

# A Study on Job Satisfaction of Secondary School Teachers of Assam



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## Abstract

Job satisfaction implies the attitude of a person towards his or her job. The teacher's job satisfaction, interest and willing tendency can only serve the nation's school from deterioration of human values. In our secondary schools many teachers are dissatisfied with their teaching profession due to which the total educational goes valueless. There are several factors affecting the teachers job satisfaction both in the government and private schools like excessive workload, how salary, strict management, lack of additional facilities etc. Since secondary stage is an important stage of education, it is essential that the teachers of these schools should be satisfied with their job. The major objectives of this study were to assess the level of Job satisfaction among the secondary school teachers of Assam and also to find out the difference between male and female secondary school teachers of Assam in relation to their job satisfaction. In this study the investigators used descriptive Cum Survey method of Educational Research in order to find out the job satisfaction level of secondary school teachers of Assam. The researcher found that majority of the secondary school teachers of Assam have moderate job satisfaction level and there is no significant difference in the job satisfaction level of male and female secondary school teachers of Assam.

**Keywords:** Job Satisfaction, Secondary School, Teacher, Assam.

## Introduction

Education is a changing and dynamic concept. We are living in a fast changing and progressive society. Every society tries to plan and socialize its younger generation through its programme of education. School is an educational institution through which social and cultural aspects of human behaviour are modified. The teacher plays a vital role in modifying the children's behaviour through effective and efficient teaching. Hence, teaching occupies one of the important aspects of education process. The main purpose of classroom teaching is to bring desirable changes in pupil behaviour. These desirable behaviours are formulated by school and the teacher in terms of educational objectives.

## Concept of Job Satisfaction

The term Job Satisfaction of teachers means satisfaction with one's emoluments, the general school setting, the social position, nature of work and so on. It is the amount of overhaul positive feelings that individuals have towards their jobs. It is the result of various attitudes that an employee in his job possesses. Job satisfaction is a combination of psychological, physiological and environmental circumstances that causes a person truthfully to say "I am satisfied with my job".

Actually job satisfaction can come only after one has entered in the job. An acceptable definition of job satisfaction runs like "Job satisfaction is the whole matrix of job factors that makes a person "like" his work situation and be "willing" to head for it without distaste at the beginning of his work day".

According to Daniel (1975) "Job Satisfaction is a result of consequences of the individual's experience on the job in relation to his own values that is to what he wants or expects from it. Job satisfaction has two aspects. Firstly liking and enjoying the job and secondly going to one's job with head erect and smiling face.

Job satisfaction implies the attitude of a person towards his or her job. The teacher's job satisfaction, interest and willing tendency can only serve the nation's school from deterioration of human values. In our secondary schools many teachers are dissatisfied with their teaching profession due to which the total educational goes valueless. There are several factors affecting the teachers job satisfaction both in the

government and private schools like excessive workload, how salary, strict management, lack of additional facilities etc. Since secondary stage is an important stage of education, it is essential that the teachers of these schools should be satisfied with their job.

**Objective of the study**

The major objective of this study were

1. To assess the level of Job satisfaction among the secondary school teachers of Assam
2. To find out the difference between male and female secondary school teachers of Assam in relation to their job satisfaction

**Hypotheses of the Study**

The major hypothesis of the study was-

1. There is no significant difference between the male and female secondary school teachers of Assam in relation to their job satisfaction.

**Methodology**

In this present study the investigators applied Descriptive Cum Survey of Educational Research in order to assess the level of job satisfaction of secondary school teachers of Assam.

**Population of the Study**

The target population of the present study consisted of male and female secondary school teachers of Assam.

**Sample of the Study**

In this study the investigators used the Stratified Random sampling procedure for collection of data which was consisted of 600 secondary school teachers of Assam.

**Tools Used in the Study**

In order to assess the level of job satisfaction of secondary school teachers of Assam the investigators also used a self- developed job satisfaction scale prepared by himself.

**Statistical techniques used**

The investigators used inferential statistics as 't' test in order to analyze and interpret the result for the purpose of the study.

