

A Comparative Study of Job Satisfaction among Govt. and Pvt. Secondary School Teachers

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Abstract

Job satisfaction is one of the most widely discussed issue in the field of Education Sector and specially at secondary level. In present study the researcher investigated the present level of job satisfaction among the private and govt. school teachers on the basis of gender and area. In this research, 200 Govt. and 200 Private teachers, 400 in total, working in different govt. & private schools located in urban and rural areas were examined. The obtained data were analyzed based on the descriptive statistics. In this research, C.R. test has been used in this study to analyze the job satisfaction level among male & female teachers and Govt. & Private school teachers and teachers working in urban and rural areas. The study revealed that there is significant difference in the level of job satisfaction. The Govt. Secondary school teachers having more job satisfaction as compare to pvt. secondary school teachers and male teachers are more satisfied than female teachers. Similarly teachers working in urban areas have more job satisfaction as compare to teachers working in rural areas. There are various factors on the basis of which the teachers are having more job satisfaction and they must be given sufficient facilities so that they may have full satisfaction of their job.

Keywords: Job Satisfaction, Secondary School Teachers.

Introduction

Everybody wants to achieve his goal in every field. For doing so, he sets his desire and then tries his level best to achieve this, through which he attains satisfaction. Talking about a teacher, how far he is pleased with his profession constitutes his job-satisfaction. In this sense job-satisfaction also means a favourable and positive attitude, aptitude, interest towards teaching profession. The secret of his success lies in love, sacrifice and dedication for his work. Then only it can be said that he is satisfied with this job if he will do his work properly, devoted and sincerely. The qualities of head, heart and hand ; his intellect, knowledge and thoughts are the qualities of head; sympathy, understanding, fellow feelings, love and affection are the qualities of heart; handwriting, drawing, painting are the qualities of hand, which are reflected in him. These qualities let him think himself as satisfied teacher. He must free himself from frustration and pessimism. Otherwise he will be a dissatisfied dead wood without any feeling.

Job-satisfaction is an attitude, which results from a balanced summation of many positive and negative experiences in connection with the job. This term denotes the extent to which an individual's needs are satisfied and the extent to which an individual perceives that satisfaction has come as stemming from his total world of work. In the process of education, it is being increasingly visualized as closely linked with the productivity and national development. This can't be accomplished in the absence of teachers who really identified themselves with the job-satisfaction implores the performance as well as the effectiveness of an individual irrespective of the nature of work.

Every society thinks of what kind of a teacher should be and what sort of facilities are to be given, so that he is satisfied and happy in his work and finds satisfaction in the work undertaken by him. He has to be adjusted properly so that he may be able to teach the students with the fullest zeal. Job-satisfaction and attitude towards the profession have some problems, which an administrator faces when he plans to achieve higher institution effectiveness. Teacher should enjoy his job and when he cherishes these

feelings, he arrives at a state of mind in which he enjoys full job-satisfaction in his teaching.

Job-satisfaction is a complex concept and lacks a clear and widely accepted definition due to the following reasons:

1. The varied nature of job that an individual performs.
2. Various disciplines like psychology, sociology, education and management have explained this term in a number of ways.
3. Various researchers to study job-satisfaction have used large number of methods.

Credit for bringing "Job-satisfaction" into limelight goes to Hoppick (1935) for whom job satisfaction was a combination of psychological, physiological and environmental circumstances that makes a person say truthfully, "I am satisfied with my job"

Strong (1958), Vroom (1964) and Green (1969) pointed out that, "Job-satisfaction, strictly speaking, is applied to the attitude already possessed by an individual."

According to Bullock (1962), "Job-satisfaction is an attitude which results from balancing and summation of many specific likes, dislikes and experiences in connection with job."

According to Longman's Dictionary of psychology and psychiatry (1984), job satisfaction is the attitude of a worker towards his job, sometimes expressed as hedonic response of liking or disliking the work itself, the rewards (pay, promotions and recognition etc.) or the contest (working conditions and benefits etc.).

Thus, it can be said that job-satisfaction is the result of various attitudes that a person holds towards his job, towards related factors and towards life in general. It is a direction of life one had adopted.

