

## **Job Satisfaction of Higher Secondary School and Junior College Teachers: A Case Study of Sonitpur District, Assam**

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**Abstract:** Not Job satisfaction is the satisfaction perceived by an individual about his or her job. It is a major area of study in the field of industrial/organizational psychology. Due to better performance showed by satisfied workers, it becomes one of the top priorities of the organizations to achieve the desired goals by increasing employees' satisfaction (Chambers, 1999). A number of studies have been conducted in the field of educational psychology to study job satisfaction. Teaching is regarded as a noble profession and teachers are called the builders of the nation. The teachers are the architect of the future attainment of students. A satisfied teacher can immensely contribute in the development of the students' personality as well as the nation at large. This study has been designed to explore job satisfaction of the teachers working in higher secondary schools and junior colleges of Sonitpur district, Assam. Random sampling procedure was employed to select the sample of 100 teachers. Data were collected by using "Job Satisfaction Scale" (DJSS) developed by Dr. Meera Dixit. Descriptive as well as inferential statistics were used to analyse the data. The major findings revealed that there is significant difference in job satisfaction of the teachers between government and private management higher secondary schools/junior colleges. This study helps to find out some measures to improve job satisfaction of the teachers of different management.

**Keywords:** government management institutions, higher secondary schools, job satisfaction, junior colleges, private management institutions.

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### **INTRODUCTION**

Job satisfaction is the satisfaction perceived by an individual about his or her job. Job is regarded as one of the important aspect of every individual because it gives financial benefits, social status and recognition, security of life, physical, mental and emotional health etc. Due to better performance shown by satisfied workers, it becomes one of the top priorities of the organizations to achieve the desired goals by increasing employees' satisfaction[1]. Job satisfaction increases enthusiasm and productivity of the employees, whereas, job dissatisfaction increases absenteeism and turnover of the employee from a particular job. It is an important area of study through which employees' work attitude can be tested and measures may be found for the progressive development of the nation.

Job satisfaction represents a combination of positive and negative feelings of an individual towards his own work. Locke [2] said that Job satisfaction is a pleasurable or positive emotional state resulting from the appraisal of one's job or job experience. Mohanty[3] stated "Job satisfaction is the result of various (specific) attitudes the person holds towards his

job, towards related factors, and towards life in general". Hoppock, [4] stated job satisfaction as any combination of psychological, physiological and environmental circumstances that cause a person truthfully to say I am satisfied with my job.

Job satisfaction is employees' sense of achievement and his success in a particular job. It is directly linked with productivity and personal well being. It implies enthusiasm and happiness with ones work. Job satisfaction is the key component that leads to recognition, income, promotion and the achievement of goals that lead a feeling of fulfillment[5]. It is an attitude which is the result of many specific attitudes in three areas, viz. specific job factors, individual characteristics and group relationships outside the job.

Job satisfaction is essential for the teachers because effective teaching depends upon various factors associated with it. Sound environment, adequate training, security, good salary and other benefits, co-operative colleagues, good supervisors etc. enhance job satisfaction of the teachers. Again, teachers are known as the builders of professionals needed for the nation's

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future. Successful attainment of national objectives may be expected with the help of teaching community who are well satisfied with their job.

Herzberg [6] has found that there is a significant relationship between the age and job satisfaction of teachers. Job satisfaction is high for youthful employee immediately after employment and drops sharply after a few years. Singh[7] during his study on 521 Higher Secondary school teachers observed that there was no difference in the level of job satisfaction of teachers due to age difference, female and unmarried teachers were more satisfied with all the factors than the male and married teachers. Dixit, M. [8] revealed that primary school teachers were more satisfied than secondary school teachers. Moreover, senior teachers were most satisfied and middle age group teachers were less satisfied.

Saxena N [9] while studying a sample of Higher Secondary school teachers in Madhya Pradesh, found no difference due to gender, stream (science and arts), experience and other variables in job satisfaction. Panda, B.B., Ph.D. Thesis, GU [10] found that College Teachers of Assam and Orissa don't differ significantly in their attitude towards teaching profession and job satisfaction. Differences are found only in case of job satisfaction of experienced college teachers of both the states. Attitude towards teaching profession has positive correlation with job satisfaction of college teachers. Choudhury M. [11] found that job satisfaction is independent of sex, marital status and location of the institution. There is no significant relationship between levels of job satisfaction of rural and urban college teachers, more experienced and less experienced teachers, married and unmarried teachers. Female teachers enjoyed higher degree of job satisfaction than their male counterpart. Al. Ajmi[12] confirmed that employee's gender has no significant effect on his/her perception of job satisfaction and organizational climate. Das, A. [13] found significant difference in job satisfaction of secondary school women teachers between government and private teachers, married and unmarried teachers English and vernacular medium teachers. But no difference was reported between the rural and urban women teachers. Gupta, M., and Gehlawat, M [14] also found significant difference in job satisfaction of teachers working in government and private schools.

