

A STUDY ON JOB SATISFACTION OF TEACHERS IN PRIVATE SCHOOL

¹Monisha.A, ²Dr.Murugan Ramu

¹Student, First year (BBA.LLB), Saveetha school of law, Saveetha university,
Saveetha institute of medical & technical sciences , Chennai -77,Taminadu,India

²Assistant Professor for Management, Saveetha school of law, Saveetha university,
Saveetha institute of medical & technical sciences, Chennai -77, Taminadu, India

¹monishanandhan2314@gmail.com, ²muruganramu.ssl@saveetha.com

Abstract:

The present study was conducted to research a comparative study of job satisfaction public and private school lecturers. 'Job satisfaction' refers to the attitudes and feelings individuals have concerning their work. Positive and favourable attitudes towards the task indicate job satisfaction. Negative and unfavourable attitudes towards the task indicate job discontent. Researches support that teacher's job satisfaction has been found one in all the vital variable associated with positive teaching behaviour toward their job. There has additionally been wide interest within the complicated relationship between associate individual's job satisfaction and satisfaction with different aspects of his or her life. it absolutely was hypothesised that a comparative study of job satisfaction public and private school lecturers. to check this hypothesis the investigator conducted this study to research the sense of teacher's job satisfaction. For this purpose the investigator developed a form of twenty five things and five choices. A sample of a hundred and fifty public and personal college lecturers was handily chosen for the study. information analysis was conducted through 't-test' and 'ANOVA' that shodden that there's no significance distinction between teacher's job satisfaction public and private school.

Keywords:

Job satisfaction, Public school , Private school and Teacher.

Introduction:

Job satisfaction is that the favourable or unfavourable subjective feeling with that workers read their work. It results once there's congruity between job demand, demands and

expectations of workers. It expresses the extent of match between workers, expectation of the work and therefore the reward that the work provides. The factors of physical conditions and social nature have an effect on job satisfaction and productivity. Job satisfaction is outlined as an efficient or emotional response toward numerous facts of one's job. Job satisfaction is in relation to one's feelings or state-of-mind concerning the character of their work. It is influenced by a spread of things, the standard of one's relationship with their supervisor, the standard of the physical surroundings within which they work, degree of fulfilment in their work, Like several different countries of the planet in Asian country conjointly, there's a general feeling that the academics don't have satisfaction in their jobs. There looks to be a growing discontent towards their job as a results of that standards of education are falling, academics are discontent in spite of various plans and programs that are enforced to enhance their job. Job satisfaction consists of the overall body of feelings-about the character of the work promotion, nature of management etc. that a personal has concerning his job. If the accumulation of influence of those factors offers rise to feelings of satisfaction, the individual has job satisfaction, the teacher's job satisfaction, Teacher's job satisfaction that is [Bandhana, B. \(2011\)](#) linked to teachers' work performance, includes teachers' involvement, commitment, and motivation within the job. it's not solely vital for academics, however through empirical observation authoritative on students and faculties generally.

Teachers' satisfaction with their career could have robust implications for student learning. Specifically, a teacher's satisfaction along with his or her career could influence the standard and stability of instruction given to students.

Satisfaction is nearly vital in teaching profession wherever he's to contend with another person, the coed and therefore the satisfaction and discontentedness of the academics is probably going to be transferred. [Francis, G., & Jr., G.M. \(1982\)](#) Teacher's key role is to show or facilitate students and it depends on the flexibility and motivation of the academics to show because it will on the flexibility and motivation of the scholars to find out. The level of job satisfaction is stricken by intrinsic and external motivating factors, the standard of management, social relationships with the work cluster and therefore the degree to that people succeed or fail in their work. [\(Dr.Lakshmi T and Rajeshkumar S 2018\)](#) As is that the case with all white collar positions, each intrinsic and external factors have an effect on teacher's satisfaction., intrinsic satisfaction will return from schoolroom activities. external factors are related to teacher's satisfaction, together with pay, perceived support from

directors, college safety, and convenience (Trishala A , Lakshmi T and Rajeshkumar S2018)of faculty resources, among others. When academics understand a scarcity of support for his or her work, they're not actuated to try and do their [Gupta, C.B. \(2009\)](#). best within the schoolroom, which once academics don't seem to be glad with their operating conditions; they're additional seemingly to vary faculties or to go away the profession along. another variables have important interactions with teacher's job satisfaction, namely; gender, age, expertise and position. The research worker elect this subject to research the satisfaction of public and personal college academics and conjointly ascertain the angle of academics towards their job. The study conjointly provided guideline to academics to extend and maintain their sense of satisfaction in job to realise desired results.

