

ANALYSIS OF JOB SATISFACTION AMONG FEMALE TEACHERS OF SECONDARY SCHOOL OF MEERUT

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ABSTRACT

Teachers are the moderator of future of any country as they are the best source of nutrition to the student's personality. Nothing can be given easily and in a required way if we are not satisfied. There are numerous factors such as Administration, Economic, Personal, Social and others which affect the level of Satisfaction in job. The main purpose of the study was to analyze the Job satisfaction among female teachers of different faculties of Meerut district of Uttar Pradesh. The subjects were selected by purposive sampling technique. 120 female teachers of four faculties (i.e. Physical Education, Science, Commerce, and Arts) of Meerut district of Uttar Pradesh were randomly selected for the study. The data was collected with the help of Standard Questionnaire. The Collected data was analysed and interpreted on the objectives of the study with the help of statistical techniques like mean, S.D., Percentile and T ratio. In order to compare the scores of job satisfaction of female teachers of Private Secondary school of Meerut district of Uttar Pradesh; the tabulated data of Job satisfaction was analysed by using descriptive statistics i.e. Mean and Standard deviation. The data was also analysed by using percentile technique of statistics. The level of significance was set at .01 for comparative statistics. Result and conclusion:- Female teachers of different faculties of Private school of Meerut district of Uttar Pradesh are very low satisfied with their job at and they have only 10 percentile of job satisfaction as per norms of scale.

Key words- Job Satisfaction, Administration, Economic, Personal and Statistics.

INTRODUCTION:

The development of any country mostly depends on the usage of available resource. It stands true for every department from major to minor. If we talk in language of business and management, the quality of resource and its usage determines the success of that particular venture. JUST as money, man etc are resources for a business venture similarly students are the resource for a country. Today's student is tomorrow's manpower. The more we invest in them the more we can expect from them in future; but this investment is largely done through teachers, these teachers have the power to groom their students to the best.

For this the wellbeing of teachers should be ensured, so that they can be promising enough to impart good education to their students which in turn promises the country a promising workforce. A nation's future depends upon this future generation which is going to become its future manpower. It may be true for any field like agriculture, science, economics etc.. Students

are the future of any country, and the quality of students affects with source of their education and it is also true that teachers are the best resource to make students ready for future. Teachers are the creator of nation as they have a very vital role in molding and refining the intellectual capacity of children during the phase of student hood. The value and the knowledge that teachers impart and instil to the students determining the future of the child and future of the nation as they are the citizens of tomorrow.

Attracting and retaining high quality teachers is a primary necessity as well as a challenge for educational institutions. While intrinsic factors play a significant role in motivating individuals to enter the teaching profession, extrinsic conditions can influence their job satisfaction and desire to remain in teaching. In addition, demographic factors and teacher specific and school specific characteristics also affect job satisfaction.

Frameworks for understanding the production of academic achievement and the labor force outcomes of schooling often consider teacher quality to be a key input. The distribution of quality teachers is an essential factor driving the transmission of inequality, because the recruitment and retention of qualified teachers tends to be problematic in areas of high poverty, such as inner cities in the United States and rural areas in developing nations.

Teacher's role and responsibility in providing leadership to the most informed citizens of his or her society can hardly be under minded especially in the context of developing nations. The role of teacher's in the preparation of the future builders of the nation is for more important. Teachers are the guides and philosophers who shoulder the responsibility of directing the children and youth of the nation in the path of progress through meaningful education.

At present job satisfaction has been an important issue. People are interested to work in the organization as well as the services where they get more satisfaction. It is human behaviour. But in reality how far such job satisfaction is ensured in different jobs.

Women are an inseparable part of the development of a country. Nearly half of the populations of a country are women. Fact has now been realized with predominant importance that without

ensuring women's development the national development cannot be achieved. Education is media through which women's development can be achieved where the female teachers have significant role to play. The female teachers are the active participants of improving quality of primary education.

MATERIAL AND METHOD

Selection of Subjects

Total 120 female teachers of different faculties of private secondary schools were selected as the subject for the study.

Selection of Variables

The Job Satisfaction which contains intrinsic aspect of job, salary, promotion, avenues and services conditions, physical facilities, institutional plans and policies, satisfaction with authorities satisfaction with social status and family welfare, rapport with students, and relationship with co-workers(A to H); which was selected as criterion variables for the study. In order to measure Job Satisfaction of private schools teachers, a questionnaire prepared and standardized by Dr. (Mrs.) Meera Dixit was selected.