**Major Findings of the study**

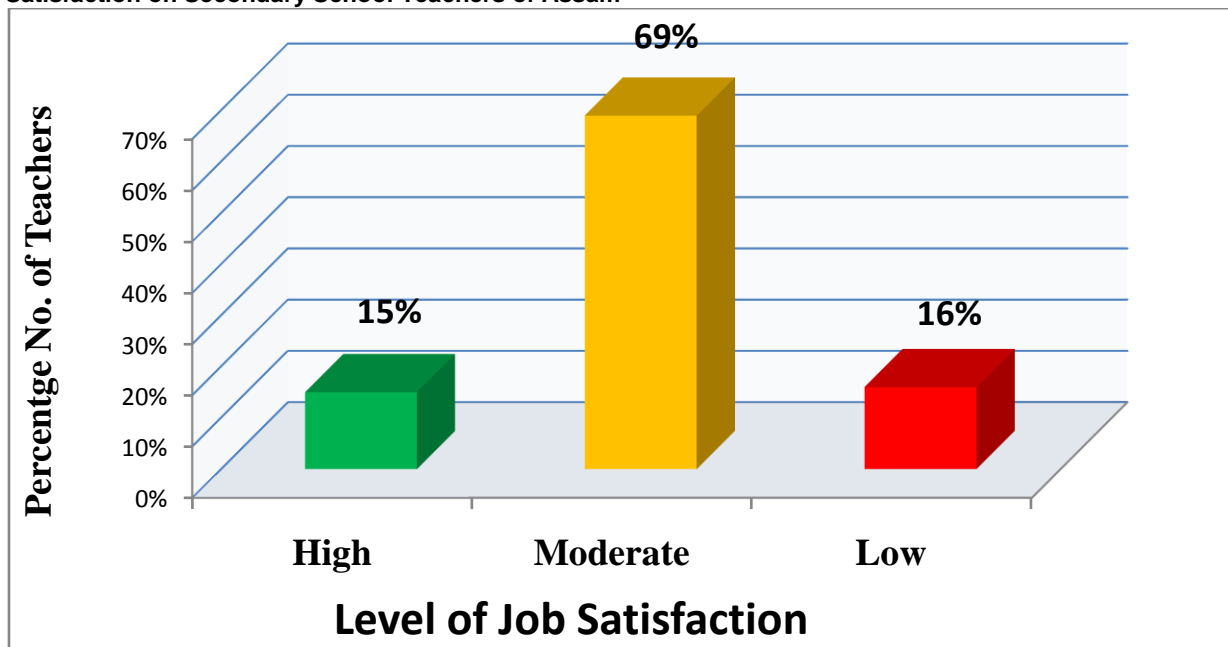
**Variable wise estimation on the level of job satisfaction secondary school teachers of Assam**

**Objective- 1:** To assess the level of Job satisfaction among the secondary school teachers of Assam

**Table-4.1: Showing the level of Job Satisfaction on Secondary School Teachers of Assam**

Category	High (Below Mean + SD)		Moderate (Between Mean - DS to Mean + SD)		Low (Above Mean + SD)	
	No. of Ind.	%	No. of Ind.	%	No. of Ind.	%
<b>Job Satisfaction</b>	90	15%	414	69%	96	16%

**Diagram-1: Showing the Graphical representation of the Emotional Intelligence, Professional Ethics and Job Satisfaction on Secondary School Teachers of Assam**



**Interpretation**

An examination in to the above table no.4.1 and Diagram No.4.1 depicts that majority of the teachers' Job Satisfaction scores lies in between the average range. The study depicts that, that 69% secondary School teachers of Assam showed average level of job satisfaction and only 15% secondary School teachers of Assam showed high level of job satisfaction and only 16% teachers

showed low job satisfaction level in Assam. Form the study it can be concluded that, majority of the secondary school teachers of Assam have moderate level of job satisfaction. From this study it can be concluded that the government should take proper steps to increase the moderate job satisfaction to high job satisfaction among the secondary school teachers of Assam.

### Objective- 2

To find out the difference between male and female secondary school teachers of Assam in relation to their job satisfaction.

### Hypothesis- 1

There is no significant difference between the male and female secondary school teachers of Assam in relation to their job satisfaction.

**Table- 4.2: Summary of Mean Scores, SD values,  $SE_D$  and 't' Values of Male and Female secondary School Teachers of Assam in Relation to their Job Satisfaction.**