Objectives of the Study

1. To study and compare the difference among Government & Private teachers of Secondary schools regarding their job satisfaction.
2. To study and compare the difference among Male & Female Government teachers of Secondary schools regarding their job satisfaction.
3. To study and compare the difference among Male & Female Private teachers of Secondary schools regarding their job satisfaction.
4. To study and compare the difference among Urban & Rural teachers of Government Secondary schools regarding their job satisfaction.
5. To study and compare the difference among Urban & Rural teachers of Private Secondary schools regarding their job satisfaction.

Hypothesis

1. There is no significant difference among Government & Private teachers of Secondary schools regarding their job satisfaction.
2. There is no significant difference among Male & Female Government teachers of Secondary schools regarding their job satisfaction.

3. To study and compare the difference among Male & Female Private teachers of Secondary schools regarding their job satisfaction.
4. To study and compare the difference among Urban & Rural teachers of Government Secondary schools regarding their job satisfaction.
5. To study and compare the difference among Urban & Rural teachers of Private Secondary schools regarding their job satisfaction.

Methodology

In this research, Descriptive Survey Method was used.

Population

All the male and female teachers working in Govt. and Private schools in urban and rural areas of Sirsa District constituted the population of the research.

Sampling Method and Sample Size

The sample of the study consisted of 20 secondary schools only restricted to Sirsa District in Haryana State. From each Secondary School 20 teachers were randomly selected. 200 teachers working in govt. and 200 teachers working in private schools restricted to Sirsa District in the State of Haryana. The Pvt and Govt. Secondary schools were further classified into urban and rural areas school.

Delimitations of the Study

The study was delimited to secondary schools of Haryana State.

1. The study was delimited 20 secondary schools in which 10 Govt. and 10 Pvt. Schools of Sirsa District affiliated from Haryana Board of School Education, Bhiwani in Haryana State.
2. The study was delimited to one variable like Job Satisfaction.
3. The study was delimited to sample 400 teachers (200 Govt. and 200 Pvt.) of Secondary Schools of Sirsa District.
4. The study was delimited to statistical formulas like Mean, S.D, 't' test etc.,

Tools Used

To collect information for the research, the investigator used the following tool.

Teacher's job- satisfaction Questionnaire (TJSQ) by P.Kumar and D.N Mutha.

Analysis and Interpretation of Data

Hypothesis No. I

There is no significant difference among Government & Private teachers of Secondary schools regarding their job satisfaction.

Table No. 1

Mean, S.D. & C. R. Value of Government & Private teachers of Secondary Schools Regarding their Job Satisfaction.

S. No.	Variable	N	Mean	S.D.	df	C.R. value	Level of significant
1.	Job satisfaction of Government secondary school teachers	200	23.12	4.61	398	11.80	Significant at both levels i.e. .05 & .01 level
2.	Job satisfaction of Private secondary school teachers	200	18.08	3.92			

df= 398

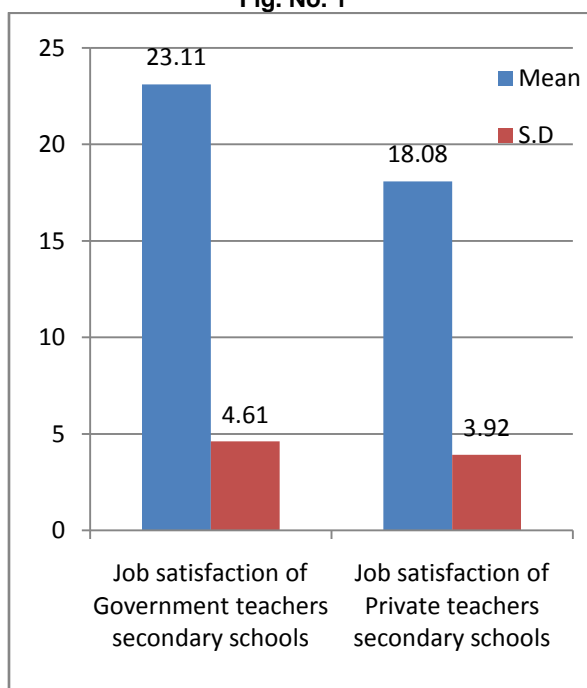
.05= 1.97

.01= 2.59

Interpretation

In table No.1, the mean, S.D. of job satisfaction of teachers of Government & Private Secondary schools is 23.12, 4.61, 11.80, 3.92 respectively. The calculated C.R. Value is 11.80 which is more than standard table value at both levels of significance. Therefore hypothesis No. I is rejected. It is concluded that there exists significant difference of job satisfaction of Government teachers of Secondary schools. Further, it is analysed that the mean value of Government teachers of secondary schools is more than Private secondary schools. It is finally concluded that the job satisfaction of Government teachers of secondary schools is more than of teachers of Private secondary schools.

