

# Job Satisfaction of Secondary School Teachers

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**Abstract:** The according to spector : "The extend to which people like (satisfaction) or dislike (dissatisfaction) their jobs is called job satisfaction.

Researcher try to find out the job satisfaction of 400 secondary school Govt and Private schools teachers. For this researcher have administered standardized job satisfaction tool on 400 secondary school teachers. After scoring, apply statistical technique mean, S.D. and t-value have been calculated. The main finding were there is significant difference between Govt and Private school teachers Govt school teachers were more satisfy from their job than private school teachers.

**Objectives:** Objectives of the study are as follows:

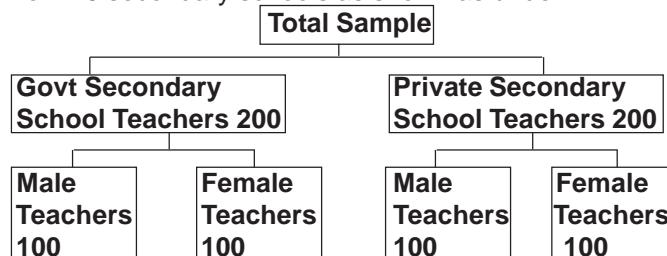
- To compare the job satisfaction of secondary school teachers teaching in Govt and Private secondary schools
- To compare job satisfaction of male and female secondary school teachers.

**Hypothesis: Following are the hypothesis of the study:**

- There is no significant difference between job satisfaction of Govt and Private secondary school teachers
- There is no significant difference between job satisfaction of male and female secondary school teachers.

**Methodology :-**

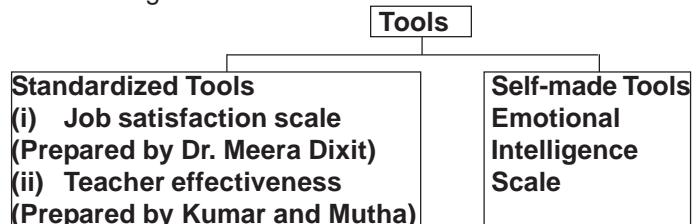
(a) **Sampling :** From each Govt and Private schools 5 male and 5 female teachers have been selected randomly from 40 secondary schools as shown as under



(b) **Method :** The present research is going to study the job satisfaction of secondary school teachers. For this survey method is suitable approach for the desired data collection, Hence it has been employed for this study

(c) **Tools used in the study :** Tools is a device for describing and qualifying data in research. Here are varieties of tools available for the research. In this study

the following tools were used :



**Data collection and analysis:** Standardized job satisfaction tool prepared by Meera Dixit has been administered on 400 secondary school Govt, Private, Male and Female teachers. After area wise scoring has been done and applying statistical technique (Mean, S.D. and t value) for analysis of data and presented is the following tables

**Objective no. 1 – To Compare the Job Satisfaction of Secondary School Teachers Teaching in Government and Private Schools.**

**Table no. 1 (See in last page)**

**Interpretation of the result:** Following results are drawn from the table1 :

1. **Intrinsic aspects of job:** The mean and standard deviation obtained from Government and Private school secondary school teachers in intrinsic aspect of job area are 29.17, 2.85 and 27.85, 3.38. The t-value calculated for significant difference between mean scores is 2.3081 which is greater than the table value 1.97 at 0.05 level of significance (df=198). So it is evident from this value that there is significant difference in the level of satisfaction regarding 'intrinsic aspects of job' area between Govt. and Private secondary school teachers. The mean value of Private teachers is more than Govt. teachers. So, it is evident that private teachers are more satisfied than Govt.

teachers.

**2. Salary, promotional avenues and service conditions:** The mean and standard deviation obtained from Government and Private school in salary, promotional avenues and service conditions area are 19.65, 3.31 and 16.93, 4.81. The t-value calculated for significant difference between mean score is 3.6058 which is greater than the table value 1.97 at 0.05 level of significance (df=198). So it is evident from this value that there is significant difference in the level of satisfaction regarding 'salary, promotional avenues and service conditions' area between Government and Private secondary school teachers. The value of mean for the Government teachers is higher than Private teachers. So it is evident that Government teachers are more satisfied with their salaries, promotions and service condition in comparison to Private teachers.

