

A Study of Job Satisfaction of Private School Teachers of Fazilka District

Abstract

The present study focused the job satisfaction of private school teacher of Fazilka district. Today's era being a stage of competitiveness create a burden on the mind of the person which ultimately effects its job satisfaction. So, the present study will focuses on the effect of job satisfaction of private school teachers of Fazilka district. Descriptive method of research will be followed in the conduct of study. The sample consist of 100 school teachers (50 male and 50 female) were selected by random sampling method. For the study Dixit's Job Satisfaction questionnaire by Mrs. Meera Dixit was used to collect the data. A statistical technique mean, stander deviation and t-test was used to analyze the data. The findings of the study showed that there exist no significant difference between Job Satisfaction on the basis of gender and type of job.

Keywords: School, Teachers, Job, Satisfaction, Gender Etc.

Introduction

Job Satisfaction is a combination of two words job and Satisfaction. The word Job refers to collection of tasks, duties and responsibilities which as a whole is regarded as the established assignment to individual employers. The word job also includes occupational activity performed by an individual in return for a monetary reward, while satisfaction is a word which is not easy to define. Satisfaction means the fulfillment of a need or desire Satisfaction increases the efficiency and the work orientation of the employee. Job Satisfaction is a complex Phenomenon involving various personal, institutional and social aspects. If the teachers attain adequate Job Satisfaction they will be in a position to fulfill the educational objective and national goals. Job Satisfaction consists of linking the work involved and acceptance of the pleasure and aspirations connected with that work .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. Job satisfaction is a complex and multifaceted concept which can mean different things to different people. Job satisfaction is usually linked with motivation, but the nature of this relationship is not clear. Satisfaction is not the same as motivation. Job satisfaction is more of an attitude, an internal state. Ahmed (2015) the term job satisfaction refers to the attitude and feelings people have about their work. Positive and favorable attitudes towards the job indicate job satisfaction. Negative and unfavorable attitudes towards the job indicate job dissatisfaction. Kaliski (2007) Job satisfaction is a worker's sense of achievement and success on the job. It is generally perceived to be directly linked to productivity as well as to personal well-being. Job satisfaction implies doing a job one enjoys, doing it well and being rewarded for one's efforts. Job satisfaction further implies enthusiasm and happiness with one's work. Job satisfaction is the key ingredient that leads to recognition, income, promotion, and the achievement of other goals that lead to a feeling of fulfillment.

Job Satisfaction is determined by the actual situation at work as well by the demands of individuals. Job Satisfaction is set of favorable or unfavorable feelings and emotions with which employees view their work. Job Satisfaction is an attitude, which results from a balancing and summation of many specific likes and dislikes experienced in connection with the job. This evaluation may rest largely upon one's own success or failure in the achievement of personal objectives and upon the perceived contribution of the job and company towards these ends. Job satisfaction refers to a person's feeling of satisfaction on the job, which acts as a motivation to work. It is not the self-satisfaction, happiness of self-contentment but the satisfaction on job. In the case of Job Satisfaction of



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teachers there are many factors, which are important such as intrinsic aspect and rapport with the students etc. These factors are:-

1. Intrinsic aspect
2. Salary, service condition and promotion
3. Physical facilities, Social Status and family welfare.
4. Institutional plans and policies.
5. Rapport with the students and Relationship with co- workers.

Importance of Job Satisfaction

The Job Satisfaction is the condition of establishing healthy organizational environment in an organization. Individuals want to maintain high status ranks and authority by giving their capabilities such as knowledge, ability, education, health etc. to their jobs for which they spend most of their time. Job Satisfaction is very important for person's motivation and contribution to production. Job satisfaction may diminish irregular attendance at work, replacement of workers with in a cycle or even the rate of accidents. Schools are the indispensable cornerstones of the society. The qualifications of the school personnel or the fundamental determination the development and organization of the service. Job satisfaction of the teachers, who have an important place in information society, will affect the quality of the service they provide. In this respect the question of how the material and moral elements affect the job satisfaction of the teacher's gains importance.

Factor Affecting Job Satisfaction

The term job Satisfaction has been defined as all those factors which makes a person like his job and go about it, willingly and without distaste several research studies, both in the west and in India have been conducted and the results of their finding have enlightened factors influencing employees attitude and responsibility for their job satisfaction and dissatisfaction. There are so many factors to affect the job satisfaction, which are important such as:

1. General factor
2. Recognition
3. Responsibility
4. Achievement
5. The profession itself
6. Advancement

Significance of the Study

Teaching profession is regarding as one of the noblest profession in the society. The heart and soul of any society is the school. Job satisfaction of the teachers is therefore, an important factor to make the profession more functional. The quality of educational institutions depends on the teachers. But teacher now a days are not satisfied from their job. That is why there is dire need to study the job satisfaction of private School teacher.

