

## A STUDY OF JOB SATISFACTION AMONG SECONDARY SCHOOL TEACHERS IN RELATION TO CERTAIN DEMOGRAPHIC VARIABLES

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### ABSTRACT

*This study explored the effects of various demographic variables on teachers' job satisfaction teaching at secondary school level. Normative sample of 409 school teachers, including males and female from rural and urban private and government schools were taken. The Job Satisfaction Scale by Meera Dixit and, A Questionnaire for collecting information related to the Demographic variables of secondary school teachers prepared by the investigator were used for data collection. t-test and ANOVA with some other stats were used for statistical analysis. The findings reveal that Low age and high age, Low educational and high educational qualification, Low and High income, low experience and high experience, male and female, trained and untrained, government and private secondary teachers, married and unmarried secondary were differ on the measure of job satisfaction. The findings also showed that parent and non-parent secondary teachers were differ on the measure of job satisfaction. This finding reveals that Secondary school teachers belonging to different religions are almost same on the measure of job satisfaction.*

**Key words:** Job Satisfaction, demographic variables.

### INTRODUCTION

Human being as a positive asset and a precious national resource which needs to be cherished nurtured and developed with tenderness and care coupled with dynamism. Further the policy asserts education to be a unique investment (National Policy on Education, 1986).

Without having good quality teachers, standard of education cannot be maintained at school level. This is the reason why teacher have always be given a place almost equal to God in the history of its traditions in India. They are one who have always been honored by everyone. The Education Commission (1964-66, p.84) lied a great deal of the assurance on teachers when it said that, "Of the different factors with influence the quality of

education and its contribution to national development the quality, competence and characters of teachers are undoubtedly the most significant" (NCERT, 1970). If we really want to change the world, there is a need change the status of schools teachers at first place. The main theme of this is, for keeping the pace with geometrically increasing worldly trends, there is a need for teachers owning sound Attitude towards teaching profession. These teachers must have a good educational qualification, they should be satisfied with their profession, have enthusiasm in their working and should be well adjusted in his environment.

## CONCEPT OF JOB SATISFACTION

Job satisfaction is a psychological aspect of functioning in any occupation. It is the positive emotional response to the job situation resulting from attaining what the employee expect from the job. It is a pleasurable emotional state of the assessment of the job.

The term was given by Hoppock (1935). The term 'job satisfaction' refers to a pleasurable or positive emotional state resulting from the appraisal of one's job (Locke, 1976); an affective reaction to one's job and an attitude towards one's job (Weiss, 2002).

Job satisfaction is the result of employees' insight on the facilities that his organizations provide. It is influenced by situational factors of the job and the dispositional characteristics of the individual (Sharma and Ghosh, 2006).

Job satisfaction has different components, which can be explained with the help of various dimensions. Basically, there are three dimensions: i) job satisfaction is an emotional response to a job situation. ii), it is often determined by how well outcomes meet or exceed expectations. iii), job satisfaction symbolizes several related attitudes. In the report of Kothari Commission (1964-66), it is appropriately opined that nothing is more important than providing teachers' best professional preparation and creating satisfactory conditions of

work in which they can be 'effective'. 'The future of our nation is being built in today's classrooms' (Education Commission, 1964-66). Teachers are responsible for organising these classrooms. That is the reason they are called the builders of the nation; and teaching has been considered as the noblest profession. The National Policy on Education (1986) has stressed the need of Pre and In-service training programmes to the teachers. Facilities like pay scales, promotion career, and medical care, encouraging participating in the symposia, workshops, conferences and other academic activities to enhance their teaching career. Further, necessary measures have been suggested to restrict the teacher-pupil ratio.

## DEFINITION OF KEY TERMS

**Job satisfaction-** The term 'job satisfaction', referring to a combination of psychological, physiological and environmental circumstances that make a person feel satisfied with his job. It is a general attitude towards one's job; the difference between the amount of rewards workers receive, and the amount they believe they should receive Hoppock (1935).

**Secondary School Stage:** - Class VI to X in a school is known as secondary school stage.

**Demographic variables-** statistically expressed socio-economic characteristics of a population like- age, gender, educational qualification, income level, marital status, occupation, religion etc. are called as the demographic variables.