### Significance of the Study

Teachers play pivotal role in any educational and institutional setup. They become involved in teaching and training the students to make them social. They also inspire and develop students' in born capabilities for the welfare of the mankind. But the development of science and technology has made human life and the society so complex and dynamic that teachers have to face different complexities and challenges of life to adjust

satisfactorily with their day to day activities. Therefore, in the context of this rapidly changing situation and time, it is important to study how satisfied the teachers are in their job.

The major factors which affect on job satisfaction of teachers are pay and promotion, working condition, personal attitude, related challenges, social relationship etc. The study of job satisfaction of higher secondary schools and junior college teachers will give an idea to the management about the level of job satisfaction of teachers in relation to gender, age, experience, marital status etc.

Earlier studies reveal that job satisfaction is caused by many factors which are difficult to isolate. Sometimes one or sometimes many factors act to change the level of satisfaction in deferent situations. Job satisfaction varies according to geographical location, working environment, provided facilities, administration, management etc. Therefore, it is justified to carry out the study to know the intensity of the related factors.

The higher secondary schools and junior colleges of the state are controlled by two types of management, i.e. government and private bodies. It is found from some studies that the teachers working in government management schools are more satisfied than the private management schools and vise-versa. In this context, a comparative study of job satisfaction of teachers working under government and private management is possible through this study.

Some studies revealed that there is significant difference in job satisfaction between men and women teachers as well as urban and rural teachers. But, very few empirical studies have been done in Assam in this regard and no study has been found on job satisfaction of higher secondary schools and junior colleges teachers. Therefore, the investigator tries to take up this study to know the realities.

### Objectives

1. To determine the levels of job satisfaction of the teachers working in higher secondary schools and junior colleges of Sonitpur district of Assam.
2. To find out the differences in the level of job satisfaction of the teachers according to management of the institutions (government/private).
3. To find out differences in the job satisfaction of the teachers between urban and rural institutions.

### Hypotheses

1. There is no significant difference in the job satisfaction of the teachers working in government and private management institutions.

- There is no significant difference in the job satisfaction of the teachers between urban and rural institutions.

## METHODOLOGY

The study is an empirical one which includes both primary and secondary data. The Descriptive Survey Method was applied to collect the primary data from the respondents.

### Population and Sample of the Study

The population consists of all the teachers working in the higher secondary schools and junior colleges of Sonitpur District, Assam which are recognized by the Department of Education, Government of Assam and Assam Higher Secondary Education Council (AHSEC). There are 929 teachers and 21,157 students in higher secondary schools and junior colleges of Sonitpur district, Assam.

Stratified random method was applied in this study to select the institutions as well as the respondents. A sample of 100 teachers was selected from 12 institutions of which 50 were taken from government higher secondary schools/junior colleges and the rest was taken from the teachers working in private management higher secondary schools/junior colleges of Sonitpur district, Assam.

## Tools

The following tools were used to collect relevant primary data for the present study.

- A Standardized Psychological Scale: "Job Satisfaction Scale" (DJSS) developed by Dr. Meera Dixit [8].
- One information schedule.

## Statistical techniques used:

Descriptive statistical measures like frequencies, percentages, mean and standard deviation were used to describe the nature of the sample taken and the inferential statistics like t-test was used to test the significance of mean difference between teachers of government and private institutions, urban and rural institutions etc.

## DATA ANALYSIS AND RESULT

The objective of the present study was to know the job satisfaction of teachers working in higher secondary schools and junior colleges of Sonitpur district, Assam. It aims to find out the differences in job satisfaction of the teachers according to management and location of institutions. To achieve the objectives data were tabulated and suitable statistical methods were applied to analyse the data.

