



Job satisfaction: A comparative study among government and private school teacher's

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Abstract

Objectives

1. To find out whether there is significant difference between the government and private school teachers.
2. To study the gender difference with regard to job satisfaction among school teachers.

Hypotheses

1. There is significant mean difference between government and private school teachers with respect job satisfaction.
2. There is significant mean difference between male and female school teachers with respect their job satisfaction.

Sample: Sample of the present study consistent 100 school teachers from different schools of Dhanbad town. Fifty teachers were government's high school (male and female) and fifty were private high school (male and female).

Tools: Job Satisfaction Scale has been developed by Muthayya (1973).

Result: The data had been analysed according to objectives and hypotheses of the research. It was observed that teachers in government schools had higher job satisfaction than their counterparts in private schools. Male teachers experienced higher job satisfaction than female teachers.

Keywords: job satisfaction, school teacher, government and private

1. Introduction

Job satisfaction is the contribution of two words - 'job' and 'satisfaction'. Job is an occupational activity performed by an individual in return for is ward. Job satisfaction portrays the perception of the person towards his or her job, job related activities and environment. It is a combination of psychological and emotional experiences at work. Satisfaction refers to inner containment or happiness for the person engaged in any job. Education is widely recognized as one indicator of development. One of the basic purposes of educations 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. One of the most important purposes to do a job is to earn money because it is money only through which needs, demands can be fulfilled. If one gets a handsome salary by which one can afford the living may cause job satisfaction. Due to better performance shown by satisfied workers, it is the top priority of all organizations to achieve the desired goals by increasing their satisfaction.

Armstrong (2006) [2] positive or favorable attitudes about the work and the work environment indicate job satisfaction, and the inverse, referring to negative or unfavorable attitudes towards the work indicate job dissatisfaction.

Teachers are the most important resources in a school. They are the key figures for any needed in schools. The provision of a high quality education system depends on high quality teachers. A high teacher morale, relevant subject knowledge, and the teachers specialized teaching skills are central to

quality teaching and learning (Bolin, 2007). Job satisfaction of employees has been reported to vary with their occupational levels. Job satisfaction means good or positive attitude or feeling towards one's job. It is important to mention that an individual may hold different attitudes toward various aspects of the job. The quality of the teachers, their commitment, satisfaction and motivation are the determinant factors for the students to benefit from the education system. Teachers act as role-models, since they are the pillars of the society (Jyoti & Sharma, 2009) [5] who help the students, not only to grow, but also to be the potential leaders of the next generation, and to shoulder the responsibility of taking their nation ahead. Teacher's opportunities for promotion are also likely to exert an influence on job satisfaction. Teachers' satisfaction with their career may have strong implications for student learning. Specifically, a teacher's satisfaction with his or her career may influence the quality and stability of instruction given to students. The level of job satisfaction is affected by intrinsic and extrinsic motivating factors, the quality of supervision, social relationships with the work group and the degree to which individuals succeed or fail in their work. As is the case with all white collar positions, both intrinsic and extrinsic factors affect teacher's satisfaction, intrinsic satisfaction can come from classroom activities. Extrinsic factors have been associated with teacher's satisfaction, including salary, perceived support from administrators, school safety, and availability of school resources, among others.

2. Review of related literature

Job satisfaction is one of the most researched concepts. Though a number of studies have been conducted in the field

of academics but a few have been undertaken to compare the job satisfaction of male and female teachers in government & private schools. It is regarded as central to work and organizational psychology. John (2010) [4], Mehta (2012) [7] and Zilli and Zahoor (2012) [10] studied on job satisfaction among teachers to know whether the perception of job satisfaction among teachers was affected by the types of organization and gender. Kumari and Jafri (2011) [6] mentioned a study on level of organizational commitment of male and female teachers of secondary school to investigate the overall level of organizational commitment of male and female teachers of Secondary school of Aligarh Muslim University. Data analyzed by using t-test result revealed that overall percentage of female teacher’s organizational commitment was much higher than male teachers. Suki and Suki (2011) [9] examined on job satisfaction and organizational commitment: the effect of gender on employee perception of job satisfaction and organizational commitment. Mehta (2012) [7] investigated on job satisfaction among teachers to know whether the perception of job satisfaction among teachers was affected by the type of organization and the gender. Descriptive analysis was made to study the perception of job satisfaction of male vs. female and t-test was used. Result showed that there would be significant difference in the level of job satisfaction of government and private school teachers.

3. Methodology

The aim of this section is to clarify the methodology of this research. This gives an account of the objectives, hypotheses, research sample, and the research tool that were used for data collection.

3.1 Statement of the problem

“Job satisfaction: A comparative study among government and private school teacher”

3.2 Objectives

- To study the job satisfaction of government and private school teachers.
- To study the job satisfaction of teachers with respect to gender.

3.3 Hypotheses

- There will be significant difference between government

and private school teacher.