## OBJECTIVES OF THE STUDY

Every research study must have some objectives to achieves, without which no research can be conducted. The entire research process is guided by objectives which have been explicitly and precisely spelled out by the investigator in advance. The main objectives of this study were designed to measure the following objectives-

1. To investigate if job satisfaction among secondary school teachers varies with demographic variables-

- i. Gender (Male/Female)
- ii. Age
- iii. Marital status
- iv. Parent/Non-Parent
- v. Religion
- vi. Education
- vii. Income/economic status
- viii. Experience
- ix. Type of teacher
- x. Type of school
- xi. Locality of school

## HYPOTHESES OF THE STUDY

H0.1: There is no significant difference in the level of job satisfaction secondary school teachers in relation to the various demographic variables.

H0 1.1: There is no significant difference in the level of job satisfaction between the male and female secondary school teachers.

H0 1.2: There is no significant difference in the level of job satisfaction between high and low age secondary school teachers.

H0 1.3: There is no significant difference in the level of job satisfaction between married and unmarried secondary school teachers.

H0 1.4: There is no significant difference in the level of job satisfaction between Parent and Non-Parent secondary school teachers.

H0 1.5: There is no significant difference in the level of job satisfaction of secondary school teachers in relation to their religion education.

H0 1.6: There is no significant difference in the level of job satisfaction of secondary school teachers in relation to their education.

H0 1.7: There is no significant difference in the level of job satisfaction of secondary school teachers in relation to their economic status.

H0 1.8: There is no significant difference in the level of job satisfaction of secondary school teachers in relation to their experience.

H0 1.9: There is no significant difference in the level of job satisfaction between secondary school trained and untrained teachers.

H0 1.10: There is no significant difference in the level of job satisfaction between secondary school teachers working in government and private schools.

H0 1.11: There is no significant difference in the level of job satisfaction between secondary school teachers working in urban and rural schools.

## SAMPLE

The present study was conducted on sample of 409 Secondary school teachers from three districts of Uttar Pradesh; Barabanki, Lucknow and Faizabad.

## TOOLS

In the present investigation the investigator employed the following standard tools and measures for the purpose of data collection.

1. **Job Satisfaction Scale by Dr. Meera Dixit.**
2. **Questionnaire for Demographic variables prepared by the researcher.**

## JOB SATISFACTION SCALE

Job Satisfaction Scale was constructed by Meera Dixit. It consisted 52 items all these items cover the eight aspects of job satisfaction of secondary as well as secondary school teachers.

These factors are-

1. Intrinsic aspects Salary
2. 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 Students
8. Relationship with Co-worker

It is a 5-Point rating scale measuring the job satisfaction of secondary teachers. This test had a fairly high content validity and its reliability is found to be 0.92.

## QUESTIONNAIRE FOR DEMOGRAPHIC VARIABLES

This questionnaire is prepared by the researcher according to the need of the study.

## DELIMITATIONS

1. Due to the shortage of time & resources the study was carried out only in the geographical area of Barabanki, Lucknow and Faizabad districts.

2. The present study deals with the secondary school teachers only.
3. No variable in the study has been controlled.

## METHODOLOGY

The present work is a descriptive study investigating if teachers' job satisfaction differed significantly to a group of demographic variables such as gender, age, marital status, income experience etc.. The sample consisted of 409 school teachers, males and female, trained and untrained from rural and urban private and government schools. In this study, schools were categorized on the basis of rural and urban.

## ANALYSIS, INTERPRETATION AND DISCUSSION

### Effect of Demographic factors on teachers' job satisfaction

The investigator categorized the study sample into different groups on the basis of their demographic divisions namely Age, Educational Qualification, Income, Experience, Gender, Type of Teachers, Type of Schools, Marital Status, Religion. All these groups were the sub-categorized and were compared for finding out the significance of difference between them. The results are being presented in the following tables.

### 1. Comparisons between groups in respect to gender of teacher

**Table: 1- Showing the significance of difference between male and female secondary school teachers in respect to their job satisfaction**

Gender	N	Mean	S.D.	Df	t- value	Significance
Male	207	196.57	15.08	407	4.59**	Significant
Female	202	204.9	21.18			

It is quite clear from the table 1 that male and female Secondary school teachers are differing significantly on the measure of job satisfaction. The mean score of male teachers is 196.57, while the mean score of female teachers is 204.9, whereas their SD's are 15.08 and 21.18 respectively. When the t test was applied to find out the significance of

difference between these two means, the value of 't' was found as 4.59 which is significant at 0.05 level of significance and 407 degree of freedom. This finding reveals that male and female secondary teachers are differ on the measure of job satisfaction.

