

## **A Study on Job Satisfaction of Higher Secondary School Teachers at Trichy**

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**Abstract:** Teachers are the backbone of the educational process and play a vital role in building the nation. Teachers act as a pivot around which all the educational programmes rotate and they are crucial in the implementation process also. It is also a fact that the quality of teachers influences the level of achievement of students. Gender has a bearing on the level of job satisfaction of higher secondary school teachers. There is no significant difference in the job satisfaction of schools with respect to the locality. Age has no bearing on the level of job satisfaction of higher secondary school teachers.

**Key Words:**, Teachers, Knowledge, Competence Outlook and satisfaction.

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### **I. Introduction**

Teachers are the backbone of the educational process and play a vital role in building the nation. Teachers act as a pivot around which all the educational programmes rotate and they are crucial in the implementation process also. It is also a fact that the quality of teachers influences the level of achievement of students. Teachers have an impact on all the desired outcomes envisaged in an individual by the society. Thus the role of teachers does not limit itself to impart the knowledge alone, but in broadening the national outlook, enhancing sense of efficiency and competency among the future citizens and preparing individuals for the right type of profession.

### **Concept of a Profession**

A profession has certain level of skill and knowledge before put to practice. Entry to the profession is thus restricted to those who have already acquired the requisite skills and knowledge. All members of a profession are expected to have a minimum level of competence and share a general belief in what counts good practice. Professionals have good specific sense of purpose and responsibility and they are bound by codes of ethics that outline how they operate in their professional life. Professionals are generally respected because they have skills that are valuable to the society.

### **Teaching as a Profession**

Teaching qualifies the fundamentals of a profession and it posses the qualities of sincere devotion for the betterment of human (Wise 1994) Human interaction gives personal touch in the educational process and that takes place in school environment plays an important role in shaping students in the classroom. "The destiny of India is being shaped in the class room" and - teachers influence the behaviour of students as per Kothari Commission Report on Education 1964-66. Hence, school is a place where web of interaction takes place together among varied people including teachers' students and organizational people creates interactive environment leads to an organizational climate.

Job satisfaction is important to the employee, the worker and the community. The community profits on the score of an individual and well being of the society in general the understanding of the dynamics of job satisfaction therefore requires serious consideration of all concerned. Teaching is one of the most common professions in the society. Job satisfaction among teachers is one of the problems that the administration faces. When the teacher engages in a plan to achieve higher school effectiveness the performance and effectiveness of the teacher and school also improves. For improving job satisfaction among teachers, environment of the institution should be such in which teacher obtain social need satisfaction and enjoy a sense of accomplishment in their job.

### **The Concept of Job Satisfaction**

Job satisfaction is concerned with the feelings one has toward the job. The satisfaction one gets from out of tasks assigned to him in his job. People especially those above the lower rung of an organization feel adequately rewarded only when the jobs are challenging and help to exploit their latent talents to the maximum. Job satisfaction as a "Reintegration of effect produced by individual perception of fulfillment of his needs in relation to his work and the situations surrounding it. In the other hand job satisfaction refers to a general attitude towards work by an individual worker"(Syadain 1995)

### **Definition of Job Satisfaction**

**P.C.Smith (1990)** job satisfaction is the persistent feeling towards different aspects of the job situation. **E.A. Locke (1969)** admits the job satisfaction and job dissatisfaction are seen as function of perceived relationship between the one wants from are job and what are perceived it as offering or entailing. Job satisfaction may be global or specific. Sometimes job satisfaction is referred to as overall feeling of satisfaction (i.e. Global satisfaction). At some other point of times job satisfaction refers to person's feeling towards specific dimensions of the work.

### **Determinants of Job Satisfaction**

Many factors influence job satisfaction of employees. Review of research reveals the following important determinants of job satisfaction.

#### **(i) Supervision**

The first and foremost important determinants of job satisfaction are supervision and the style of leadership.

#### **(ii) Job Content**

Another influential factor of job satisfaction is the job content. Job content refers to the factors such as recognition, responsibility, advancement, achievement etc. in the jobs employee perform.

#### **(iii) Specialization**

The relationship between job specialization and job satisfaction is complex and that leads to greater efficiency in general, but at the some time it lowers the job satisfaction to some people with increasing but after a particular point it starts falling. That is to say after a certain point specialization, it leads to dissatisfaction.