Review of literature:

- [Private](#) school provide higher salaries as opposed to public school . Private schools also seem to give away jobs with added benefits .such as free medical care etc.
- Private school also seem to have better relations not only among their employees but also among the superiors and subordinates
- On job satisfaction of secondary school teachers, educationists , inspecting officers, headmasters and retired teachers found that in private committee .
- Job satisfaction is the pleasurable emotional state resulting from the appraisal of one job achieving of one's job value.
- Work motivation, job satisfaction in ago state , Nigeria and the study revealed that correlation exists between perceived motivation, job satisfaction and commitment.
- Defined job satisfaction as the reaction of the individual to the working environment.
- Due to the competitive nature of the job environment , most of the world are spending their time on job related work purposes resulting in ignoring the work and life.

Aim and objectives

- To identify the job satisfaction of teachers in private school.
- To analyse the job satisfaction of teachers.

1.Hypothesis

- There is no significant relationship between salary and qualifications
- There is significant relationship between salary and qualifications.

2.Materials and methods

The study is collected from national and international journals, books and publication from various websites which give importance to job satisfaction of teachers in private school.

3.Job satisfaction:

If folks claim to be happy with their jobs, what do they mean? they're sometimes expressing one thing a lot of sort of a feeling regarding their job instead of their thoughts regarding it. [Gowri, P. A., & Mariammal, K. \(2011\)](#) seeing job satisfaction as basically Associate in Nursing emotional instead of psychological feature response means that the construct are often placed a lot of squarely in a very broader mental state context.

Another good thing about putting job satisfaction during this broader context is that the convenience of measures accustomed explore Associate in Nursing individual's well-being. [Hackman, J.R., & Oldham, G.R. \(1978\)](#). These are often usefully applied to assess Associate in Nursing individual's effective response to his or her job.

“The extent to that a private desires are happy and therefore the extent to that the people understand that satisfaction as stemming from his total work scenario.” (Guion, 1958)

4.Teachers job satisfaction:

- Psychologists have explained the development of job satisfaction by examining the emotions or feedback of people.
- Teachers' job satisfaction has maybe been investigated a lot of and a lot of, usually in relationship to teacher stress, job commitment, skilled autonomy, college climate then on. (Schuler, 1986)
- Job satisfaction as “any combination of psychological, physiological and environmental circumstances that cause an individual in truth to mention, lam proud of my job”. (Hoppock, 1935)

- In 1978 Holdaway, Teachers' job satisfaction has been studied as associate degree overall construct and as a aspect construct. In his analysis, Holdaway found that overall satisfaction was closely associated with "working with students, social attitudes, and standing of lecturers, recognition, and achievement".

5.The significance of teachers job satisfaction:

Several studies targeted on the connection between job satisfaction and extra- role behaviour towards people within and out of doors the organisation it's conjointly vital to review job satisfaction thanks to its effects on teacher retention and continuous development. [Zilli, A. S., & Zahoor, Z. \(2012\)](#).lecturers United Nations agency were progressing to leave the profession reported less satisfaction and a a lot of negative perspective toward teaching as a career. (Smith, 2007)

Job satisfaction was conjointly found to be related to teacher's quality, structure commitment and structure performance in respect to the subsequent college areas: educational action, student behaviour, student satisfaction, teacher turnover, and body performance. (Mathieu, 1991).

A 1957 review of the literature on job satisfaction by Gerhard Herzberg and Peterson (1957) conduced that correlational [Sari, H. \(2004\)](#)analysis studies have indicated the presence of six comparatively freelance factors as general satisfaction and ethical, attitudes toward the corporate and its policies, satisfaction with intrinsic aspects of the duty, attitudes toward the immediate supervisor, attitudes towards

6.The influencing factors on teachers job satisfaction:

Chase, (1985) reported in a very study within the early that freedom in coming up with work, adequacy of pay, feelings regarding quality leadership, and participation in instructional and personnel policy coming up with affected satisfaction. 2 major theoretical approaches area unit usually cited in literature across disciplines: Kerzherg's dual-factor theory (1959) and Quarstein et al's situational occurrences theory (1992). Gerhard Herzberg distinguishes between rational motive and hygiene factors as reciprocally exclusive. Environmental factors (or job context-related) like policy, pay and physical operating conditions area unit known as "dissatisfies", that area unit separated from satisfiers (or job content-related factors) like action, responsibility, and intrinsic challenges.