## 2. Comparisons between groups in respect to Age

**Table: 2- Showing the significance of difference between Low age and high age secondary school teachers in respect to their job satisfaction**

Age	N	Mean	S.D.	df	t- value	Significance
Low	174	193.93	14.37	407	5.64**	Significant
High	235	202.65	16.23			

It is clear from the table 2 that Low age and high age Secondary school teachers are differing significantly on the measure of job satisfaction. The mean score of low age teachers is 193.93, while the mean score of high age teachers is 202.65, whereas their SD's are 14.37 and 16.23 respectively. When the t test was applied to find out the significance of difference between these two means, the value of 't' was found

as 5.64, which is significant at 0.05 level of significance and 407 degree of freedom. This finding reveals that Low age and high age secondary teachers are differ on the measure of job satisfaction.

## 3. Comparisons between groups in respect to marital status

**Table: 3- Showing the significance of difference between Married and Unmarried secondary school teachers in respect to their job satisfaction**

Marital status	N	Mean	S.D.	df	t- value	Significance
Married	290	203.62	18.79	407	5.13**	Significant
Unmarried	119	193.38	16.72			

It is clear from the table 3 that married and unmarried Secondary school teachers are differing significantly on the measure of job satisfaction. The mean score of married teachers is 203.62, while the mean score of unmarried teachers is 193.38, whereas their SD's are 18.79 and 16.72 respectively. When the t test was applied to find out the significance of difference between these two means,

the value of 't' was found as 5.13, which is significant at 0.05 level of significance and 407 degree of freedom. This finding reveals that married and unmarried secondary teachers are differ on the measure of job satisfaction.

## 4. Comparisons between groups in respect to Parent/Non-Parent

**Table: 4- Showing the significance of difference between parent and non-parent secondary school teachers in respect to their job satisfaction**

Teacher	N	Mean	S.D.	df	t- value	Significance
Parent	243	204.71	19.59	288	2.11**	Significant
Non-parent	47	198.4	13.29			

It is clear from the table 4 that parent and non-parent Secondary school teachers are differing significantly on the measure of job satisfaction. The mean score of parent teachers is 204.71, while the mean score of non- parent teachers is 198.4, whereas their SD's are 19.59 and 13.29 respectively. When the t test was applied to find out the significance of difference between these two means,

the value of 't' was found as 2.11, which is significant at 0.05 level of significance and 288 degree of freedom. This finding reveals that parent and non-parent secondary teachers are differ on the measure of job satisfaction.

#### **5.Comparisons between groups in respect to Religion**

**Table: 5-Showing the significance of difference between and within group of secondary school teachers belonging three religions in respect to their job satisfaction**

Religion	N	Mean	SD
Hindu	287	200.54	16.47
Muslim	90	201.18	20.15
Christian	32	200.64	31.25
Total	409	200.68	18.79

  

Source	Sum of Squares	df	Mean Square		Significant
Between groups	27.9966	2	13.9983	F = 0.03947	NS
Within group	144003.9448	406	354.6895		
Total	144031.9413	408			

It is clear from the table 5 that Secondary school teachers belonging to different religions are not differing significantly on the measure of job satisfaction. The mean scores of Hindu, Muslim and Christian teachers are 200.54, 201.18 and 200.64, whereas their SD's are 16.47, 20.15 and 31.25 respectively. When the *F*-test was applied to find out the significance of difference between and within

groups, the value of '*F*' was found as 0.03947, which is not significant at 0.05 level of significance and 403 degree of freedom. This finding reveals that Secondary school teachers belonging to different religions are almost same on the measure of job satisfaction.

#### **6. Comparisons between groups in respect to Educational Qualification**

**Table: 6 showing the significance of difference between Low educational and high educational qualification secondary school teachers in respect to their job satisfaction**

Educational Qualification	N	Mean	S.D.	df	t- value	Significance
Low	149	192.46	12.71	409	7.09**	Significant
High	260	205.4	20.06			

It is clear from the table 6 that Low educational and high educational qualification Secondary school teachers are differing significantly on the measure of job satisfaction. The mean score of low educational qualification teachers is 192.46, while the mean score of high educational qualification teachers is 205.4, whereas their SD's are 12.71 and 20.06 respectively. When the t test was applied to find out the significance of difference between these two

means, the value of 't' was found as 7.09, which is significant at 0.05 level of significance and 407 degree of freedom. This finding reveals that Low educational and high educational qualification secondary teachers are differ on the measure of job satisfaction.

