



A STUDY OF JOB SATISFACTION AMONG MALE AND FEMALE TEACHERS WORKING IN GOVERNMENT AND PRIVATE SCHOOLS

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ABSTRACT

The teacher is of paramount importance in any system of education. The whole system of education revolves around the teacher. The teacher is the pivot of any educational system. The school without the teacher is the soulless body. He is the spiritual and intellectual father of the students. He leads the students from the darkness of ignorance to the light of the knowledge and understanding and helps to keep the lamp of civilization burning. He significantly influences physical, intellectual, emotional, social, moral, cultural and spiritual development of the Pupil. Job satisfaction implies the contentment and the pleasure one derives from performing one's duty.. It means the extent to which various aspects of one's work situation tend to be relevant to one's job related value system. An integrated personality is essential for success in life and every individual puts in efforts to achieve this goal. Job Satisfaction is the result of the various attitudes possessed by an employee towards his job. These attitudes are related with specific factors such as wages, condition of work, advancement of the grievances, fair prompt settlement by the employees and other benefits. The following are the objectives formulated by the investigator in the present study:

1. To find significant differences in job satisfaction among male teachers working in government and private secondary schools.
2. To find significant differences in job satisfaction among female teachers working in government and private secondary schools
3. To find significant differences in job satisfaction among male and female teachers working in government secondary schools.
4. To find significant differences in job satisfaction among male and female teachers working in private secondary schools.
5. To find significant differences in job satisfaction among male teachers working in government and private elementary schools.
6. To find significant differences in job satisfaction among female teachers working in government and private elementary schools.
7. To find significant differences in job satisfaction among male and female teachers working in government and elementary schools.
8. To find significant differences in job satisfaction among male and female teachers working in private elementary schools.
9. To find significant differences in job satisfaction among male teachers working in government secondary and elementary schools.
10. To find significant differences in job satisfaction among female teachers working in government secondary and elementary schools. Dixit's Job Satisfaction Scale (DJSS) . The statistical technique used by the investigator is 't' test.

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INTRODUCTION

The teacher is of paramount importance in any system of education. The whole system of education revolves around the teacher. The teacher is the pivot of any educational system. The school without the teacher is the soulless body. He is the spiritual and intellectual father of the students. He leads the students from the darkness of ignorance to the light of the knowledge and understanding and helps to keep the lamp of civilization burning.

He significantly influences physical, intellectual, emotional, social, moral, cultural and spiritual development of the Pupil. He turns the pupils from animality to specialized human beings. He converts the base metal of pupil into gold. It is the teacher who makes one's life worth living. He is the arbiter of nation's destiny. His influenced is confined not only to a particular region or state but it extends to whole nation or even outside it.

A teacher is the image of Brahma, a father is the image of the earth. By devotion to his mother, the child obtains this world, by devotion to his father, the middle world, by devotion to his father the Brahmana world.

The teacher is Brahmana; the Creator; he is god Vishnu; he is God Maheshwar. He is the entire Universe salutation to him.

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All different factors which influence the quality of education and contribution to national development, the quality competence and character of teachers are undoubtedly the most significance. He is the Key to the Quality of the Education. The Quantity of Educational facilities also depends upon the supply of teachers. All significant change is the educational process is governed by the extent of his receptivity and initiative. The whole structure of education depends upon his training, his educational qualifications, his devotion and his efficiency.

Without good teachers, even the best of systems bound to fail with good teachers, even the defects of a system can be largely overcome.

Teaching is the noblest of all professions. It is most rewarding too, not in terms of luxuries but in terms of its being the dispenser of human destinies, Kothari education commission rightly opened in its reports with the words that “the destiny of India being in its classroom .” No wonder that the teacher occupies the centre stage in the grand opera of learning, which is almost daily, played in the classroom of India.

Job Satisfaction

Job satisfaction implies the contentment and the pleasure one derives from performing one’s duty.. It means the extent to which various aspects of one’s work situation tend to be relevant to one’s job related value system. An integrated personality is essential for success in life and every individual puts in efforts to achieve this goal. Job Satisfaction is the result of the various attitudes possessed by an employee towards his job. These attitudes are related with specific factors such as wages, condition of work, advancement of the grievances, fair prompt settlement by the employees and other benefits.

