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## JOB SATISFACTION OF SCHOOL TEACHERS AT DIFFERENT LEVELS OF EDUCATION

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### ABSTRACT

In the present Scenario teacher shortage is an international problem, teacher job satisfaction merits closer attention. Not only is job satisfaction closely related to teacher retention, but it also contributes to the well-being of teachers and their students, overall school cohesion and enhanced status of the teaching profession. This study investigates the difference between levels of job satisfaction among teachers at different levels of Education. Variable selected for this study was job satisfaction of teachers. It was hypothesized that there would be a significant difference in job satisfaction of teachers at different levels. For the purpose of this study, through the randomization total 60 samples (20 for each group i.e. Primary, middle and secondary level) from different schools of Shimla District were selected. All the teachers are working in different schools of the Distt Shimla. A Questionnaire for job satisfaction developed by Richard Bellingham was used for obtaining the data. For the analyses of data, descriptive statistics and ANOVA (one way analysis of variance) were used. After the analysis of the data it was found that, there was an insignificant difference in the job satisfaction of teacher at different levels. Thus, the research hypothesis was rejected at level of significance 0.05.

**Key Words: Job Satisfaction, School teachers, Levels of Education.**

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### INTRODUCTION:

Job satisfaction plays an important role in the success of professional life of an individual. Organizations have significant effects on the people who work for them and some of those effects are reflected in how people feel about their work. This makes job satisfaction an issue of substantial importance for both employers and employees. One of the biggest preludes to the study of job satisfaction was the Hawthorne studies. These studies (1924-1933), primarily credited to Elton Mayo of the Harvard Business School, sought to find the effects of various conditions (most notably illumination) on workers' productivity. These studies ultimately showed that novel changes in work conditions temporarily increase productivity (called the Hawthorne Effect). A teacher, who is happy with his job, plays a pivotal role in the uplifting the society. Well adjusted and satisfied teacher can contribute a lot to the well being of his/her pupils. An unsatisfied teacher can become irritable and may create tensions which can have negative influence on the student's learning process and it consequently affects their academic growth. Schools are the nurseries of the Nation and Teachers are the Architects of the future' are no mere figurative expressions but truthful statements, as significant as they are suggestive.

As many studies suggest, employers benefit from satisfied employees as they are more likely to profit from lower staff turnover and higher productivity if their employees experience a high level of job satisfaction. However, employees should also 'be happy in their work, given the amount of

time they have to devote to it throughout their working lives'.

### **FACTORS AFFECTING JOB SATISFACTION**

Employee satisfaction is a multi-variable concept. There are number of factors that affect employee Job satisfaction are:-

1. Organizational Development
2. Policies of Compensation and Benefit
3. Promotion and Career Development
4. Work Task
5. Relationship with Supervisor
6. Working Conditions and Environment
7. Corporate Culture

### **PROCEDURE OF EMPLOYEES SATISFACTION SURVEY**

For employees' satisfaction survey, a common procedure can be used. Conducting survey is a systematic step by step effort undertaken by the organizations to measure employees' satisfaction levels. This procedure includes following steps:-

- Step 1. Define Survey Objectives and Target Group
- Step 2. Draft Survey Questions
- Step 3. Pilot and Re-adjusting the Questionnaire
- Step 4. Select Respondents and the Data Collection Method
- Step 5. Run the Survey
- Step 6. Analyze the Results

### **REVIEW OF THE LITERATURE**

The term review means organizing the knowledge of the specific area of research from the writer's perspective and the term 'literature' is used with reference to content of the subject underlying the study. Review of literature helps the researchers to avoid repetition of ideas that are discussed previously. It also aims at interpreting previous studies and manifesting their usefulness for further research that has to be undertaken. Job satisfaction is the most interesting field for many researchers, as it helps to understand attitude in workers. Due to better performance shown by satisfied workers it is the top priority of all organizations to achieve the desired goals by increasing their satisfaction Bernard and Kulandaivel (1976) conducted study of job satisfaction of teachers' in relation to various factors such as economic background, gender, number of dependents, education of teachers and grant of schools. After a detailed study he concluded that (i) teachers coming from very high economic background rank last in the job satisfaction, (ii) teachers with less number of dependents were most satisfied than the teachers with more number of dependents. (iii) The education of teachers had nothing to do with the job satisfaction of teachers, (iv) the female teachers were more satisfied than the male teachers and (v) the teachers of aided schools appeared to be more satisfied than the teachers from municipal and government schools,

**Senapaty, Panda and Pradhan (1995)**, The results showed that (1) there is no significant difference between govt. and privately managed secondary school teachers; with respect to their job satisfaction (2) no significant difference between secondary school teachers with respect to the level

of their job satisfaction, and (3) no significant interactive effect of sex and management of school on teachers' job satisfaction.