Statement of Problem

A study of job satisfaction of private school teachers of Fazilka district.

Objectives of The Study

1. To study the Job Satisfaction of Male and Female private school teachers of Fazilka District.

2. To study the Job Satisfaction of Regular and Contract private school teachers of Fazilka District.

Hypotheses

1. There was a significant difference between Job Satisfaction of Male and Female private school teachers of Fazilka District.
2. There was a significant difference between Job Satisfaction of Regular and contract private Schools teachers of Fazilka District.

Methodology

Method-Descriptive Research Method was followed in the conduct of present study in the following manner.

Sample

A sample of 100 private school Teachers of Fazilka districts were selected by random sampling method.

Tools

Dixit's Job Satisfaction questionnaire by Mrs. Meera Dixit was used to collect the data.

Statistical Techniques of the Study

For the study Mean, median, standard deviation, and t-ratio was used to analyze the data.

Delimitation of the Problem

The present study was confined only private school teachers of Fazilka district.

Review of Litratue

Arani (2011) conducted a study on English teachers in Iran focusing on EJS and organizational commitment. Her findings suggest a positive significant relationship between emotional and job satisfaction. Concerning gender, results uncovered a significant difference in EI with females scoring higher than males. No difference was found between both groups with regard to JS. In addition, age did not affect Emotional Intelligence or Job Satisfaction unlike the results of several other studies.

Cekmecelioğlu et.al. (2012) conducted the study to empirically investigate, the impact of emotional intelligence (EI) on job satisfaction. This study considers emotional intelligence as a multidimensional construct and compares the effects of these dimensions on job satisfaction and job performance. Data obtained from 147 call center employees in Istanbul we used to examine the hypothesized relationships among study variables. The results of the study show significant positive relationship emotional intelligence and internal satisfaction. Specifically these findings indicate that employees with high emotional recognition are more likely to have higher levels of internal job satisfaction.

Alnidawy (2015) study was to measure the impact of the emotional intelligence of managers and employees on their job satisfaction. A questionnaire was designed to gathering data and it is included (37) questions. The sample of the study are (300) employees. After the data collected the proper statistical analysis was applied. The result showed that the emotional intelligence had big impact on the job satisfaction in organization. This study also, recommended a set of conclusions and recommendations that achieve the purpose of this study.

Periodic Research

Gandhi (2016) examined a comparative study of job satisfaction of teachers working in self-financed colleges of Punjab and Rajasthan state. The sample comprised of 200 college teachers of Rajasthan and Punjab state selected by random sampling method. For the collection of data job satisfaction scale by Singh and Sharma (1986) was used. The findings of the study showed that there was significant difference in the job satisfaction of self-financed college teachers of Rajasthan and Punjab state.

Velmurugan (2016) revealed job satisfaction of teachers. The results of the study showed that job satisfaction of teachers depend on their salary, working of time and their professional growth.

Barman and Bhattacharyya (2017) investigated job satisfaction of teachers' educators in

different types of B.Ed. colleges in West Bengal. The sample consist of 405 teachers' educators who working in different government aided and private B.Ed. colleges in West Bengal. The results of the study found that teachers educators working in different colleges were satisfied their all job dimension or aspects except only one dimension salary and compensation.

Nigama et.al (2018) studied job satisfaction among secondary school teachers. A sample comprised of 100 school teachers which of them 50 from private and 50 rom government school. Collected data was analyzed with descriptive statics using SPSS version 16. The study showed that there was no significance difference in their level of satisfaction irrespective of gender.

Table 1
Significance difference between mean scores of Job Satisfaction of Male and Female private school teachers of Fazilka district

Sub sample	N	Mean	SD	SE _D	t-value	Significance
Male	50	214.27	20.56	3.94	1.86	Not significant
Female	50	220.68	18.94			

Table1. Shows that t-ratio between the mean scores of male and female in respect of Job Satisfaction are 1.86 obtained t-values do not reach level of 1.98 and 2.63 at 0.05 and 0.01 level. So, the

table shows that there is no significant difference between job satisfaction of male and female teachers of private school of Fazilka district.