In 1997, the National Centre for Education Statistics (1997) (NCES) within the yank country|North American nation} printed a report on job satisfaction among American academics. The report was supported an outsized and comprehensive info of over forty,000 teacher' in a very advanced and random sample of colleges. The sample was stratified by state, sector, and faculty level. It compassed elementary and secondary, non-public and public faculties throughout the u. s.. It analysed the 1993—1994 faculties and stellar Survey (SASS) information collected by the NCES that examined a good vary of colleges, academics and work characteristics. The second section of this three-pan study compared characteristics of the foremost happy and also the least happy academics. the foremost salient finding of the study was that geographic point conditions represent an element between the foremost happy and also the least happy academics.

Some analysis conjointly has found that job satisfaction grows as academics become more matured in their work (Hutchinson, 1963), that appears logical, since unhappy academics area unit additional possible to depart the profession and,therefore, not have the prospect to completely adapt to and build up a protracted career in teaching. [Mehta, D. S. \(2011\)](#)apparently, Smith (1992) in their study discovered that teacher satisfaction is completely correlative with age, apart from academics between the ages of forty to fifty. These academics even have low satisfaction regarding promotion prospects. additionally, gender has conjointly been the middle of some analysis on job satisfaction. On average, feminine workers felt surveys with higher satisfaction rating than their male colleagues; and also the similarity has been discovered within the teaching profession. In term of gender, feminine academics expressed bigger job satisfaction than their male counterparts. The additional happy cluster consisted largely of feminine academics, teaching grades 1—4 instead of grades 5—8, privately instead of public faculties, and with less teaching expertise than their less happy counterparts. Plihal, (1982) found that a teacher's years of expertise were completely correlative with intrinsic rewards conceptualised by the importance hooked up to “reaching students”. With respect to faculty location, rural academics were found to be less happy than urban academics.

Researchers within the U.S., since the centre of last century, have placed attention to topics regarding job satisfaction, [Kumari, S., & Jafri, S. \(2011\)](#)however solely a tiny low proportion of them have targeted on teacher job satisfaction (Garrett, 1999; Evans, 1997). To the National Centre for Education Statistics NCES (1997), each intrinsic and unessential

factors have effects on teacher job satisfaction. Intrinsic factors, like room activities, student characteristics, and perceptions of teacher management over the category, play an important role in teachers' motivation. (Smith, 1991)

Extrinsic factors as well as pay, faculty safety, perceived support from directors, convenience of college resources, and relationship to others, influence teachers' satisfaction and performance further. Besides, faculty sector and size area unit coupled to high school quality, conjointly have an effect on teachers' quality and satisfaction. Results from some researches demonstrate that pay and edges are slightly or perhaps unrelated to teachers' retention. (NCES, 1997)

7.List of Top Five and Bottom Five Countries in Job Satisfaction:

A recent study of 9,300 adults in thirty-nine countries known the proportion of staff United Nations agency same they were "very glad with their jobs."

The top 5 countries were Denmark (61 %), Asian country (55%), Scandinavian nation (54%), u. s. (50%), ire (49%). Experts counsel that job satisfaction is highest in Scandinavian nation as a result of labor and management have an excellent operating relationship. rock bottom 5 countries were Baltic State (11 %), China (11 %), European nation (10%), state (10%), Hungary (9%). Private college academics are a lot of glad with their jobs than public school — not a trivial finding, particularly throughout a tutor shortage they're conjointly a lot of glad concerning category size and a lot of seemingly to mention they receive legion support from folks. By substantial margins, they're a lot of seemingly to agree that the majority colleagues share the school's mission which employees cooperative effort is high.

8.Job Satisfaction and Performance:

It is a normally control and a on the face of it not unreasonable believe that a rise in job satisfaction can lead to improved performance. however analysis has not established any powerfully positive affiliation between satisfaction and performance. A review of the intensive literature on this subject by Brayfield and Crockett. (1955) all over that there was' very little proof of any easy or considerable relationship between worker attitudes and [Suki, N., & Suki, N. \(2011\)](#) their performance. associate updated review of their analysis by howl, (1964) coated twenty studies, in every of that one or additional measures of job satisfaction or worker attitudes was related with one or additional criteria of performance. The median

correlation of of these studies was zero.14, that isn't high enough to counsel a marked relationship between satisfaction and Performance. Brayfield and Crockett, (1955) all over that. Productivity is rarely a goal in itself however a way to goal attainment. thus we would expect high satisfaction and high productivity to occur along once productivity is perceived as a path to sure necessary goals and once these goals area unit achieved. underneath such conditions, satisfaction and productivity may well be unrelated or maybe negatively connected.

