

# Periodic Research

## Job Satisfaction Level of Secondary School Teachers of East Siang District, Arunachal Pradesh



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### Abstract

The present Study investigated job satisfaction level of secondary school teachers of east siang district, Arunachal Pradesh in terms of gender, religion, management, race and settlement variables. The study adopted normative survey method of educational research. The sample of the study comprised of 80 teachers teaching at secondary level, which were selected using simple random sampling technique from 24% of existing total secondary schools of East Siang district, Arunachal Pradesh i.e. 34. To collect the data the investigators used Likert's type job satisfaction scale developed and standardized by Prof. P.K. Acharya, Department of Education, Rajiv Gandhi University, Rono Hills, Doimukh - 791112, Arunachal Pradesh. For analysis purpose inferential statistical techniques such as mean, standard deviation and t-test were employed. The study revealed that Secondary school teachers of East Siang District, Arunachal Pradesh are highly satisfied with their teaching job. Secondary school teachers do not significantly differ in their job satisfaction level in terms of Gender, religion, settlement, race and management type of secondary schools. However, male, non-indigenous, private, non-APST and rural teachers showed higher job satisfaction level than that of their female, teachers adopted indigenous faith, APST and urban counterparts.

**Keywords:** Secondary School Teachers, East Siang District.

### Introduction

Out of many factors that influence the growth and development of a nation, well functioning educational institutions are considered as one of the most important factors. But, how well an institution can function is largely determined by commitment of teachers working there. Velmurugan, 2016, reported that commitment of teachers are determined by their job satisfaction, which is based on several factors; working conditions, freedom or autonomy, job security, relationship with co-workers and superiors, salary, career advancement and growth, team work environment, behaviour of leadership, and organisational commitment (Hunjra et al., 2010, Tanjeen, 2013, Msuya, 2016). Many studies have proved that job satisfaction brings more efficiency among employees in workplace, higher employee loyalty, which further lead to more commitment, higher productivity, higher employees' retention in the workplace, reduces rate of absenteeism and help in achieving success of any institutions (Hunjra et al., 2010, Mangaleswarasharma, 2017). Thus, the importance of job satisfaction of teachers as well as of employees of different areas drew the interest of large number of academicians, practitioners and researchers to conduct research on job satisfaction since long back. One can thereby easily know that research on job satisfaction is not a new phenomenon; in fact, it is one of the most researched variables in the area of workplace psychology (Hunjra et al., 2010, Sing & Goyal, 2012, Hassard, Teoh & Cox, 2018). Teachers being one of the most important determinants of success of educational institution, it is essential to identify whether they are satisfied or not. Therefore, the present work was directed towards fulfilling the following objectives:

### Objectives of the Study

1. To study the job satisfaction level of secondary school teachers of East Siang District, Arunachal Pradesh.
2. To compare the job satisfaction level of male and female secondary school teachers of East Siang District, Arunachal Pradesh.

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3. To compare the job satisfaction level of secondary school teachers adopted indigenous and non-indigenous religious faiths of East Siang District, Arunachal Pradesh.
4. To compare the job satisfaction level of private and government secondary school teachers of East Siang District, Arunachal Pradesh.
5. To compare the job satisfaction level of APST and non-APST secondary school teachers of East Siang District, Arunachal Pradesh.
6. To compare the job satisfaction level of urban and rural secondary school teachers of East Siang District, Arunachal Pradesh.

#### Hypotheses

1. There is no significant difference between the mean score of job satisfaction level of male and female secondary school teachers of East Siang District, Arunachal Pradesh.
2. There is no significant difference between the mean score of job satisfaction level of secondary school teachers adopted indigenous and non-indigenous religious faiths of East Siang District, Arunachal Pradesh.
3. There is no significant difference between the mean score of job satisfaction level of private and government secondary school teachers of East Siang District, Arunachal Pradesh.
4. There is no significant difference between the mean score of job satisfaction level of APST and non-APST secondary school teachers of East Siang District, Arunachal Pradesh.
5. There is no significant difference between the mean score of job satisfaction level of urban and rural secondary school teachers of East Siang District, Arunachal Pradesh.

