



## Comparative study of job satisfaction of female teachers working in colleges of Punjab and Rajasthan State

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### Abstract

The aim of this study was to compare the job satisfaction of female teachers from colleges of Punjab and Rajasthan state. In this present study sample consisted of total 200 female teachers selected randomly from different colleges of Punjab and Rajasthan state. The data was collected by using Job satisfaction scale by Singh and Sharma (1986). The study revealed that there was significance difference in the job satisfaction of female teachers working in colleges of Punjab and Rajasthan state.

**Keywords:** job satisfaction, female teachers, colleges of Punjab and Rajasthan state

### Introduction

Teaching is viewed as the noblest profession. It is so significant that those people who join the teaching profession should be devoted and competent in their oeuvre. A teacher can perform to the utmost of his mental ability; if he/she is met with his/her business. Every profession has assured aspects responsible for job satisfaction along with position and educational activity is not an exception unless and until a teacher derives satisfaction on job performance and produces an optimistic attitude towards teaching, he cannot initiate desirable outcomes to cater to the demands of the institute. But satisfied and well-adjusted teacher can remember of the welfare of the pupils.

### Job Satisfaction

Job satisfaction is a gratification or positive attitude or feeling towards the occupation. For a number of years, teacher job satisfaction has been acknowledged as extremely important for implementing any type of educational transformation, for involving the teacher in lasting learning for excellence in the teaching learning process and for satisfaction with life (Kaur, 2010).

Job satisfaction can be measured by finding out the gap between what a person experiences in actual condition and what he thinks should be there. It is the favorableness or unfavorableness with which people view their jobs. Vroom (1964) defines job satisfaction as "the positive orientation of an individual towards all aspects of work situation". So, the job satisfaction is resultant of a host of orientations to specific aspects of job and results when there is an agreement between job characteristics and wants of an employee. It expresses the amount of congruence between one's expectations and rewards.

According to Katznel (1964) job satisfaction is the verbal expression of an incumbent's evaluation of his job. The verbal evaluation is made operational by some form of attitude questionnaire or scale by means of which the incumbent rates

his job on a continuum of 'like-dislike', or approximate synonyms, such as 'satisfied-dissatisfied'.

### Teacher's Job Satisfaction

The teacher plays a central role in the learning process of the pupil. Without good teachers it is not possible to improve education. In the schools and colleges job satisfaction in teachers is essential for the purpose of effective teaching is the result of job satisfaction. The teacher who is unable to motivate his pupils to attain learning remains dissatisfied with his work.

In case of job satisfaction of teachers there are many factors. These factors are:

1. Intrinsic aspect
2. Salary, service conditions and promotion
3. Physical facilities
4. Institutional plans and policies
5. Satisfaction with authorities
6. Social status and family welfare
7. Rapport with the students
8. Relationship with co-workers.

### Statement of the problem

Comparative Study of Job Satisfaction of Female Teachers Working in Colleges of Punjab and Rajasthan State

### Objective of the study

To compare the difference in job satisfaction of female teachers working in colleges of Punjab and Rajasthan state.

### Hypothesis of the study

There is no significant difference in job satisfaction of female teachers working in colleges of Punjab and Rajasthan state.

### Delimitations of the study

1. The study was delimited to college teachers of Punjab and Rajasthan state.

2. Only 200 female teachers(100from Punjab and 100 from Rajasthan) were selected for present study.
3. The study was delimited to of 4 districts of Punjab and Rajasthan state. The districts under study were Fazilka and Shri Muktsar Sahib in Punjab, and Sri Ganganagar and Hanumangarh in Rajasthan.

**Design of the study**

Descriptive Survey Method was used in the present study for the investigation.

**Tool Used**

Job satisfaction scale by Singh and Sharma (1986) was used for the present study.

**Description of tool**

**Job Satisfaction Scale:** This scale is designed by Singh and Sharma (1986).This is design in Hindi Language. It has 30 statements. Each statement has five alternatives.

**Scoring:** The scale has both positive and negative statements. Items at Sr. No. 4,13,20,21,27 and 28 are negative and others are all positive. The positive statements carry a weightage of

4,3,2,1,0 and the negative ones a weightage of 0,1,2,3,4. The total scores gives quick measure of the satisfaction /dissatisfaction of a worker towards his job

**Reliability and Validity:** The test retest reliability is 0.978 with N=52 and a gap of 25 days.

The scale compares favorably with Muthayya’s Job Satisfaction Questionnaire giving a validity coefficient of 0.743.Moreover the resemblance to the rating given to the employees on a 3 point scale Fully satisfied dissatisfied by the employees, The coefficient of correlation was 0.812 (n=52).

**Analysis and Conclusions**

For the analysis of data Mean, Standard Deviation & t-ratio were calculated.

**Results of comparison of job satisfaction of female teachers working in colleges of Punjab and Rajasthan state**

Table 1 shows the summary of statistical calculation for obtaining t-ratio with regards to comparison of job satisfaction of female teachers working in colleges of Punjab and Rajasthan state.

**Table 1:** Showing t-ratio of job satisfaction of female teachers working in colleges of Punjab and Rajasthan state

Sr. No.	Group	N	Mean	S.D.	SE <sub>p</sub>	df	t-ratio	Level of Significance at 0.05 and 0.01
1	Punjab	100	73.02	9.04	1.28	198	4.55	Significant
2	Rajasthan	100	78.85	9.05				

Table 1.0 indicates that the computed t-ratio has come out to be 4.55 which is higher than the t-value 1.96 in table at .05 and 2.56 at .01 level of significance. Therefore, from the table it may be concluded that there is significant difference in the job satisfaction of female teachers working in colleges of Punjab and Rajasthan state. Hence our null hypothesis that there is no significant difference in job satisfaction of female teachers working in colleges of Punjab and Rajasthan state is not accepted.

Further, mean value (78.85) of job satisfaction of female teachers working in colleges of Rajasthan state is higher than mean value (73.02) of female teachers working in colleges of Punjab state, so it has been concluded that female teachers working in colleges of Rajasthan state are having more job satisfaction than teachers working in colleges of Punjab state.

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