Job satisfaction may be defined as an attitude which results from balancing summation of many specific likes and dislikes experienced in connection with the job. Satisfaction is generally associated with the good adjustment. There are generally these areas of adjustment.

- Adjustment of Self
- Adjustment to Society
- Adjustment to work.

Objectives of the Study

1. To find significant differences in job satisfaction among male teachers working in government and private secondary schools.
2. To find significant differences in job satisfaction among female teachers working in government and private secondary schools.
3. To find significant differences in job satisfaction among male and female teachers working in government secondary schools.
4. To find significant differences in job satisfaction among male and female teachers working in private secondary schools.
5. To find significant differences in job satisfaction among male teachers working in government and private elementary schools.
6. To find significant differences in job satisfaction among female teachers working in government and private elementary schools.

7. To find significant differences in job satisfaction among male and female teachers working in government and elementary schools.
8. To find significant differences in job satisfaction among male and female teachers working in private elementary schools.
9. To find significant differences in job satisfaction among male teachers working in government secondary and elementary schools.
10. To find significant differences in job satisfaction among female teachers working in government secondary and elementary schools.

Hypotheses of the Study

1. There will be no significant differences in job satisfaction among male teachers working in government and private secondary schools.
2. There will be no significant differences in job satisfaction among female teachers working in government and private secondary schools.
3. There will be no significant differences in job satisfaction among male and female teachers working in government secondary schools.
4. There will be no significant differences in job satisfaction among male and female teachers in private secondary schools.
5. There will be no significant differences in job satisfaction among male teachers working in government and private elementary schools.
6. There will be no significant differences in job satisfaction among female teachers working in government and private elementary schools.
7. There will be no significant differences in job satisfaction among male and female teachers working in government elementary schools.
8. There will be no significant differences in job satisfaction among male and female teachers working in private elementary schools.
9. There will be no significant differences in job satisfaction among male teachers working in government secondary and elementary schools.
10. There will be no significant differences in job satisfaction among female teachers working in government secondary and elementary schools

Method and Procedure

The main focus of the study was probing the influence of job satisfaction of male and female teachers. Besides, finding out the relationships between government and private teachers of both sex at elementary and secondary level, comparisons were made to draw out and predict the level of job satisfaction i.e. high and low satisfaction of private and government male and female teachers of two levels of schools.

The details of the teachers selected in the present study

S.No	Name of the School	Male	Female	Total
1	Prince Public School, Paloura	—	12	12
2	G.L.I.E.R Public School, Janipur Colony.	3	8	11
3	Naveen Vidya Mandir High School, Paloura.	5	8	13
4	Nand Public High School, Shanti Puram, Roop Nagar.	6	12	18
5	Tiny Tots Higher secondary School, Dhok, Paloura	7	9	16

6	Raina Higher Secondary School	4	12	16
7	EverGreen Higher Secondary School, Lower Roop Nagar.	4	10	14
8	Government Mixed Higher Secondary School, Camp, Roop Nagar.	28	25	53
9	Government Higher Secondary School (Boys), Sarwal.	20	27	47
Total		77	123	200

Tool Used

Dixit's Job Satisfaction Scale (DJSS)

Statistical analysis of data

The statistical technique used by the investigator is 't' test.

Table 1 Values of N, Mean, S.D, SE_{DM} and t-ratio compute for Job Satisfaction of Male Government and Private School Teachers.

Groups	N	M	S.D	SE _{DM}	CR/t	significance
Male Govt. Sec School Teachers.	25	150.36	33.0			
Male Private Sec School Teachers	25	156.88	16.0	10.06	0.64	NS

Table 2 Values of N, Mean, S.D, SE_{DM} and t-ratio compute for Job Satisfaction of Female Government and Private School Teachers

Groups	N	M	S.D	SE _{DM}	CR/t	significance
Female Govt. Sec School Teachers.	25	166.36	20.10			
Female Private Sec School Teachers	25	162.88	32.40	10.45	0.33	NS

Table 3 Values of N, Mean, S.D, SE_{DM} and t-ratio compute for Job Satisfaction of Male and Female Government Secondary School Teacher

Groups	N	M	S.D	SE _{DM}	CR/t	significance
Male Govt. Sec School Teachers.	25	150.36	33.0			
Female Govt. Sec School Teachers	25	166.36	22.10	10.87	18.39	S

Table 4 Values of N, Mean, S.D, SE_{DM} and t-ratio compute for Job Satisfaction of Male and Female Private Secondary School Teachers

Groups	N	M	S.D	SE _{DM}	CR/t	significance
Male private Sec School Teachers.	25	156.88	16.0			
Female Private Sec School Teachers	25	162.88	32.4	9.91	0.60	NS

Table 5 Values of N, Mean, S.D, SE_{DM} and t-ratio compute for Job Satisfaction of Male Government and private Elementary School Teachers.