#### Methodology

The study adopted normative survey method of educational research. The sample comprised of 80 teachers teaching at secondary level, which were selected using simple random sampling technique from 24% of existing total secondary schools of East Siang district, Arunachal Pradesh i.e. 34. The selected sample teachers were further bifurcated considering the variables gender, management type of the schools, race and religious group. To collect the data the investigators used Likert's type job satisfaction scale developed and standardized by Prof. P.K. Acharya, Department of Education, Rajiv Gandhi University, Rono Hills, Doimukh -791112, Arunachal Pradesh. The scale consisted of 67 items (18 negative items and 49 positive items) related to four dimensions; satisfaction with work, satisfaction with salary and security, satisfaction with institutional plans and policies and satisfaction with authorities. For analysis purpose inferential statistical techniques

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such as mean, standard deviation and t-test were employed.

#### Results and Interpretation

The results drawn after analysis are tabulated and organised objective wise with interpretation below the tables as follows:

#### Objective – 1

To study the job satisfaction level of secondary school teachers of East Siang District, Arunachal Pradesh.

**Table-1: Showing the Mean and standard deviation of the job satisfaction level score of secondary school teachers of East Siang district, Arunachal Pradesh.**

Number of teachers	Mean	Standard deviation
80	175.36	11.43

**Source:** field work, 2018

#### Interpretation

The table-1 reveals that the calculated mean of job satisfaction level score of secondary school teachers working in secondary schools of East Siang district came out as 175.36. This mean value (175.36) is higher than the mean scale value of job satisfaction scale i.e. 134. Therefore, it is understood that the teachers serving in secondary schools of East Siang district are highly satisfied with their teaching job. However, the calculated standard deviation (11.43) is indicating large variation of job satisfaction scores from the calculated mean job satisfaction score (175.36). Further, majority of secondary school teachers i.e. 60% are found below the mean score. Thus, these values show that though the secondary school teachers are found to be highly satisfied with their teaching job, still efforts are to be made to boost up their job satisfaction level.

#### Objective – 2

To compare the job satisfaction level of male and female secondary school teachers of East Siang District, Arunachal Pradesh.

#### Hypothesis-1

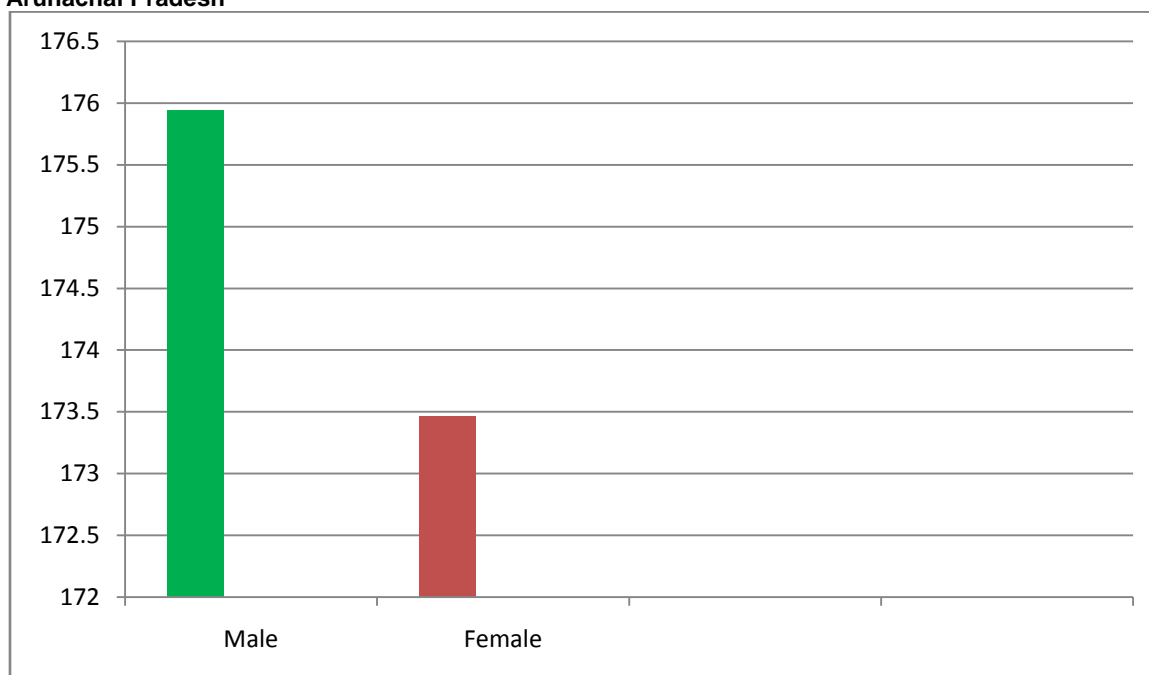
There is no significant difference between the mean score of job satisfaction level of male and female secondary school teachers of East Siang District, Arunachal Pradesh.

