

# A Study on Job Satisfaction of Private School Teachers in Palayamkottai Tirunelveli City

**M. Velammal**

II M.Com, PG & Research Department of Commerce

Sri Sarada College For Women (Autonomous), Tirunelveli, Tamil Nadu, India

Affiliated to Manonmaniam Sundaranar University, Tirunelveli, Tamil Nadu, India

**Abstract:** *Teachers are the pillars of our nation. Teachers play an main part in developing the knowledge and, skills of youth. This study aims at investigating the job satisfaction between school teacher. On comparing the job satisfaction level between private teachers, it was found that there is no significant difference in their level of satisfaction irrespective of gender. Job satisfaction of the teachers of an institute is high important indicator of the health of any organization. High job satisfaction in the organization greatly facilitates the task of administrators because it creates approving conditions for all the association. The generation gap brings a lot of changes towards education, previously people who went for degree and higher education were very few and they just wanted to have a job. But the present set-up urged the teachers to obtain Master degree plus education training. Most of the private school teachers are having the burden of availing special duties. This is one of the reasons for dissatisfaction. If any financial incentives are given to them for the duty, they will be satisfied.*

**Keywords:** Job satisfaction, incentives , benefits, factors , Private school Teachers

## I. INTRODUCTION

Role of teachers in the society and in the education can change, but the importance of their position remains same. To attract and retain the quality teachers is a great challenge to the educational institutions. In education, the essential quality of the teacher is to have a positive approach. Every teacher must have the potential and clear intention to discharge their duty with utmost devotion to derive satisfaction from their work. Job satisfaction is the combination of emotional and psychological experience at any work. Job Satisfaction is the relationship between what everyone expects in accordance to what everyone achieves. Any work cannot be effectively done without satisfaction. School teachers are important in building the nation and budding citizens of the nation. So, job satisfaction is an important concept that is not only related to an individual but it is relevant for the society's well being. Job satisfaction is one factor that will ensure class performance and productivity of schools. The teachers would get interested to teach their students effectively when they are satisfied with their jobs. Like India, other countries in the world are trying to improve their quality of education, so that it meets the demand of globalization. Teachers would perform to maximum capacity, only if they are satisfied with their jobs. So, job satisfaction is an important phenomena in every sector especially in the teaching profession.

### 1.1 Objectives

- To measure the level of satisfaction of teachers Private Schools.
- To compare the job satisfaction of the school teachers with respect to their school management.
- To undertake a comparative study between male and female teachers regarding their job satisfaction.
- To study the various determining factors of job satisfaction.
- To study on the demographic profile of private school teachers.
- To give suggestion to improve the job satisfaction level among teachers in tirunelveli city.

## II. REVIEW OF LITERATURE

**Srivastava and Chabra (2012)** entitled a research work on the topic “Job Satisfaction among Teacher Educators: Interplay of Gender and Qualification”. The study found that the teacher educators are happy with their jobs and not even a single person is unhappy with their jobs. The gender factor would not play a key role to decide the job satisfaction. The qualification would have a greater impact on the job satisfaction of the B.Ed. Teacher educators. The study found that the NET qualified teacher educators are happy with their jobs than the non-qualifying candidates.

**Prajapati Mohalik (2013)** entitled a research work on the topic “Job Satisfaction of Teacher Educators in Relation to Sex, Qualification, Experience and Age at Secondary Level in Bihar” The study found that the majority of teacher educators, i.e. 47.5% are happy and 22.5% of teachers are moderately happy with the jobs from the samples that are collected. There is a key difference in the job satisfaction of the teacher educators and has a close relationship with the experience, qualification, age and gender. This clearly means that the age, experience, sex, and qualification would have an impact on the job satisfaction attained by the teacher educators.

**Chandramma (2013)** entitled a research work on the topic “Job Satisfaction and Teaching Effectiveness of Teacher Educators” .The study found that the teacher educators are happy with the job totally. The 3 socio-demographic variables such as management, age and marital status would have an impact on the job satisfaction of the teacher education to above 0.05 levels. The teacher educators would work with the private management institutions to have a high level of job satisfaction compared to working in the government institutions. The young teaching educators would have a high level of job satisfaction compared to the middle aged and old age educators. From the findings of the study, it is evident that with age the satisfaction level decreases. The teacher educators who are unmarried would have a high level of job satisfaction compared to the married people.

