

A Study on Job Satisfaction of Post Graduate Teachers Working In A.P. Model Schools

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Abstract: The main purpose of this study was to examine the job satisfaction of Post Graduate Teachers working in A.P. Model Schools. The present study was undertaken in April 2016 using the survey method. The participants of the study were 50 Post Graduate Teachers of six A.P. Model Schools in Chittoor District, Andhra Pradesh, India. They were selected by purposive sampling method. The tool used in the study for data collection was a 65 item questionnaire developed by the researchers by reviewing a number of books, news paper articles dealing with job satisfaction of teachers. The views expressed by different persons were collected in the form of statements and all the options thus obtained were pooled for coming to a conclusion. The content validity and intrinsic validity of the tool was established. The reliability of the tool was established using split half method which was found to be 0.84. This was correlated for full length by Spearman brown prophecy formula which was found to be 0.89. Data was analyzed using descriptive statistical methods like mean, median, mode, standard deviation, skewness, kurtosis and inferential statistics like *t* – test and *F* – test. The findings of the study revealed that entire sample of Post Graduate Teachers were satisfied with the job but they did not show same level of job satisfaction. A significant difference was found in the subgroups regarding job satisfaction scores. Based on the findings, suggestions were made that same study may be extended to all Post Graduate Teachers working in A.P. Model Schools of thirteen Districts in Andhra Pradesh. Different other variables like type of family, in service programmes attended, religion, caste, number of dependents in the family etc. can be included.

Keywords: job satisfaction, post graduate teachers, A.P. Model Schools, intrinsic validity, split half method, spearman brown prophecy formula, descriptive statistical methods, differential statistics.

I. Introduction

Job satisfaction is the result of various attitudes possessed by an employee. In a narrow sense, these attitudes are related to the job and are concerned with specific factors such as wages, supervision, steadiness of employment, conditions of work, opportunities for advancement, recognition of ability, fair settlement of grievances, fair evaluation of work, fair treatment by employer and other similar factors.

Meaning of job satisfaction

The feeling of pleasure and achievement that one experiences in his/her job when they know that their work is worth doing, or the degree to which their work gives them this feeling. Job satisfaction can be defined as an employee's attitude towards the job. It is not same as motivation, rather it is concerned with the attitude and internal state of an individual regarding a particular job. It could, for example, be associated with a personal feeling of achievement, and hence, shaped or determined by pay, supervisory style, and age factors. If the existing job fails to provide psychological or physiological need of an individual, satisfaction from the job might be low. High job satisfaction implies that the employees are liking the job, whereas, low job satisfaction relates to the disliking of the job by individuals. Job satisfaction is an intangible variable which is expressed through emotional feelings.

Definitions of job satisfaction

Job satisfaction represents a combination of positive or negative feelings that workers have towards their work. Meanwhile, when a worker employed in a business organization, brings with it the needs, desires and experiences which determinates expectations that he has dismissed. Job satisfaction represents the extent to which expectations are and match the real awards. Job satisfaction is closely linked to that individual's behavior in the work place (Davis et al., 1985).

Job satisfaction can be defined as the extent to which a worker is content with the rewards he or she gets out of his or her job, particularly in terms of intrinsic motivation (Statt, 2004).

The term job satisfaction refers to the attitudes and feelings people have about their work. Positive and favorable attitudes towards the job indicate job satisfaction. Negative and unfavorable attitudes towards the job indicate job dissatisfaction (Armstrong, 2006).

Job satisfaction is a worker's sense of achievement and success on the job. It is generally perceived to be directly linked to productivity as well as to personal well-being. Job satisfaction implies doing a job one enjoys, doing it well and being rewarded for one's efforts. Job satisfaction further implies enthusiasm and happiness with one's work. Job satisfaction is the key ingredient that leads to recognition, income, promotion and the achievement of other goals that lead to a feeling of fulfillment (Kaliski, 2007).

