
A STUDY OF JOB SATISFACTION OF PRIMARY TEACHERS IN RELATION TO THEIR GENDER, TEACHING EXPERIENCE AND LOCALITY OF SCHOOLS

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ABSTRACT

This study describes the level of job satisfaction of secondary school teacher of Meerut district U.P. India in relation to their gender, level of teaching experience. Duster Sampling technique has been used to draw 200 sample from population. Job satisfaction scale developed by Dr. Meena Dixit is used for data collection. A schedule is added to collect demographic variable like gender and locality of schools, t-test has been determined using test the Hypotheses. Findings of the result shows that primary teacher level of job satisfaction is of more experienced and less experienced teachers teaching in government primary school in Meerut district that mean the job satisfaction of the group is almost equal.

Keywords: *Job Satisfaction, Primary School teacher, Gender, Teaching experience, Locality of School.*

INTRODUCTION

Teachers have a very vital role in moulding and refining the intellectual capacity of children, during the phase of student hood or the formative period in the school. The values and knowledge that the teacher imparts and instills to the students determine the future of the child and future of the nation as they are the citizen of tomorrow. Be it in a kindergarten or primary school or middle school or high school or higher secondary school, teachers are the provider of tools and the world for the children to develop into responsible citizens. The future of our nation lies in the hands of our children and the future of our children lies in the hand of our teachers. As a teacher,, it is a challenging job but it is quite rewarding too and satisfying to witness the student's progress, thus it gives zeal and a drive for further challenges.

On the contrary, the profession becomes frustrating and stressful when one has to deal with larger class strength, greater work load, unmotivated perks, non conducive work environment, striving hard in meeting the national goal, school climate and so on. Satisfaction is an essential factor in any profession. Unless a man is satisfied with his job. It is very difficult for him to carry on his duties honestly and efficiently. In the process of teaching and learning, teachers are the main stake holders so they should be satisfied with their job as it is the basic requirement in any profession. In any of the educational setting, the goals and objectives can be scaled and conquered only if the teachers are satisfied with their job.

Before the implementation of sixth pay commission the salary of primary school teachers was very low, but after the sixth pay commission there was a significant hike in salary that attracts our young generation to join as a teacher in primary schools. Looking at the past situation and the present situation of teachers who are paid well after the pay revision, it is very important to research the level, of job satisfaction of teachers and frame the policy and explore new avenues in reaching the new heights of the quality of education.

STATEMENT OF THE PROBLEM

The problem can be stated precisely as

A Study of Job Satisfaction of Primary Teachers in Relation to their Gender, Teaching Experience and Locality of Schools"

OBJECTIVES OF THE STUDY

The present study tried to achieve the following objectives:

- To find out the present status of job satisfaction of teachers teaching in primary schools.
- To compare the job satisfaction of male and female teachers teaching in primary schools.
- To compare the job satisfaction of more experienced and less experienced teachers teaching in primary schools.
- To compare the job satisfaction of primary school teachers teaching in rural and urban area.

HYPOTHESES

1. There is not significant difference in the job satisfaction of male and female primary teachers.
2. There is no significant difference in the job satisfaction of more experienced and less experienced primary teachers.
3. There is no significant difference in the job satisfaction of primary teachers teaching in urban and rural area.

RESEARCH CONTRIBUTION

The findings of the research will be a bench mark or the spring board for the policymakers and the implementers in torching the avenues of improvement in reaising the service conditions so that the level of job satisfaction of teachers teaching in the primary schools in Meerut district may be increased.

DELIMITATIONS OF THE STUDY

Present study carried following delimitations:

1. Present study included the teachers teaching in Government Primary Schools.
2. Present study was limited to the Psychological trait – job satisfaction only.

RESEARCH METHODOLOGY

This research mainly used quantitative design, for which data was collected through simple descriptive survey questionnaires. The research instrument used a Likert – Type scale to collect and measure each variable of the study.

POPULATION

As per the general statistics, July 2014 the district has 910 government primary schools. Total 2969 teachers are teaching in these primary schools. The population size of the research contained all the teachers teaching in these primary schools.

VARIABLE

Independent variable - Gender, Teaching Experience, Locality Schools

Dependent variable - Job-Satisfaction

SAMPLE

Researcher has used cluster sampling to get the required sample size.

SAMPLE SIZE

The sample size of the research contained 200 teachers teaching in different primary schools in Meerut district of Uttar Pradesh.