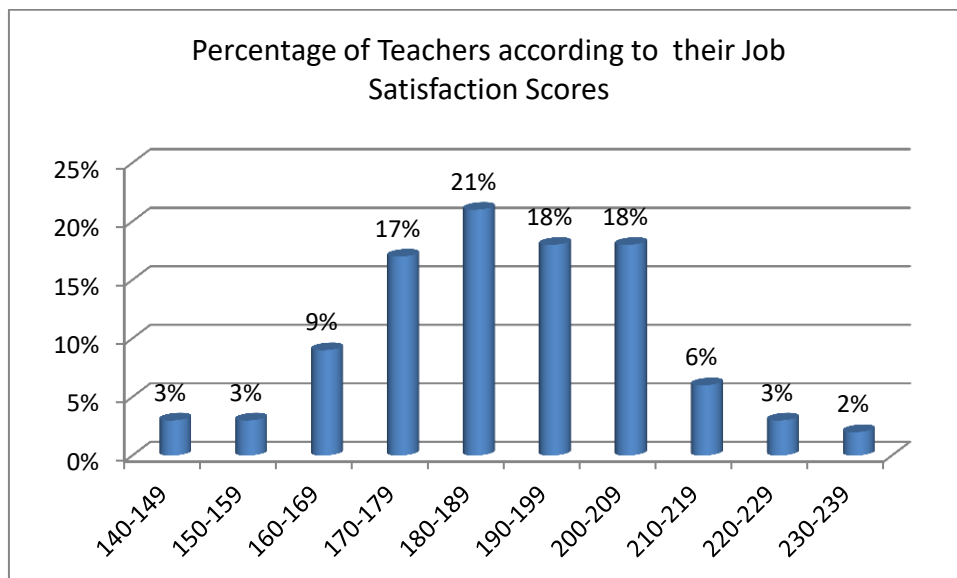
**Objective 1:** To determine the levels of job satisfaction of the teachers working in higher secondary schools and junior colleges of Sonitpur district, Assam.

**Table-1: Percentage of Teachers according to Job Satisfaction Scores (as a whole)**

Sl. No.	Class Interval	Frequency (Total)	Percentage
1	230-239	2	2
2	220-229	3	3
3	210-219	6	6
4	200-209	18	18
5	190-199	18	18
6	180-189	21	21
7	170-179	17	17
8	160-169	9	9
9	150-159	3	3
10	140-149	3	3
Total		100	100

It is observed from Table 1 that the individual job satisfaction scores of +2 level teachers started at 140 and ended at 239. So, there was no teacher in job satisfaction score below 140 and above 239. Among the teachers, 74 per cent were between scores 170 and 209,

11 per cent between 210 and 239 and the rest between 140 and 169 in job satisfaction scale. The bar diagram given in Figure 1 represents the percentage of teachers in different class intervals according to job satisfaction scores.



**Fig-1: Percentage of teachers according to their job satisfaction scores.**

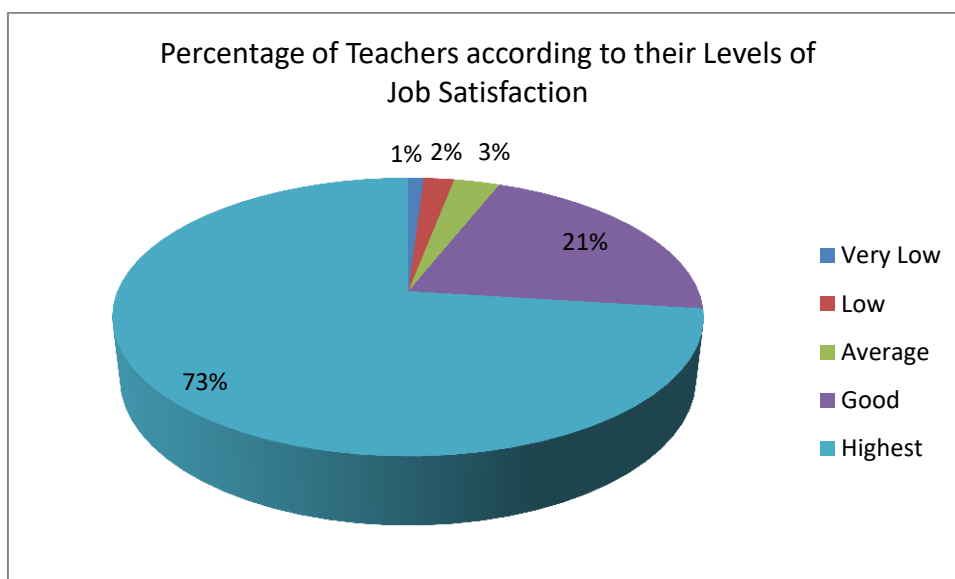
As per the norm of the test, teachers' job satisfaction scores were classified into five different levels i.e. very low, low, average, good and the highest.

It is observed from Table 2 that only 3 per cent teachers are in below average level of satisfaction, 21

per cent in good level of satisfaction and 73 per cent in the highest level of satisfaction. Thus it is seen that 94 per cent of the teachers as a whole are above the average level of job satisfaction. The pie diagram given in Figure 2 shows the percentage of teachers in different levels of job satisfaction.

