

Job Satisfactions among School Teacher

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Abstract

Today teaching is a very challenging job not to say a easy task due to changes in circumstances and people attitude, Today teacher is not only a part of institution, It is also play a important role in the society and among family member. So he can maintain the balance among the family and institutions. my research study in main emphasis an analysis some factors. Which must affect the life of teacher. If we reduce this effect of these factors then we can maintain the balance among work life and family life. The research was preferred using statistical tool as a percentage, one way ANOVA and liner remain are analysis.

Introduction

Job satisfaction is the term that explain individual feeling towards the job. The employee will attain high job satisfaction when he gets what he expect from a job. Employees provide various benefit to make their employees happy and satisfied with the job. They provide various work life balance facilities to enable them to balance their work and personal life. The facilities that are created may very as per the nature of the organization and nature of the job teaching is considered as a feminine job, as female by nature have more patience. Tolerance creating and interest to learn new things. School teacher play on important role in naturing young children into good citizens of the country.

Review of literature

Rajinder and Rawat (2010) have studied the factors affecting the satisfactions level of private school teacher in Haryana and found that 50% of them were satisfied with job and the salary did not have any impact on their teaching ability and most of them were satisfied with the behavior of the principal and other colleagues.

OM (2012) has found that female teacher's are more satisfied with their job than the male teachers and teacher's job satisfaction is not associated with their designation and female size. Most of the college teacher have opined that hand some salary, dignity, social status and job security their influencing components of job satisfaction.

Roshan (2012) have found that both male and female degree college teachers were externally with their job and also found that female teacher have more favorable attitude towards education than their male counterpart.

Usha (2013) have studied job satisfaction of school teachers, of Vivekanand Higher Secondary School, Tamilnadu and found that many of the policies respondent were satisfied with the policies practices, job security, comperation, working conditions and recognition from superiors. Gupta and

Manju (2013) have studied job satisfaction and work motivation of secondary school teacher of Haryana and found that private school teacher possess more job satisfaction than those working in govt school. Similarly, less experience teachers have been found to possess greater job satisfaction than more experienced teachers.

Objectives

1. To study the impact of demographic variable is (age, qualification, and experience) of school teachers on their job satisfaction.
2. To compare the job satisfaction levels and its associated dimensions for teachers from school and examine any difference.

Research Methodology

The present study is a descriptive and casual study that tries to examine the impact of job satisfaction of school teachers.

Questionnaire were distribute to 50 respondent using convenience non random sampling method among various school teachers of Ambala and 50 Questionnaire were returned to the researchers both primary and secondary source utilities the collecting the data based on review of literature, a

questionnaires was developed by researcher and if used as a tool for collecting the primary data. The Questionnaire has two parts.

Demographic people of the respondent “job satisfaction used to rate the response of the respondent on which first indicate” strongly disagree “2nd indicate” disagree; 3rd indicate “ not disagree” 4th indicate “ agree” and 5th indicate “ strongly agree” satisfaction tool life percentage test regression were utilize for data analyzing.

Results and Discussion

Table -1 indicates that demographic profile of the respondent. It is noticed from table-1 that most of the respondent are from the age group of 31to 40years and most of them are postgraduates having work experience of 10 to 20years.

Table:- Demographic Profile of Respondents.

Sr. No.	Demographic Variable	Particular	No. of Respondents	% age
1	Age	Less than 30 year	12	24
		31 to 40 year	20	40
		41 to 50 year	15	30
		51 year and above	03	06
2	Qualification	Under Graduate	20	40
		Post Graduate	30	60
3	Experience	Less than 10 year	20	40
		11 to 20 year	25	50
		21 years	05	10

H01 : There is no significance difference between age and job solidification of school teachers. The age of the respondents is classified into four groups and 40% of the respondent below to 31 to 40 years group. One way Anova test is conduct to be test the hypothesis. Table 2 shows the Anova test result, as p-value is 0.101, which is more than 0.05, the hull hypothesis is accepted, that means there is no significant difference between age group of the respondents and their job satisfaction .

H02: There is no significant difference between experience and job satisfaction of school teachers. Table 3 indicate the one way Anova result to test the above hypothesis from Table 3, etc. is notice that P-value is 0.254, which is more than 0.05, Hence, Null hypothesis is accepted. There is no significant difference between experience of the respondent and their job satisfaction.

Table: Anova (Age, versus job satisfactions)

	Sum of square	d.f	Mean Square	F	Sign
Between groups	7.761	3	2.587	2.190	0.101
With in group	59.072	50	1.181		
Total	66.833	53			

H03: There is no significant difference between qualification and job satisfaction of school teachers.

The qualification of the respondent is classified into two groups as under graduates and post graduates 59.3% of the respondent have post graduates qualification. Independent sample test is used to test of hypothesis

Table 3 : Anove (Experience versus job falsification)

	Sum of square	df	Mean Square	F	Sign
Between groups	3.502	2	1.751	1.410	0.254
With in group	3.502	51	1.242		
Total	66.833	53			

Conclusion

School teachers play a crucial role in developing future citizens of the country. Right balance of work and family life unable & the school teachers to gain more job satisfaction from the analysis, it is found that employers of various, age group and various job experience categories perceived their job satisfaction equality.

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