

A STUDY ON JOB SATISFACTION OF TEACHERS WORKING IN MOUNT SEENA PUBLIC SCHOOL, PATHIRIPALA, PALAKKAD (Dt.), KERALA, WITH SPECIAL REFERENCE TO CBSE BOARD

SAJEENA .U

M Phil Scholar, Sree Narayana Guru College. K.G. Chavady, Coimbatore 641 105

S.BHUVANESWARI, M com , M Phil, PGDCA, MBA

Asst. Professor, PG & Research Department of Commerce,
Sree Narayana Guru College. K.G. Chavady, Coimbatore 641 105

Abstract

Employees job satisfaction is a key variable for organizational success. Job Satisfaction is a positive attitude held by the employees towards the management and its value. The aim of this study is to know the level of satisfaction teachers working in Mount Seena Public School, Pathiripala, Palakkad (dt). 200 teachers were selected for this purpose. The work was executed with the help of questionnaire and factor analysis was used to identify the major factors which influenced job satisfaction of teachers. To make things right. It is essential for ensuring job satisfaction, to motivate the employees in an effective way.

Keywords:- Job Satisfaction, Attitude of Management, Factors influencing job satisfaction etc.

INTRODUCTION

In the past three decades or so, there had been numerous changes in the education system that had greatly influenced the way teachers conduct themselves in the workplace. It is also pertinent to gain understanding of the level of satisfaction of the teachers as employees as an indication of the health of the education system as a whole in meeting its mandate of providing educated and informed future citizens in line with the national vision, which one of its pillars says: A prosperous, productive and innovative. Due to many changes that have taken place in the education system of the country and internationally, there is a need to find out how these have affected the satisfaction of those tasked to lead secondary schools. Teachers have been said to be the most crucial part of a countries resource as they build the base for all professions in a country. Therefore it has been found to be very important to measure their satisfaction as dissatisfaction can produce negative results.

Job satisfaction is in regard to one's feelings or state of mind regarding to the nature of their work. The source of job satisfaction is not only the job, it also creates from working environment, supervision style, interpersonal relationship, and organizational culture also. At present job satisfaction has been an important issue. People are interested to work in the organization where they get more satisfaction. It is human behaviour. But in reality how far such job satisfaction is ensured in different jobs.

STATEMENT OF THE PROBLEM

Modern world is dynamic in nature due to scientific and technological development. In this competitive world, the organizations have to success, they can appoint right persons at right place at right time. An organization must have the ability to observe the challenges at a fast rate than in the past, not simply to prove its competency alone but to justify ours existence in the dynamic world as well fast changes are taking place in educational field also. So all educational organizations must ensure themselves that they have the competent people capable of accepting this challenges. The major finding of the study provides valuable information to the management. This helps the management to take necessary steps to prevent a bad situation and there by improve the job satisfaction of the employees. job satisfaction is good not only for employees but employers too. It increases productivity and decreases staff turnover (Family Practice Management 1999). These two aspects are important in education. This study seeks to analyse how satisfaction of teachers will affect the organisation and how they will be benefited through outcomes.

SCOPE OF THE STUDY

The scope of the study is very wide. It is useful to employers, employees and the society as a whole. Teachers have a very vital role in molding and refining the intellectual capacity of children during the phase of student hood or the formative period in the school. The values and the knowledge that the teacher impart and instills to the students determine the future of the child and future of the nation as they are the citizens of tomorrow. Teacher job satisfaction was an area of concern for a number of school personnel.

OBJECTIVES OF THE STUDY

1. To study job satisfaction level of teachers working in Mount Seena Public School.
2. To analyse the employees attitudes towards their work.
3. To identify the factors that influencing for job satisfaction.
4. To identify the areas of dissatisfaction if any and offer suggestions to improve the job satisfaction among teachers.

RESEARCH METHODOLOGY

Research Methodology is a way to systematically show the results problem. The validity of any research depends on the systematic method of collecting data and analyzing them as perfectly as to the extent of its best results. So the research methodology not only talk about the research methods but also consider the logic behind the method we use in the context of our research study and explain why we are using a particular method or technique. In this study primary and secondary data were extensively used.

RESEARCH DESIGN

The study is descriptive in nature. Descriptive studies are more than just a collection of data, they involve measurements, classifications, analysis, comparisons and interpretations.

DATA COLLECTION

PRIMARY DATA

The source of primary data is employees of Mount Seena Public School ,with the help of questionnaire, needful data are to be collected from the respondent.