**3. Physical facilities:** The mean and standard deviation obtained from Government and Private school on 'physical facilities' area are 36.75, 5.69 and 36.05, 4.19. The t-value calculate for significant difference between mean scores is 0.444 which is lesser than the table value 1.97 at 0.05 level of significance (df=198). So it is evident from this value that there is no significant difference in the level of satisfaction regarding physical facilities between Government and Private secondary school teachers. They are equally satisfied with the facilities provided in schools.

**4. Institutional plans and policies:** The mean and standard deviation obtained from Government and Private school on 'institutional plans and policies' area is 23.60, 4.98 and 22.37, 3.14. The t-value calculated for significant difference between mean scores is 1.6230 which is lesser than the table value 1.97 at 0.05 level of significance (df=198). So it is evident from this value that there is no significant difference in the level of satisfaction regarding 'institutional plans and policies' area between Government and Private secondary school teachers.

**5. Satisfaction with authorities:** The mean and standard deviation obtained from Government and Private school of 'satisfaction with authorities' area is 23.97, 2.25 and 21.92, 2.40. The t-value calculated for significant difference between mean scores is 4.8269 which is greater than the table value 1.97 at 0.05 level of significance (df=198). So it is evident from this value that there is no significant difference in the level of satisfaction regarding 'satisfaction with authorities' area between Government and Private school secondary school teachers.

**6. Satisfaction with social status and family welfare:** The mean and standard deviation obtained from Government and Private school on 'satisfaction with social status and family welfare' area are 22.58, 3.15 and 21.43, 2.01. The t-value calculate for significant difference between mean scores is 2.3846 which is greater than the table value 1.97 at 0.05 level of significance (df=198). So it is evident from this value that there is no significant difference in the level of satisfaction regarding 'satisfaction with social status

and family welfare' area between Government and Private secondary school teachers.

**7. Rapport with students:** The mean and standard deviation obtained from Government and Private school on 'rapport with students' area is 26.37, 3.96 and 24.95, 2.08. The t-value calculated for significant difference between mean scores is 2.4550 which is greater than the table value 1.97 at 0.05 level of significance (df=198). So it is evident from this value that there is no significant difference in the level of satisfaction regarding 'rapport with students' area between Government and Private school secondary school teachers.

**8. Relationship with co-workers:** The mean and standard deviation obtained from Government and Private school on 'relationship with co-workers' area is 20.55, 3.14 and 19.50, 1.00. The t-value calculate for significant difference between mean scores is 2.4659 which is greater than the table value 1.97 at 0.05 level of significance (df=198). So it is evident from this value that there is no significant difference regarding relationship with co-workers area between Government and Private school secondary school teachers.

● The mean and standard deviation obtained of Government and Private school on total job satisfaction area are 196.07, 17.09 and 193.20, 17.96. The t-value calculated for significant difference between mean scores is 0.8955. which is lesser than the table value (df=198) at 0.05 level of significance. So, it is evident from this value that there is no significant difference regarding 'total job satisfaction' area between Government and Private school secondary school teachers. So, it reveals that the secondary school teachers of both school are equally satisfied with their jobs.

**Hypothesis Testing:** Hence, the hypothesis no. that is there no significant difference between the job satisfaction of secondary school teachers teaching in Government and Private schools is accepted except area of 'intrinsic aspects of job'.

**Objective no. 2 –To Compare the Job Satisfaction of Male and Female Secondary School Teachers.**

**Table no. 2 (see ina last page)**

**Interpretation of the result:** Following results are drawn from the table2:

**1. Intrinsic aspects of job:** The mean and standard deviation obtained of male (N=100) and female (N=100) secondary school teachers in intrinsic aspect of job area are 26.88, 2.19 and 30.15, 3.23. The t-value calculated for significant difference between mean scores is 6.4937 which is greater than the table value 1.97 (df=198) at 0.05 level of significance. So it is evident from this value that there is significant difference in the level of satisfaction regarding intrinsic aspects of job between male and female secondary school teachers. The value of mean for secondary school female teachers is higher than male teachers. So, it is evident that male teachers are less satisfied from job than

the female teachers.

**2. Salary, promotional avenues and service conditions:** The mean and standard deviation obtained of male (N=100) and female (N=100) secondary school teachers in salary, promotional avenues and service conditions area are 17.55, 4.18 and 19.05, 4.38. The t-value calculated for significant difference between mean score is 1.8969 which is lesser than the table value 1.97 (df=198) at 0.05 level of significance. So, it is evident from this value that there is no significant difference in the level of satisfaction regarding 'salary, promotional avenues and service conditions'.

