

## Job Satisfaction of Secondary school Teachers in Banswara District

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### Abstract

Job satisfaction is in regard to one's feeling or state of mind pertaining to the nature of work. The whole gamut is subjective in nature . Thus the individual's perception is related with it. Job satisfaction or dissatisfaction of a teacher depends to a great extent on the degree of perception of the roles prescribed by the employer. Since teachers are role model for the society , a dissatisfied soul is a cause of concern. The attributes and variable influencing it are Gender, location, nature of the organization and Teaching profession , class room teaching , child centered practice, educational process , pupils and teachers The empirical estimates show normality of distribution of the data and the residuals after OLS estimation. There are six aspects namely, personal aspect, salary and promotion, physical facilities, institutional plan and policies, relationship with authorities and co workers and lastly satisfaction with social and family welfare. . The study shows the relative contribution of the factors affecting job satisfaction.

### Keywords:

Job Satisfaction . Banswara District. Normality test

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### Introduction

Job satisfaction is in regard to one's feeling or state of mind pertaining to the nature of work. The job can be influenced by a variety of factors e.g. the quality of one's relationship with his supervisor/s , the type of physical environment for working and the degree of fulfillment realized or perceived in the work etc.

The positive attitude towards work is equivalent to job satisfaction , where as the negative attitude towards the work has been defined as job dissatisfaction from time to time . In short the job satisfaction is person's attitude towards work or job. The whole gamut is subjective in nature . Thus the individual's perception is related with it. This subjectivity may creep in the research studies relating to job satisfaction and therefore the subject is worth exploring. Job satisfaction is an attitude, which Porter, Steers, Mowday and Boulian (1974) state is a more "rapidly formed" and a "transitory" work attitude

"largely associated with specific and tangible aspects of the work environment" Job satisfaction or dissatisfaction of a teacher depends to a great extent on the degree of perception of the roles prescribed by the employer. Once the roles are perceived, the teacher will have his/her own expectations of the job from the concerned bodies that is superior authority / evaluator or management.

The paper has been divided in five sections . Section one describes the factors affecting job satisfaction. Section two.

### Review of Literature

There are several studies relating to job satisfaction in management science and since it is a crucial determinant of human resource , it spread to other disciplines also. According to Cherrington ( 1983). the job satisfaction is related to physical and mental health and contributes to better overall mental health .The frustration and despair caused by an unpleasant job permeates individual's life and make workers feel depressed both on the job and at home. Since teachers are role model for the society , a dissatisfied soul is a cause of concern. Maslow's (1943) theory of human motivation assumes that needs that are not satisfied motivates or influence behavior. Needs are arranged according to a hierarchy of importance and that an individual's needs at any level on the hierarchy emerges only when lower level needs are reasonably well satisfied. The popular slogan " Roti Kapdha and Makan " may be taken in the same light , in spite of elevated statements about teachers in India. The use of universal needs hierarchy by a manager in motivating employees is based on the concept that reasonably well satisfied needs do not motivate. Maslow identified five levels of needs. These are the physiological needs, safety needs, love or social needs, esteem needs, and the need for self actualization Alderfer ( 1972 ) modified Maslow's ideas by considering the five needs to just three. He postulated that there are three main categories of needs; Existence (E), Relatedness (R) and Growth (G) hence, the ERG theory. It may be added that the concept is dynamic in the sense that needs change in a particular social paradigm. According to the two factor theory developed by Herzberg the motivators are the intrinsic contents of a job that satisfy high-order needs. The motivational factors are also the job factors that increase motivation whose absence does not necessarily result into dissatisfaction. These include achievement, recognition, responsibility, advancement, growth, and the work itself and are effective in motivating employees to greater productivity and which according to Herzberg are frequently unfulfilled in today's organizations. Hygiene factors create dissatisfaction and emanate from extrinsic job context such as salary, work conditions, supervision, interpersonal relationship, job security, company policy and administration. In the Indian context the studies relating to

job satisfaction took, gender, the nature of organization and type of the job as the main factors.

Suki (2011) examined the effect of gender on employee perception of job satisfaction and organizational commitment. The study revealed that employee's gender has no significant effect on his/her perception of job satisfaction and men and women have the same level of organizational commitment. In the similar vein , Kumar & Bhatia (2011) mentioned that the level of job satisfaction and attitude of the teachers towards teaching is least affected by the gender, the marital status, minimum qualification and income group of physical Education teachers to compare the job satisfaction among Physical Education teachers and their attitude towards teaching. Kumari and Jafri (2011) mentioned a study on level of Organizational Commitment of Male and Female teachers of Secondary School to investigate the overall level of Organizational Commitment of Male and Female teachers of Secondary School of Aligarh Muslim University. The data analyzed by using t-test result revealed that overall percentage of female teachers Organizational Commitment was much higher than male teachers.