DISTRIBUTION OF THE SAMPLE

Gender	Area of School				Total
	Rural		Urban		
	More Experienced	Less Experienced	More Experienced	Less Experienced	
Male	34	16	08	-	58
Female	22	34	08	68	142
Total	106		94		200

RESEARCH TOOL

The research instrument selected for this study is a job satisfaction scale. This is in the form of a questionnaire that was developed by Dr. (Mrs) Meera Dixit, Dept. of Education, National Degree College, Lucknow.

The initial part of the scale contains some personal information of respondents like gender, qualification, teaching experience etc.

DATA COLLECTION

Total thirty one schools were selected randomly for data collection. The researcher personally visited the schools and met with the head master/principal. Researcher explained the purpose of the visit and handed over the questionnaire to the principals depending on the schools.

The research personally collected the questionnaires. During first day of collection it was not very positive as the researcher could not get back all the specified number of responses as many of the teachers have forgotten to fill up the questionnaire. But during the second visit the response was positive and 100%.

STATISTICAL TECHNIQUES USED

Following statistical techniques were used in data analysis:-

1. Descriptive statistics were used in presenting information received from the study in order to describe the characteristics of information of sample by using percentage, mean, standard deviation and T-Test.

DATA ANALYSIS AND INTERPRETATION

Here gender, teaching experience and locality of schools are independent variable and job satisfaction is dependent variable. Here researcher analyse the effectiveness of gender, teaching experience and locality of schools on job satisfaction.

1. Difference in Job Satisfaction of Primary Teachers in relation to their Gender

Job Satisfaction scores of male and female teachers teaching in government primary schools were recorded and tabulated. The statistical analysis was done and mean scores,

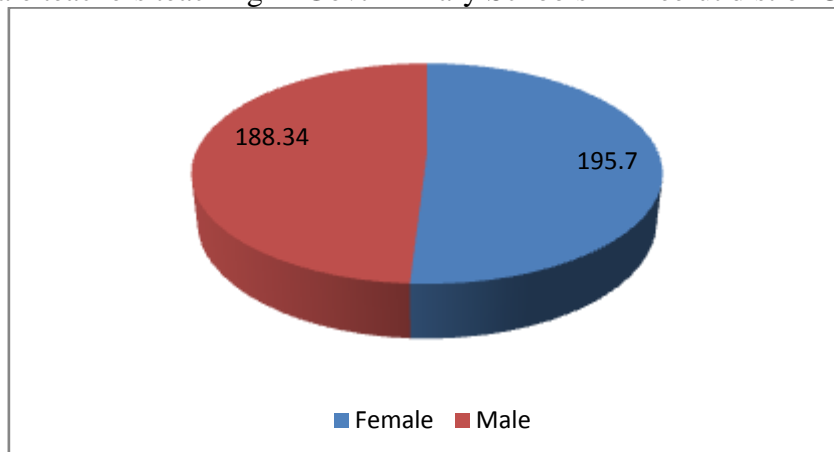
standard deviation and t- value was found out. The result of analysis is given in following table

Table 1The mean scores of Job Satisfaction of Male and Female Primary Teachers and their significant difference

SNo.	Gender	No. of teachers	Mean	Standard Deviation	t-value
1	Female	142	195.70	12	3.01
2	Male	58	188.34	10.66	

df=98

It is evident from the above table that mean job satisfaction score of female and male primary teachers are 195.70 and 188.34 respectively. The value of S D for male and female primary teachers is 12 and 10.66 respectively. To test the significance of mean difference, t-value was calculated, t-value is 3.01, which is higher from the table value of t at df 98 at both level of significance (0.05 and 0.01). Thus null hypothesis, "There is no significant difference in the Job Satisfaction of male and female primary teachers" is rejected and the calculated data suggested that the mean score of the job satisfaction of female primary teachers is higher than the male primary teachers teaching in Govt Primary Schools in Meerut district of U.P. That means female teachers have higher job satisfaction than male teachers teaching in Govt Primary Schools in Meerut dist of UP.