**Table-2: Showing the N, Mean, SD, t-value and remark of job satisfaction level score of secondary school teachers of East Siang district, Arunachal Pradesh in terms of gender.**

Gender	N	Mean	S.D.	t-value	Remark
Male	50	175.94	11.74	0.82	Not significant
Female	30	173.46	9.41		

**Source:** Field work, 2018, **Note:** N=total number of teachers, S.D. = standard deviation

**Figure -1: Job satisfaction level of Male and Female secondary school teachers of East Siang district, Arunachal Pradesh**



**Source:** Field work, 2018

The table-2 reveals that the calculated t-value which came out as 0.82 for job satisfaction level score of male and female secondary school teachers of East Siang district is less than the critical t-values 1.99 and 2.64 at 0.05 and 0.01 level of significance respectively for 78 degree of freedom. From the calculated t-value, it is understood that male and female secondary school teachers of the study area do not differ significantly in their job satisfaction level. Therefore, the formulated hypothesis “there is no significant difference between the mean score of job satisfaction level of male and female secondary school teachers of East Siang District, Arunachal Pradesh” get accepted. The table-2 and figure-1, further, revealed that mean job satisfaction score of male teachers which came out as 175.94 is higher than that of their female counterparts i.e. 173.46. It means the male secondary school teachers are more

satisfied with their job than the female teachers. However, the standard deviation (11.74) of job satisfaction level score of male secondary school teachers shows substantial deviation in their job satisfaction level scores from mean job satisfaction level score (175.94), which is a matter of concern.

**Objective – 3**

To compare the job satisfaction level of secondary school teachers adopted indigenous and non-indigenous religious faiths of East Siang District, Arunachal Pradesh.

**Hypothesis-2**

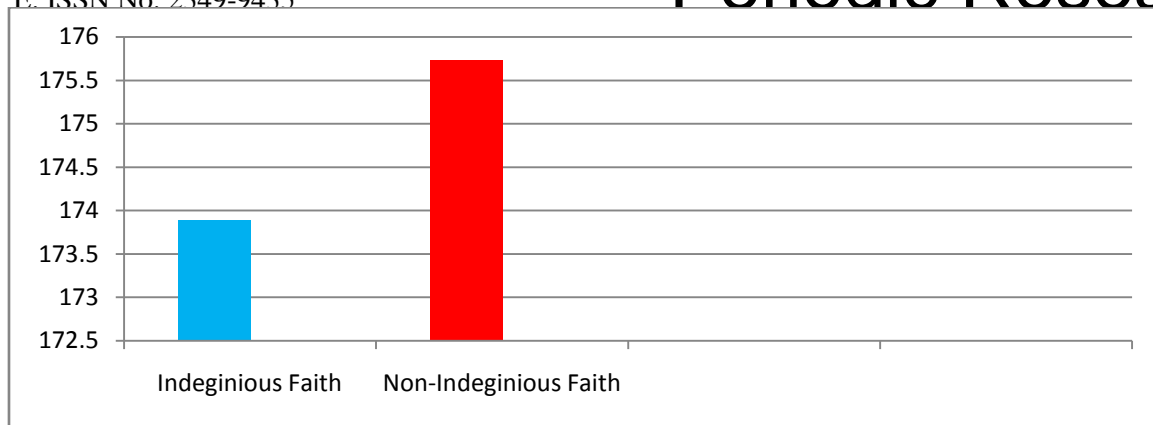
There is no significant difference between the mean score of job satisfaction level of secondary school teachers adopted indigenous and non-indigenous religious faiths of East Siang District, Arunachal Pradesh.