SECONDARY DATA

Secondary data have been collected from the official web site of CBSE,New Delhi, Office records, profile of the school needed for the study

TOOLS OF THE STUDY

The data required for the study were collected from selected sample. The tools used for the data collection is a structured questionnaire. For the analysis purpose, the following tools are used,

1. Percentage Analysis
2. Graphical Tools
3. Factor Analysis
4. Weighted Average Ranking

LIMITATIONS OF THE STUDY

1. Because of busy schedule, the employees were not able to give more information.
2. The attitudes of the teachers are change from time to time. Hence, the result of the project may be applicable only at present.
3. Due to fear towards management, the respondents response might be biased.

REVIEW OF LITERATURE

Studies on Job Satisfaction of Teachers

Shah (1991) tried to predict the effect of aptitude, job motivation, job satisfaction, and personality attitude and school climate on teaching effectiveness among the secondary level teachers. The sample comprised of 2000 secondary level teachers of the Garhwal region selected by multistage random sampling. Only, 1,907 teachers filled the teacher efficiency scale completely out of which 936 were identified as effective and 971 were identified as ineffective teachers. Analysis of data revealed that teacher effectiveness was significantly affected by teaching aptitude, job satisfaction, job attitude, job motivation, personality, value pattern, self concept, intelligence and organizational climate.

Cheri (1992) investigated the relationship between employee satisfaction, other job-related attitudes (commitment, adjustment, and psychological stress), and organizational performance. Organizational performance data were collected for 298 schools; employee satisfaction and attitude data were collected from 13,808 teachers within these schools. Correlation and regression analyses supported the expected relationships between employee satisfaction/attitudes and organizational performance.

Gupta and Kaur (1993) tried to find the relationships of burnout and job satisfaction with teaching competency, 440 trained graduate teachers including both males and females from high and higher secondary schools were randomly selected. Self rating scale for teachers, pupil rating of teachers' scale, teachers job satisfaction scale, Maslach burnout inventory were employed as measuring tools. Data were analysed with the help of mean, S.D. and test retest reliability. Results showed that pupils rating of their teachers is not much similar to the teachers self rating. The mean value of the job satisfaction leads to the inference that teachers were highly satisfied with their jobs. More competent teachers were less fatigued and tired and exhausted as compared to less competent group and they had better sense of personal accomplishment.

Abraham (1994) conducted a study of job satisfaction and teaching effectiveness on a sample of college teachers with the objective to explore the nature of relationship between level of job satisfaction, teacher effectiveness and length of service tenure among college teachers. 25 lecturers were selected as the sample of the study. Data were collected by administering job satisfaction scale of Mudgil, Muhar and Bhatia and teacher effectiveness scale of Kumar and Mutha. The collected data were treated using Duncans' Range test. The major finding revealed that the teachers who had a high and medium level of job satisfaction were more effective teachers than those with low level of job satisfaction.

ANALYSIS AND INTERPRETATION

MONTHLY INCOME WISE CLASSIFICATION OF THE RESPONDENTS

Monthly Income	No. of respondents	Percentage
Below Rs. 5000	24	12.0
Rs. 5001 - 10000	89	44.5
Rs. 10001 - 25000	76	38.0
Above Rs. 25000	11	5.5
Total	200	100.0

WEIGHTED AVERAGE SCORE RANKING OF FACTORS INFLUENCING JOB SATISFACTION

Factors	Rank										weighted average score	Rank
	1	2	3	4	5	6	7	8	9	10		
Promotion and incentives	2	1	12	2	27	17	40	52	15	32	3.82	IX
Students approach	16	28	34	22	33	21	9	28	8	1	6.39	III
Good relationship with colleagues	88	45	31	7	2	8	9	2	2	6	8.43	I
Good salary and other benefits	1	8	5	2	26	31	19	27	28	53	3.57	X
Free education for children	12	4	14	43	15	10	14	9	48	31	4.60	VII
Motivation for higher studies	1	20	16	15	31	26	22	27	20	22	4.85	VI
Respect from management and students	0	14	38	49	21	14	17	17	23	7	5.71	V
Promotional opportunities	3	3	11	23	10	29	29	31	42	19	4.12	VIII
Good working environment	66	45	12	23	28	17	1	0	6	2	7.97	II
Freedom to talk with Management	12	32	27	28	7	13	39	7	8	27	5.74	IV

From the table the weighted average score 8.43 of good relationship with colleges gets I rank among the factors, score value 7.97 of good working environment gets II rank, 6.39 of students approach gets III rank, 5.74 of freedom to talk with management gets IV rank, 5.71 of respect from management and students gets V rank, 4.85 of motivation for higher studies gets VI rank, 4.60 of free education for children gets VII rank, 4.12 of promotion opportunities gets VIII rank, 3.82 of promotion and incentives gets IX rank and 3.57 of good salary and other benefits gets X rank among the factors of job satisfaction.