9. Factor Affecting on Job Satisfaction:

The level of job satisfaction is littered with intrinsic and extrinsic motivating factors, the standard of management, social relationships with the work cluster and also the degree to that people succeed or fail in their work. Henry Purcell et at (2003) believe that discretionary behaviour that helps the firm to achieve success is possibly to happen once staff area unit well driven and feel committed to the organisation and once the task provides [Malik, D. M. \(2010\)](#) them high levels of satisfaction. Their analysis found that the key factors moving job satisfaction were career opportunities, job influence, cooperation and job challenge. (Mangal, 2005) Job satisfaction are often measured by the utilisation of interviews, by a mixture of form and by the utilisation of focus teams.

Different analysis studies show that causes for job satisfactions area unit would like fulfilment, worth attainment, discrepancies, equity and dispositional / genetic parts. It was discovered that the results of job satisfaction area unit job involvement, structure commitment, absence, turnover, motivation, structure citizenship behaviour and job performance.

2. Procedure

The survey analysis was wont to collect relevant knowledge.

3. Population

The population of the study was principally supported all the male and feminine lecturers of the general public and personal secondary faculties of city district.

4. Sample

Convenient sampling technique was used researchers 10 secondary faculties, five public and five personal within the neck of the woods, [Hackman, J.R., & Oldham, G.R. \(1978\)](#) half {the faculties|the faculties|the colleges} were girl's colleges wherever as different boy's school were chosen. The sample of the study consisted of a hundred and fifty male and feminine lecturers of these handily elect faculties.

5. Instrument for knowledge assortment

A form was used as a tool of analysis and got valid from supervisor. The form consisted of twenty {five} things and form five choices. The form had 5 factors determine the teacher's job satisfaction associated with pay, peer relation, supervisor, attitude, work load and job security.

6. Administration of form

A number of a hundred and fifty questionnaires was disturbed and explained to the lecturers. This was wiped out order to eliminate ambiguity at any level regarding the form. The form were disturbed to the various faculties of city district and picked up at the spot.

7. knowledge Analysis

The data was analysed with the assistance of pc software system SPSS (Statistical Package for Social Sciences). the info analysis bestowed in numerous tables. t-test and multivariate analysis check were wont to investigate the task satisfaction public and private school lecturers.

Findings

- results of male and feminine faculty lecturers showed that they were happy with their job and its atmosphere. Majority of the feminine lecturers was happy as compared to male lecturers.
- Results conjointly showed that public and personal faculties lecturers were happy with their jobs.
- Results of labor expertise of these having work experiences was from (0-5) showed that majority of feminine

teachers accepted that they were happy with their job however most of the male lecturers showed discontentment.

- The (6-10) operating expertise cluster of male and feminine lecturers conjointly gave positive remarks of their job

satisfaction.

- results of those whose operating expertise (11-15) showed that each male and feminine lecturers united were happy with their jobs.
- the quantity of temporary lecturers was a little as compared to permanent lecturers however each were happy

with their job.

- the bulk of feminine lecturers was conjointly happy as compared to male lecturers within the teaching status result.
- Results conjointly showed that feminine having qualification was B.Sc were additional happy with their jobs than male and master degree holders.
- Results showed that the various age teams of male and feminine lecturers publicly and personal faculties were satisfied with their jobs.

Recommendation:

The following recommendations were created on the idea of the results of the study.

- The researchers suggest to the longer term researchers that they must conduct a pursuit on job satisfaction and find out the explanations of discontentedness of the high qualified lecturers.
- The analysis motivates the longer term researchers to find the explanations of male lecturers being not happy with their jobs as compared to feminine lecturers.
- The analysis conjointly suggests to the man of science to conduct a pursuit on teacher's job satisfaction to seek out out the reasons of low satisfaction among the private school lecturers ought to be supplied with correct steerage and counselling within the organisation so they'll bear in mind of their duties, operating conditions within the colleges. By knowing this will alter with the college conditions effectively.

