

# A Study of Job Satisfaction among Secondary School Teachers in Kumaun Region

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**Abstract:** Job satisfaction is a set of favorable or unfavorable feelings and emotions with which employees view their works. It refers to a collection of attitudes that workers have about their job. The present study was conducted to investigate the level of job satisfaction among secondary school teachers in Kumaun region. In the present study Job Satisfaction Scale by Dr. S.K. Saxena which has been published by National Psychological Corporation; Agra is used, in order to assess the job satisfaction of school teachers. The data of 125 teachers were collected from the Kumaun Region. The findings were drawn after the Means, Standard Deviation and 't' test, was run to test the hypotheses. Generally, there is significant difference between the different groups of secondary school teachers on job satisfaction.

**Keywords:** Job satisfaction, Secondary School Teachers, Working conditions

## 1. Introduction

The future of the nation depends upon the quality of teachers and teacher is a dynamic force of the school. The teacher can socialize and humanize the young children by their masculine and feminine qualities. Teacher is the person around whom all the activities and curriculum revolve. Teaching profession has great importance in every society. The reason is that teacher is not only the facilitator of educational curricular and co – curricular, activities but he also helps to educate people who become history makers of a nation.

It is globally accepted that teaching is one of the largest professions in the world in terms of its members. It is essential that extranets in his profession must have already achieved a certain level of personal maturity and a good standard of general and professional education. It must be ascertained by the prospective teacher that he has a balanced personality adequately motivated towards teaching, job and possess a high standard of intellectual capacity.

Job satisfaction is the result of various attitudes possessed by an employee (teacher) towards his teaching profession. These attitudes are related to different areas of job as interesting, chance for progress, use of ability, authority co-operation with the co-workers, chance to be creative, independent, social status, security, good relation with the Principal as well as with the management, Dynamism-variety in teaching work, service conditions, personal recreation, moral values, achieve social prestige and identification. It is with the intention that what forces are encountered by the teachers as far as their satisfaction with job is concerned. The present study is to find out the job satisfaction of urban and rural, male and female, self-financed and Government secondary school teachers.

## 2. Review of Related Literature

Job satisfaction Job satisfaction refers specifically to the attitude an individual has towards his or her job. We consider that job satisfaction represents a feeling that

appears as a result of the perception that the job enables the material and psychological needs (Aziri, 2008). Why do teachers leave their jobs before retirement? What makes them want to stay in the profession? Researchers have addressed these important questions (Guarino, Santibanez, and Daley 2006). Although many factors can influence teachers' decisions about leaving or staying in their jobs, results from past research consistently indicates that teacher working conditions and salary levels are critical in such decisions (Boyd et al. 2005; Dolton and Wilbert 1999; Hanushek, Kain, and Rivkin 2004; Ingersoll 2006; Loeb, Darling-Hammond, and Luczak 2005; Perie and Baker 1997).

## 3. Statement of the Problem

“A Study of Job Satisfaction Among Secondary School Teachers In Kumaun Region”

## 4. Operational Definition of the Term

**Job Satisfaction-** Job satisfaction means it is a level of satisfaction, contentment a person feels regarding his/her job. This is mainly based on an individual's perception of satisfaction. It can be influenced by a person's ability to complete the required task, the level of communication in an organization and the way management treats employees.

**It has two levels:**

- **Affective:** emotional feeling about the job as a whole
- **Cognitive:** How satisfied a person is regarding pay, hours etc.

**Factors influencing Job Satisfaction:**

- Remuneration Perks etc.
- Work-Project, Responsibilities
- Promotion, environment & motivation
- Level of satisfaction with the co-worker
- Relationship with the supervisor
- Interaction with the Co-workers
- Communication with Supervisors: facial expression, eye contact, vocal expression and body movements.

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**Right Attitude, Meeting the expectations, Affective Response, Conducive working conditions are important for job satisfaction:**

In general satisfaction is defined as fulfillment or gratification of desires, feelings, contentment, happiness and optimism. In nutshell job satisfaction may be defined as an attitude which results from a balancing and summation of many specific likes and dislikes experienced in connection with job. So, Job satisfaction refers to inner contentment or happiness for an employee engaged in any job. It is a source of satisfaction of physiological, psychological and sociological needs of an individual in his work. Job satisfaction is overall a joyful feeling about one's job or carrier (compensation, autonomy, co-workers).

Robbins described job satisfaction as an individual's general attitude towards the job. A person with a high level of job satisfaction holds positive attitude towards the job. Locke defined job satisfaction as employee's affective response to various aspects of the job or job situations. Conducive working conditions and level of professionalism is the key to success. According to Cranny, job satisfaction is an effective reaction that results from the incumbents' comparison of actual outcomes with those that are desired. Job satisfaction implies the overall adjustment to work situation. Teachers having favorable attitude towards their profession are generally successful, properly adjusted and well satisfied with their job.

**The research evidence suggests that:**

- Adequate salary as well as perks and safe as well as supportive school environments helps in attracting and retaining the teachers,
- Whereas less salary and pathetic working conditions undermine teachers' long-term commitment and dedication to their jobs.
- Although teachers are paid less than those in many other different professions and sometimes have to work in environments that are less than ideal therefore the large majority of them are unhappy about being teachers.

**5. Objectives of the Study**

- To study the job satisfaction between Urban and Rural Secondary school Teachers
- To study the satisfaction between Urban female and Rural Female Secondary Teachers
- To study the job satisfaction of between Urban Male and Rural Male Secondary teachers
- To study the job satisfaction between Government school teachers and self-financed secondary school teachers.