**Table-3: Showing the N, Mean, SD, t-value and remark of job satisfaction level score of secondary school teachers of East Siang district, Arunachal Pradesh in terms of religion.**

Religion	N	Mean	S.D.	t-value	Remark
Indigenous	39	173.89	9.37	1.75	Not significant
Non-indigenous	41	175.73	12.20		

**Source:** Field work, 2018, **Note:** N=total number of teachers, S.D. = standard deviation

**Figure- 2: Job satisfaction level of secondary school teachers of East Siang district, Arunachal Pradesh adopted indigenous and non-indigenous faiths.**



Source: Field work, 2018.

**Interpretation**

The table-3 reveals that the calculated t-value which came out as 1.75 for job satisfaction level score of secondary school teachers adopted indigenous and non-indigenous religious faiths of East Siang district is less than the critical t-values 1.99 and 2.64 at 0.05 and 0.01 level of significance respectively for 78 degree of freedom. From the calculated t-value, it is understood that secondary school teachers adopted indigenous and non-indigenous religious faiths of the study area do not differ significantly in their job satisfaction level. Therefore, the formulated hypothesis “there is no significant difference between the mean score of job satisfaction level of secondary school teachers adopted indigenous and non-indigenous religious faiths of East Siang District, Arunachal Pradesh” get accepted. The table-3 and figure-2, further, indicates that mean job satisfaction score of teachers belong to non-indigenous religious faith (175.73) came out

higher than that of their counterparts adopted indigenous religious faith i.e. 173.89. It means secondary school teachers adopted non-indigenous religious faith is more satisfied with their job than the teachers adopted indigenous religious faith. However, the standard deviation (12.20) of job satisfaction level score of secondary school teachers adopted non-indigenous religious faith showed substantial deviation in their job satisfaction level scores from mean job satisfaction level score (175.73), which is a matter of concern.

**Objective – 4**

To compare the job satisfaction level of private and government secondary school teachers of East Siang District, Arunachal Pradesh.

**Hypothesis-3**

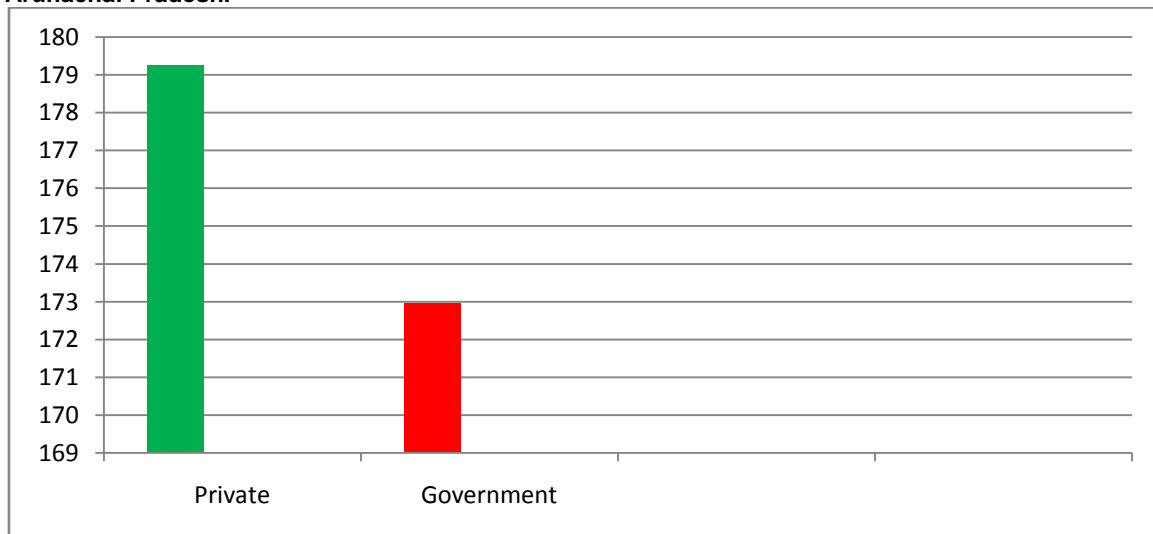
There is no significant difference between the mean score of job satisfaction level of private and government secondary school teachers of East Siang District, Arunachal Pradesh.