Fig. No. 1



Hypothesis No. II

There is no significant difference among Male & Female Government teachers of Secondary schools regarding their job satisfaction.

Table No. 2

Mean, S.D. & C. R. Value of Male & Female Government teachers of Secondary Schools Regarding their Job Satisfaction.

S. No.	Variable	N	Mean	S.D.	df	C.R. value	Level of significant
1.	Job satisfaction of Male Government secondary school teachers	100	25.62	4.72	198	4.75	Significant at both levels i.e. .05 & .01 level
2.	Job satisfaction of Female Government secondary school teachers	100	23.16	4.63			

df= 198

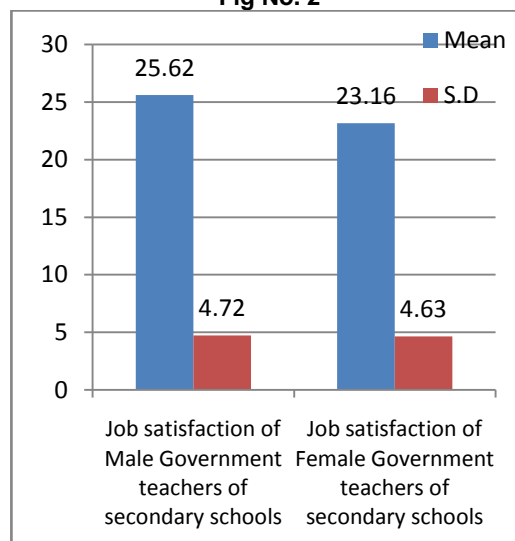
.05= 1.97

.01= 2.60

Interpretation

In table No. 2, the mean, S.D. of job satisfaction of Male & Female Government Secondary schools is 25.62, 4.72, 23.16, 4.63 respectively. The calculated C.R. Value is 4.75 which is more than standard table value at both levels of significance. Therefore hypothesis No. II is rejected. It is concluded that there exists significant difference of job satisfaction of Male & Female Government teachers of Secondary schools. Further, it is analysed that the mean value of job satisfaction of Male Government teachers of secondary schools is more than Female Government secondary schools. It is finally concluded that the job satisfaction of Male Government teachers of secondary schools is more than of Female Government teachers of secondary schools.

Fig No. 2



Hypothesis No. III

There is no significant difference among Male & Female Private teachers of Secondary schools regarding their job satisfaction.

Table No. 3

Mean, S.D. & C. R. Value of Male & Female Private Teachers of Secondary Schools Regarding their Job Satisfaction.

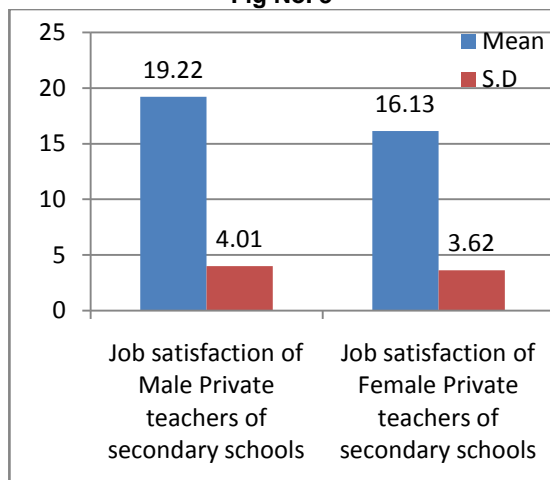
S. No.	Variable	N	Mean	S.D.	df	C.R. value	Level of significant
1.	Job satisfaction of Male Private secondary school teachers	100	19.22	4.01	198	5.73	Significant at both levels i.e. .05 & .01 level
2	Job satisfaction of Female Private secondary school teachers	100	16.13	3.62			

df= 198
.05= 1.97
.01= 2.60

Interpretation

In table No. 3, the mean, S.D. of job satisfaction of Male & Female teachers of Private Secondary schools is 19.22, 4.01, 16.13, 3.62 respectively. The calculated C.R. Value is 5.73 which is more than standard table value at both levels of significance. Therefore hypothesis No. III is rejected. It is concluded that there exists significant difference of job satisfaction of Male and Female teachers of Private Secondary schools. Further, it is analysed that the mean value of job satisfaction of Male teachers of Private secondary schools is more than Female teachers of Private secondary schools. It is finally concluded that the job satisfaction of Male teachers of Private secondary schools is more than job satisfaction of Female teachers of Private secondary schools.