Zilli and Zahoor (2012) conducted a study to find out the organizational commitment among male and female higher education teachers and to compare the organizational commitment among male & female higher education teachers. Result revealed that the females had significantly higher level of organization commitment.

Mehta (2012) investigated on job satisfaction among teachers to know whether the perception of job satisfaction among teachers was affected by the type of organization (private vs. Govt.) and the gender (male vs. female). Descriptive analysis was made to study the perception of job satisfaction of male vs. female and t-test was used. Result showed that there would be significant difference in the level of job satisfaction of Govt. and private school teachers.

Nagar (2012) undertook a study on "Organizational commitment and job satisfaction among teachers during times of Burnout for developing and tests a model for Burnout and its effect on job satisfaction on organizational commitment" Research showed that in term of job satisfaction & organizational commitment the mean score for female teachers was higher than male teachers. In a study by Tilak Raj and Latta the results show that male respondents were found more satisfied than their female counterparts. The govt. school teachers are more satisfied than the private school teachers. This is due to the flexibility, security of job, high wage and independence enjoyed by govt. school teachers. The private school teachers are very sensitive as regards wage payment.

### Factors affecting Job satisfaction

There are several factors affecting job satisfaction . These have specific and tangible aspects and therefore add a qualitative and quantitative measurement . However in this study we have recourse to two tools one the standard rating scale inventory having 90 items developed by Dr. S.P. Ahluwalia . It contains six sub scales (Likert Summated rating inventory ) namely - Teaching profession ( **T1** ), class room teaching ( **T2** ) , child centered practice ( **T3** ) , educational process ( **T4** ), pupils ( **T5** ) and teachers ( **T6** ). Each having 15 statements . It contained reliability index 0.79 and having a high validity.

The other questionnaire is direct measurement of job satisfaction .There are 30 items divided into six aspects namely, personal aspect, salary and promotion, physical

facilities, institutional plan and policies, relationship with authorities and co workers and lastly satisfaction with social and family welfare.

### Research Hypothesis

(I) **H0 1** The job satisfaction has no relationship with Gender ( Male and Female) Place ( rural and urban ) and Organization ( Government and Private )

(ii) **H0 2** Job Satisfaction is not influenced by any of the above specific factors (T1 to T6)

The total number of teachers selected for this study were 75. All of them were employed in senior secondary schools of Banswara District..The standard questionnaire had following descriptive statistics .

Summary Statistics, using the observations 1 – 75

Variable	Mean	Std. Dev	Skewness	Ex. kurtosis
Job Satisfaction	23.13	3.2605	-0.64247	-0.24926
T1 Teaching Profession	38.9200	7.83230	0.520642	-0.554252
T2 Class Room Teaching	36.9067	6.07870	0.255279	0.229550
T3 Child centre Practice	38.4800	6.16520	0.0141300	0.940820
T4 Educational Process	35.1200	6.27082	0.141309	-0.880936
T5 Pupil	33.8667	7.11552	0.367992	-0.213600
T6 Teachers	36.2400	8.25578	0.378413	-0.531728

The basic assumption of regression estimate ( OLS ) is that the distribution should be normal . However to test it further

we conducted Jerque Bera test for normality whose results are reproduced below.

Jerque Bera test for normality ( N=75 )

Scale	JB Value	P value	Normality
Job Satisfaction	5.35374	0.0687782	yes
T1	4.34833	0.113703	yes
T2	0.979256	0.612854	yes
T3	2.76857	0.250503	yes
T4	2.67475	0.262698	yes
T5	1.8353	0.399456	yes
T6	2.6735	0.262698	yes

All the p values suggest that null hypothesis of normality cannot be rejected . Thus we apply Least Square estimate ( OLS ) on these data.

**Model 1: OLS, using observations 1-75**

**Dependent variable: JSQ**

	<i>Coefficient</i>	<i>Std. Error</i>	<i>t-ratio</i>	<i>p-value</i>	
Const	19.3692	2.78947	6.9437	<0.00001	***
T1	-0.0684402	0.0958964	-0.7137	0.47786	
T2	-0.0611811	0.0981227	-0.6235	0.53503	
T3	0.0946826	0.0937203	1.0103	0.31595	
T4	0.018996	0.0825049	0.2302	0.81860	
T5	0.123397	0.0836871	1.4745	0.14496	
T6	0.00541512	0.0718008	0.0754	0.94010	
Mean dependent var	23.13333		S.D. dependent var	3.260465	
Sum squared resid	733.6613		S.E. of regression	3.284682	
R-squared	0.067380		Adjusted R-squared	-0.014910	
F(6, 68)	0.818807		P-value(F)	0.559183	
Log-likelihood	-191.9414		Akaike criterion	397.8827	
Schwarz criterion	414.1052		Hannan-Quinn	404.3602	

The results show that taking all the variable together gives very poor R<sup>2</sup> (R- Square ) and none of the value is statistically significant . Thus we applied each variable and

combination of these and found the following results satisfactory. The next models are without constant .