Groups	N	M	S.D	SE _{DM}	CR/t	significance
Male Govt. elementary School Teachers.	25	145.68	22.0			
Male Private elementary School Teachers	25	153.44	26.0	9.34	0.83	NS

Table 6 Values of N, Mean, S.D, SE_{DM} and t-ratio compute for Job Satisfaction of Female Government and Private Elementary School Teachers

Groups	N	M	S.D	SE _{DM}	CR/t	significance
Female Govt. elementary School Teachers.	25	152.84	36.0			
Female Private elementary School Teachers	25	147.12	25.50	12.10	0.47	NS

Table 7 Values of N, Mean, S.D, SE_{DM} and t-ratio compute for Job Satisfaction of male and Female Government Elementary School Teachers

Groups	N	M	S.D	SE _{DM}	CR/t	significance
Male Govt. Elementary School Teachers.	25	145.68	22.0			
Female Govt. Elementary School Teachers	25	152.84	36.0	11.57	0.54	NS

Table 8 Values of N, Mean, S.D, SE_{DM} and t-ratio compute for Job Satisfaction of Male and Female Private Elementary School Teachers

Groups	N	M	S.D	SE _{DM}	CR/t	significance
Male Private Elementary School Teachers.	25	153.4	4	26.0		
Female private Elementary School Teachers	25	147.1	2	25.0	9.89	0.63

Table 9 Values of N, Mean, S.D, SE_{DM} and t-ratio compute for Job Satisfaction of Male Government Secondary and Elementary School Teachers.

Groups	N	M	S.D	SE _{DM}	CR/t	significance
Male Govt. Sec. School Teachers.	25	150.36	33.0			
Male Govt. Elementary School Teachers	25	145.68	22.0	10.88	0.43	NS

Table 10 Values of N, Mean, S.D, SE_{DM} and t-ratio compute for Job Satisfaction of Female Government Secondary and Elementary School Teachers

Groups	N	M	S.D	SE _{DM}	CR/t	significance
Female Govt. Sec. School Teachers.	25	166.36	20.100			
Female Govt. Elementary School Teachers	25	152.68	36.0	11.31	1.19	NS

CONCLUSIONS

1. There are insignificant differences in job satisfaction among male teachers working in government and private secondary schools.
2. There are insignificant differences in job satisfaction among female teachers working in government and private secondary schools.

3. There are significant differences in job satisfaction among male and female teachers working in government secondary schools.
4. There are insignificant differences in job satisfaction among male and female teachers in private secondary schools.
5. There are insignificant differences in job satisfaction among male teachers working in government and private elementary schools.
6. There are insignificant differences in job satisfaction among female teachers working in government and private elementary schools.
7. There are insignificant differences in job satisfaction among male and female teachers working in government elementary schools.
8. There are insignificant differences in job satisfaction among male and female teachers working in private elementary schools.
9. There are insignificant differences in job satisfaction among male teachers working in government secondary and elementary schools.
10. There are insignificant differences in job satisfaction among female teachers working in government secondary and elementary schools.

Limitations of Te Study

1. The study has been restricted to the government and private School teachers.
2. Only elementary and secondary school teachers have been included in the study.
3. The study has been carried out on the sample of 200 school teachers.
4. Only one factor viz. teachers job satisfaction have been taken up in the study.
5. Teachers from colleges and universities are ignored in the present study.
6. The present study confined to Jammu Province Only.

Suggestions for Further Research Work

1. The study may be conducted on large sample to get more valid and appropriate results the study has been conducted.
2. The other variables like adjustment, socio-economic status, emotional adjustment, intelligence etc can also be incorporated.
3. The present study was confined to the elementary and secondary school teachers of Jammu Province. It is suggested that study can be taken at other levels.
4. People from other professions can also be taken for the purpose of study.
5. There can be comparison of other type of schools in regarding to job satisfaction of teachers.

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