**3. Physical facilities:** The mean and standard deviation obtained of male (N=100) and female (N=100) secondary school teachers in 'physical facilities' area is 35.68, 5.79 and 37.12, 4. The t-value calculated for significant difference between mean scores is 1.5838 which is lesser than the table value 1.97 (df=198) at 0.05 level of significance. So, it is evident from this value that there is no significant difference in the level of satisfaction regarding physical facilities in job.

**4. Institutional plans and policies:** The mean and standard deviation obtained of male (N=100) and female (N=100) secondary school teachers in 'institutional plans and policies' area is 21.90, 4.34 and 24.07, 3.76. The t-value calculate for significant difference between mean scores is 2.9199 which is greater than the table value 2.60 (df=198) at 0.01 level of significance. So, it is evident from this value that there is significant difference in the level of satisfaction regarding 'institutional plans and policies' area between male and female secondary school teachers. The male secondary school teachers are less satisfied from institutional plans and policies than the female as their mean score is less than females.

**5. Satisfaction with authorities:** The mean and standard deviation obtained of male (N=100) and female (N=100) secondary school teachers in 'satisfaction with authorities' area are 23.63, 3.41 and 22.68, 1.63. The t-value calculated for significant difference between mean scores is 0.5126 which is lesser than the table value 1.97 (df=198) at 0.01 level of significance. So, it is evident from this value that there is no significant difference in the level of satisfaction regarding 'satisfaction with authorities' area between male and female secondary school teachers.

**6. Satisfaction with social status and family welfare:** The mean and standard deviation obtained of male (N=100) and female (N=100) secondary school teachers on 'satisfaction with social status and family welfare' area is 21.98, 2.27 and 22.03, 3.08. The t-value calculated for significant difference between mean scores is 0.1013 which is lesser than the table value 1.97 (df=198) at 0.05 level of significance. So, it is evident from this value that there is no significant difference regarding 'satisfaction with social status and family welfare' area between male and female secondary school teachers.

**7. Rapport with students:** The mean and standard deviation obtained male (N=100) and female (N=100) secondary school teachers in 'rapport with students' area are 24.97, 3.72 and 26.35, 2.49. The t-value calculated for significant difference between mean scores is 2.3944 which is greater than the table value 1.97 (df=198) at 0.05 level of significance. So, it is evident from this value that there is significant difference in the level of satisfaction regarding 'rapport with students' area between male and female secondary school teachers. The secondary female teachers have more rapport with students as their mean value is higher than the male teachers.

**8. Relationship with co-workers:** The mean and standard deviation obtained of male (N=100) and female (N=100) secondary school teachers in 'relationship with co-workers' area are 19.58, 2.99 and 20.47, 1.44. The t-value calculated for significant difference between mean scores is 2.0590 which is greater than the table value 1.97 (df=198) at 0.05 level of significance. So, it is evident from this value that there is significant difference in the level of satisfaction regarding relationship with co-workers area between male and female secondary school teachers. The secondary female teachers have good relationship with co-workers as their mean score is higher than the male secondary school teachers.

- The mean and standard deviation obtained of male and female secondary school teachers on total job satisfaction area is 191.90, 16.06 and 197.37, 18.60. The t-value calculated for significant difference between mean scores is 1.7233. Which is lesser than the table value 't' 1.97 at 0.05 level of significance. So, it is evident from this value that there is no significant difference regarding 'total job satisfaction' between male and female secondary school teachers. The mean scores of female secondary school teachers are more than male secondary school teachers which show that female teachers are more satisfied with their jobs in comparison to male teachers in some areas.

**Hypothesis Testing:** Hence, the hypothesis no. that there is no significant difference between the job satisfaction of male and female secondary school teachers is selected except the intrinsic aspect of job, institutional plans & policies and relationship with co-workers areas.