Fig No. 3



Hypothesis No. IV

There is no significant difference among Urban & Rural teachers of Government Secondary schools regarding their job satisfaction.

Table No. 4

Mean, S.D. & C. R. Value of Urban & Rural Teachers of Government Secondary Schools Regarding their Job Satisfaction.

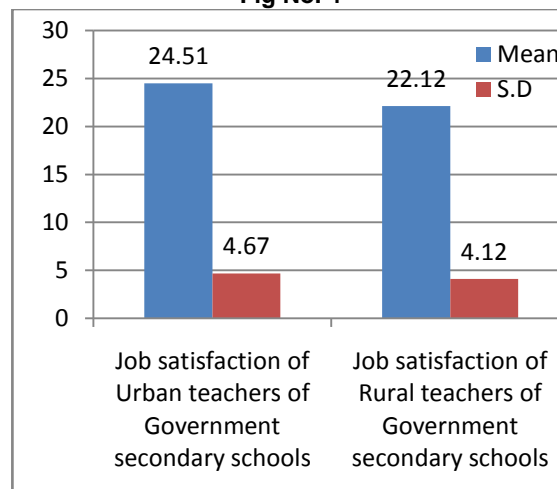
S. No.	Variable	N	Mean	S.D.	df	C.R. value	Level of significant
1.	Job satisfaction of Urban teachers of Government secondary schools	100	24.51	4.67	198	3.84	Significant at both levels i.e. .05 & .01 level
2.	Job satisfaction of Rural teachers of Government secondary schools	100	22.12	4.12			

df= 198
.05= 1.97
.01= 2.60

Interpretation

In table No. 4, the mean, S.D. of job satisfaction of teachers Urban & Rural Government Secondary schools is 24.51, 4.67, 22.12, 4.12 respectively. The calculated C.R. Value is 3.84 which is more than standard table value at both levels of significance. Therefore hypothesis No. 4 is rejected. It is concluded that there exists significant difference of job satisfaction of Urban & Rural teachers of Government Secondary schools. Further, it is analysed that the mean value of job satisfaction of Urban teachers of Government secondary schools is more than Rural teachers of Government secondary schools. It is finally concluded that the job satisfaction of Urban teachers of Government secondary schools is more than job satisfaction of Rural teachers of Government secondary schools.

Fig No. 4



Hypothesis No. V

There is no significant difference among Urban & Rural teachers of Private Secondary schools regarding their job satisfaction.

Table No. 5

Mean, S.D. & C. R. Value of Urban & Rural Teachers of Private Secondary Schools Regarding their Job Satisfaction.

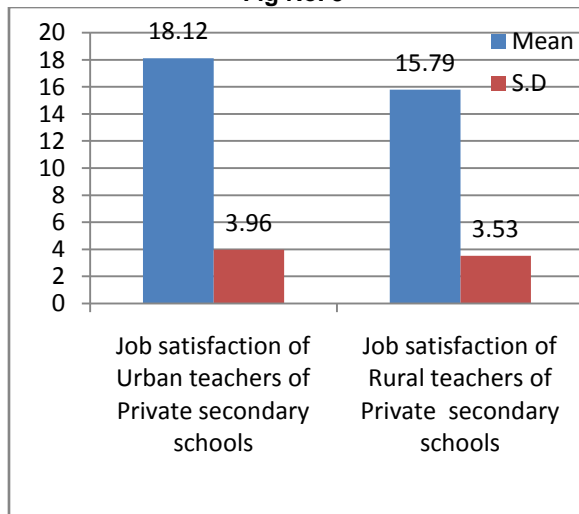
S. No	Variable	N	Mean	S.D.	df	C.R. value	Level of significant
1.	Job satisfaction of Urban teachers of Private secondary schools	100	18.12	3.96	198	4.40	Significant at both levels i.e. .05 & .01 level
2.	Job satisfaction of Rural teachers of Private secondary schools	100	15.79	3.53			

df= 198
 .05= 1.97
 .01= 2.60

Interpretation

In table No. 5, the mean, S.D. of job satisfaction of teachers Urban & Rural teachers Private Secondary schools is 18.12, 3.96, 15.79, 3.53 respectively. The calculated C.R. Value is 4.40 which is more than standard table value at both levels of significance. Therefore hypothesis No. 5 is rejected. It is concluded that there exists significant difference of job satisfaction of urban & rural teachers of Private Secondary schools. Further, it is analysed that the mean value of job satisfaction of Urban teachers of Private secondary schools is more than Rural teachers of Private secondary schools. It is finally concluded that the job satisfaction of Urban teachers of Private secondary schools is more than job satisfaction of Rural teachers of Private secondary schools.