Job satisfaction is the collection of feelings and beliefs that people have about their current job. People's levels of degrees of job satisfaction can range from extreme satisfaction to extreme dissatisfaction. In addition to having attitudes about their jobs as a whole, people also can have attitudes about various aspects of their jobs such as the kind of work they do, their coworkers, supervisors or subordinates and their pay (George et al., 2008).

We consider that job satisfaction represents a feeling that appears as a result of the perception that the job enables the material and psychological needs (Aziri, 2008).

Factors that influence job satisfaction

Table 1: Job Satisfaction Factors (Herzberg, 1976).

Hygiene Factors	Motivators
Company policies	Achievement
Supervision	Recognition
Interpersonal relations	Work itself
Work Conditions	Responsibility
Salary	Advancement
Status	Growth
Job Security	Reward

II. Objectives Of The Study

- To find the job satisfaction of Post Graduate Teachers of A.P. Model Schools.
- To study the influence of gender, marital status, age, teaching experience and qualification on the job satisfaction of Post Graduate Teachers of A.P. Model Schools.

III. Hypotheses

- All the Post Graduate Teachers do not have the same job satisfaction.
- There is no significant influence of gender on the job satisfaction of Post Graduate Teachers.
- There is no significant influence of marital status on the job satisfaction of Post Graduate Teachers.
- There is no significant influence of age on the job satisfaction of Post Graduate Teachers.
- There is no significant influence of teaching experience on the job satisfaction of Post Graduate Teachers.
- There is no significant influence of qualification on the job satisfaction of Post Graduate Teachers.

IV. Methodology

In this study, Survey method was adopted. Purposive Sampling method was employed by researchers to obtain the desired sample.

Location and Sample of the study

The Sample for present study consisted of 50 Post Graduate Teachers from six A.P. Model Schools of Chittoor District, Andhra Pradesh, India.

The independent variables (socio demographic variables) used in the present study were gender, marital status, age, teaching experience and qualification. The dependent variable used in the present study was job satisfaction.

Table 2: Details of the variables and subgroups with Sample Size (N=50)

S.No	Variables	Subgroups	Sample size
1	Gender	Male	25
		Female	25
2	Marital Status	Married	38
		Unmarried	12
3	Age	Below 30	14
		31 – 40	26
		Above 40	10
4	Teaching Experience	Below 10 years	28

		10 – 15 years	15
		Above 15 years	7
5	Qualification	PG with B.Ed	36
		PG with M.Ed	10
		PG, M.Ed with Ph.D	4

Tool used for data collection

- Personal Data Sheet
- Job Satisfaction Questionnaire used in the study for data collection was developed by the researchers by reviewing a number of books, news paper articles dealing with job satisfaction of teachers. The views expressed by different persons were collected in the form of statements and all the options thus obtained were pooled for coming to a conclusion.

There were 65 statements in the questionnaire regarding job satisfaction posed to Post Graduate Teachers to elicit information on the degree of agreement or disagreement. Out of 65 statements, there were 34 positive statements and 31 negative statements. The Likert’s method of summated ratings was used and the weightings on the five point scale were Strongly Agree (SA) = 5, Agree (A) =4, Undecided (U) =3, Disagree (D) = 2, Strongly Disagree (SD) = 1 for positive statements and Strongly Agree (SA) = 1, Agree (A) = 2, Undecided (U) = 3, Disagree (D) = 4, Strongly Disagree (SD) = 5 for negative statements. The score of a Post Graduate Teacher was the sum of all the scores for the 65 statements.

Validity and Reliability of the tool

The content validity and intrinsic validity of the tool was established. The reliability of the tool was established using split half method which was found to be 0.84. This was correlated for full length by Spearman brown prophecy formula which was found to be 0.89.

Method of Data collection

The Personal Data Sheet and the Questionnaire regarding Job Satisfaction was administered to Post Graduate Teachers. Before the administration of the tool, the principals of the Schools were requested to give permission for the collection of data. The copies of tool were administered to the Post Graduate Teachers. The researchers first explained the importance of investigation to them. Before giving the questionnaire to the Post Graduate Teachers, certain instructions were given for getting appropriate responses.