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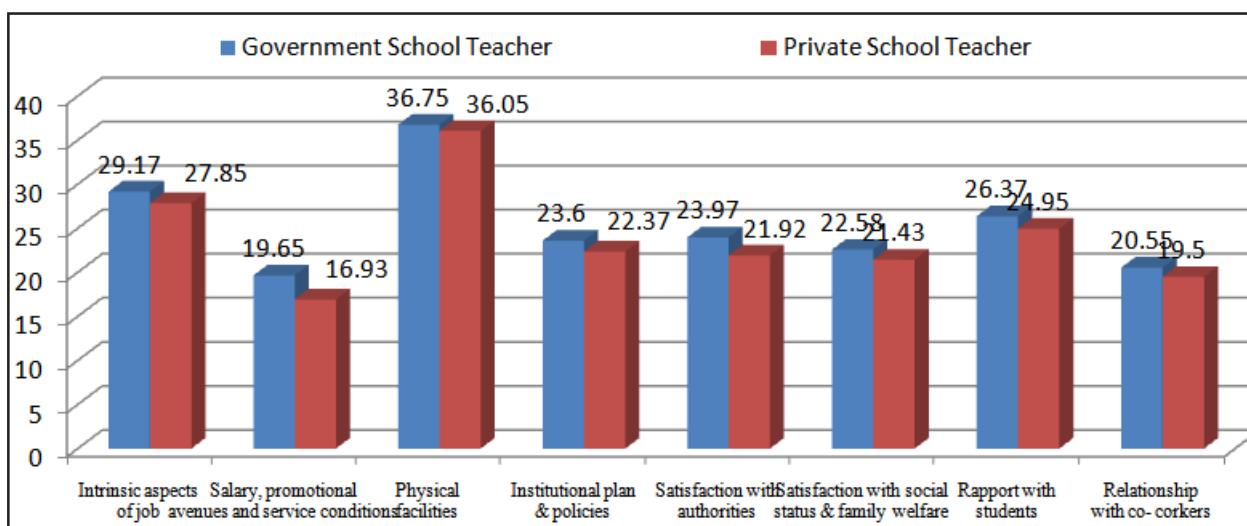
**Table no. 1: Analysis of Comparison of the Job Satisfaction of Secondary School Teachers Teaching in Govt. and Private Schools**

| S.                            | Area of Job Satisfaction                         | Types of school | Mean          | S.D.         | t- value     | Significant on 0.01/0.05level |  |
|-------------------------------|--|-----------------|---------------|--------------|--------------|-------------------------------|--|
| 1.                            | Intrinsic aspects of job                         | Govt.(N=100)    | 29.17         | 2.85         | 2.3081       | Significant                   |  |
|                               |  | Private(N=100)  | 27.85         | 3.38         |              |                               |  |
| 2.                            | Salary, promotional avenues & service conditions | Govt.(N=100)    | 19.65         | 3.31         | 3.6058       | Significant                   |  |
|                               |  | Private(N=100)  | 16.93         | 4.81         |              |                               |  |
| 3.                            | Physical facilities                              | Govt.(N=100)    | 36.75         | 5.69         | 0.444        | Insignificant                 |  |
|                               |  | Private(N=100)  | 36.05         | 4.19         |              |                               |  |
| 4.                            | Institutional plans and policies                 | Govt.(N=100)    | 23.60         | 4.98         | 1.6230       | In Significant                |  |
|                               |  | Private(N=100)  | 22.37         | 3.14         |              |                               |  |
| 5.                            | Satisfaction with authorities                    | Govt.(N=100)    | 23.97         | 2.25         | 4.8269       | Significant                   |  |
|                               |  | Private(N=100)  | 21.92         | 2.40         |              |                               |  |
| 6.                            | Satisfaction with social status and family       | Govt.(N=100)    | 22.58         | 3.15         | 2.3846       | Significant                   |  |
|                               |  | Private(N=100)  | 21.43         | 2.01         |              |                               |  |
| 7.                            | Rapport with students                            | Govt.(N=100)    | 26.37         | 3.96         | 2.4550       | Significant                   |  |
|                               |  | Private(N=100)  | 24.95         | 2.08         |              |                               |  |
| 8.                            | Relationship with co-workers                     | Govt.(N=100)    | 20.55         | 3.14         | 2.4659       | Significant                   |  |
|                               |  | Private(N=100)  | 19.50         | 1.00         |              |                               |  |
| <b>Total job-satisfaction</b> |  | <b>Govt.</b>    | <b>196.07</b> | <b>17.09</b> | <b>.8955</b> | <b>Significant</b>            |  |
|                               |  | <b>Private</b>  | <b>193.20</b> | <b>17.96</b> |              |                               |  |

df = 198

Table value at 0.05 level is = 1.97

Table value at 0.01 level is = 2.60

**Graph No. 1: Analysis of Comparison of the Job Satisfaction of Secondary School Teachers Teaching in Govt. and Private Schools**