#### **(iv) Educational level**

Keeping the occupational level as constant there is found a negative correlation between the level of education of employees and their satisfaction. A Possible explanation could be that people with educated level have a tendency to set higher expectation from their jobs. Dissatisfaction will be more when an educated person is employed in lower grades.

#### **(v) Age**

The relationship between age and job satisfaction is both complex and fascinating. Research reveals that old workers are satisfied workers. Job satisfaction usually tends to be high when people enter the work force.

#### **(vi) Race and Sex**

Sex and race also affects job satisfaction. It has been found that job satisfaction among blacks and other minority groups has been consistently lower that that of whites in America. When males and females were equally affected by such determinants of job satisfaction as wages, prestige and supervisory positions.

### **Consequences of Job Dissatisfaction**

Job dissatisfaction can act as a double-edged sword as it reduced absenteeism and labour turn over. Absenteeism, Turnover, Negative publicity.

### **Statement of The Problem**

The problem under investigation is Job Satisfaction of Higher Secondary School Teachers in Trichy District in Tamilnadu . Job satisfaction refers to teacher's happiness over facilities, security, working condition and liking for the job.

### **Need and Significance Of The Study**

The creation of more job satisfaction is an important function of administrations. The results of the study could bring out the prevailing condition of job satisfaction among higher secondary teachers of Trichy and suggestions could be made for a better organizational set up, consequently a better work morale.

### **Objectives of The Study**

- To study the level of job satisfaction of higher secondary school teachers.
- To study the level of job satisfaction with respect to gender.

- To study the level of job satisfaction of higher secondary school teachers under different types of management

### **Review of Literature**

**Kim I (1994)** investigated predictors of teacher job satisfaction as these predictors through the sample of 2,054 practicing class room teachers. Through their findings the teacher's job satisfaction are associated with both intrinsic and extrinsic rewards. That is, the factors salary and opportunities for advancement are generally perceived as extrinsic sources of satisfaction. Job satisfaction such as profession challenge, professional autonomy working conditions interaction with colleagues and interaction with students are generally classified as intrinsic satisfiers. Intrinsic satisfiers refer to factors that make certain activities rewarding in themselves. This study has potential of maximizing the achievement of organizational and individual goals through improvement of teacher job satisfaction.

**Lam peter (1995)** studied 350 teacher trainees of Singapore's teacher training institution in their relationship among quality of work life carrier commitment, job satisfaction and withdrawal cognition. Carrier commitment perceptions of the social status of teaching strongly related to commitment to and satisfaction with teaching.

**Clarke Robert (1995)** found out the teachers job satisfaction instrument by brainstorming session with 81 teachers in Pennsylvania and the results were converted in to numerical scores and the findings revealed that pay did not appear to be a satisfier or dissatisfied, that interaction with students was the most satisfying factor and that majority of the subjects should approve of their children following in their factor and teachers were not happy with the state mandated innovations of outcome based education(OBE) and inclusion(NAV)

**Kulsum N (1995)** correlated a relationship between the dependent and independent variables. Teachers working in corporation schools were highly satisfied than those who were working in other types of schools. Amarsigh(1985)) correlated job satisfaction among different professionals for teachers engineers, advocates and doctors.

**Marlow (1996)** studied the attitude of teachers through survey method and the study found that 44 percent of the teachers occasionally considered leaving the profession. Reason cited included student discipline, students' lack of motivation and poor attitudes, emotional factors such as lack of fulfillment boredom with the daily routine stress and frustration, lack of respect from the community, parents, administrators, and/ or students, difficult working condition, and low salaries. Also 49 percent of the population surveyed identified the professional prestige to be as they had expected it or better.

Based on the above review, the suitable methodology and procedure for the present investigation are given in detailed in the following chapter.

## **II. Research Design And Method**

This chapter explains about the hypotheses relating to job satisfaction of higher secondary school teachers. The teachers of higher secondary schools have been classified on the basis of their respective managements viz Aided, Government and private. Influence of sociological factors like gender length of experience locale salary on job satisfaction of higher secondary school teachers were also considered. The present investigation is a survey type of research. The main objective of the present investigation is to find out the job satisfaction of high school teachers and to find out the influence of background variables such as gender, experience, salary etc

### **Hypotheses**

- Over all Job satisfaction of higher secondary school teachers are high
- There will be no significant difference in the Job satisfaction of higher secondary school teachers with respect to the gender
- There is a significant relationship between the job satisfactions of higher secondary school teachers with respect to the locality of schools.