Description and Administration of Criterion Test

Job satisfaction questionnaire prepared and standardized by Dr. (Mrs.) Meera dixit. The questionnaire contains a Likert type 5 point scale. It is basically standardized to measure following job satisfaction sub themes. The questionnaire contains total fifty two questions.

And these were from different fields i.e. intrinsic aspect of job, salary, promotion, avenues and services conditions, physical facilities, institutional plans and policies, satisfaction with authorities satisfaction with social status and family welfare, rapport with students, and relationship with co-workers.

The data was collected with the help of Standard Questionnaire. A self addressed and with required stamp the questionnaires were send to different faculties of Jawahar Navodaya

Vidyalayas of India. and some data was collected by personnel meetings with the teachers for this proper permission was taken from school principal and management.

Statistical Analysis of Data

The Collected data was analyzed and interpreted on the objectives of the study with the help of statistical techniques like mean, S.D., Percentile and F ratio and Scheffe Post-Hoc test in order to compare the scores of job satisfaction of female teachers.

RESULTS: -

Table 1. Mean and S.D. of Job Satisfaction among female teachers of different faculties

Factor	Physical Education		Science		Commerce		Arts	
	Mean	S.D.	Mean	S.D.	Mean	S.D.	Mean	S.D.
A to H	120.45	8.27	122.23	6.70	123.50	12.34	129.75	8.27

The table no. 1 clearly reveals that mean and S.D. of job Satisfaction factors i.e. A to H among female teachers of different faculties was for Physical Education teachers 120.45 with S.D of 8.27 for Science Faculty teachers 122.23 with S.D. of 6.70, for Commerce faculty teachers was 123.50 with S.D of 12.34, and for Arts faculty teachers it was 129.75 with S.D. of 8.27. It can be concluded that teachers of different faculties of Private school of Meerut district are very low satisfied with their job as per norms of questionnaire.

Table 2 Norms Percentile of Job Satisfaction among teachers

Percentile value	Scores for teachers	Interpretation	Scores of teachers of different faculties	
0	93	Very low degree of satisfaction	Physical Education	120.45*
1	103		Science	122.23*
10	137		Commerce	123.50*
			Arts	129.75*
20	141	Low degree of satisfaction		
25	142			
30	144			
40	148	Average degree of satisfaction		
50	151			
60	154			
70	164	Good degree of satisfaction		
75	170			
80	175			
90	192	Highest degree of satisfaction		
99	229			
100	240			

The graphical representation of job Satisfaction among female teachers of different faculties is presented in fig. 1.

