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Research Paper

A Study of Job Satisfaction of Secondary School Teachers of Ahmedabad City in Context to Certain Variables

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Abstract

Job satisfaction is not a new phenomenon at all in organizational science and organizational behaviour. It is one of the topics that have drawn interests among scholars in the field. Many studies have been done on this particular topic for over six decades now and thousands of articles have been published (Zembylas&Papanastasiou, 2006). However, most of the studies have been done in the developed countries such as United States of America, United Kingdom, Canada and New Zealand but a few studies have been undertaken in the developing countries (ibid). This implies that there is more literature on teacher's job satisfaction from the developed countries than there is from developing countries and India in particular. The present study aims at findings out the job satisfaction of secondary school teachers of Ahmedabad city in context to certain variables job satisfaction questionnaire was self-made was administered on a random sample of 162 teachers from the selected secondary school of Ahmedabad City. This study clearly indicates about the job satisfaction. Job satisfaction of male & female are common. Granted and non-granted are also common.

Introduction

India like other countries in the world is currently working towards improving the quality of its education so that it suits the future needs of the society and the demands of globalization. The government of India has succeeded to make primary education universal through the implementation of the primary education development plan and now it is implementing the secondary education plan that is meant to increase the accessibility of secondary education to its citizens. The two programmes are geared towards implementing and attaining the millennium development goals on education. The implementation of the two programmes will be meaningless if India does not consider providing quality education as it if spelt out in the country's education will prove futile if all stakeholders and policy

makers now and in the future do not pay attention to teachers job satisfaction, who studies teacher job satisfaction and dissatisfaction in Cyprus suggest, "There is an urgent need for policy makers recognise the fact that educational quality is largely related to teacher job satisfaction." This implies that teacher's job satisfaction is a pivotal aspect for a country like India which is trying to fight ignorance among its citizens both quantitatively and qualitatively. This study is intended in add knowledge to the phenomenon of teachers' job satisfaction. It is contended that measuring teacher's job satisfaction is a responsibility of administrators. This implies that educational administrators are obliged to examine job satisfaction levels of their teacher from time to time. My experience as a secondary school teacher and head master in India affirms research findings that understanding teacher job satisfaction and motivating them is an important task for effective school administrators. Quaglia, Marrion&Mcintire (2001) suggest that future research should consider whether teachers who are dissatisfied with their jobs negatively affect students' academic performance and whether teachers who are satisfied with their job have a positive impact on students' academic performance.

The purpose of this study is to examine the factors that are associated with job satisfaction. Using a self-designed survey, the study investigates the factors which teachers are satisfied with additionally, the study investigates whether teachers job satisfaction differs significantly in relation to gender, age, marital status, teaching experience, school, promotional or leadership position, educational qualifications and teacher type (subject specialization).

Objectives

1. To study the effect of gender of the job satisfaction of secondary school teachers.
2. To study the effect of school types of the job satisfaction of secondary school teachers.

Hypothesis

- Ho₁ There will be no significant difference between average job satisfaction scores of male and female of secondary school teachers.
- Ho₂ There will be no significant difference between average job satisfaction scores of granted and non-granted of secondary school teachers.

Limitations of the Study

Limitations of the study were as follows:

- 1) This study is restricted to secondary school teachers of Ahmedabad city.
- 2) This study is done on English Medium teachers.

Methods of Research

The survey method was used in the present study, as it is proper and feasible too.

Variables of the study

Variables means some dependent and independent factors, traits which are likely to affect job satisfaction.

Independent Variables

- (a) Gender - Male & Female
- (b) Types of School - Granted & Non-Granted School

Dependent Variables - Employee job satisfaction

Controlled Variables - English Medium, Ahmedabad.

Sample

In the present study, the researcher has selected secondary school teachers of English Medium for the purposive sampling. There were 162 teachers from the selected 18 secondary school of Ahmedabad city by Random Sampling.

Tool

Researcher self-made questionnaire.

Data Analysis and Interpretation :

Ho₁ There will be no significant difference between average job satisfaction scores of male and female of secondary school teachers.

Table-1

The mean scores of job satisfaction of male and female secondary teachers and their significant difference

Gender	No. of Sample	Mean	Standard Deviation	T-Value	Level of Significance	Remark
Male	69	65.21	11.92	0.89	0.05	Not Significance
Female	81	63.52	11.27			

It is seen from the observation of the table 1 that the mean job satisfaction score of the male secondary teachers was 6.21 and for female secondary teachers it was 63.52. Value of standard deviation for male and female secondary teachers were respectively 11.92 and

11.27. To test the significance of correlated mean differences, t-value was calculated, t-value was 0.89, not significant at 0.05 levels. Thus, examining the significance of acquired result is not significant. Thus the null hypothesis “There will be no significant difference in the job satisfaction of male and female secondary teachers of Ahmedabad City” is not rejected. That means the mean scores of job satisfaction of male and female secondary teachers were almost equal.

Ho₂ There will be no significant difference between average job satisfaction scores of granted and non-granted of secondary school teachers.

Table-2

The mean scores of job satisfaction of granted and non-granted secondary teachers and their significant difference

Type of School	No. of Sample	Mean	Standard Deviation	T- Value	Level of Significance	Remark
Granted Secondary School	76	68.07	9.53	4.17	0.01	Significance
Non-Granted Secondary School	74	60.36	12.57			

It is seen from the observation of the Table-2 that the mean job satisfaction score of granted secondary teachers was 68.07 and for non-granted secondary teachers it was 60.36. Values of standard deviation were respectively 9.53 and 12.57. To test the significance of correlated mean difference, t-value was calculated. Thus, examining the significance of acquired results it is known that acquired result is significant at the level of 0.01. That means the mean scores of both the groups were quite different. Thus, the null hypothesis “There will be no significant difference in job satisfaction of employees of granted and non-granted various secondary schools of Ahmedabad city” is rejected. The calculate data suggested that the mean score of the granted secondary teachers was higher than the non-granted secondary teachers in Ahmedabad City.

Findings

The researcher has presented the above findings after interpreting data, getting through the information according to the collected data which were as under.

- (1) There was no significant difference in the job satisfaction of male and female employees of various secondary schools of Ahmedabad City. That means the job satisfaction of both the groups was almost equal.
- (2) The job satisfaction of teachers working in granted secondary schools found higher than teachers working in non-granted secondary schools in Ahmedabad city. That means that the teachers working in granted secondary schools have higher job satisfaction than teachers working in non-granted secondary schools of Ahmedabad City.

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