**6. Hypothesis of the Study**

- There is no significant difference between the job satisfaction of Urban and Rural secondary school teachers.
- There is no significant difference between the job satisfaction of urban female and Rural Female secondary school teachers.

- There is no significant difference between the job satisfaction of Urban Male and Rural Male secondary school teachers.
- There is no significant difference between the job satisfaction of the Government school teachers and self-financed secondary school teachers.

**Sample**

For the purpose of the study, **125** teachers working in government and self-financed schools ,male and female ,rural and urban secondary school teachers were selected randomly from the Kumaun region of Utrakhand State.

**Tools Used**

**Job Satisfaction:** Job satisfaction scale for teachers by Dr. S.K. Saxena was used. The main component of the scale was satisfaction with **(1) Work, (2) Salary, (3) Security & Promotion Policies and (4) Satisfaction with Authority etc.**

**7. Methodology**

**Descriptive Survey Method** of research was employed in the present study to see the relationship among job preference, professional adjustment and job satisfaction of secondary school teachers.

For the purpose of the study, **125** teachers working in government and self-financed schools were selected randomly from the Kumaun region of Utrakhand State. In the male group teachers were taken from urban and rural schools of Kumaun Region. Whereas the female group comprised of Urban and Rural Area and all the teachers from urban and rural schools respectively.

**Statistical Analysis Technique of Data**

The raw scores were statistically analyzed by the investigator in terms of means, standard deviation and t-ratios to find out the job satisfaction among teachers.

**Table 1:** Shows mean difference between urban and rural secondary school teachers on job satisfaction .This table

Type	N	Mean	S.D	t-value	Significance
Urban	62	24.6	2.71	3.59	Significant at.01 level. Significant
Rural	63	22.3	4.33		

**Table 1**

Shows mean difference between urban and rural secondary school teachers on job satisfaction .The calculated t-value **3.59** is greater than **2.62**. Thus results reveal that there is significant difference between urban and rural secondary school teachers on job satisfaction .Since the mean of urban teachers **24.6** is greater than rural teacher **22.3** .So, urban secondary teachers are more satisfied than rural secondary school teachers on job satisfaction. Therefore, hypothesis number four which reads as "urban and rural secondary school teachers differ significantly on job satisfaction" **stands rejected**.

**Table 2:** Shows mean difference between urban and rural female secondary school teachers on job satisfaction

Type	N	Mean	S.D	t-value	Significance
Urban F	32	25.77	6.37	0.73	Significant at.01 level and .05 level. Non significant at.01 level and .05
Rural F	31	24.66	5.41		

**Table-2**

Shows mean difference between urban and rural female secondary school teachers on job satisfaction. The calculated **t-value 0.73** is lesser than **2.58**. Thus the result reveals that there is no significant at **.01** levels. Thus the result reveals that there is no significant difference between urban and rural female secondary school teachers. The difference is no significant at **.01** levels. The mean of urban female Secondary school teachers **25.77** is greater than rural female Secondary School teachers **24.66** so urban females of secondary school teachers are more satisfied than rural female secondary teachers'. Therefore hypothesis number two, which reads as: **urban and rural female secondary teachers differ significantly on job satisfaction stands accepted.**

**Table 3:** Shows mean difference between urban male and rural male secondary school teachers on job satisfaction

Type	N	Mean	S.D	t-value	Significance
Urban m	32	26	3.08	2.68	Significant at .05level
Rural m	31	19.77	9.95		

**Table-3**

Shows mean difference between urban male and rural male secondary school teachers on job satisfaction. The calculated t-value **2.68** is greater than **2.62**. Thus results reveal that there is significant difference between urban male and rural male secondary school teachers on job satisfaction. Since the mean of urban male teachers **26** is more than rural male teachers **19.77**. So, urban male secondary teachers are more satisfied than rural male secondary school teachers on job satisfaction. Therefore, hypothesis number four which reads as **“urban male and rural male secondary school teachers differ significantly on job satisfaction” stands rejected.**

**Table 4:** Shows mean difference between self-financed and Government secondary school teachers on job satisfaction

Type	N	Mean	S.D	t-value	Significance
Self finance	62	23.3	7.66	3.035	Significant at.01 level
GOV	61	26.76	4.85		

**Table-4**

Shows mean difference between self-financed and Government secondary school teachers on job satisfaction. The calculated t-value **3.035** is greater than **2.62**. Thus results reveal that there is significant difference between self-financed and Government secondary school teachers on job satisfaction. Since the mean of self-financed teachers **23.3** is less than Government teachers **26.76**. So, Government secondary teachers are more satisfied than self-financed secondary school teachers on job satisfaction. Therefore, hypothesis number four which reads as **“self-financed and Government secondary school teachers differ significantly on job satisfaction” stands rejected.**

## 8. Conclusion

- The result reveals that there is significant difference between urban and rural secondary school teachers on job satisfaction. Urban secondary teachers are more satisfied than rural secondary school teachers.
- The result reveals that there is no significant difference between urban and rural female secondary school teachers. Urban female secondary school teachers are more satisfied than rural female secondary school teachers.
- There is significant difference between urban male and rural male secondary school teachers on job satisfaction. So, urban male secondary teachers are more satisfied than rural male secondary school teachers on job satisfaction.
- There is significant difference between self-financed and Government secondary school teachers on job satisfaction. So, Government secondary teachers are more satisfied than self-financed secondary school teachers on job satisfaction.

The findings of the present study confirm that job preference and job satisfaction are related to each other. In the same way there is a relationship between professional adjustment and job satisfaction. But professional adjustment and job preference are not related to each other.

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