban Area  
 A<sub>2</sub> = Female                 B<sub>2</sub> = Rural Area

**Table: 2** The Table showing the Mean Score of job satisfaction of male and female private school teachers.

	A (Gender)		'F' value	Sign.
	A <sub>1</sub> (Male)	A <sub>2</sub> (Female)		
<b>M</b>	130.72	152.12	5.92	0.05
<b>N</b>	60	60		

The above table no.2 shows the mean score of job satisfaction of male and female private school teachers. The mean score of male private school teachers group is 130.72 and female private school teachers group is 152.12. The 'F' value is 5.92, which was found to be a significant level at 0.05. This means that the two groups under study differ significantly in relation to job satisfaction and gender. It should be remembered here that, according to the scoring pattern, a higher score indicates higher job satisfaction. Thus from the result, it could be said that the male private school teachers group is having more job satisfaction than

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female private school teachers group. Therefore the hypothesis no.1 that, “There is no significant difference in the mean score of the job satisfaction among male and female private school teachers” is rejected.

**Table : 3** The Table showing the Mean Score of job satisfaction of private school teachers of urban and rural area.

	B (Type of Area)		‘F’ value	Sign.
	B <sub>1</sub> (Urban Area)	B <sub>2</sub> (Rural Area)		
M	147.52	135.32	1.92	N.S.
N	60	60		

The above table no.3 shows the mean score of job satisfaction among private school teachers of urban and rural area. The mean score of private school teachers of urban area group is 147.52 and private school teachers of rural area group are 135.32. The ‘F’ value is 1.92, which was found to be not-significant level at 0.05. Hypothesis no.2, “There is no significant difference in the mean score of the job satisfaction among school teaches of urban and rural area” is accepted.

**Table: 4** The Table showing the interactive effect of the Mean Score of job satisfaction of gender and types of area.

			A		‘F’ value	Sign.
			A <sub>1</sub>	A <sub>2</sub>		
M	B	B <sub>1</sub>	139.20	155.83	0.29	N.S.
		B <sub>2</sub>	122.23	148.40		
N			60	60		

The above table shows the interactive effect of the job satisfaction of the gender and types of area. The result was found to be significant from table no.4 shows that ‘F’ value 0.29 is not significant. This means that the two group interaction effect under study does not differ significantly in relation to job satisfaction. The mean score is 139.20 for the male private school teachers of urban area group, the mean score is 122.23 for the male private school teachers of rural area group, the mean score is 155.83 for the female private school teachers of urban area group, the mean score is 148.40 for the female private school teachers of rural area group. Therefore the hypothesis no.3 that, “There is no significant difference in the interactive effect of the mean score of the job satisfaction among gender and type of area” is accepted.

### CONCLUSION

1. There is a significant difference in the mean score of job satisfaction among male and female private school teachers. Therefore could be said that the male private school teachers group is having more job satisfaction than female private school teachers group.
2. There is no significant difference in the mean score of job satisfaction among school teaches of urban and rural area.
3. There is no significant difference in the interactive effect of the mean score of job satisfaction among gender and type of area.

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### ***Conflict of Interest***

The authors carefully declare this paper to bear not a conflict of interests

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