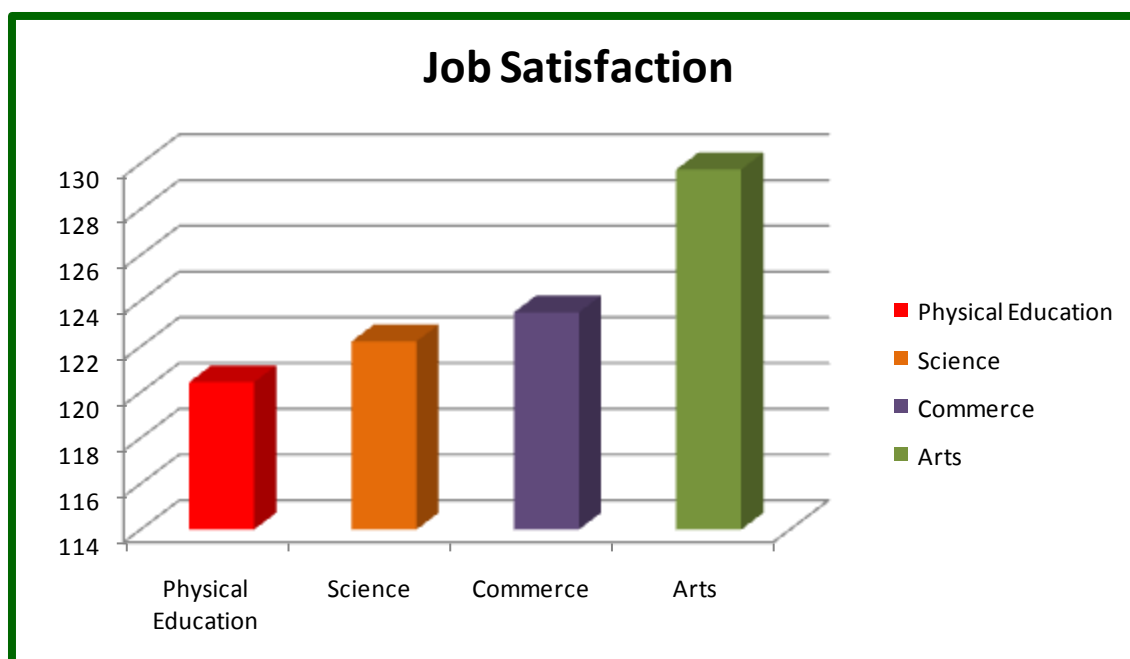


Fig. 1: Graphical Representation of Job Satisfaction among Female teachers of Different Faculties of different Private schools of Meerut district of Uttar Pradesh.

Further Analysis of variance of job satisfaction among female teachers of different Private schools of Meerut district of Uttar Pradesh is given in table no. 3

Table 3 Analysis of variance of job satisfaction among female teachers of different faculties of Meerut district of Uttar Pradesh

Variable	Source of Variable	SS	df	MS	F Value
A to H	Between Groups	1449.35	3	443.11	10.32*
	Within Groups	5427.39	116	46.78	
	Total	6876.74	119		

*significant at 0.01 level of confidence $F_{0.05}(3, 116) = 3.95$

The above table no. 3 clearly reveals that there is significant difference in Job Satisfaction (Factor A to H) among female teachers of different faculties of Meerut district of Uttar Pradesh as the calculated value of 'F' i.e. 10.35 is significantly greater than the tabulated value of 'F' i.e. 3.95 at .01 level of confidence with 116 degrees of freedom.

In order to know more about pattern of differences existing within the set of population means, LSD test was applied by Scheffe Post-Hoc Test and the data is presented in table 4.

Table 4 Paired mean difference of Job satisfaction of factors A to H among female teachers different faculties of private schools Meerut district In Uttar Pradesh

Physical Education	Science	Commerce	Arts	Mean Difference	Critical Difference
120.45	122.23	-----	-----	1.78	3.91
120.45	-----	123.50	-----	3.05	3.91
120.45	-----	-----	129.75	9.30*	3.91
-----	122.23	123.50	-----	1.27	3.91
-----	122.23	-----	129.75	7.52*	3.91
-----	-----	123.50	129.75	6.25*	3.91

*significant at 0.01 level

Again On the basis of comparing the pairwise difference of mean in the critical difference in table 4, it is evident that there is significant difference in job satisfaction between Physical Education teachers and Arts faculty teachers, Science female teachers and Arts Faculty teachers, and Commerce teachers and Arts faculty teachers of Meerut district of Uttar Pradesh. However no significant differences between means of Physical Education teachers and Science faculty teachers, Physical Education teachers and Commerce faculty teachers, and science teachers and

commerce faculty teachers as the paired mean difference was significantly lesser than the required critical difference i.e. 3.91 at .05 level of confidence.

It is further concluded that means of arts faculty teachers have been found to have best job satisfaction than means of teachers of Meerut district of Uttar Pradesh than the teachers of other faculties.

CONCLUSION

It is evident from the descriptive analysis of data that the female teachers of Meerut district of Uttar Pradesh have very low degree of satisfaction as their mean of all the factors from A-H were found between 120.45 – 129.75 and this value falls in the range of very low degree of satisfaction in standard norms table. The mean value of Factor A-H were 120.45 for Physical Education teachers, 122.23 for Science Faculty teachers, 123.50 for Commerce teachers, and 129.75 for Arts Faculty teachers which shows that only 10 degree of satisfaction in norms table.

It was found that teachers of Arts faculty were more satisfied than the teachers of different faculties. And teachers of Physical Education were least satisfied than the teachers of other faculties of Meerut district of Uttar Pradesh.

RECOMMENDATIONS

It is recommended that effective measure be taken by school administration to conduct a good environment in the Primary Secondary Schools so the teachers of these schools do not have high level of dissatisfaction in their job.

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