**Mishra(1999)** undertook a study of teacher's effectiveness, their attitude towards teaching, level of aspiration and job satisfaction at the level of the elementary school teachers. He found that teacher's effectiveness had a significantly positive correlation with job satisfaction. He also found that there existed a significant two-factor interactional effect on the teacher's attitude towards teaching and their job-satisfaction on the teacher's effectiveness of teaching. Teachers with high attitude towards teaching and low job satisfaction showed highest mean scores of effective teaching; whereas teachers with low attitude towards teaching and low job satisfaction showed lowest mean in the teacher effectiveness score

**Siddique, Malik and Abbass(2002)**, determined teacher's level of Job satisfaction in Faisalabad City. They analysed various factors of job satisfaction and their effects on the performance of college lecturers. The factors upon which they were analysed were - their salaries, chances of promotion, fringe benefits. The sample consisted of 300 randomly selected college lecturers. The analysis revealed that majority of the respondents were not completely satisfied with the existing pay scales, security of service, fringe benefits, chances of promotion and social status.

**Ranjit Singh (2010)** in his study on Physical Education teachers found that Male teachers are better satisfied in their jobs as compared to female Physical Education teachers. He conducted a survey type study to find out significant differences among Physical Education male as well as female teachers working in government, private and public schools in both urban and rural areas of Haryana. The objective was to study the variables related to their job stress, job satisfaction and adjustment. Teachers working in rural areas were more satisfied in their jobs as compared to teachers working in urban area schools

**Lalita Kumari (2010)** The major findings of the study were; i) Secondary School Head Masters differ in levels adjustment, ii) they differ in level of Job Satisfaction. iii) they differ in Administrative Problems iv) No significant relationship was found between Adjustment and Job Satisfaction of Secondary School Head Masters v) There was no association between Adjustment, Job Satisfaction and Administrative problems of Secondary School Head Masters.

**Sunita Goel (2011)** had undertaken the study of 'Teacher Effectiveness of School Teachers In Relation To Their Job Satisfaction, Personality and Mental Health' The results of the present study revealed that urban school teachers were more effective as compared to rural teachers. The major conclusions of the study were; i) Majority of the teachers were found highly effective. ii) Nearly half of the teachers in the sample had high degree of job satisfaction. iii) Majority of the teachers scored high in decisiveness, responsibility and hetero sexual personality iv) The factor of effectiveness in teachers having high job satisfaction was thus more as compared to the teachers having a low level of job satisfaction v) Job satisfaction and personality dimensions were found to be positively correlated

**Sims (2017, 2018)** analysed teacher data in 35 countries worldwide from Teaching and Learning International Survey (TALIS) 2013 – an international study of school learning environments and working conditions. It was found that student discipline and teacher cooperation were positively related to teacher job satisfaction in all countries.

**Ingersoll (2001)**, on the basis of a nationally representative dataset of over 6,000 US elementary and secondary school teachers, has found that schools with higher levels of leadership support, better student discipline, and higher degrees of autonomy and decision-making opportunities had lower rates of teacher turnover. In their meta-analysis of 63 factors that moderate teacher attrition in the US,

**Johnson, Kraft, and Papay (2012)** investigated the effects of school working conditions on teacher job satisfaction and career intentions in the US context. The study revealed that among the employed categories of teacher working conditions, the ones of social nature were the most important. Thus, the effects of collegial support, principal's leadership, and school culture of trust and respect were almost double the effect of school material resources.

**Sims (2018)** presented cross-country evidence of teachers' age being weakly correlated with job satisfaction, while gender had no effect. Studies on teacher turnover from the US demonstrate that young teachers depart from schools at higher rates than their middle-aged colleagues and those women are more likely to leave schools

In this section, we take a closer look at the conceptualisation of teacher job satisfaction, as well as its predictors described in previous research, such as school working conditions and teacher characteristics. Even though the focus of the study is on teacher job satisfaction, the literature on closely associated factors, such as teacher turnover and retention, was also reviewed.

## **METHODS AND PROCEDURE:**

**SELECTION OF THE SAMPLE-** A of total 60 samples (20 for each group i.e. Primary, middle and secondary level) from different schools teacher of Shimla District were selected for the study. All the subjects were working as subject teachers in different schools of Shimla.

**PROCEDURE-** A Questionnaire for job satisfaction developed by **Richard Bellingham** which is highly reliable and valid was used to obtain data on the job satisfaction of teachers. The copies of the Questionnaire were personally distributed with prior permission of principal to the all the subjects with the request that they shall give correct and accurate answers. The subjects were properly guided and assisted whenever they faced any difficulty. Proper instructions regarding the objectives of study and procedure for filling in the Questionnaire were given. The researcher personally contacted with the subjects and collected all the data. For the purpose of analysis of data descriptive statistics and ANOVA (one way analyses of variance) were used at level of significance 0.05.