Factors relating job satisfaction of private school teachers:

- **Job Satisfaction Factors:** Job satisfaction is related to the psychology of an teachers. A happy & content teachers at a job is always motivated to contribute more. On the other hand, a dissatisfied teachers is lethargic, makes mistakes & becomes a burden to the institution.
- **Work life balance:** Every individual wants to have a good workplace which allow them time to spend with their family & friends. Job satisfaction for teachers is often due a good work life balance policy, which ensures that an teachers spends quality time with their family along with doing their work. This improves the teachers quality of work life.
- **Respect & Recognition:** Any individual appreciates and feels motivated if they are respected at their workplace. Also, if they are awarded for their hard work, it further motivates teachers. Hence recognition is one of the job satisfaction factors.
- **Job security:** If an teacher is assured that the institution would retain them even if the market is turbulent, it gives them immense confidence. Job security is one of the main reasons for job satisfaction for teachers.
- **Challenges:** Monotonous work activities can lead to dissatisfied teachers . Hence, things like job rotation, job enrichment etc. can help in job satisfaction of teachers as well.
- **Career Growth:** Teachers always keep their career growth part as a high priority in their life. Hence, if a company helps groom teachers and gives them newer job roles, it enhances the job satisfaction as they know they would get a boost in their career

### Benefits of Private School Teachers:

- **Long breaks:** Most school district have schedule that provide long breaks during the summer and additional time off throughout the year, such as spring break and holidays. This time of allows teachers to relax and pursue their personal interests without using designated paid time off. It may help teachers feel refreshed and support a good work-life balance.
- **Bond with students:** Working with students every day may help teachers create strong relationship with them. These may become long-lasting relationship where students want to keep in contact with their teachers as they grow and share updates throughout their lives. These relationship may also provide students with trust and support they may not otherwise have access to their lives.

- **Transferable skills:** It possible for teachers to decide they want to pursue a different career in education or a new industry. Teachers naturally develop a range of transferable skills they may apply to other jobs, some example of these skills include organization, adaptability and emotional intelligence.
- **Job Satisfaction:**
- Teaching students may provide rewarding moments that contribute to satisfaction. For example it may feel exciting when students master subject they previously struggle with class understand a challenging concept. This often provides teachers with sense of satisfaction and motivates them to continue their job.
- **Work environment :** Most teachers work inside and depending on their district and their own classrooms. Working at a school also provide regular work hours. School starts and finishes at the same time each day, and most schools have a requirement of how long they expect teachers to stay at school outside of instruction hours. This provide a consistent schedule, which may be helpful for family and leisure activitie.

### III. RESEARCH METHODOLOGY

Hypotheses H1: There is no significant difference in the job satisfaction of private school teachers.

H2: There is no significant difference in the job satisfaction of private and government school teachers with respect to their gender.

#### Sample Design

In this study, the sampling unit was the teachers of 10 private schools of tirunelveli district. The sample size was selected to represent the whole population and also to give the real picture. The total size of the sample was 74. The samples were collected using Random sampling technique..

#### Source of data:

- **Primary data:** Primary data was collected through questionnaire and the information required for the study was directly collected from the employees .
- **Secondary data:** Data which are not originally collected but rather than obtained from the published or unpublished sources are known as secondary data. They are

School records

Magazines and books internet etc.

**Sample size 74**

### IV. ANALYSIS AND INTERPRETATION

**Table 1:** Demographic profile of the respondents

S.NO	PARTICULARS	NO.OF RESPONDENTS	PERCENTAGE
<b>1.</b>	<b>Gender</b>		
	Male	41	55.40
	Female	33	45.59
	<b>Total</b>	<b>74</b>	<b>100</b>
<b>2.</b>	<b>Age</b>		
	Less than 25 years	12	16.21
	Between 25-30 years	33	44.59
	Between 30-45 years	16	21.63
	Above 45 years	13	17.27
	<b>Total</b>	<b>74</b>	<b>100</b>
<b>3.</b>	<b>Education</b>		
	B.Ed	22	29.72
	D.EL.Ed	31	41.89
	Graduate	21	28.37

	<b>Total</b>	<b>74</b>	<b>100</b>
<b>4.</b>	<b>Income</b>		
	Below Rs.10000	15	20.27
	Above Rs.10000-Rs. 15000	35	47.29
	Between Rs. 15000-Rs. 30000	24	32.43
	<b>Total</b>	<b>74</b>	<b>100</b>
<b>5.</b>	<b>Opinion about welfare facilities</b>		
	Good	15	20.27
	Neutral	30	40.54
	Poor	29	39.18
	<b>Total</b>	<b>74</b>	<b>100</b>
<b>6.</b>	<b>Level of satisfaction toward of private school teachers</b>		
	Satisfied	36	48.64
	Unsatisfied	12	16.21
	Neutral	26	35.13
	<b>Total</b>	<b>74</b>	<b>100</b>

Source: primary data

#### Interpretation:

- The above table 1 shows that according to gender wise classification 55.40 percentage of the respondents are male and 45.59 respondents are female.
- According to age wise classification 16.21 of the respondents are below 25 years 44.59 of the percentage of the respondents are come under the age group of 25-30 year and 21.63 percentage of the respondents are come under the age group of 30-45 years and 45.59 percentage of the respondents are come under age group of above 45 years.
- According to educational qualification wise classification of the respondents are B.Ed 29.72 percentage 41.89 respondents are D.El.Ed and 28.37 respondents are come under graduate.
- According to opinion about salary below 10000 respondents are get 20.27 percentage, above 10000-15000 income get respondents are 47.29 percentage and between 15000-30000 income get respondents are 32.43 percentage.
- According to welfare facilities of school teachers respondents 20.27 percentage good facilities 40.54 percentage of respondents are neutral facilities of school 39.18 percentage of the respondents are get poor facilities among private school.
- According to level of job satisfaction towards private school teachers 49.64 percentage respondents are satisfied there job 16.21 percentage of respondents are unsatisfied 35.13 percentage of the respondents get neutral job satisfaction.