FINDING

- 1) The majority (73%) of the respondents are satisfied with the physical working conditions.
- 2) The majority (71.5%) of the respondents are satisfied with the present management system.
- 3) The majority (63%) of the respondents are satisfied with the working hours provided by the management.
- 4) The majority (75.5%) of the respondents are satisfied with the terms and conditions of the management.
- 5) The majority (78%) of the respondents are satisfied with increase in personal growth.
- 6) The majority (73.5%) of the respondents are satisfied with adequate salary
- 7) The majority (78%) of the respondents are satisfied with getting acceptance for innovation.
- 8) The majority (78.5%) of the respondents are agree with the present job is satisfied
- 9) The majority (50.5%) of the respondents are agree with heavily workload.
- 10) The majority (76.5%) of the respondents are agree with well designed assignment.
- 11) The majority (66.5%) of the respondents are agree with freedom of work.
- 12) The majority (67%) of the respondents are agree with easy and interesting subject.
- 13) The majority (62%) of the respondents are agree with co workers behavior is good.
- 14) The majority (73.5%) of the respondents are agree with students behavior is good.
- 15) The majority(72%) of the respondents are agree with performance appraisal system is good,
- 16) The majority (76%) of the respondents are agree with Confidence level through skilled training program is good.
- 17) The majority (66%) of the respondents are agree treated as an asset in the institution
- 18) The majority (79%) of the respondents are agree with work life balance is good.
- 19) The majority (79%) of the respondents are agree with communication and guidance provided by the management is good.

- 20) The majority (78%) of the respondents are agree with ability to express the problem is good.
- 21) The majority (83.5%) of the respondents are agree with grievance handling is good.
- 22) The majority (73.5%) of the respondents are agree with adequate job security.
- 23) Weighted average score 8.43 of good relationship with colleges gets I rank among the factors.

SUGGESTIONS AND RECOMMENDATIONS

1. The management must provide adequate salary on the basis of performance of teachers which will help to increase the level of satisfaction among teachers.
2. The management has to provide adequate workload to the teachers to improve their overall personality.
3. The management has to concentrate upon the teachers to increase their motivational level.
4. Promotional development is to be fairly given to all the teachers by the management.
5. The management can increase their employee satisfaction level thorough various factors such as mentally challenging work, freedom of work, equitable rewards, supportive working condition etc.
6. The management has to treat their employees as a valuable assets which will help to increase the satisfaction level of employees.
7. The management must consider the suggestions given by the employees which will increase their level of satisfaction towards school.

2. CONCLUSION

3. The present study was conducted to measure the job satisfaction level of teachers in Mount Seena Public School, Pathiripala, Palakkad. From the study it was found that majority of the teachers are satisfied with the job. And based on findings suitable suggestions were also given. A satisfied employee is the key factor, who acts as the organization's ladder for success. Satisfaction may relate to two aspects that is job related and facilities oriented. Any organization must see to it that both these aspects are provided by it so that its employees are full satisfied and that they join hands with management, so that they whole heartedly march forward in achieving the organization's objective. So the management may consider the suggestions for the betterment of the teachers (employees).

REFERENCES

- (1) Abid Hamid, Siti Rafiah & Nik, Ahmad (2012). Teaching Quality and Performance among Experienced Teachers in Malayasia. Australian Journal of Teacher Education, 37(11), 211-219.
- (2) Abraham, Jessy (2006). Quality of Teacher Education Programs: Some Suggestions. Edutracks, 5(12), 7-11.
- (3) Adaval, S.B. (1952). An Investigation into the Quality of Teachers under Training. (Unpublished doctoral thesis). Department of Education, University of Baroda.
- (4) Adaval, S.B. (1973). A Comparative Study of the Personality Traits of Effective and Less Effective Secondary School Teachers. National Journal of Education, 6 (1), 35.
- (5) Adhyapaka Tarak Nath, Pan & Jayanta, Mete (2006). Statistics in Educational and Psychological Research. Edutracks, 6(3), 25-26.
- (6) Agarwal, J.C. (1998). Theory and Principles of Education. New Delhi: Doaba House.
- (7) Agarwal, J.C. (2004). Essentials of Educational Psychology. New Delhi: Vikas Publishing House Pvt. Ltd