Data Analysis

For the entire sample, the scores were tabulated and data was represented in the form of Frequency distribution table. Descriptive statistics like mean, median, mode, standard deviation, skewness and kurtosis were calculated for entire sample. Descriptive statistics (mean and standard deviation) were calculated for sub groups separately. The null hypothesis for sub groups was tested by employing ‘t’- test and ‘F’-test at 5% level of significance.

V. Results

The results were presented in line with research statements and hypotheses.

Table 3: Frequency Distribution of Job Satisfaction Scores for total sample

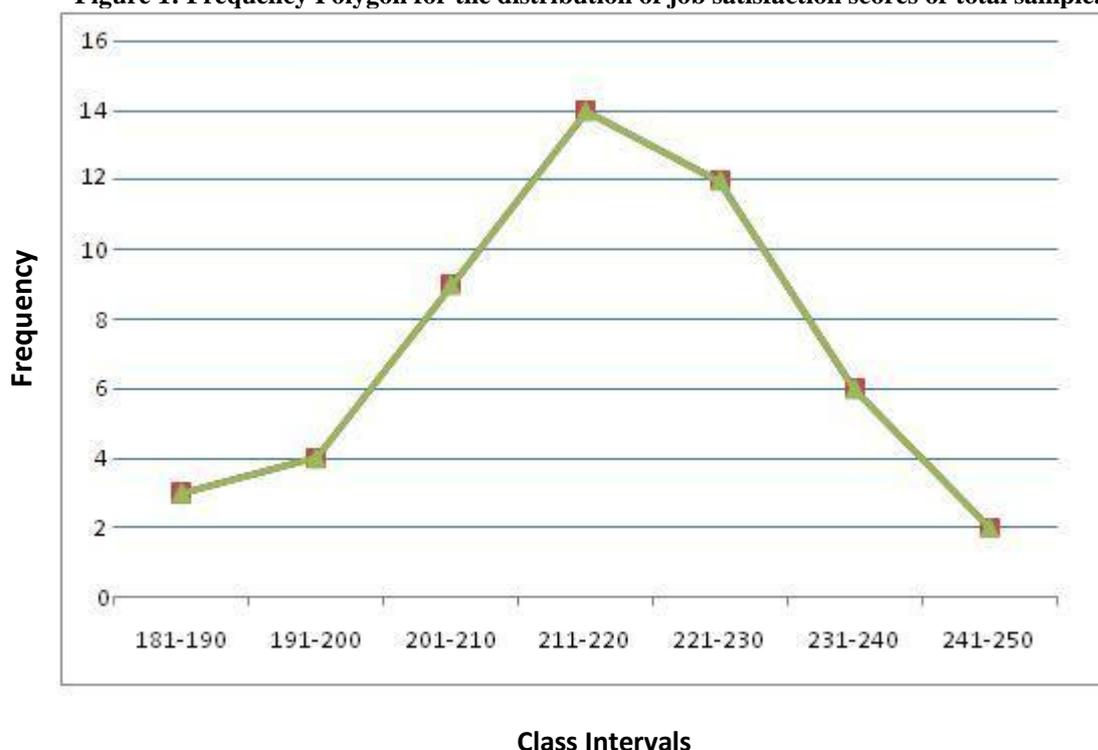
C.I.	181-190	191-200	201-210	211-220	221-230	231-240	241-250
F	3	4	9	14	12	6	2

From the above table, the scores calculated for entire sample were as follows.

Mean (M): 216.3	Standard Deviation (SD): 14.53
Median (MDN): 217.4	Skewness (SK): -1.4
Mode (MO): 218.1	Kurtosis (KU): 5.429

From the above table, it is clear that the values of Mean, Median and Mode are not same. So the curve may not be normal. The frequency distribution of job satisfaction scores for the total sample is negatively skewed and platykurtic

Figure 1: Frequency Polygon for the distribution of job satisfaction scores of total sample.