#### **7. Comparisons between groups in respect to Income /Economic status**

**Table: 7- Showing the significance of difference between Low and High income secondary school teachers in respect to their job satisfaction**

Income	N	Mean	S.D.	df	t- value	Significance
Low	175	195.39	14.27	409	5.07389**	
High	234	204.65	20.71			

It is clear from the table 7 that Low and High income Secondary school teachers are differing significantly on the measure of job satisfaction. The mean score of Low income teachers is 195.39, while the mean score of High income teachers is 204.65, whereas their SD's are 14.27 and 20.71 respectively. When the t test was applied to find out the significance of difference between these two means, the value of 't'

was found as 5.07, which is significant at 0.05 level of significance and 407 degree of freedom. This finding reveals that Low and High income secondary teachers are differ on the measure of job satisfaction.

#### **8.Comparisons between groups in respect to Experience**

**Table: 8- Showing the significance of difference between low experience and high experience secondary school teachers in respect to their job satisfaction**

Experience	N	Mean	S.D.	df	t- value	Significance
Low	175	193.14	14.20	407	7.48**	Significant
High	234	206.33	19.80			

It is clear from the table 8 that low experience and high experience Secondary school teachers are differing significantly on the measure of job satisfaction. The mean score of low experience teachers is 193.14, while the mean score of high

experience teachers is 206.33, whereas their SD's are 14.20 and 19.80 respectively. When the t test was applied to find out the significance of difference between these two means, the value of 't' was found as 7.48, which is significant at 0.05 level of

significance and 407 degree of freedom. This finding reveals that low experience and high experience secondary teachers are differ on the measure of job satisfaction

#### 9. Comparisons between groups in respect to gender of teacher

**Table: 9: Showing the significance of difference between Trained and Untrained secondary school teachers in respect to their job satisfaction**

Teacher	N	Mean	S.D.	df	t- value	Significance
Trained	246	204.49	20.79	407	5.19**	Significant
Untrained	163	194.94	13.41			

It is quite clear from the table 9 that Trained and Untrained Secondary school teachers are differing significantly on the measure of job satisfaction. The mean score of trained teachers is 204.49, while the mean score of untrained teachers is 194.94, whereas their SD's are 20.79 and 13.41 respectively. When the t test was applied to find out the significance of difference between these two means, the value of 't'

was found as 5.19, which is significant at 0.05 level of significance and 407 degree of freedom. This finding reveals that trained and untrained secondary teachers are differ on the measure of job satisfaction.

#### 10. Comparisons between groups in respect to Type of school

**Table: 10 -Showing the significance of difference between Government and Private secondary school teachers in respect to their job satisfaction**

School	N	Mean	S.D.	Df	t- value	Significance
Government	195	205.2	21.27	409	4.76**	Significant
Private	214	196.57	15.10			

It is clear from the table 10 that government and private Secondary school teachers are differing significantly on the measure of job satisfaction. The mean score of government teachers is 205.2, while the mean score of private teachers is 196.57, whereas their SD's are 21.27 and 15.10 respectively. When the t test was applied to find out the significance of difference between these two means,

the value of 't' was found as 4.76, which is significant at 0.05 level of significance and 407 degree of freedom. This finding reveals that government and private secondary teachers are differ on the measure of job satisfaction.

#### 11. Comparisons between groups in respect to Locality of school

**Table: 11-Showing the significance of difference between Urban and Rural secondary school teachers in respect to their job satisfaction**

Area	N	Mean	S.D.	Df	t- value	Significance
Urban	250	204.12	21.28	407	4.76**	Significant
Rural	159	195.28	12.23			

It is clear from the table 11 that urban and rural Secondary school teachers are differing significantly on the measure of job satisfaction. The mean score

of urban teachers is 204.12, while the mean score of rural teachers is 195.28, whereas their SD's are 21.28 and 12.123 respectively. When the t test was



applied to find out the significance of difference between these two means, the value of 't' was found as 4.76, which is significant at 0.05 level of significance and 407 degree of freedom. This finding reveals that urban and rural secondary teachers are differ on the measure of job satisfaction.

## CONCLUSION

The purpose of the present research was to determine the effect of various demographic variables on teachers' job satisfaction teaching at secondary school level. These variables were chosen for analysis because they are modifiable variables that they have been identified as important influences on job satisfaction in previous researches. In this research, data have been collected from enormous existing sample from rural and urban private and government schools. t-test and ANOVA were used to determine the effects of these variables on job satisfaction.

The analysis of data showed that Low and high age secondary teachers, Low and high educational qualification secondary teachers, Low and High income secondary teachers, Low and high experience secondary teachers, Male and female secondary teachers, Trained and untrained secondary teachers, Government and private secondary teachers, Urban and rural secondary teachers, Married and unmarried secondary teachers, Parent and non-parent secondary teachers are differ on the measure of job satisfaction. The results also revealed that Secondary school teachers

belonging to different religions are almost same on the measure of job satisfaction.

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