**ANALYSIS AND INTERPRETATION OF THE DATA  
A DESCRIPTIVE PROFILE OF TEACHERS JOB SATISFACTION AT DIFFERENT  
EDUCATIONAL LEVELS**

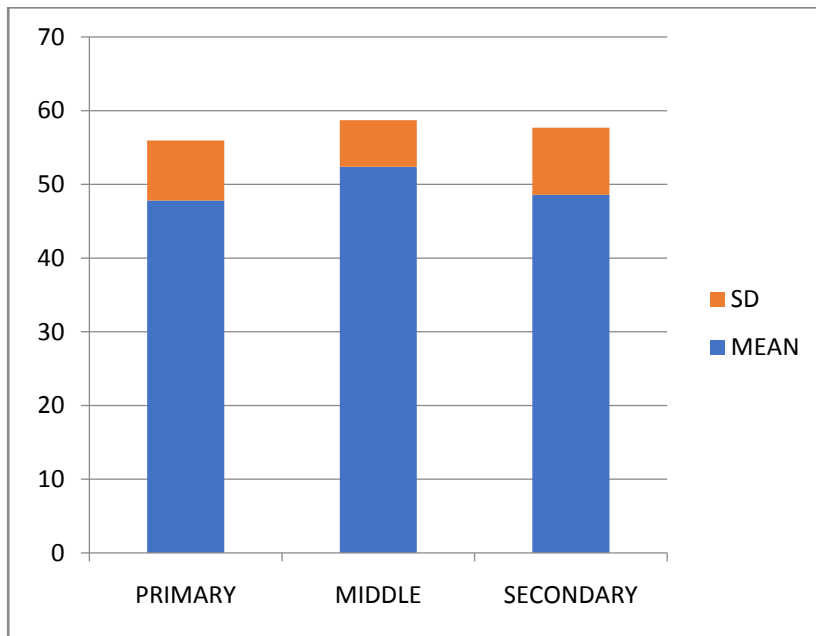
**TABLE-1**

SN	LEVELS OF EDUCATION	N	MEAN	STD	MINIMUM	MAXIMUM
1	PRIMARY	20	47.80	8.15	28	60
2	MIDDLE	20	52.40	6.31	38	60
3	SECONDARY	20	48.60	9.08	28	60
	TOTAL	60	49.60	8.05	28	60

Table 1 show that the mean job satisfaction scores are greatest in middle level teachers and lowest in primary level teachers.

**FIGURE-1**

**GRAPHICAL REPRESENTATION OF THE MEANS OF JOB SATISFACTION SCORES  
AT DIFFERENT LEVELS OF EDUCATION**



**TABLE-2**  
**ANALYSIS OF VARIANCE FOR JOB SATISFACTION AMONG TEACHERS OF DIFFERENT LEVELS OF EDUCATION**

SN	SET UP	SUM OF SUARES	DF	MEAN	F	SIG.
1	BETWEEN GROUPS	241.60	2	120.80	1.919	0.156
2	WITHIN GROUPS	3588.80	57	62.96		
	TOTAL	3830.40	59			

\*F.05 ratio at df (2, 57)  $\approx$  3.17

Table 2 reveals that there was an insignificant difference among the groups because calculated value (1.919) was lesser than the tabulated value (3.17) and p value found greater than the.05

### DISCUSSION OF FINDINGS

The obtained value of mean and standard deviation from table 1 reveals that

- mean score in the primary school teachers is 47.80, the middle schools teachers is 52.40, the secondary school teachers is 48.60 and the standard deviation is 8.15, 6.31 and 9.08 respectively for various level.
- There was insignificant difference found in the job satisfaction among teachers of primary, middle and secondary school after the analysis of data.
- Similar study was conducted by Evans et.al (1986) on job satisfaction, leadership behaviour and job perception between male and female athletics directors. Data was analyzed with descriptive method and ANOVA. This insignificant difference in job satisfaction among teachers of various levels may be attributed to similar nature of work which is performed by teachers at various levels
- The teacher's job is highly respected and valued, also the facilities or incentives provided to the teachers of various levels are almost identical, so it also denotes that the dissimilarities in the standard of living is negligible.
- The lack of significant difference may be attributed to this factor that the principal's policies of governing school at various levels are being framed and observed by some authorized organization so the lack of significant difference may also be caused due to similarities in the policies governing at various levels of school.
- It was hypothesized that there would be a significant difference in job satisfaction of teachers at different levels, but after the analyses of the data it was found that, there was insignificance difference in the job satisfaction of teacher at different educational levels. Thus, the research hypothesis was rejected at level of significance 0.05.

## **CONCLUSION:**

On the basis of findings it may be concluded that there was an insignificant difference found in the job satisfaction of teachers at primary, middle and secondary level of school.

## **SUGGESTIONS FOR FURTHER RESEARCH:**

In case the any organization wants to create job satisfaction for their employees, they should keep the following things into consideration:

1. Grievance-Handling Procedure:
2. Satisfactory Future:
3. Testing the Worker's Ability and Progress:
4. Respect for Creative Suggestions:
5. Cordial Analysis or Evaluation of Work Performance:
6. Increase in Wages:
7. Praise for Good Performance:
8. Promotion According to Ability:
9. Proper Quantum of Work:
10. Equal Wages for Equal Work:
11. Freedom to Seek Help in Solving Problems:
12. Absence of Unnecessary Intervention and Criticism:
13. Satisfactory Hours of Work:
14. Availability of Leaves and Rest:

## **RECOMMENDATIONS**

Based on the results and findings of this study, the following recommendations are made:

1. The similar study may be conducted on different professions with different educational set ups. e.g. University and college level etc.
2. Similar study may be conducted in different demographical region.
3. Similar study may also be conducted with more number of the subjects.

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