

JOB SATISFACTION OF PRIMARY SCHOOL TEACHERS

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ABSTRACT

Primary school teachers play an important role in our educational system and this role could be played with some pressures. Pressures or stress can be advantageous to some extent but, excessive job stress can lead to negative consequences. The present investigation was undertaken to study the levels of job-satisfaction of primary school teachers. The study was conducted in Tirupati town, multi stage random sampling technique was used to select the sample. The sample comprises of 64 (32 male teachers and 32 female teachers) from private and government schools of Tirupati town. The teachers were selected according to their work experience that is below 5 years and above 5 years. Job satisfaction inventory developed by R.S.Mishra (1993) was used know the levels of job satisfaction of primary school teachers. The results revealed that there was significant positive relationship between teacher's job satisfaction and their age, length of service. Teachers differed significantly in their job-satisfaction with reference to gender and income. The level of education is significantly affected the primary school teacher's job satisfaction.

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INTRODUCTION

Primary school teachers play an important role in our educational system and this role could be played with some pressures. Pressures or stress can be advantageous to some extent but, excessive job stress can lead to negative consequences. Job-satisfaction is the result of various attitudes possessed by an employee towards his job. Those attitudes are related with specific factors such as salary, service conditions advancement opportunities fair treatment by employers, good relationship with co-workers and other fringe benefits.

Meera Dixit (1993) defined as job-satisfaction may be defined as an attitude which results from balancing and summation of many likes and dislikes experienced in connection with the job.

There are several approaches to describing the sources of satisfaction that characterize a work environment. At a very concrete level there are objective sources of satisfaction including salary, fringe benefits hours of employment, and the quality of physical work environment. At another level one can describe more abstract job outcomes as sources of satisfaction. These might include receiving praise to exercise competence or being given new responsibilities based on previous performance. Finally one to the total development of the person.

Primary school teachers shape the nation's destiny. The future of the nation is safe if they are disciplined, involved and satisfied about their job. Very little evidence is available in the regional context very few or no information is available in this aspect. Hence present study is taken up as a humble attempt to bridge the gap. The present study has been taken up with the following

Objectives of the study:

- To know the level of job-satisfaction of primary school teachers.
- To study whether there is any significant difference among job satisfaction of primary school teachers according to the Gender.

- To study whether there is any significant difference among job satisfaction of primary school teachers according to the age.
- To study whether there is any significant difference among job satisfaction of primary school teachers according to the socio economic status.
- To study whether there is any significant difference among job satisfaction of primary school teachers according to the educational qualification.
- To study whether there is any significant difference among job satisfaction of primary school teachers according to the length of service.

METHODOLOGY

The study was conducted in Tirupati town. The sample comprised of 64 (32 male teachers and 32 female teachers). The schools were classified as municipal schools, private schools based on their location on four directions in Tirupati town that is (municipal schools and private school) from each direction namely (North, East, South and West) were selected. 8 male and 8 female teachers from each direction were selected according to their experience (that is below 5 years and above 5 years). Multistage random sampling procedure was used to collect the sample. Job satisfaction inventory developed by R.S. Mishra (1993) was used for the present study. This tool contains two parts. Part-A consists of general information and Part-B consists of 41 questions related to job satisfaction scoring was given in 5 points options. The maximum score is $41 \times 5 = 205$ and minimum score is 41. The tool was tested on a small sample 16 primary school teachers to test the suitability of tool.

RESULTS

Table-1 shows the demographic characteristics of sample.

Table-1: Distribution of the sample based on age, gender, income, education and length of service.

S.No.	Category	Male		Female	
		No	%	No	%
1.	<u>Age (years)</u>				
	Below 29 years	9	28.13	10	31.25
	30-39 years	13	40.62	13	40.62
	40 and above	10	31.25	9	28.13
	Total	32	100	32	100
2.	<u>Education</u>				
	Inter	2	6.25	8	25
	Degree with training	8	25.00	18	56.25
	Post graduates with training	22	68.75	6	18.75
	Total	32	100	32	100
3.	<u>Income</u>				
	Below 5,000	26	81.25	22	68.75
	5001-9000	4	12.5	7	21.88
	9001 above	2	6.25	3	9.37
	Total	32	100	32	100
4.	<u>Length of service</u>				
	Below 5 years	24	75.0	15	46.87
	5 years and above	8	25	17	53.13
	Total	32	100	32	100

Table-1 shows that majority of the sample were selected from 30-39 years old. 69 per cent of the male teacher's educated up to post graduation when compare to female teachers were 18 per cent only educated up to post graduation level. Majority

of teachers both male and female were falls under low income group that is below 5,000 per month. Most of the teachers having the less than 5 year's experience.

