



A Study of Job Satisfaction of Upper Primary Teachers of Gandhinagar District

JIGAR MANUBHAI MASTER

Principal (HTAT)

Jantanagar Primary School, Sardhav, Di. Gandhinagar

Abstract:

The researcher has taken up the present study to know the job satisfaction of the Upper Primary teachers of Gandhinagar district. The main objectives of the study are to measure the job satisfaction of the Upper Primary teachers of Gandhinagar district in terms of gender, area, type of school, age and experience. The survey method of research was used for present study with one standardized test of job satisfaction prepared by Dr Harsha Patel. The researcher has selected 130 teachers as a sample. The collected data was analysed by T-Test. On the basis of the hypotheses testing and from the interpretation of it, the major findings of the study are,

- *The male and female school teachers in their level of job satisfaction with almost same.*
- *The teachers working in urban and rural school in their level of job satisfaction with almost same.*
- *The granted teachers have better job satisfaction.*
- *The more than ten years experienced teachers have better job satisfaction.*
- *Teachers working in schools with high age possess more job satisfaction than teachers with low age.*

Keywords: *Job satisfaction, Upper Primary Teacher, Gandhinagar*

1. Introduction

Each and every human being is engaged in one or the other activity, may it be economic or non-economic activity. These activities can be in the form of a business, professional activities like doctor, teacher, lawyer, chartered accountant etc. Each one has their own pros and cons. Among them, teaching is a profession with eyes of the world on it. Educational field has a great respect in society. Teachers are working at different levels in Educational field from pre-Upper Primary to higher secondary. Teachers working in different sections of the School have different expectations which may be fulfilled or may not be so it is necessary to understand the problems of the teachers. The problems may be because of many reasons like timings, status, work load, paper work, pay scale, social and economical lacks, environment, infrastructure etc. Teachers with adequate job satisfaction will be able to fulfil the educational objectives and national goals. This is because teacher is more effective in his job only when he is satisfied with his job. Job satisfaction of teachers is therefore an utmost important factor in making the teaching profession more useful for the nation. Upper Primary teachers are arguably the most important group of professionals for our nation's future. They are the highest in numbers because of many numbers of Upper Primary schools. Therefore, it is important to find their job satisfaction.

2. Definition of the Key words

2.1 Job satisfaction

Job Satisfaction is an individual's emotional reaction to the job itself. It is a person's attitude towards job.

2.2 Upper Primary Teacher

Teacher who teaches in Upper Primary school (i.e. standard 6 to 8) is called Upper Primary teachers.

2.3 Gandhinagar

Gandhinagar district Gandhinagar District is divided into 4 taluka/tehsil is popularly known as Green district. The district of Gandhinagar comprises 4 talukas i.e. Gandhinagar

1. Kalol
2. Dehgam
3. Mansa

3. Rationale

Job satisfaction is good not only for employees but society as a whole. It increases productivity and classroom performance in the Upper Primary school. These aspects are important in education. The government of India is highly concerned to provide quality education at Upper Primary level. But without job satisfaction among the behaviour of the Upper Primary teachers, the objectives of providing quality education would not be materialized. The product needs to be prepared by good and satisfied teachers, because only such teachers can produce good citizens who will contribute in the economic, social, cultural, political and other fields of the nation. Therefore, job satisfaction is needed among Upper Primary teachers to promote quality education. A teacher can perform to the maximum of his capacity; if he/she is satisfied with his/her job. In the light of this background, the aim of this study is to analyze the job satisfaction level among the male and female teachers of Upper Primary school of Gandhinagar district. This study is an endeavour towards to analyze the attitude of the male and female teachers of Upper Primary school.

4. Statement of a Problem

A Study of Job Satisfaction of upper Upper Primary Teachers of Gandhinagar District

5. Objective of the Study

1. To study the effect of gender on the job satisfaction of the Upper Primary teachers.
2. To study the effect of type of school on the job satisfaction of the Upper Primary teachers.
3. To study the effect of area on the job satisfaction of the Upper Primary teachers.
4. To study the effect of experience on the job satisfaction of the Upper Primary teachers.
5. To study the effect of age status on the job satisfaction of the Upper Primary teachers.

6. Variables of the Study

In the present study the variables such as the family, job satisfaction are the dependent variables. Whereas type of school, gender, area, age and experience are independent variables.

7. Hypothesis of the Study

Hypothesis of the presents study are as follows.

- H01:** There will be no significant difference between the mean score of job satisfaction of the male and female teacher of Upper Primary school.
- H02:** There will be no significant difference between the mean scores of job satisfaction of the granted and non-granted teachers of Upper Primary school.
- H03:** There will be no significant difference between the mean scores of job satisfaction of teachers of urban and rural teachers of Upper Primary school.
- H04:** There will be no significant difference between the mean scores of job satisfaction of teachers with less than 10 years of experience and teachers having more than 10 years of experience of Upper Primary school.
- H05:** There will be no significant difference between the mean score of job satisfaction of the teachers with age between 18 to 35 years and above 35 years of the Upper Primary school.