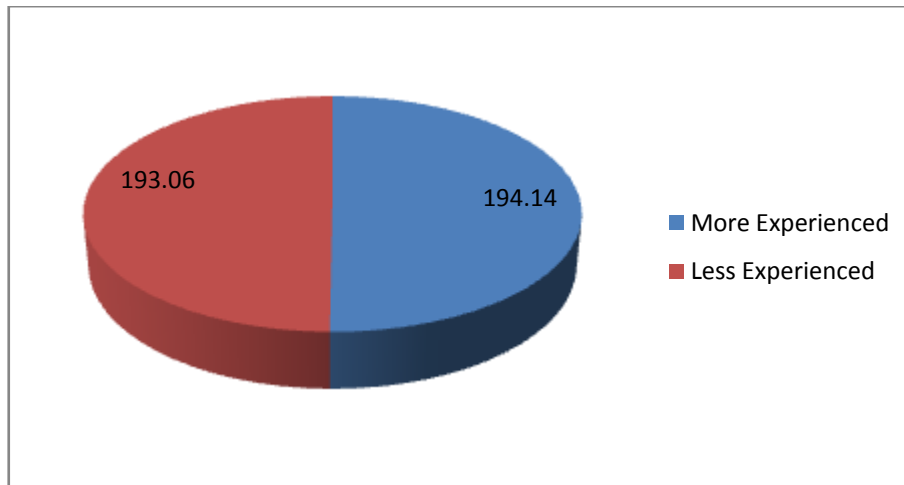
2. Difference in Job Satisfaction of Primary Teachers in relation to their Teaching Experience

Job Satisfaction scores of more experienced and less experienced teachers teaching in government primary schools were recorded and tabulated. The statistical analysis was done and means scores, standard deviation and t-value was found out. The result of analysis is given in following table:

Table 2The mean scores of Job Satisfaction of More Experienced and Less Experienced Primary Teachers and their significant difference

S. No	Teaching Experience	No of Teachers	Mean	Standard Deviation	t-value
1	More Experienced	132	194.14	13.05	0.0388
2	Less Experienced	68	193.06	10.90	

df=98



It is evident from the above table that mean score of job satisfaction of More Experienced and Less Experienced primary teachers are 194.14 and 193.32 respectively. The value of SD for More Experienced and Less Experienced primary teachers are 13.05 and 10.90 respectively. To test the significance of mean difference, t-value was calculated, t-value is 0.0388, which is lower from the table value of t at df 98 at both level of significance (0.05 and 0.01). Thus null hypothesis, "There is no significant difference in the Job Satisfaction of More Experienced and Less Experienced primary teachers" is not rejected. That means that the mean scores of present job satisfaction of more experienced and less experienced Primary Teachers are almost equal.

3. Difference in Job Satisfaction of Primary Teachers in relation to Locality of Schools

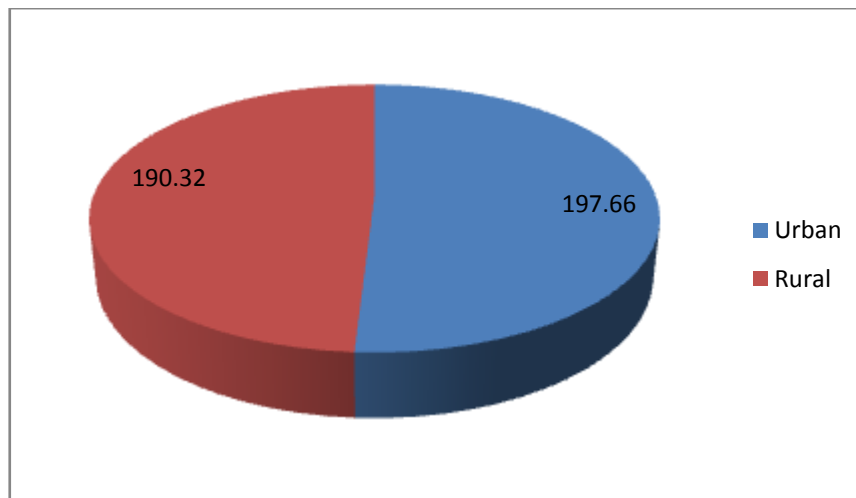
Job Satisfaction scores of teachers teaching in government primary schools located in urban & rural area were recorded and tabulated. The statistical analysis was done and means scores, standard deviation and t-value was found out. The result of analysis is given in following table 3

Table 3 The mean scores of Job Satisfaction of Primary Teachers teaching in Urban and Rural area and their significant difference

SNo.	Locality of schools	No of teachers	Mean	Standard Deviation	t-value
1	Urban	94	197.66	13.29	3.05
2	Rural	106	190.32	10.34	

df=98

It is evident from the above table that mean score of job satisfaction of urban & rural primary teachers are 197.66 and 190.32 respectively. The value of SD for urban & rural primary teachers is 13.29 and 10.34 respectively. To test the significance of mean difference, t-value was calculated, t-value is 3.05, which is higher from the table value of t at df 98 at both level of significance (0.05 and 0.01). Thus null hypothesis, "There is no significant difference in the Job Satisfaction of teachers teaching in urban & rural area" is rejected and the calculated data suggested that the mean score of the job satisfaction of urban primary teachers is higher than the rural primary teachers teaching in Govt Primary Schools in Meerut district of U.P. That means urban teachers have higher job satisfaction than rural teachers teaching in Govt Primary Schools in Meerut dist of U.P.