Fig No. 5



Major Findings

In Hypothesis No. 1

There exists significant difference among Government & Private teachers of secondary schools regarding their job satisfaction. The calculated C.R. Value is more than standard table value at both levels of significance. Therefore hypothesis No. 1 is rejected. Further the mean value of Government teachers is more than Private teachers regarding job satisfaction of secondary schools. It is finally concluded that the job satisfaction of Government teachers is more than Private teachers of secondary schools.

In Hypothesis No. II

There exists significant difference among Male & Female Government teachers of secondary schools regarding their job satisfaction. The calculated C.R. Value is more than standard table value at both levels of significance. Therefore hypothesis No. II is rejected. Further the mean value of Male Government teachers is more than Female Government teachers regarding job satisfaction of secondary schools. It is finally concluded that the job satisfaction of Male Government teachers is more than Female Government teachers of secondary schools.

In Hypothesis No. III

There exists significant difference among Male & Female Private teachers of secondary schools regarding their job satisfaction. The calculated C.R. Value is more than standard table value at both levels of significance. Therefore hypothesis No. 3 is rejected. Further the mean value of Male Private teachers is more than Female Private teachers regarding job satisfaction of secondary schools. It is finally concluded that the job satisfaction of Male Private teachers is more than Female Private teachers of secondary schools.

In Hypothesis No. IV

There exists significant difference among Urban & Rural Government teachers of secondary schools regarding their job satisfaction. The calculated C.R. Value is more than standard table value at both levels of significance. Therefore hypothesis No. IV is rejected. Further the mean value of Urban Government teachers is more than Rural Government teachers regarding job satisfaction of secondary schools. It is finally concluded that the job satisfaction of Urban Government teachers is more than Rural Government teachers of secondary schools.

In Hypothesis No. V

There exists significant difference among Urban & Rural Private teachers of secondary schools regarding their job satisfaction. The calculated C.R. Value is more than standard table value at both levels of significance. Therefore hypothesis No. V is rejected. Further the mean value of Urban Private teachers is more than Rural Private teachers regarding job satisfaction of secondary schools. It is finally concluded that the job satisfaction of Urban Private teachers is more than Rural Private teachers of secondary schools.

Educational Implications

Secondary Schools have always been the symbols of progress in the past and in the present. It is the academic institutions, which can prepare human beings to meet the challenging needs of the time and help them to improve. Secondary Schools also prepare talented persons and responsible citizens to the country. The purpose of the present study was to find out differences between govt. and pvt. secondary school teachers regarding job satisfaction. No doubt the results of the study indicates that Govt. secondary school teachers having very good salary and secured job as compare to Pvt. secondary school teachers, so the Govt. school Teachers are having more job satisfaction than Pvt. Secondary School teachers. Similarly the Male Teachers of Govt. as well as Pvt. Secondary schools have more job satisfaction than female Govt, and Pvt secondary school teachers. There are various factors which are responsible for more job satisfaction and they may be provided to teachers to improve their job satisfaction. In the same way teachers working in urban area secondary school have more job satisfaction as compare to teachers who are working in the rural areas.

To conclude, we may undoubtedly state that teacher's job-satisfaction play a vital role for providing better working environment to achieve the objectives of secondary schools. In order to prepare better teachers in service, training should be provided to them. In today's context there are few provisions for developing such skills. It needs more and more attention of the higher authorities like the NIEPA, the AICTE and the UGC, etc.

Suggestions for Further Studies

The following suggestions may be considered for the further studies:-

1. The study may be conducted in other districts of Haryana.
2. The study may be conducted at primary, higher secondary and at college levels also.
3. A comparative study of primary and secondary school students and Government and Private school students may be conducted.
4. Similar studies may be conducted by taking other variables like organizational effectiveness, locus of control and other demographic variables.
5. Similar studies can be tried on other variables in different educational and other professional Institutes and then the results obtained can be verified.

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