8. Limitation of the Study

1. The study is delimited to the Upper Primary teacher of Gandhinagar district.
2. The study is delimited to the Gujarati medium Upper Primary schools.

9. Sample of the Study

In the present study multistage sampling is used to select 120 teachers as the sample.

10. Tool

In the present study the tool is used for the job satisfaction prepared by Dr. Harsha Patel.

11. Type of the Research

The present study is applied type because it can be applied in practical.

12. Method of the Study

The method of the present study is descriptive method of which survey method was used for this research.

13. Data Collection and Analysis of Data**13.1 Data Collection**

In the present study, the researcher has collected data used the questionnaire prepared by Dr. Harsha Patel. Similarly, the test was administered in the other Upper Primary schools on the sample and thus, the data from the 130 number of Upper Primary teachers was collected.

13.2 Data Analysis

The researcher has analyzed and interpreted the received numerical data with the reference to the classification of the table of variables. The descriptive and analytical analysis was done for the interpretation of data. The descriptive statistics was used in the present study. The collected data was analysed by T-Test.

Table 1: Relationship between job satisfaction of male and female

Gender	N	Mean	SD	t-value
Male	60	282.73	18.69	1.88
Female	60	296.84	13.66	

From table-1, it can be showed that the t-value is 1.88 which is less than 1.96 level which is not significance. Hence, the hypothesis one is accepted. It means that there is no difference between job satisfaction of male and female.

Table 2: Relationship between job satisfaction of granted and non granted school teachers

Type of School	N	Mean	SD	t-value
Granted	50	268.56	16.44	2.50
Non – Granted	70	251.77	14.26	

From table-2, it can be showed that the t-value is 2.50 which is higher than 1.96 level which is significance at 0.05 level. Hence, the hypothesis two is not accepted. It means that there is a difference between job satisfaction of granted and non granted school teachers. The granted teachers have better job satisfaction.

Table 3: Relationship between job satisfaction of teachers of Urban and Rural

Area	N	Mean	SD	t-value
Urban	60	253.99	17.25	1.02
Rural	60	255.54	13.25	

From table-3, it can be showed that the t-value is 1.02 which is less than 1.96 level which is not significance. Hence, the hypothesis three is accepted. It means that there is no difference between job satisfaction of teachers of Urban and Rural area.

Table 4: Relationship between job satisfaction of Teacher with less experience and more experience

Experience	N	Mean	SD	t-value
Less than 10 years	58	227.48	13.47	2.87
More than 10 years	62	235.55	18.49	

From table-4, it can be showed that the t-value is 2.87 which is higher than 2.58 level which is significance at 0.01 level. Hence, the hypothesis four is accepted. It means that there is a difference between job satisfaction of teacher with less experience and more experience. The teachers who are more experienced have better job satisfaction.

Table 5 : Relationship between job satisfaction of teachers with low age and high age

Age Group	N	Mean	SD	t-value
18 to 35 years	60	220.44	17.44	2.66
Above 35 years	60	226.24	13.67	

From table-5, it can be showed that the t-value is 2.66 which is higher than 1.96 level which is significance at 0.05 level. Hence, the hypothesis five is not accepted. It means that there is a difference between job satisfaction of teacher with less experience and more experience. Teachers working in schools with high age possess more job satisfaction than teachers with low age.

14. Findings of the Study

The main findings of the study were..

- There is no significant difference between male and female school teachers in their level of job satisfaction.
- The teachers working in urban and rural schools are with high job satisfaction and there is no significant difference in the level of job satisfaction possessed by urban and rural teachers.
- The granted teachers have better job satisfaction.
- The more than ten years experienced teachers have better job satisfaction.
- Teachers working in schools with high age possess more job satisfaction than teachers with low age.

15. Suggestions for the further study

- On job training sessions should be provided to the teachers for skills and personality development.
- Job satisfaction of non granted teachers can be increased through government plans and by reducing the fix pay term.
- To increase the job satisfaction of school's teachers, the teachers should be evaluated from their educational capacities which may boost up their moral. New teachers should be given encouragement through proper guidance and suggestions which will increase their job satisfaction.
- The school's teachers should have separate room to prepare himself for classroom effectively.

- A transparent transfer policy should be practiced in displacing the teachers from one place to other, keeping in view the home places, family and health conditions.
- Female teachers should get more respect and support from the school staff and family which may help increasing their job satisfaction.

16. Conclusion

The present time is considered as competitive era. The priority is given to the Excellence. Job satisfaction is a strong aspect of education which is very useful for the excellence and all-round development of the students. The results of the test are delimited to Gandhinagar district. Still, it can be useful for the students of other areas of Gujarat also. The attempt of a researcher will be valid, if the present study is useful for the educational and occupational guidance of the Upper Primary school teachers.

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