The minimum possible score for questionnaire was 65 and the maximum score possible was 325. The mid value is $65+325/2 = 390/2 = 195$. It is the neutral point. Hence any score above 195 was considered as satisfaction in job and below it was considered as dissatisfaction.

Table 4: Mean, SD and 't' values of variables and subgroups of Post Graduate Teachers regarding job satisfaction.

Variables	Sub Groups	N	Mean	SD	't'-Test	Null Hypothesis (Ho)
Gender	Male	25	215.1	15.09	0.585	Accepted
	Female	25	217.5	13.85		
Marital Status	Married	38	213.9	15.30	2.921	Rejected
	Unmarried	12	223.8	7.99		

From the above table, it was found that the computed value of 't' for Gender was 0.585 which was less than the table value of 't' (1.96) at 5% level of significance. Hence null hypothesis was accepted. Therefore it was concluded that Gender has no significant influence on job satisfaction of Post Graduate Teachers. The computed value of 't' for Marital status was 2.921 which was greater than the table value of 't' (1.96) at 5% level of significance. Hence null hypothesis was rejected. Therefore it was concluded that Marital status has significant influence on job satisfaction of Post Graduate Teachers.

Table 5: Mean, SD and 'F' values of variables and subgroups of Post Graduate Teachers regarding job satisfaction.

Variables	Sub Groups	N	Mean	SD	'F'-Test	Null Hypothesis (Ho)
Age	Below 30	14	218.42	13.13	1.463	Accepted
	31-40	26	216.50	14.54		
	Above 40	10	208.80	14.95		
Teaching Experience	Below 10 years	28	225.85	14.86	5.006	Rejected
	10-15 years	15	216	12.89		
	Above 15 years	7	210.28	7.22		
Qualification	PG with B.Ed	36	230.36	15.65	5.584	Rejected
	PG with M.Ed	10	220.4	11.99		
	PG, M.Ed with Ph.D	4	207.25	7.85		

From the above table, it was found that the computed value of 'F' for Age was 1.463 which was less than the table value of 'F' (3.20) for 2 and 47df at 5% level of significance. Hence null hypothesis was accepted.

Therefore it was concluded that Age has no significant influence on job satisfaction of Post Graduate Teachers. The computed value of 'F' for Teaching Experience was 5.006 which was greater than the table value of 'F' (3.20) for 2 and 47df at 5% level of significance. Hence null hypothesis was rejected. Therefore it was concluded that Teaching Experience has significant influence on job satisfaction of Post Graduate Teachers. The computed value of 'F' for Qualification was 5.584 which was greater than the table value of 'F' (3.20) for 2 and 47df at 5% level of significance. Hence null hypothesis was rejected. Therefore it was concluded that Qualification has significant influence on job satisfaction of Post Graduate Teachers.

From table 3 and table 4, it was observed that the calculated mean scores of subgroups ranged from 208.80 to 230.36 which were greater than 195 (neutral point).

VI. Discussion

From the above results, it was concluded that entire sample of Post Graduate Teachers were satisfied with the job but they did not show same level of job satisfaction. A significant difference was found in the subgroups regarding job satisfaction scores.

VII. Recommendations

Efforts should be taken to provide a congenial work atmosphere for the proper development of self confidence and positive attitude towards teaching among the Post Graduate Teachers. The Government should provide a right climate for the professional growth of Post Graduate Teachers. This may go a long way in making the teaching –learning process more effective.

VIII. Suggestions For Further Research

The same study may be extended to all Post Graduate Teachers working in A.P. Model Schools of 13 Districts in Andhra Pradesh. This study may also be extended to teachers working in Government Primary Schools, Government High Schools, Kendriya Vidyalayas, private Schools, aided and unaided schools. Different other variables like type of family, in service programmes attended, religion, caste, number of dependents in the family etc. can be included.

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