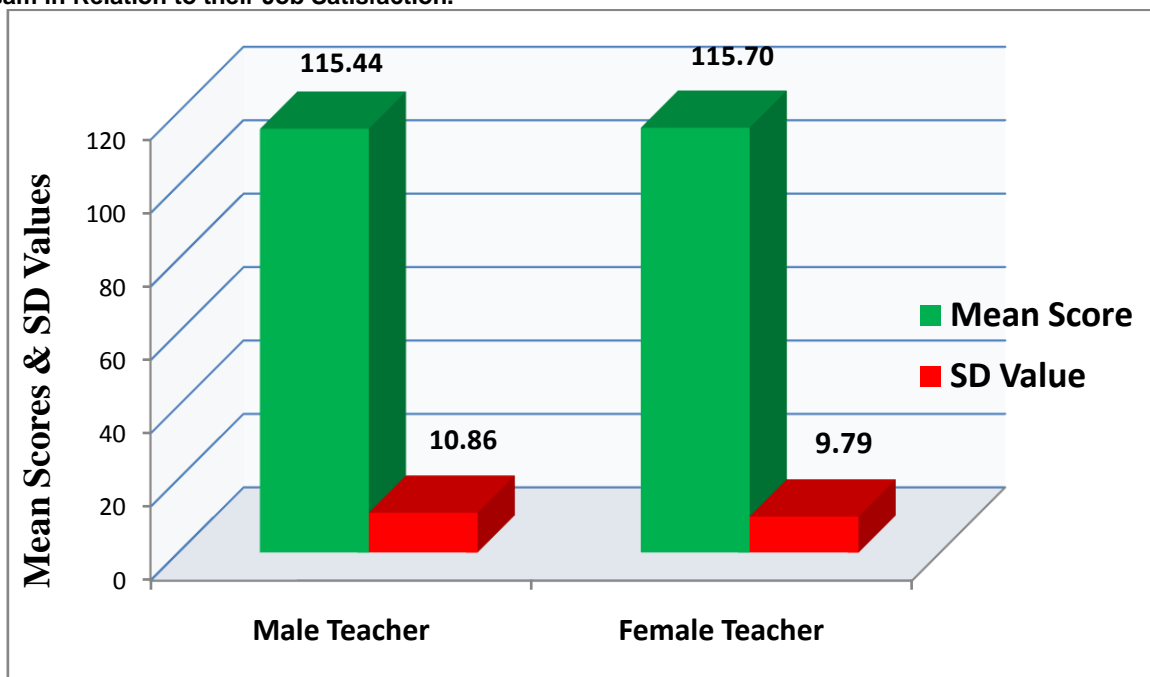
Group	N	Mean	SD	$SE_D$	Computed 't' value	Criterion 't' value	Remark
Male Teachers	378	115.44	10.86	0.86	0.30	1.96 At 0.05 level of significance	Not significant $p < 1.96$
Female Teachers	222	115.70	9.79				

### Interpretation

The above table no. 4.2 indicates that the computed 't' value (0.30) is smaller than (<) the criterion 't' value (1.96) at 0.05 level of significance for df 598. As the computed 't' value 0.30 is not significant at 0.05 level, therefore the formulated hypothesis (Ho-1) "There is no significant difference between the male and female secondary school teachers of Assam in relation to their job satisfaction" gets accepted. From this, it is clearly understood that, truly there is no significant difference between the male and female secondary school teachers of Assam in relation to their job satisfaction. It signifies that both the male and female secondary school teachers of

Assam had equal level of job satisfaction. But by looking at the Mean scores of both the male and female secondary school teachers of Assam, which seems that, the mean score of female secondary school teachers of Assam i.e. 115.70 is slightly higher than the mean score of male secondary school teachers of Assam i.e. 115.44 (shown in the diagram no-4.2). This difference exists because of the chance factors or errors in measurement. The result reveals that the male and female secondary school teachers of Assam have same level of job satisfaction that may be because of the same environment prevails for both male and female teachers in the secondary schools of Assam.

**Diagram-4.2: Showing the Mean Scores and SD Values of Male and Female secondary School Teachers of Assam in Relation to their Job Satisfaction.**



### Discussion of the results

An Examination to the above Analysis and Findings of the study relating to Job satisfaction of secondary School Teachers of Assam, it reveals that that majority of the teachers' Job Satisfaction scores lies in between the average range. The study depicts that, 69% of secondary School teachers of Assam showed average level of job satisfaction and only 15% secondary School teachers of Assam showed high level of job satisfaction and 16% teachers showed low job satisfaction level in Assam. Form the study it can be concluded that, though majority of the secondary

school teachers of had shown moderate job satisfaction level towards the teaching profession but very few teachers were found having high job satisfaction level towards teaching profession. This may be because of unemployment problem of the country. Because of unemployment problem of the country teaching profession has become a chance instead of a choice. Now a day's people are engaged in teaching profession not because of their interest but because of chance, those who are not interested in teaching profession they have also got engaged in

teaching profession. In these conditions no one can think about the high job satisfaction level.

On the Other hand, when we go through the job satisfaction level of secondary school teachers of Assam variable wise, it was found that the male and female secondary school teachers of Assam have same job satisfaction level towards their profession. Equal job satisfaction level was found among the male and female secondary school teachers of Assam may be because of the same environment prevails for both male and female teachers in the secondary schools of Assam.

### Conclusion

The teacher plays a vital role in modifying the children's behaviour through effective and efficient teaching. Hence, teaching occupies one of the important aspects of education process. The main purpose of classroom teaching is to bring desirable changes in pupil behaviour. These desirable behaviours are formulated by school and the teacher in terms of educational objectives. Further, the success of teaching depends on student's learning and the teacher's competence and skill in teaching. In this study the researcher had made an attempt to discover the Emotional Intelligence, Professional Ethics and Job satisfaction of secondary school teachers of Assam. The findings of this study revealed that majority of the teachers' Job Satisfaction scores lies in between the average range. Therefore this study will work as an eye opener for the stakeholders, government of Assam and educational planners to make the teaching profession more qualitative and advance in connection with the present need of the society.

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