

Job Satisfaction of Secondary School Teachers in Siliguri Town

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Abstract: *Teachers have a great responsibility to shape our nation. They play an important part in developing the knowledge and skills of youth. This study aims to investigate the job satisfaction of secondary school teachers in Siliguri town. For the study 136 secondary school teachers from both Government and Private School were selected as sample. The standardized tool used for data collection was Teacher Job Satisfaction Questionnaire by P.Kumar and D.N.Mutha. The findings of the study revealed that there is a significant difference exists in the job satisfaction between Government and Private secondary school teachers in siliguri town. Researcher also observed that a significant difference exists in the job satisfaction between male and female secondary school teachers in Siliguri town.*

Keywords: Job Satisfaction, Government School Teachers, Private School Teachers

1. Introduction

Teachers are the backbone of the nation. The teaching profession is considered as one of the noblest profession in the world. The development and progress of a society or a country depends almost entirely on the education system of that society as well as country. The presence of the best teachers in any educational institution pushes that institution to the pinnacle of excellence. Every teacher must have the clear intention to perform their duty with utmost devotion to derive satisfaction in their work. Job satisfaction is the combination of emotional and psychological experience at any work and a relationship between what an individual expect in accordance to what he/she achieves. No work can be done effectively without satisfaction. Since school teachers work to modify society as well so job satisfaction of school teachers is not only related to one person but indirectly it is related to the whole society. So it is very important for a teacher to be satisfied with his/her job. So that he/she can give the best to his/her students

2. Review of Related Literature

From various review of related literature it has been found that so many studies have been conducted to measure teachers' job satisfaction in different schools. Ahmed, Raheen and Jamal (2003) revealed that female secondary school teachers are highly satisfied than male teachers. Government school teachers showed higher satisfaction than teachers working in private schools. On the other hand Sharma and Jyoti (2006) found that private school teachers in Jammu city are highly satisfied when compared to Government school teachers. Singh (2017) investigated the level of job satisfaction among the Private and Government school teachers are found that there is no significant difference in the level of satisfaction of male and female teachers. In addition to this, the study also revealed that there is no significant difference in the level of satisfaction of government and private school teachers. Mehta (2012) found significance difference in the level of job satisfaction of Government and Private school teachers.

3. Statement of the Problem

In India, some studies have been conducted on job satisfaction of secondary school teachers. Studies on job satisfaction of secondary school teachers of one area differ largely from another as India is a land of diverse demography. Therefore, a wide knowledge gap has been noticed in this regard. So, the problem of the present study was specified and stated as, "**Job Satisfaction of Secondary School Teachers in Siliguri Town**"

4. Objective

- 1) To find out the differences (if any) in the job satisfaction between Government and Private Secondary School teachers in Siliguri Town.
- 2) To find out the differences (if any) in the job satisfaction between male and female secondary school teachers in Siliguri Town.
- 3) To find out the differences (if any) in the job satisfaction between male and female Government Secondary School teachers in Siliguri Town.
- 4) To find out the differences (if any) in the job satisfaction between male and female private secondary school teachers in Siliguri Town.

5. Hypothesis

- 1) There is no significance difference in the job satisfaction between Government and Private Secondary School teachers in Siliguri Town.
- 2) There is no significance difference in the job satisfaction between male and female secondary school teachers in Siliguri Town.
- 3) There is no significance difference in the job satisfaction between male and female Government Secondary School teachers in Siliguri Town.
- 4) There is no significance difference in the job satisfaction between male and female private secondary school teachers in Siliguri Town.

6. Delimitation of the Study

- Only 136 samples was used for the study.
- Sample was only chosen from 5 Government Secondary Schools and 3 Private Secondary Schools of Siliguri Town.

7. Methodology of the Study

The present study was conducted through descriptive survey research method.

7.1. Population: All the secondary school teachers of Siliguri Town of West Bengal State are the population of the study.

7.2. Sampling Technique: In the present study purposive sampling technique was applied for the collection of sample from the population.

7.3. Sample: 136 secondary school teachers from both Government and Private School were selected as sample.

Table 1: Sample Distribution

Variable	Government Secondary School Teacher	Private Secondary School Teacher	Total
Male	42	35	77
Female	28	31	59
Total	70	66	136

7.4. Tool

The standardized tool used for data collection was Teacher Job Satisfaction Questionnaire by P.Kumar and D.N. Mutha. The questionnaire consist 29 Yes/No type items.

7.5. Procedure of Data Collection

To collect the requisite data, the researcher employed the questionnaire in face to face situation.

8. Data Analysis and Interpretation

In order to get appropriate comparison researcher chose almost all trained teachers (B.Ed) and belong to quite similar age group which is above 25 and below 40.

Objective 1: To find out the differences (if any) in the job satisfaction between Government and Private Secondary School teachers in Siliguri Town.

Hypothesis 1: There is no significance difference in the job satisfaction between Government and Private Secondary School teachers in Siliguri Town.

Table 2: Difference in the job satisfaction between Government and Private Secondary School Teachers

Management	N	M	SD	df	t-value	Significance
Government	70	22.83	3.27	134	2.29	0.05 level (1.98)
Private	66	21.50	3.51			

Table 2 shows that the t-value of job satisfaction between Government and Private Secondary School Teachers came

out to 2.29 which is significant at 0.05 level. Moreover the mean value of Government Secondary School Teachers (22.83) is higher than Private Secondary School Teachers (21.50). Which means that Government Secondary School Teachers are more satisfied than Private Secondary School Teachers with regard to their job roles and responsibilities. Hence hypothesis that There is no significance difference in the job satisfaction between Government and Private Secondary School teachers in Siliguri Town proved to be rejected.

