

A COMPARATIVE STUDY OF JOB SATISFACTION BETWEEN TEACHERS AT DIFFERENT SET-UPS

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ABSTRACT

The purpose of the study was to find out the difference between levels of job satisfaction among teachers at different set-ups. The 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 Indore were selected. All the subjects were working as teachers in different schools of Indore. 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: Satisfaction, Teacher and Job.

INTRODUCTION:

‘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. Rao said that ‘the quality or effectiveness of teachers is considered to be associated with his satisfaction towards his profession and its values. 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. If the employees are satisfied they would produce superior quality performance in optimal time and lead to growing profits. Thus, the current study aims at comparing the job satisfaction of teachers at

different level with the hypothesis that there will be significant difference in job satisfaction of teachers at different set-ups.

METHODS:

Selection of the Sample- Through the randomization Total 60 samples (20 for each group i.e. Primary, middle and secondary level) from different schools of Indore were selected for the study. All the subjects were working as subject teachers in different schools of Indore.

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.

FINDINGS:

TABLE - 1
DESCRIPTIVE PROFILE OF TEACHERS JOB SATISFACTION AT DIFFERENT SET-UPS

	N	Mean	Std.		Minimum	Maximum
			Deviation	Std. Error		
Primary	20	47.8000	8.15379	1.82324	28.00	60.00
Middle	20	52.4000	6.31123	1.41123	38.00	60.00
Secondary	20	48.6000	9.08672	2.03185	28.00	60.00
Total	60	49.6000	8.05742	1.04021	28.00	60.00

Table 1 shows that the mean job satisfaction score is greatest in middle level teachers and lowest in primary level teachers.

Graphical representation of the means of job satisfaction scores at different set-ups

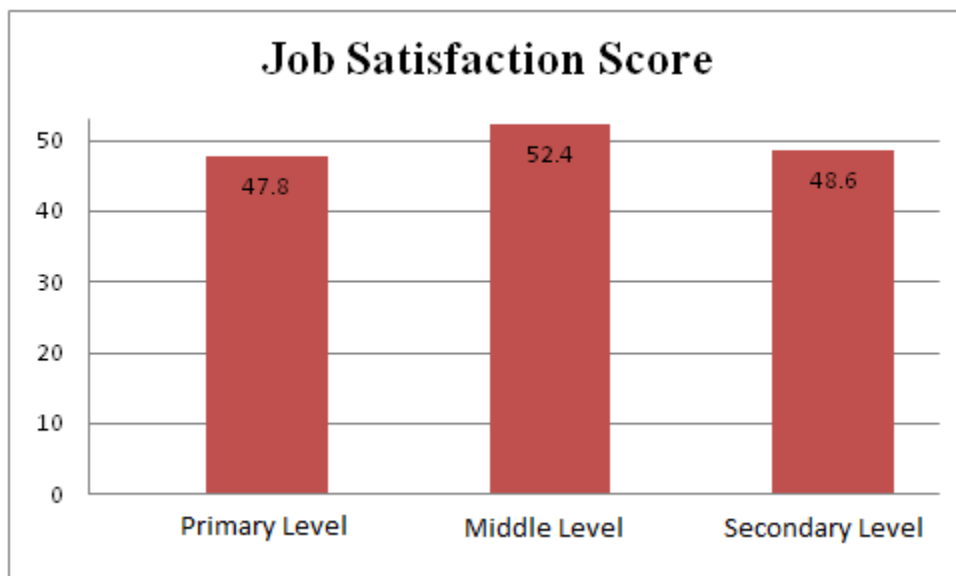


Figure 1

Graphical representation of the means of job satisfaction scores at different set-ups

TABLE - 2

Analysis of Variance for Job Satisfaction among Teachers of Different Set-Ups

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	241.600	2	120.800	1.919	
Within Groups	3588.800	57	62.961		.156
Total	3830.400	59			

*F_{.05} ratio at df (2, 57) ≈ 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 under the job satisfaction the 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 behavior 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. It may also be highlighted that the salaries paid to the teachers at various levels may vary but the amount of salary is in accordance with their qualifications and competencies. The lack of significance may also be due to equal working hours at schools of various levels. The working environment also plays an important role in level of job satisfaction of an individual. So the lack of significant difference in job satisfaction among teachers of various levels may be attributed to suitable working environment found in all the levels of schools due to the same policies and demands at particular level of set-up. 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 set ups. 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.

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 set ups.
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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