

A study of job satisfaction private sector school teachers at secondary level

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Abstract

The most important purport of the organization and Human Resource Management is Job satisfaction. Now a day many researchers scrutinize the level of job satisfaction between public sector and private sector educational institution. With the help of this paper provides a posteriori showing on the difference in job satisfaction among secondary school teacher in respect to position, service, gender, marital status, experience period and place. This paper evaluates and also attempts to identify the work dimension factors that affect the job satisfaction of the teachers and to trace how these dimension factors relate to the value and life style of the teacher. These work dimension factors are bunches into comprising payment of teachers, workmate, working condition, promotion, seniors, work itself, supervision and self-ego. This type of study delight that who are enjoying their job and also satisfy with their own job; there is a significant relationship between job satisfaction and gender, whereby the male teachers were generally more satisfied than female teachers. The graduate teachers were more satisfied than non-graduate teachers. The higher ranking teachers were more satisfied than the ordinary teachers while the older teachers were more satisfied than their younger counterparts. Although in a previous time the male teacher were more satisfied than female teachers but now a days this scenario has changed now female teachers are more satisfied rather than male teachers. However based on these findings of the study several pleading are forwarded.

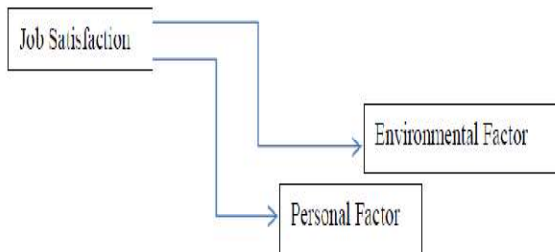
Keywords: Job satisfaction, Work Dimension, Secondary schools, teachers

Introduction

Job satisfaction shows that an attitude rather than a behavior. It means a general attitude towards one's job; the difference between the amount rewards workers receive and the amount rewards they believe they should receive.

Stephen P. Robbins (151) job satisfaction is an individual's general attitude towards his or her job. Now a day's job satisfaction is a most important motivator tool in all type of organization. From the pre-historic period, satisfaction degree was applicable in all kinds of work for human being. If any person satisfies his or her job; he or she will increase the productivity of the organization. The degree of satisfaction of job is directly propositional to psychological and emotional their work.

The influencing factors of job satisfaction are as



Environmental factors are such as brand name, organization, supervision, enrichment, promotion activity, job profile, type of work, workmate, portfolio of the organization / institution.

Personal factors are such as qualification, quality, sex, age factors, marital status, experience years in same organization, family background etc. although if we talk about the educational institution the both factors influence the satisfaction of job.

Teaching profession in private school is facing problems related to teachers' job satisfaction. The general perception is that teachers in the private school are dissatisfied with their profession. They are said to be dissatisfied with payment and the harassment via physically and mentally.

Research Methodology

Sources of data: Primary and secondary data

Tool of data collection: Questionnaire method

Sample size: 25

Sampling method: Simple Random sampling

Statistical tools: Percentage method

Study area: Local Kanpur city

Analysis

Statistical Analysis

The respondents profile with respect to Age, Gender and Marital Status is analyses and delineated below.

Age: The factor Age of respondents is tabulated in Table 1.

Table 1: Age distribution of Respondents

Years	Frequency	Percentage
Less than 30 years	6	24 %
30-40 years	8	32 %
41-50 years	7	28 %
Above 50	4	16%
Total	25	100 %

Gender: The gender of respondents is analyzed and presented in table 2:

Table 2: Gender distribution of Respondents

Gender	Frequency	Percentage
Female	20	80%
Male	05	20%
Total	25	100%

Marital Status: The Marital status of respondents is analyzed and presented in table 3

Table 3: Marital Status distribution of Respondents

Marital Status	Frequency	Percentage
Married	09	36%
Unmarried	15	60%
Widow	01	4%
Widower	00	0%
Total	25	100%

Qualification: The Educational Qualification of respondents of respondent’s misanalyses and presented in table 4:

Table 4: Educational Qualification of Respondents

Educational Qualification	Frequency	Percentage
Graduate	8	32%
Post-Graduate	6	24%
B.Ed. Qualifier	7	28%
TET Qualifier	3	12%
Others	1	4%

Interpretation

Teachers’ preferred variety in job

The analysis supports the general perception of the study. More than 72 % of the respondent like moderate type of variety in their job while less than 15% of the respondent like little variety in their teaching job

Teachers’ work load and job satisfaction

Now a days the teachers having too much work load in terms of number of subjects taught, number of teaching periods, involving in number of activities and teaching hours in private schools and educational institution.

Conclusion and recommendations

Over all conclusions is that the secondary school teachers are normally satisfied with their job. This research paper does not sure our general perception of this study that the teachers in other location are dissatisfied with their teaching job. This study also found that the secondary school teachers are not satisfied with their remuneration and working conditions. This study finds that poor working condition and poor remuneration system are the major part of the job dissatisfaction .This study point out that Indian Government and Ministry of Education (MOE) should plan of equal remuneration for private teacher or government teacher and to enhance the working condition in order to provide a better working environment for the teachers to perform better. The Ministry of Education, State Education Department and Management of private school council should look into special material inducement in the form of higher salary scheme, higher salary increment or higher yearend bonuses in order to motivate and increase the secondary school teachers’ morale and job satisfaction. The Indian Government should review the current salary scheme for a teacher which commensurate with their responsibilities and teaching loads. Hence this study has listed limited source and dimensions of teacher’s satisfaction and teaching job and it is expectation that there are so many dimensions to work out for better job satisfaction for increase the morale of private school teachers. As you know teachers are pillars of the future of your love ones and you.

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