Objective 2: To find out the differences (if any) in the job satisfaction between male and female secondary school teachers in Siliguri Town.

Hypothesis 2: There is no significance difference in the job satisfaction between male and female secondary school teachers in Siliguri Town.

Table 3: Difference in the job satisfaction between male and female secondary school teachers

Gender	N	M	SD	df	t-value	Significance
Male	77	20.90	3.34	134	5.05	0.05 level (1.98)
Female	59	23.75	3.15			

Table 3 shows that the t-value of job satisfaction between male and female Secondary School Teachers came out to 5.05 which is significant at 0.05 level. Moreover the mean value of female Secondary School Teachers (23.75) is higher than male Secondary School Teachers (20.90). Which means that female Secondary School Teachers are more satisfied than male Secondary School Teachers with regard to their job roles and responsibilities. Hence hypothesis that There is no significance difference in the job satisfaction between male and female Secondary School teachers in Siliguri Town proved to be rejected.

Objective 3: To find out the differences (if any) in the job satisfaction between male and female Government Secondary School teachers in Siliguri Town.

Hypothesis 3: There is no significance difference in the job satisfaction between male and female Government Secondary School teachers in Siliguri Town.

Table 4: Difference in the job satisfaction between male and female Government Secondary School teachers

Management	Gender	N	M	SD	df	t-value	Significance
Government	Male	42	21.89	3.05	68	4.65	0.05 level (2.00)
Government	Female	28	25.04	2.30			

Table 4 shows that the t-value of job satisfaction between male and female Government Secondary School Teachers came out to 4.65 which is significant at 0.05 level. Moreover the mean value of female Government Secondary School Teachers (25.04) is higher than male Government Secondary School Teachers (21.89). Which means that female Government Secondary School Teachers are more satisfied than male Government Secondary School Teachers with regard to their job roles and responsibilities. Hence hypothesis that There is no significance difference in the job satisfaction between male and female Government

Secondary School teachers in Siliguri Town proved to be rejected.

Objective 4: To find out the differences (if any) in the job satisfaction between male and female private secondary school teachers in Siliguri Town.

Hypothesis 4: There is no significance difference in the job satisfaction between male and female private secondary school teachers in Siliguri Town.

Table 5: Difference in the job satisfaction between male and female private secondary school teachers

Management	Gender	N	M	SD	df	t-value	Significance
Private	Male	35	20.58	3.30	64	2.43	0.05 level (2.00)
Private	Female	31	22.58	3.39			

Table 5 shows that the t-value of job satisfaction between male and female Private Secondary School Teachers came out to 2.43 which is significant at 0.05 level. Moreover the mean value of female Private Secondary School Teachers (22.58) is higher than male Private Secondary School Teachers (20.58). Which means that female Private Secondary School Teachers are more satisfied than male Private Secondary School Teachers with regard to their job roles and responsibilities. Hence hypothesis that There is no significance difference in the job satisfaction between male and female Private Secondary School teachers in Siliguri Town proved to be rejected.

9. Result and Discussion

There is a significance difference in the job satisfaction between Government and Private Secondary School teachers in Siliguri Town and the null hypothesis 'There is no significance difference in the job satisfaction between Government and Private Secondary School teachers in Siliguri Town.' is remains rejected. The mean score (job satisfaction) of Government and Primary Secondary School Teachers indicated that Government Secondary School Teachers are more satisfied than Private Secondary School Teachers. A significance difference exists in the job satisfaction between male and female secondary school teachers in Siliguri Town. So, the null hypothesis is rejected. Mean score of male and female secondary school teachers indicated that Female Secondary School Teachers are more satisfied than male Secondary School Teachers. There is a significance difference in the job satisfaction between male and female Government Secondary School teachers in Siliguri Town. So, the null hypothesis which is 'There is no significance difference in the job satisfaction between male and female Government Secondary School teachers in Siliguri Town.' is rejected and the mean score shows that the level of job satisfaction is higher in female Government Secondary School Teachers than male Government Secondary School Teachers. A significance difference exists in the job satisfaction between male and female private secondary school teachers in Siliguri Town. Hence the null hypothesis remains rejected. The mean score shows that Female Private Secondary School Teachers are more satisfied than male Private Secondary School Teachers.

Zilli (2012) and John (2010) observed that there is a significant difference in the level of satisfaction of Government and Private school teachers. Muchhal and Satish(2010) reveals that there exist significance difference between female and male teachers. Iqbar and Akhtar (2012) revealed that female teachers are satisfied when compared to male teachers.

10. Conclusion

From the above findings it may be conclude that private school teachers has lower level of job satisfaction and there are numerous reasons such as low salary, heavy work load other than teaching, job insecurity etc. so, if the teachers are not fully satisfied with their job then how will they perform their duties with more efficiency. So, the management should take the necessary steps to solve the problems of teachers and take some measures to improve the situation. Short term courses, seminars, workshops on job satisfaction and rewards and appreciation for commendable work are some of the ways in which job satisfaction can be improved. Teachers works for the betterment of all nations to move the nation forward. So, their job satisfaction is very important for all of us.

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