**Table-4: Showing the N, Mean, SD, t-value and remark of job satisfaction level score of secondary school teachers of East Siang district, Arunachal Pradesh in terms of management type**

Management type	N	Mean	S.D.	t-value	Remark
Private	26	179.25	14.98	0.44	Not significant
Government	54	172.94	8.64		

Source: Field work, 2018, Note: N=total number of teachers, S.D. = standard deviation

**Figure-3: Job satisfaction level of private and government secondary school teachers of East Siang district, Arunachal Pradesh.**



Source: Field work, 2018

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**Interpretation**

The table-4 shows that the calculated t-value which came out as 0.44 for job satisfaction level score of government and private secondary school teachers of East Siang district is less than the critical t-values 1.99 and 2.64 at 0.05 and 0.01 level of significance respectively for 78 degree of freedom. From the calculated t-value, it is understood that government and private secondary school teachers do not differ significantly in their job satisfaction level. Therefore, the formulated hypothesis "There is no significant difference between the mean score of job satisfaction level of private and government secondary school teachers of East Siang District, Arunachal Pradesh" get accepted. The table-4 and figure-3, further, revealed that mean job satisfaction level score of private secondary school teachers (179.25) came out higher than that of government secondary school

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teachers i.e. 172.94. It means private secondary school teachers are more satisfied with their job than government secondary school teachers. However, the standard deviation (14.98) of job satisfaction level score of private secondary school teachers showed substantial deviation in their job satisfaction level scores from mean job satisfaction level score (179.25), which is a matter of concern.

**Objective – 5**

To compare the job satisfaction level of APST and non-APST secondary school teachers of East Siang District, Arunachal Pradesh.

**Hypothesis-4**

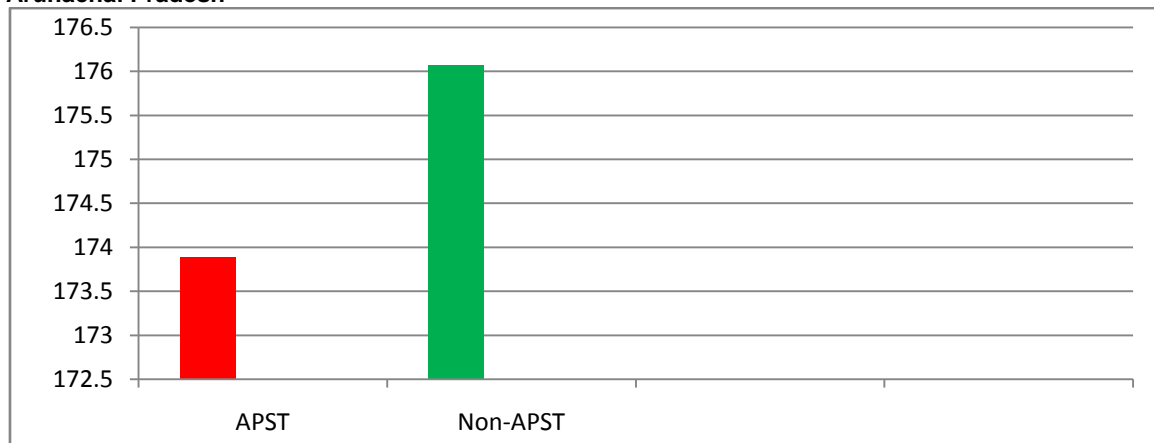
There is no significant difference between the mean score of job satisfaction level of APST and non-APST secondary school teachers of East Siang District, Arunachal Pradesh.

**Table-5: Showing the N, Mean SD, t-value and remark of job satisfaction level score of secondary school teachers of East Siang district, Arunachal Pradesh in terms of race.**

Race	N	Mean	S.D.	t-value	Remark
APST	39	173.89	9.37	0.76	Not significant
Non-APST	41	176.07	12.97		

**Source:** Field work, 2018, **Note:** APST = Arunachal Pradesh scheduled tribe, non-APST = non- Arunachal Pradesh scheduled tribe, N=total number of teachers, S.D. = standard deviation

**Figure-4: Job satisfaction level of APST and Non-APST secondary school teachers of East Siang district, Arunachal Pradesh**



**Source:** Field work, 2018, **Note:** APST = Arunachal Pradesh scheduled tribe, non-APST = non- Arunachal Pradesh scheduled tribe