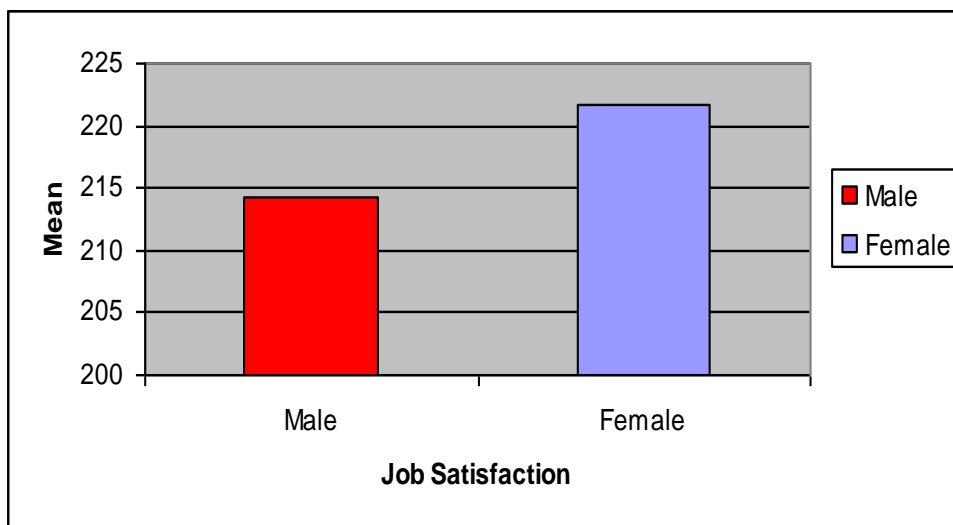
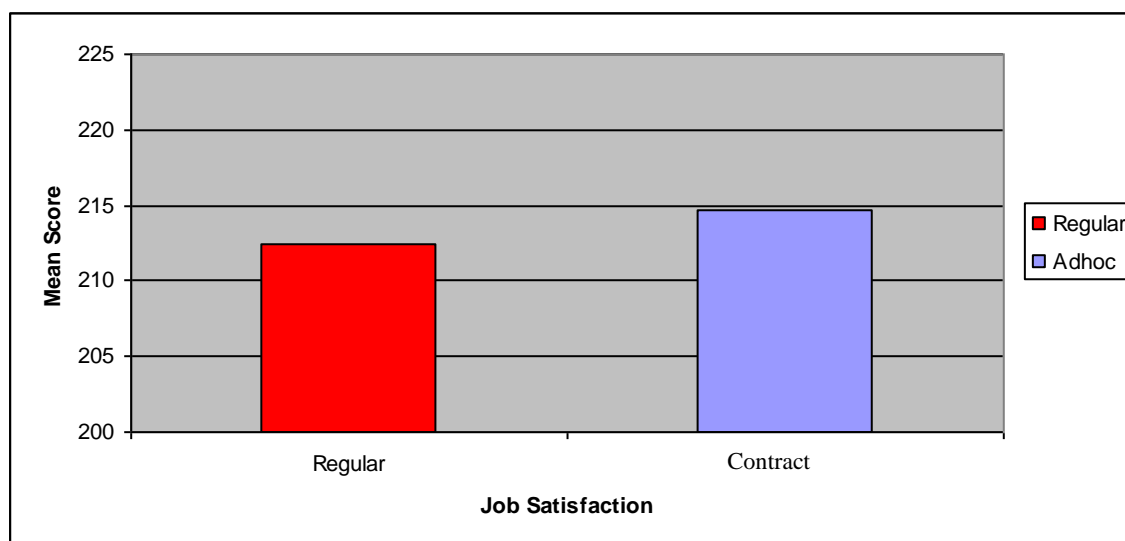


Table 2
Significance of difference between mean scores of Job Satisfaction of Regular and contract Teachers of private school of Fazilka District

Sub sample	N	Mean	SD	SE _D	t-value	Significance
Regular	50	213.43	18.91	3.84	0.56	Not significant
Contract	50	214.62	19.56			

Table 2. Shows that t-ratio between the mean scores of regular and contract teachers in respect of Job Satisfaction are 0.56 obtained t-values do not reach level of 1.98 and 2.63 at 0.05 and 0.01

level. Hence there is no significant difference found in Job Satisfaction of regular and contract basis private school teachers of Fazilka district.



Conclusion

1. The first hypothesis showed that there exist no significant difference between Job Satisfaction of male and female teachers of private school teachers of Fazilka District accepted. Since the value of $t=1.86$ is not significant at 0.05 and 0.01 level of significance. This shows that male and female teachers of private school was equal Job Satisfaction.
2. The second hypothesis is that there exists no significant difference between Job Satisfaction of regular and contract teachers of private School was accepted. Since the value of $t=0.56$ is not significant at 0.05 and 0.01 level of significance. So, this hypothesis shows that regular and contract basis teachers of private School have equal Job Satisfaction.

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