



JOB SATISFACTION AS A KEY FACTOR FOR DEVELOPING THE BEST TEACHERS

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ABSTRACT

Education is widely recognized as one indicator of development. One of the basic purposes of education is to produce trained human resource, which can overcome development impediments of a given country. To achieve this, there should be a satisfied work force in the sector. Employees who have high level of job satisfaction commit their time, energy and efforts to work which result in high productivity (Scott, 2004). Job satisfaction is considered as one of the key factors for the developing the best teachers. The main purpose of this research is to measure the level of job satisfaction of the primary school teachers. For this study by using survey method, a sample of 200 primary school teachers from Thrissur District, Kerala selected for this study. The sample was selected by stratified random sampling technique. The findings of the study revealed that female and male primary school teachers are not differing significantly in their job satisfaction and Up to 5 years and above 5 years experienced primary school teachers are not differing significantly in their job satisfaction.

Key words: Job Satisfaction, Primary School Teachers.

INTRODUCTION

The teachers should want satisfy in job situations. If teachers satisfied in teaching, education moves through quantitative and qualitative manner. Job satisfaction need not necessarily be the cause of job performance. But if teacher's requirements are not fulfilled, teachers feel frustrated and it may lead to disorder in the atmosphere. If the teachers are gratifying students through teaching, teachers will get satisfaction. Mental health of teachers is a very significant factor in job satisfaction. Physical and mental stamina, activeness also decided one's satisfaction. Primary teachers have a crucial role in molding and refining the intellectual capacity of children during the formative period in the school. The future of our nation lies in the hands of the teachers. Teachers want remove barriers and create conditions which enable all children to learn. Teachers are the persons bringing success or peril to the students mind.

Teacher job satisfaction has in turn, been tied to teachers' work performance including teachers' participation, dedication, and enthusiasm on the job. Teachers' commitment may also be an important aspect determining the successful execution of educational reforms in schools.

NEED AND SIGNIFICANCE OF THE STUDY

The status of education is the most important parameters influencing each country's progress. Primary school is considered basic education. For educational development, teachers are the main risk holder, so teachers should be satisfied with job. The aim and objectives can be scaled and dominated only if the teachers are satisfied with teaching. Job satisfaction help to use teachers' cognitive and emotional capabilities, function in education field. The future of the nation is safe if they are regimented, involved and satisfied about job. Extremely slight evidences available in the context or no information are available. The present study was aimed to focus on the job satisfaction of primary school teachers. This study may be important at all levels for the progress of education. Hence present study is taken up as a humble attempt to bridge the gap.

OBJECTIVES OF THE STUDY

- To find out whether there is any significant difference in mean scores of the job satisfaction of primary school teachers with respect to the gender.
- To find out whether there is any significant difference in mean scores of the job satisfaction of primary school teachers with respect to experiences.

HYPOTHESES OF THE STUDY

- There is no significant difference in mean scores of the job satisfaction of primary school teachers with respect to the gender.
- There is no significant difference in mean scores of the job satisfaction of primary school teachers with respect to experiences.

VARIABLES CONSIDERED IN THE STUDY

Both dependent and independent variables are included in the study to identify the job satisfaction of primary school teachers. Independent variables are gender, and teaching experiences. Dependent variable is the scores of the opinionnaire of the teachers.

SAMPLE OF THE STUDY

The sample of the study was the primary school teachers from different schools in Thrissur, Kerala. The sample was restricted to 200 primary school teachers from 13 schools to the convenience of the investigator for the study. Government, aided, and private school teachers are considered for the investigation.

TOOLS USED IN THE STUDY

An opinionnaire from the teachers was adopted as a tool in the study. Opinionnaire consists of 30 statement related to primary school teachers job satisfaction. It describes and interprets what are the Factors of job satisfaction.

METHOD OF THE STUDY

Survey method was adopted for the study. To establish the validity and reliability of the study, pilot study was administered. After establishing validity and reliability of the tool, the tool was considered for the final study. Proper statistical method was adopted to test hypothesis, which was used to find the results of the study.

DELIMITATIONS OF THE STUDY

- The study is confined to measure the job satisfaction only.
- This study has been restricted only to the primary school teachers in Government, aided, and private school.
- This study is carried out taking 200 teachers as sample.

ANALYSIS AND INTERPRETATION OF THE DATA

Hypothesis 1

There is no significant difference in mean scores of the job satisfaction of primary school teachers with respect to the gender.

TABLE- 1

Data results of the t-test of the mean scores of Gender.

| Gender | N | Mean | S.D | t-value | Level of significant |
|--------|-----|--------|-------|---------|----------------------|
| Male | 98 | 113.61 | 6.993 | 0.102 | Not Significant |
| Female | 102 | 110.68 | 8.803 | | |

From the above table it is clearly found that the calculated t- value (0.102) is less than table value 1.7 for 198 of at 0.05 level. Hence the null hypothesis is accepted. So there is no significant difference between male and female primary teachers in their job satisfaction.

Hypothesis 2

There is no significant difference in mean scores of the job satisfaction of primary school teachers with respect to experiences

TABLE 2

Teaching experience wise N, M, SD, and t values

| Experience | N | Mean | SD | t-value | Level of significant |
|---------------|-----|--------|-------|---------|----------------------|
| Up to 5 years | 97 | 111.40 | 8.249 | 0.197 | Not Significant |
| Above 5 years | 103 | 112.88 | 7.896 | | |

From the above table it is clearly found that the calculated t value 0.197 is less than table value 1.97 for 198 df at 0.05 level. Hence the null hypothesis is accepted. So there is no significant difference between experience of primary school teachers in Thrissur district Kerala.

FINDINGS OF THE STUDY

- Female and male primary school teachers are not differing significantly in their job satisfaction.
- Up to 5 years and above 5 years experienced primary school teachers are not differing significantly in their job satisfaction.

CONCLUSION

The purpose of the present investigation was to study the job satisfaction of primary school teachers with reference to some selected variables. The study may find some usefulness in the field of education and the finding of the study serve as a data base for the further research. Job satisfaction can be measured through the contentment the teaching work. If the teacher is content with what receives at the end of teaching, then it is a positive feeling which means that the teacher is satisfied with it.

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