**Interpretation**

The table-5 indicates that the calculated t-value which came out as 0.76 for job satisfaction level score of APST and non-APST secondary school teachers of East Siang district is less than the critical t-values 1.99 and 2.64 at 0.05 and 0.01 level of significance respectively for 78 degree of freedom. From the calculated t-value, it is understood that APST and non-APST secondary school teachers do not differ significantly in their job satisfaction level. Therefore, the formulated hypothesis "there is no significant difference between the mean score of job satisfaction level of APST and non-APST secondary school teachers of East Siang District, Arunachal Pradesh" get accepted. The table-5 and figure-4, further, show that mean job satisfaction level score of non-APST secondary school teachers (176.07) came out higher than that of APST secondary school

teachers i.e. 173.89. It means non-APST secondary school teachers are more satisfied with their job than their APST counterparts. However, the standard deviation (12.97) of job satisfaction level score of non-APST secondary school teachers showed substantial deviation in their job satisfaction level scores from mean job satisfaction level score (176.07), which is a matter of concern.

**Objective – 6**

To compare the job satisfaction level of urban and rural secondary school teachers of East Siang District, Arunachal Pradesh.

**Hypothesis-5**

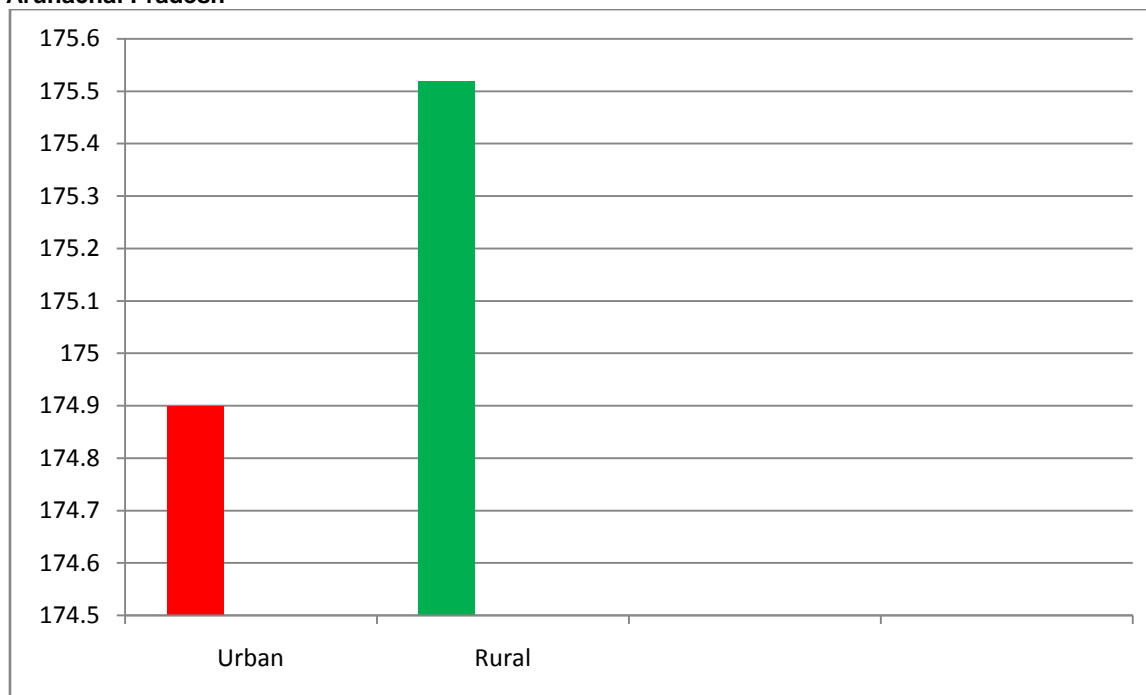
There is no significant difference between the mean score of job satisfaction level of urban and rural secondary school teachers of East Siang District, Arunachal Pradesh.