**Table-2: Levels of Job Satisfaction of Teachers according to their Job Satisfaction Scores**

Level of Job Satisfaction	Number of Teachers	Percentage
Very Low	1	1
Low	2	2
Average	3	3
Good degree	21	21
Highest	73	73
Total	100	100



**Fig-2: Percentage of teachers according to their level of job satisfaction**

**Table-3: Mean and Standard Deviation of Job Satisfaction Scores of the Teachers (+2 stage)**

Category	Location		Management	
	Urban	Rural	Government	Private
Mean	189.41	195.84	195.66	185.42
SD	22.94	15.60	20.30	15.03
Total	68	32	50	50

It is observed from Table 3 that the mean score of job satisfaction of teachers of urban, rural, government and private management institutions are 189.56, 195.84, 195.66 and 185.42 respectively. Again, the standard deviation score of job satisfaction of teachers of urban, rural, government and private management institutions are 22.94, 15.60, 20.30 and 15.03 respectively. Thus, it can be concluded that there is difference in mean scores as well as standard deviation of job satisfaction scores of the Teachers working in +2 Stage.

The mean score of job satisfaction of the teachers working in the Government management institutions (195.66) is higher than teachers working in Private management institutions (185.42). Again, the standard deviations (SD) of Government and Private teachers are 20.30 and 15.03 respectively which indicates that there is variation of job satisfaction of

teachers of Government and Private management institutions.

It is also observed that the mean score of job satisfaction of the teachers of urban and rural institutions 189.41 and 195.84 respectively. It indicates that the mean score of job satisfaction of the teachers of urban institutions is higher than teachers of rural institution. Again, the Standard Deviation of urban and rural teacher is 22.94 and 15.60 respectively which indicates that the variation of scores of the job satisfaction of teachers is not equal.

**Objective 2:** To find out differences in the level of job satisfaction of the teachers according to management of the institutions (government/private).

**Ho:** There is no significant difference in the job satisfaction of the teachers working in government and private management institutions.

**Table-4: Mean, Standard Deviation and t-value of Job Satisfaction Scores of Teachers working in Government and Private Higher Secondary Schools/Junior Colleges**

Nature of institution	Number (N)	Mean (M)	Standard Deviation (SD)	Degree of freedom (df)	t-value	Remarks
Government	50	195.66	20.30	98	2.87	Significant at 1 per cent level.
Private	50	185.42	15.03			

It is observed from Table 4 that the calculated t value ( $t=2.74$ ) is greater than the Table value ( $t=2.61$ ) at 1 per cent level of significance. Hence, the null hypothesis  $H_0$  is rejected and it can be concluded that there is a significant difference in mean score of job satisfaction of the teachers between government and private management higher secondary schools/junior colleges. Therefore, it can concluded that government and private management teachers of +2 level

institutions have possessed the different level of job satisfaction.

**Objective 3:** To find out differences in the job satisfaction of the teachers between urban and rural institutions.

**Ho:** There is no significant difference in job satisfaction of teachers working in urban and rural educational institutions.

**Table-5: Mean, Standard Deviation and t-value of Job Satisfaction Scores of Teachers working in Urban and Rural Institutions**

Teacher	Number (N)	Mean (M)	Standard Deviation (SD)	Degree of freedom (df)	t-value	Remarks
Urban	68	189.41	22.94	98	1.64	Not Significant at 5% level
Rural	32	195.84	15.60			

It is observed from Table 5 that the calculated t value ( $t= 1.64$ ) is smaller than the Table value ( $t=1.98$ ) at 5 per cent level of significance. Therefore, we can

reject the null hypothesis and conclude that there is no significant difference in mean score of job satisfaction of teachers between urban and rural institutions.

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### Findings of the Study:

The major findings of the study are as follows:

1. It has been found that the teachers working in higher secondary school/junior college of Sonitpur district have higher level of job satisfaction. The study reveals that 3 per cent teachers enjoyed below average level, 3 per cent average level, 21 per cent good level and 73 per cent teachers enjoyed the highest level of satisfaction in their job.
2. The individual job satisfaction scores revealed that the teachers working in government higher secondary schools/junior colleges enjoyed more satisfaction in their teaching job than the teachers working in private institutions.
3. It is observed that there is no significant difference in the job satisfaction of teachers working in urban and rural higher secondary schools /junior colleges.

### CONCLUSION

The quality development of a nation depends on the quality education and quality education largely depends on the quality teachers of the country. Teachers should be well satisfied in their profession to give the best possible to their students in every field for sustainable development of the nation. The study revealed that the teachers working in higher secondary schools and junior colleges of Sonitpur district are satisfied with their job, but there are differences in their job satisfaction level. There is significant difference in job satisfaction of teachers between government and private management +2 level institutions. Therefore, necessary facilities should be enhanced in both the government and private institutions to increase well satisfied quality teachers. There exists no significant difference in job satisfaction of the teachers working in urban and rural areas.

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