Table-2: Level of job satisfaction level of primary school teachers according to gender

S.No.	Gender	No. of the member	Mean	SD	T-value	Probability
1.	Male	32	123.38	16.62		
2.	Female	32	132.34	18.20	2.0583**	0.05 level

** Significant at 0.05 level

From the above table it is evident that female teachers are more satisfied than the male teachers. It is revealed that there is significant difference in the gender between male and female teachers. The calculated t-value 2.0583 is significant at 0.05 level. This might be interms of the fact that men devote their total time to their job and involve themselves where as women are burdened with family and social responsibilities inspite of this, women show more commitment and involvement resulting in high job satisfaction.

The results of the present study were supported by the findings obtained by Meera Dixit (1993). Who found that job satisfaction is significantly influenced by the gender among primary school teachers. Female teachers are more satisfied then the male teachers.

Table-3: Level of job satisfaction of primary school teachers according to their age

S.No.	Age	No.	Mean	SD	T-value	Probability
1.	Below 29 years	19	124.263	10.274		
2.	30-39 years	26	120.308	15.135		
3.	40 years above	19	141.789	19.673	10.785**	0.01 level

** Significant at 0.01 level

It is evident from above table that last age group usually 40 and above years scored highest where as below 29 years followed by 30-39 years scored less. It is revealed from above table indicating highly significance differences in job satisfaction scores with reference to age. The primary school teachers belonging to 40 and above age group were more satisfied as for their job is concerned. Primary school teachers differ significantly in job satisfaction with reference to age. It might be interms of that with increasing of age, the skills in teaching and communicating coping strategies develop and reach the saturation point resulting in more satisfaction.

The results of present study were supported by the findings obtained by Annapurna (1998). She found that age also had a significant effect favouring middle aged adults job satisfaction is significantly influenced by the age among primary school teachers.

Table-4: Job satisfaction level of primary school teachers according to socio economic status

S.No.	Income level	No.	Mean	SD	F-value	Probability
1.	Below 5,000	48	119.958	12.492		
2.	5001-9000	11	146.182	4.130		
3.	9001and above	5	163.400	3.073	51.348**	0.01 level

** Significant at 0.01 level

It is clear from the above table that significant difference in job-satisfaction scores according to the income levels. The calculated F-value 51.348 is significant at 0.01 level. When work done is rewarded with proportionate monitory benefit more satisfaction is the result. The results of the present study were supported by the findings obtained by Alan (1990). He found that job satisfaction is more significantly influenced by the income level in primary school teachers. He also reported in his study monthly income was positively related to job satisfaction.

The results of the study are accordance with Bharathi (2002) who found that job satisfaction is significantly influenced by the income level among primary school teachers.

Table-5: Job satisfaction of primary school teachers according to their educational qualification.

S.No.	Educational qualification	No.	Mean	SD	F-value	Probability
1.	Intermediate	10	151.100	8.966		
2.	Degree	26	121.846	16.140		
3.	P.G	28	125.143	15.359	14.082**	0.01 level

** Significant at 0.01 level

It is evident from above table that the intermediate teachers have more job satisfaction than under graduate teachers and post graduate teachers. Job satisfaction scores differed significantly as the calculated f-value 14.082 was significant at 0.01 level. This indicates that there is a significant effect of educational level on job satisfaction of primary school teachers. Present results could be explained in the following manner people with low educational level get satisfied with what they get, because they know that what they get is proportionate to their education and they deserve.

Table-6: Job satisfaction of primary school teachers according to their length of service

S.No.	Service in years	No.	Mean	SD	T-value	Probability
1.	Below 5 years	39	118.92	14.22		
2.	Above 5 years	25	141.80	13.950	6.3514**	0.01 level

** Significant at 0.01 level

Table-6 shows the significant effect of teaching experience on job satisfaction of primary school teachers. It is revealed that high job satisfaction scores were seen among teachers with more than 5 years service. Satisfaction leaps in increasing because people get used to be happy with what they have. Getting adjusted to existing conditions increases with increasing number of years service and thus the job satisfaction scores for people with may length of service was high.

The calculated t-value obtained is 6.3514 and it is significant at 0.01 level. This indicates that there is an effect of teaching experience on job satisfaction of primary school teachers.

The results of the present study with reference to length of service were supported by the findings obtained by mark (1989). He found that job satisfaction is significantly influenced by the teaching experience in primary school.

CONCLUSION

From the above discussions the following conclusions can be drawn.

- Significant positive relationship was found between teacher's job satisfaction and their age.
- Teachers differed significantly in their job-satisfaction with reference to gender.
- The level of education significantly affected the primary school teacher's job-satisfaction.
- Teachers differed significantly in their job-satisfaction with reference to income.
- Significant relationship was found between teacher's job-satisfaction and length of service.
- The size of the family and family type did not significantly affect the job satisfaction of the primary school teachers.

IMPLICATIONS

The results of the present study helps:

- To teachers for adjustment in job situation and improve their job satisfaction.
- To state government and higher authorities to improve motivation levels among teachers.

- To family members of teachers about understand the problems of teachers and co-operates with their work.

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