**Table-6: Showing the N, Mean, SD, t-value and remark of job satisfaction level score of secondary school teachers of East Siang district, Arunachal Pradesh in terms of settlement**

Settlement	N	Mean	S.D.	t-value	Remark
Urban	44	174.90	2.67	0.22	Not significant
Rural	35	175.52	11.77		

**Source:** Field work, 2018, **Note:** APST = Arunachal Pradesh scheduled tribe, non-APST = non- Arunachal Pradesh scheduled tribe, N=total number of teachers, S.D. = standard deviation

**Figure -5: Job satisfaction level of urban and rural secondary school teachers of East Siang district, Arunachal Pradesh**



**Source:** Field work, 2018.

#### Interpretation

The table-5 indicates that the calculated t-value which came out as 0.22 for job satisfaction level score of urban and rural secondary school teachers of East Siang district is less than the critical t-values 1.99 and 2.64 at 0.05 and 0.01 level of significance respectively for 78 degree of freedom. From the calculated t-value, it is understood that urban and rural secondary school teachers do not differ significantly in their job satisfaction level. Therefore, the formulated hypothesis "There is no significant difference between the mean score of job satisfaction level of urban and rural secondary school teachers of East Siang District, Arunachal Pradesh" get accepted. The table-6 and figure 5 further show that mean job satisfaction level score of rural secondary school teachers (175.52) came out higher than that of urban secondary school teachers i.e. 174.90. It means rural secondary school teachers are more satisfied with their job than their urban counterparts. However, the standard deviation (11.77) of job satisfaction level score of rural secondary school teachers showed substantial deviation in their job satisfaction level scores from mean job satisfaction level score (175.52), which is a matter of concern.

#### Findings

Following are the findings of the present work:

1. Secondary school teachers of East Siang District, Arunachal Pradesh are highly satisfied with their teaching job. (Table -1)
2. Gender, religion, settlement, race and management type of secondary schools do not influence significantly the job satisfaction level of secondary school teachers of East Siang district, Arunachal Pradesh. (Table-2 – Table-6)

#### Discussion and Conclusion

The present study which showed that all the secondary school teachers in general were satisfied with their job corroborates with the finding of Seenivasan (2000). No significant gender disparity in job satisfaction level had been reported by the present study, this finding opposed the findings of Bhuyan & Choudhary (2003) and Msuyu (2015). But, at the same time, this study which revealed that male teachers were more satisfied with their job when compared to female teachers, verify the studies conducted by Sing (2012) and Nigama et al. (2018) and contradict to the findings of Garanayak (1963), Lavingia (1974), Rajmmal (1978), Venkata & Ramakrishnaiah (1981), Beegam & Dharmangadam (2000), Khatoon & Hasan (2000), Ahmed, Rahman & Jamal (2003), Ali, Khan and Alam (2005), Mahmood & Haider (2011), Gupta, Pasrija & Bansal (2012), Khatoon et al. (2000), Jabnoun & Fook (2001) and Mocheche et al. (2017), who reported that female school teachers had higher job satisfaction than male

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teachers. Maximum of ours' follows patriarchal form of society. One of the rampant stereotype mindset associated generally with such form of society is, if male members do not work, family and society looks down those male members. The sense of employed, therefore, might have resulted to show higher job satisfaction by them. It is generally presume that teachers serving in the public sector should have higher job satisfaction, which had also been proved by Akhtar, Hashmi & Naqvi (2010), Singh (2012), Ahmad (2014), and Nigam et al. (2018), however, the present study got contradictory result as private secondary school teachers are more satisfied with their job when compared to their government counterparts. The reason may be because now-a-days to get employment in private schools in the district have also become so tough due to tough recruitment procedure and cut throat competition caused by large number of contenders. So, may be because they got the job after tough competition they showed greater job satisfaction. Another finding reported as rural and urban secondary school teachers do not differ in their job satisfaction verifies the study of Bhuyan (2016). Through review of related literature the investigators couldn't find any study carried out on school teachers' job satisfaction level considering the race and religion differences. But investigators do not claim that research on job satisfaction level of school teachers based on race and religion differences had not been done by anyone yet, because not all the researcher bring findings of their studies to the mass through publication. Therefore, claiming research gap for the mentioned is not possible at all. However, on the backdrop of amount of reviews done, the investigators may conclude that the result drawn in this regard such as secondary school teachers do not significantly differ in terms of religion and race variables showed extension in the findings of earlier researches done on job satisfaction of secondary school teachers.

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