### **Sampling**

For the present study various higher secondary schools located at Trichy district was selected. Twelve Schools were randomly chosen for investigation and questionnaires were administered to the all the postgraduate assistants. Among them, 108 from aided school, 62 from Government school and 103 from private schools. Out of 273, 118 respondents were males and 115 were females.

Over all Job satisfaction of higher secondary school teachers are high

**Table No.1: Showing the frequency and percentage of job satisfaction**

Sl.No	Job Satisfaction	Frequency	Percentage	Cumulative percentage
1.	Low	73	26.74	26.74
2	Average	129	47.25	73.99
3	High	71	26.74	100
	Total	273	100	

**Source: Primary data**

**Interpretation**

From the above table it is inferred that the mean score of the job satisfaction is falling in the average category. Hence the empirical hypothesis is rejected.

**Table 2:** There will be no significant difference in the Job satisfaction of higher secondary school teachers with respect to the gender

Gender	N	Mean	S.D	SEMD	C.R	L.S
Male	118	243.38	27.47	2.52	3.17	0.01
Female	155	253.77	26.40	2.12		

**Source ; Primary data**

**Interpretation**

From above table it is found that there is a significant difference in the organizational climate of higher secondary school teachers with respect to their gender. Hence the null hypothesis is rejected.

**TABLE 3: Distribution Of Sample With Respect To Gender**

Sl No	Type of School	No of Males	No of Females	Total
1	Government	25	37	62
2	Aided	56	52	108
3	Private	37	66	103
	Total	118	155	273

**Source; Primary data**

The main study deals with the procedure followed in administering the tests and in collecting data. The samples were randomly chosen from the higher secondary school. The samples of the higher secondary school teachers thus selected were tested for variables of the present study using organizational climate descriptive questionnaire and job satisfaction test, which have been workable in the pilot study.

**Statistical Methods Used**

The following statistical measures were used in the present study to analyse and interpret the data.

Formula for finding standard deviation (S.D)

$I$  = class interval,  $N$  = Total number of scores,  $F$  = frequency,  $D = x - x$

**Testing the Hypotheses**

**Hypothesis: 1.** Over all Job satisfaction of higher secondary school teachers is high

**TABLE 4: Showing the frequency and percentage of job satisfaction**

Sl.No	Job Satisfaction	Frequency	Percentage	Cumulative percentage
1.	Low	73	26.74	26.74
2	Average	129	47.25	73.99
3	High	71	26.74	100
	Total	273	100	

**Source ; Primary data**

**Interpretation**

From the above table it is inferred that the mean score of the job satisfaction is falling in the average category. Hence the empirical hypothesis is rejected.

**Hypothesis: 2**

There is a significant relationship between the job satisfaction of higher secondary school teachers with respect to the locality of schools

**Table 5:** Showing chi square test between the job satisfaction of higher secondary School teachers with respect to the locality of school

Variable		Organizational climate				Chi square	L.S
		Low	Average	High	Total		
Locality of Schools	Rural	45	80	42	167	9.43	0.01
	Urban	28	49	29	106		

Source: Primary data

### Interpretation

From the above table it is clearly understood that the calculated chi-square value is more than the table value and therefore there is a positive relationship between the job satisfactions of higher secondary school teachers with respect to the locality of schools. Hence the empirical hypothesis is accepted.

### Hypothesis

There is a significant relationship between the job satisfactions of higher secondary school teachers with respect to the gender

**Table 6:** Showing chi square test between the job satisfaction of the higher secondary school teachers with respect to the gender of higher secondary school teachers

Variable		Organizational climate				Chi square	L.S
		Low	Average	High	Total		
Gender	Male	44	52	22	118	13.42	0.05
	Female	29	77	49	155		

Source: Primary data

### Interpretation

From the above table it is clearly understood that the calculated chi-square value is more than table value and therefore there is a positive relationship between the job satisfaction and the gender of the higher secondary school teachers. Hence the empirical hypothesis is accepted.

## III. Summary, Findings And Conclusion

Research is not only compiling counting and tabulating the consequences of hypothesis rather it is the careful observation, enquiry and application of rigorous logic. Research is a process of testing rather than providing, hence the investigator listed this finding in this chapter. Gender has a bearing on the level of job satisfaction of higher secondary school teachers. There is no significant difference in the job satisfaction of schools with respect to the locality. Age has no bearing on the level of job satisfaction of higher secondary school teachers.

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