RESULT AND DISCUSSION

All the teachers teaching in Government Primary Schools are satisfied with their job. Among them 8% teachers are extremely high satisfied, 22% teachers are highly satisfied, 48% teachers are above average satisfied while 22% teachers are average satisfied.

The effect of Gender on Job Satisfaction

Hypothesis 1

"There is no significant difference in the job satisfaction of male and female primary teachers".

The t-value calculated for the first hypothesis was 3.01, which is higher from the table value of t at both level of significance (0.05 and 0.01). Thus null hypothesis is rejected and the calculated data suggested that the mean score of the job satisfaction of female primary teachers is higher than the male primary teachers teaching in Govt Primary Schools in Meerut district of U.P. That means female teachers have higher job satisfaction than male teachers teaching in Govt Primary Schools in Meerut dist of U.P.

Male teacher's less satisfaction is understandable because of their greater demand for their services, hence increased employability in the market, they have better chances of getting a good pay.

The effect of Teaching Experience on Job Satisfaction

Hypothesis 2

"There is no significant difference in the job satisfaction of more experienced and less experienced primary teachers"

The t-value calculated for the third hypothesis was 0.0388, which is less than the table value of t at both level of significance (0.05 and 0.01). Thus null hypothesis is accepted. That shows that there was no significant difference found in the mean scores of the Present job situation between More Experienced and Less Experienced primary teachers teaching in Meerut district. That means Job Satisfaction of both the groups i.e., More Experienced and Less Experienced primary teachers are almost equal.

The effect of Locality of School on Job Satisfaction

Hypothesis 3

"There is no significant difference in the job satisfaction of primary teachers teaching in urban and rural area."

The t-value calculated for the first hypothesis was 3.05, which is higher from the table value of t at both level of significance (0.05 and 0.01). Thus null hypothesis is rejected and the calculated data suggested that the mean score of the job satisfaction of urban primary teachers, is higher than the rural primary teachers teaching in Govt. Primary Schools in Meerut district of U.P. That means urban teachers have higher job satisfaction than rural teachers teaching in Govt. Primary Schools in Meerut dist of U.P.

Rural teacher's less satisfaction is understandable as some schools are quite in interior and it is very difficult for teachers (especially female teachers) to reach school on time. Parents are also not supportive.

Hence from above discussion it is clear that the Area of school and gender of the primary teachers are very responsible variables which affect the job satisfaction of the primary teachers while teaching experience does not affect the job satisfaction of the primary teachers.

CONCLUSION

From the above discussion, researcher arrived at the following conclusions.

1. The Job Satisfaction of Female Primary *teachers* in Meerut district found higher than the Male Primary teachers in Meerut district. That means Female Primary teachers have higher Job satisfaction than the Male Primary *teachers*, teaching in Government Primary Schools in Meerut district.
2. The Job Satisfaction of Primary *teachers* teaching in urban area found higher than the Primary teachers teaching in rural area. That means Primary teachers who are teaching in urban area in Meerut district have higher Job satisfaction than the Primary teachers who are teaching in rural area in Meerut dist.
3. There is no significant difference in the job satisfaction of more experienced and less experienced teachers teaching in Government Primary Schools in Meerut district. That means the job satisfaction of both the groups is almost equal.

Educational Implications

Along with the result, conclusion and derivations there are certain byproducts which the researcher has got at the end of the research. Followings are the Implications of this research:

1. The Job Satisfaction of Female Primary *teachers* found higher than the Male Primary teachers in Meerut district. Therefore some concrete steps should be taken by the policy makers for the improvement in job satisfaction of Male Primary teachers.
2. The Job satisfaction of Primary *teachers* teaching in urban area found higher than the Primary teachers teaching in rural area. Therefore some concrete steps should be taken by the policy makers for the improvement in job satisfaction of the Primary teachers teaching in rural area.

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