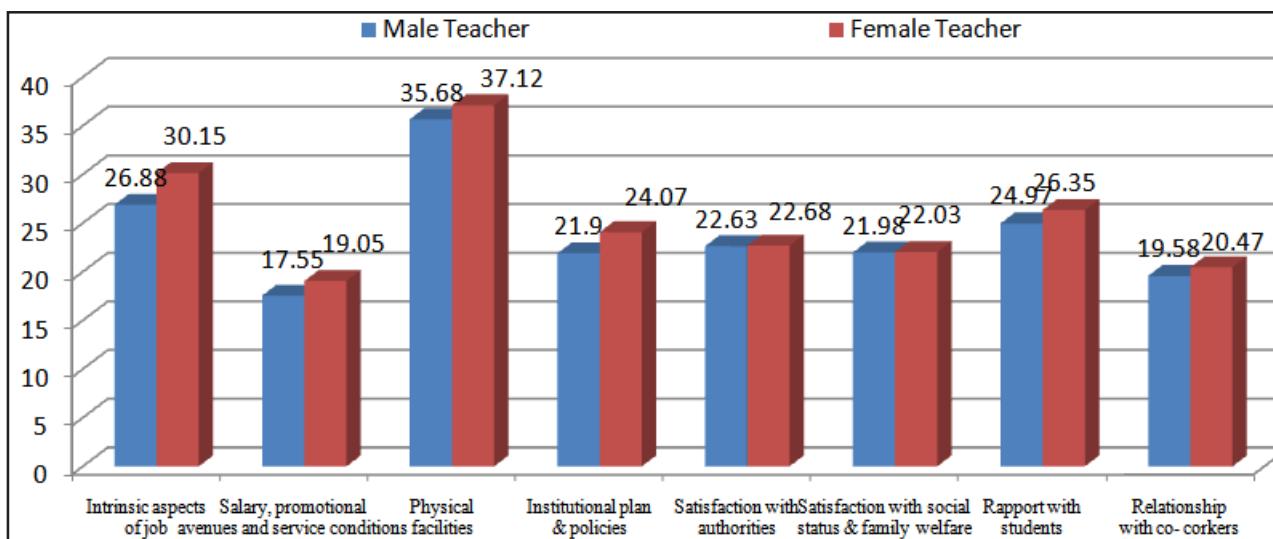
**Table no. 2: Analysis of Comparison of the Job Satisfaction of Male and Female Secondary School Teachers**

| S. Area of Job Satisfaction                         | Gender        | Mean          | S.D.         | t- value      | Significant on 0.01/0.05level |
|---|---------------|---------------|--------------|---------------|-------------------------------|
| 1. Intrinsic aspects of job                         | Male          | 26.88         | 2.19         | 6.4937        | Significant                   |
|   | Female        | 30.15         | 3.23         |               |                               |
| 2. Salary, promotional avenues & service conditions | Male          | 17.55         | 4.18         | 1.8969        | Insignificant                 |
|   | Female        | 19.05         | 4.38         |               |                               |
| 3. Physical facilities                              | Male          | 35.68         | 5.76         | 1.5838        | Insignificant                 |
|   | Female        | 37.12         | 4            |               |                               |
| 4. Institutional plans and policies                 | Male          | 21.9          | 4.34         | 2.9199        | Significant at 0.01 level     |
|   | Female        | 24.07         | 3.76         |               |                               |
| 5. Satisfaction with authorities                    | Male          | 22.63         | 3.41         | 0.5126        | Insignificant                 |
|   | Female        | 22.68         | 1.63         |               |                               |
| 6. Satisfaction with social status and family       | Male          | 21.98         | 2.27         | 0.1013        | Insignificant                 |
|   | Female        | 22.03         | 3.08         |               |                               |
| 7. Rapport with students                            | Male          | 24.97         | 3.72         | 2.3944        | Significant at 0.05 level     |
|   | Female        | 26.35         | 2.49         |               |                               |
| 8. Relationship with co-workers                     | Male          | 19.58         | 2.99         | 2.0590        | Significant at 0.05 level     |
|   | Female        | 20.47         | 1.44         |               |                               |
| <b>Total job-satisfaction</b>                       | <b>Male</b>   | <b>191.90</b> | <b>16.06</b> | <b>1.7233</b> | <b>Insignificant</b>          |
|   | <b>Female</b> | <b>197.37</b> | <b>18.6</b>  |               |                               |

df = 198

Table value at 0.05 level is = 1.97

Table value at 0.01 level is = 2.60

**Graph No. 2: Analysis of Comparison of the Job Satisfaction of Male and Female Secondary School Teachers Interpretation**


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