**Model 2: OLS, using observations 1-75**

**Dependent variable: JSQ**

	<i>Coefficient</i>	<i>Std. Error</i>	<i>t-ratio</i>	<i>p-value</i>	
T1	0.381278	0.0991539	3.8453	0.00026	***
T6	0.193261	0.105631	1.8296	0.07145	*
R_U	4.38582	1.70145	2.5777	0.01199	**
Mean dependent var	23.13333		S.D. dependent var	3.260465	
Sum squared resid	1869.205		S.E. of regression	5.095212	
R-squared	0.954324		Adjusted R-squared	0.953055	
F(3, 72)	501.4383		P-value(F)	3.75e-48	
Log-likelihood	-227.0122		Akaike criterion	460.0243	
Schwarz criterion	466.9768		Hannan-Quinn	462.8004	

Thus the job satisfaction level is highly dependent on the rural and urban areas and also dependent on the variables T1 and T6. It has very High R-Square and F test. We recommend it as a model for explaining job satisfaction.

**Model 3 : OLS, using observations 1-75**

**Dependent variable: JSQ**

	<i>Coefficient</i>	<i>Std. Error</i>	<i>t-ratio</i>	<i>p-value</i>	
T3	0.410539	0.0913441	4.4944	0.00003	***
T4	0.19661	0.0997854	1.9703	0.05259	*
Mean dependent var	23.13333		S.D. dependent var	3.260465	
Sum squared resid	1385.750		S.E. of regression	4.356934	
R-squared	0.966138		Adjusted R-squared	0.965674	
F(2, 73)	1041.393		P-value(F)	2.16e-54	
Log-likelihood	-215.7895		Akaike criterion	435.5789	
Schwarz criterion	440.2139		Hannan-Quinn	437.4296	

This model too is slight improvement over the previous model in terms of R-2 and Akaike criterion etc.

**Model 4. : OLS, using observations 1-75**

**Dependent variable: JSQ**

	<i>Coefficient</i>	<i>Std. Error</i>	<i>t-ratio</i>	<i>p-value</i>	
R_U	4.39698	1.50216	2.9271	0.00458	***
T2	0.369833	0.0931383	3.9708	0.00017	***
T5	0.249111	0.0999026	2.4935	0.01495	**
Mean dependent var	23.13333		S.D. dependent var	3.260465	
Sum squared resid	1428.922		S.E. of regression	4.454901	
R-squared	0.965083		Adjusted R-squared	0.964113	
F(3, 72)	663.3375		P-value(F)	2.38e-52	
Log-likelihood	-216.9399		Akaike criterion	439.8799	
Schwarz criterion	446.8323		Hannan-Quinn	442.6559	

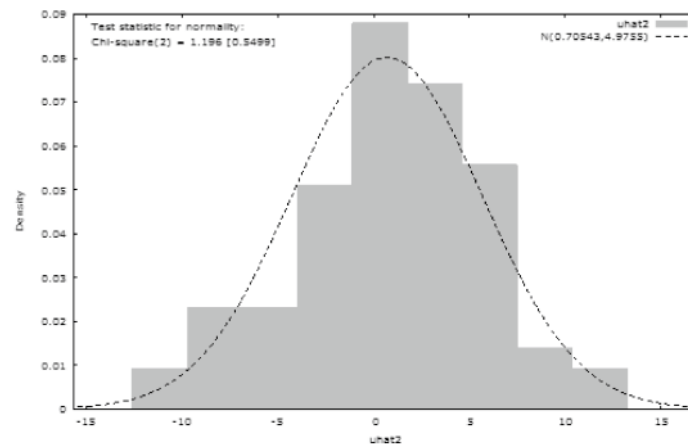
This too is a satisfactory model, again depict the importance of rural urban area as a catalyst for higher job satisfaction. Other variables too are statistically significant.

### Conclusion and Limitations

The study is limited to Banswara district only. Thus the aspirations, attitude and expectations may differ from one

district to another. We could not illicit statistically significant results from Government and private school teachers, though the value of coefficient is more than one. The combination of two parameters namely T1 and T6, T3 and T4 and T2 and T5 need further probe, because individually these do not explain much but the combination is significant.

Diagram showing residuals of Model 2



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