#### Chi-Square Test:

Welfare facilities/job satisfaction	Satisfied	Unsatisfied	Neutral	Total
Very good	6	15	15	<b>36</b>
Neutral	3	6	3	<b>12</b>
Poor	6	9	11	<b>26</b>
Total	<b>15</b>	<b>30</b>	<b>29</b>	<b>74</b>

**Null hypothesis:** There is significant relationship between welfare facilities and job satisfaction

**Table 2:** Welfare facilities and job satisfaction level of private school teacher

O	E	(O-E)	(O-E) <sup>2</sup>	(O-E) <sup>2</sup> /E
6	7.297	1.297	1.682	0.230
3	14.59	11.59	134.32	9206
6	14.10	8.1	65.61	4.653
15	2.432	12.568	157.95	6.494
6	4.864	1.136	1.290	0.2635
9	4.864	4.298	18.43	3.919
15	5.270	9.73	94.67	1.796
3	10.54	7.54	56.85	0.539
11	10.18	0.82	0.672	0.065
<b>Total</b>				<b>27.167</b>

*Source of data computed data*

**Interpretation:**

Since the calculated (27.167) is greater than the table value 5% level significant table value 5.99. Therefore the null hypothesis is rejected. There is significant different welfare facilities and job satisfaction level of private school teacher. Hence it is proved that there is a significant relationship between welfare facilities and job satisfaction of school teachers,

**Rank Analysis:**

Variables	Mean score	Rank
Education	41.89	IV
Income	47.29	II
Welfare facilities	40.54	III
Job satisfaction	48.64	I

**Interpretation:**

According to above the table job satisfied get 1<sup>st</sup> rank with mean score and 47.29 income got 2<sup>nd</sup> rank and education got 3<sup>rd</sup> rank welfare facilities got 4<sup>th</sup> rank 40.54.

**V. FINDINGS**

- The majority of gender respondents are of private school teachers 55.40 percentage.
- The majority of age respondent are 25-30 years 44.59 percentage.
- The majority of education D.El.Ed respondents are 41.89 percentage.
- The majority of Rs 10000-15000 income respondents are 47.29 percentage.
- The majority welfare facilities neutral respondents are 40.51 percentage.
- The majority of job satisfaction of private school teacher of high respondents are satisfied 48.64 percentage.

**VI. SUGGESTIONS**

- This study is mainly based on the perceptions of the respondents. To solve the problems of the private school teachers in the Tirunelveli the researcher pointed out the following suggestions.
- From the opinion given by the teachers of private schools, the correlation between age and income is negative. Hence, proper incentives and, training should be given to all teachers irrespective of their age.
- The generation gap brings a lot of changes towards education previously people who went for degree and higher education were very few and they just wanted to have a job. But the present set-up urged the teachers to obtain Master degree plus education training. So they should take necessary steps to continue their higher quality test.
- Salary range should be increased for the private school teachers at par with Government school teachers.

- Most of the private school teachers are having the burden of availing special duties. This is one of the reasons for dissatisfaction. If any financial incentives are given to them for the duty, they will be satisfied.
- Many respondents of Private school felt their job is unsecured. The management should take steps for the security of their job. The main drawback in Private school is promotional opportunity. The management may promote their teachers by means of merit / seniority based. This will improve their job satisfaction.

### **VII. CONCLUSION**

The present study is supported by Raj and Lalitha(2013). The results of this study predicted that there exists no significant difference between government and private school teachers on the job satisfaction and it is also revealed that there is no significant difference in the job satisfaction of private and government school teachers with respect to gender. Thus, the study concludes that organizational support towards teachers in enhancing job satisfaction is very important. All efforts should be taken to improve the job satisfaction of teachers. Having inferred from this study that freedom at workplace is the most sought after characteristic of job satisfaction, organization should create self motivated teams at school. Some suggestions towards achieving job satisfaction are self developmental opportunities, short term courses, seminars, workshops, high appreciation and rewards for commendable work are some of the ways in which job satisfaction can be improved.

### **REFERENCES**

- [1]. Srivastava, s, &chabara .s .(2012). Job satisfaction among teachers educators: interplay of gender and qualification. Research, 4(8).pp. 26-30.
- [2]. Prajapati s. &mohalik,R. (2013). Job satisfaction of teachers effectiveness of teachers educators in relation to sex.
- [3]. Chandramma M.(2013). Job satisfaction and teaching effectiveness of teachers educators. Lambert academic publishing.