



JOB SATISFACTION AMONG PRIMARY SCHOOL TEACHERS

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Abstract

The purposes this study is to analyze the job satisfaction among primary school teachers in relation to their Gender, Locality and school management. The “Descriptive Research Study” has been used. The primary data was collected by administering structured questionnaire to the Primary schools in Guntur city. The sample of 500 teachers was selected from 10 Government Primary schools and 10 private primary schools of Guntur city. The sample selected using Random sampling technique. The obtained data was analyzed using means, S.D's and t-test. The study revealed that there is no significant difference was found between the job satisfaction of male and female teachers of Primary schools. The study shown that there is no significant difference was found between the job satisfaction of government and private primary school teachers. The study further indicates that urban primary school teachers are more satisfied than the rural primary school teachers.

Introduction

Education is a continuous process. It may be formal, informal or non-formal. In formal education teacher has a very important place in improvement of education. Teachers' role in society in general and in education has been changing with time but the importance of this position is same. The teacher is the pre-requisite of the success of educational programmes. The main quality of teacher is the positive attitude towards education. He/She must have the ability to get satisfied from their respective jobs. Job satisfaction is a favourableness with which workers view their job. It results when there is a fit between job requirement and the wants and expectations of employees. In other words, it expresses the extent of match between worker's expectations (also aspiration) the rewards, the job provides, the values it creates and get cherished.

School teachers are the most important group of professional for our nation's future. Therefore, it is astonishing to know that even today many of the school teachers are dissatisfied with their jobs. Job satisfactions among school teachers are good not only for themselves but society as a whole. It increases productivity and classroom performance in the schools. Teachers are the source of guidance in all the crucial steps in the academic life

of the students. When the teachers are satisfied in their job at that time only they have interested to teach students with efficiently and effectively. Teaching is regarding as the noblest profession. It is therefore important that those individuals who join the teaching profession should be dedicated and competent in their work. A teacher can perform to the maximum of his capacity; if he/she is satisfied with his/her job. Every profession has certain aspects responsible for job satisfaction along with attitude and teaching is not an exception unless and until a teacher derives satisfaction on job performance and develops a positive attitude towards education, he cannot initiate desirable outcomes to cater to the needs of the society. Only satisfied and well-adjusted teacher can think of the well-being of the pupils.

Objectives of the Study

- To find out the job satisfaction of primary school teachers with respect to their Gender.
- To find out the job satisfaction of primary school teachers with respect to their locality.
- To find out the job satisfaction of primary school teachers with respect to their school management.

Hypothesis

- There is significant difference in job satisfaction of Male and Female teachers of Primary school.
- There is significant difference in job satisfaction of urban and rural teachers of Primary school.
- There is significant difference in job satisfaction of Private and Government Teachers of Primary School.

Methodology

The study being undertaken is Descriptive Research in nature. In this study, the sampling unit was teachers of the 10 Government Primary schools and 10 private primary schools of Guntur city. The sample size was so selected that it could be adequate enough to represent the whole population, and also give the true picture. The total sample size was restricted to 500. Keeping in Mind the nature of data required for the study, the sample selected using Random sampling technique. The respondent for the survey has been selected from the Primary schools of Guntur city. The primary data was collected by administering structured questionnaire to the teachers of the Primary schools. The statistical techniques used in this study are Mean, Standard Deviation and t-test for two independent samples

RESULTS

Table -1: To compare job satisfaction of primary school teachers with respect to their Gender.

Gender	N	Mean	S.D	t-test
Male	250	186.91	43.28	0.88#
Female	250	190.52	48.26	

Not Significant at 0.05 level

From the table-1, it is inferred the calculated t-value is 0.88 which not significant at 0.05 level, hence it can be said that there is no significant difference between the job satisfaction of male and female teachers of Primary schools.

Table -2: To compare job satisfaction of primary school teachers with respect to their locality.

Locality	N	Mean	S.D	t-test
Rural	250	160.86	50.37	6.02**
Urban	250	187.56	48.65	

** Significant at 0.01 level

The table 2, shows that the calculated t-value is 6.02 which significant at 0.01 level, hence it can be said that there is a significant difference between the job satisfaction of urban and rural primary school teachers. The table further indicates that urban primary school teachers are more satisfied than the rural primary school teachers.

Table -3: To compare job satisfaction of primary school teachers with respect to their school management.

school management	N	Mean	S.D	t-test
Private	250	183.56	50.64	1.92#
Government	250	191.92	46.37	

Not Significant at 0.05 level

From the table-1, it is inferred the calculated t-value is 1.92 which not significant at 0.05 level, hence it can be said that there is no significant difference between the job satisfaction of private and government Primary school teachers.

Conclusion

The study revealed that there is no significant difference was found between the job satisfaction of male and female teachers of Primary schools. The study shown that there is no significant difference was found between the job satisfaction of government and private

primary school teachers. The study further indicates that urban primary school teachers are more satisfied than the rural primary school teachers.

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