- There will be significant difference between male and female school teacher.

3.4 Sample

The sample of the study consisted of the teachers working in government and private schools of Dhanbad town. A sample of 100 teachers consisting 50 government school teachers (25 were male and 25 female) and 50 private school teachers (25 were male and 25 female) were taken into consideration.

3.5 Variables

1. Dependent variable: Job Satisfaction.
2. Independent variables: Types of school and Gender

3.6 Research Tool

Job satisfaction scale: The job satisfaction scale has been developed by Muthayya (1973). The scale consists of 34 items measuring job satisfaction. Each item is presented with four response alternatives namely agree, disagree, not sure, not applicable. Scoring is done on the basis of a key given in the manual. The score range is 0 – 68. The higher score indicates the lesser job satisfaction. The split half technique of reliability (odd – even items) was used for the 34 items job satisfaction scale is. 81 after applying the Spearman-Brown prophecy formula.

3.7 Statistical Techniques

Statistical analysis was done by applying Mean (M), Standard Deviation (SD) and t-test.

4. Results and Discussions

To attain the objective of the study and to verify the formulated hypotheses the data were analyzed. To meet out the purpose of the study mean, SD was calculated. 't' value was calculated to test the significant difference between the means of the groups.

Table 1: Comparison of Job Satisfaction among government and private school teachers

Groups	N	Mean	SDs	t	P value
Government School Teacher	50	34.89	5.28	3.09	0.01
Private School Teacher	50	31.97	4.09		

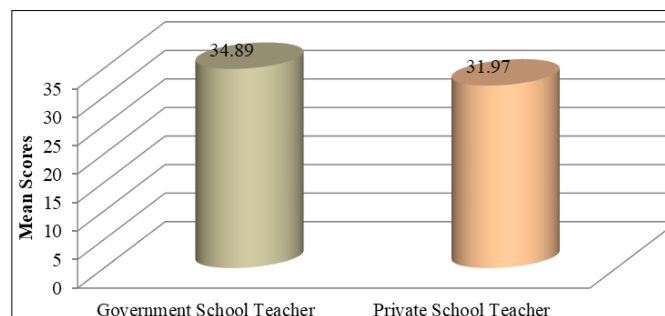


Fig 1: Mean scores of government and private school teacher on job satisfaction

Table 1 and figure 1 indicated that government school teachers had mean job satisfaction score of 34.89 and teachers

of private school had mean score of 31.97. The observed t value was 3.09 which was found to be significant at 0.01 level. It can be said that there exists significant difference between the groups under study on job satisfaction. Hence, the hypothesis "There will be significant difference between government and private school teacher" was accepted. Government school teachers showed higher satisfaction with their job. This may be due to the flexibility, security of job, high wage and independence enjoyed by government school teachers. The results are in agreement with the findings of the earlier research Raj and Lalita (2013) [8].

Table 2: Comparison of male and female school teacher on job satisfaction

Groups	N	Mean	SDs	t	P value
Male School Teacher	50	34.54	6.91	2.18	0.05
Female School Teacher	50	31.71	5.98		

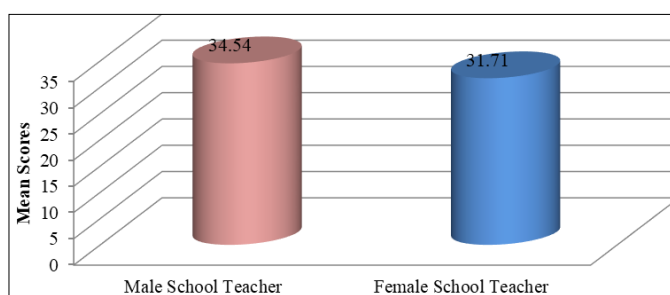


Fig 2: Mean scores of male and female school teacher on job satisfaction

Table – 2 and figure – 2 suggested that there was significant difference between male and female school teachers on their job satisfaction. The mean score of male school teacher was higher than female school teachers, it means male school teachers had higher satisfaction with their job than female school teachers. Hence, the hypothesis "There will be significant difference between male and female school teacher" was accepted. The present result finds its support from the earlier findings of Achanta & Reddy (2014) [1].

4.1 Conclusions

- The study revealed that government school teachers were more satisfied than the private school teachers.
- Results also showed that male respondents were found more satisfied than their female counterparts.

4.2 Limitations of the Study

- The sample of the study was too small.
- The sample of the present study was taken only from school teachers. Hence the findings of the study can't be generalized to other kind of profession.
- The sample for the study had been drawn from Dhanbad only.
- Data were obtained from urban localities only.

4.3 Suggestions For Further Study

- The inclusion of large sample might have produced more prominent and dependable finding.
- Future researches were required to other kind of

profession.

- The inclusion of other places than Dhanbad.
- It was suggested to inclusion of semi-urban and rural areas.

5. References

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