- To reduce role conflict, the authorities ought to give clear cut tips, so they'll bear in mind of their roles and there are no ambiguity in understanding of what he or she is to try and do.
- Administration creates a subsidiary structure climate can facilitate to scale back job stress and thereby improve job satisfaction among lecturers. By providing higher operating conditions, lecturers are additional happy to figure within the establishment they're operating

Conclusion

The conclusion of the study was drawn on the premise of the findings of the analysis study. Majority of the lecturers of public and personal college in agreement that they were happy with their jobs. however feminine lecturers tend to be additional happy than male college lecturers and fewer qualified lecturers tend to be additional happy than high qualified lecturers. The analysis findings created it clear that the lecturers of public faculties were happy as compare to personal college lecturers. and therefore the permanent lecturers were additional happy than the temporary lecturers. the various operating expertise teams of lecturers of male and feminine were happy with their jobs. These findings would offer data to policy manufacturers, principles and college heads inquisitive about increasing the satisfaction levels of lecturers. Regardless of the college standing, teacher's qualification or teaching expertise, a secure operating setting, substantiating administration, and concerned folks area unit connected with high levels of teacher satisfaction. Equally vital area unit the teachers' feelings of sovereignty. The results of this study imply that involving lecturers in class policy, selections and giving them some extent of management in their school rooms area unit related to high levels of career satisfaction. it's unfeasible to mention, however, whether or not these factors end in high levels of teacher satisfaction, or whether or not extremely happy lecturers hunt down or produce environments that offer them with bigger satisfaction. In the finish of the conclusion of this analysis the man of science, wish to open this incontrovertible fact that most lecturers of state and personal faculties don't share their responses in a very sincerely manners. thus these insincerely responses of the lecturers could result the results of this analysis.

Reference

- Bandhana, B. (2011).“ Job satisfaction and values among kendriya vidyalaya teachers“. Journal of Education and Practice, 2(11 & 12), 17-24.
- Francis, G., & Jr., G.M. (1982). Job satisfaction. Human Behavior in the Work Environment A Managerial Perspective (pp. 70-82). California: Goodyear Publishing Company, Inc. Santa Monica, California.
- Gupta, C.B. (2009). Human Resource Management. New Delhi: Sultan Chand & Sons. P30.2
- Gupta, C.B. (2009). Human Resource Management. New Delhi: Sultan Chand & Sons. Pp30.6-30.7.
- Gowri, P. A., & Mariammal, K. (2011). College Teachers „Attitudes towards Teaching and Job Satisfaction“. Journal of Community Guidance & Research, 28(1), 99-106.
- Hackman, J.R., & Oldham, G.R. (1978). Motivation through the design of work: Test of a Theory. Organizational Behaviour and Human Performance, 16, 250-279.
- Kumari, S., & Jafri, S. (2011). „Level of Organizational Commitment of Male and Female Teachers of Secondary Schools“. Journal of Community Guidance & Research, 28(1), 37-47.
- Malik, D. M. (2010). „Job Satisfaction and Organizational Commitment of University teachers in Public Sector of Pakistan“. International Journal of Business and Management, 5(6), 17-26.
- Mehta, D. S. (2012). „Job Satisfaction among Teachers“. International Journal of Research in Commerce IT & Management, 2(4), 77-83.
- Mehta, D. S. (2011). „Teachers and their attitude towards teaching“. Journal of research in Business Management, 2(9), 32-43.
- Nagar, k. (2012, April). „Organizational commitment and job satisfaction among teachers during times of Burnout“. Vikalpa, 37.2, 43-60.
- Suki, N., & Suki, N. (2011). Job Satisfaction and Organizational Commitment: The Effect of Gender. International journal of psychology research, 6(5), 1-15.
- Sari, H. (2004). „An analysis of burnout and job satisfaction among Turkish special school head teachers and teachers, and the factor effecting their burnout and job satisfaction“. Educational Studies, 30(3), 291-306.

- Zilli, A. S., & Zahoor, Z. (2012). Organizational Commitment among Male and Female Higher Education Teachers. *Indian Journal of Psychology and Education*, 2(1), 55-60.
- Dr.Lakshmi T and Rajeshkumar S2018, “In Vitro Evaluation of Anticariogenic Activity of Acacia Catechu against Selected Microbes”, *International Research Journal of Multidisciplinary Science & Technology*, Vol3 (3), Pp20-25.
- Trishala A , Lakshmi T and Rajeshkumar S2018,“ Physicochemical profile of Acacia catechu bark extract –An In vitro study”, *International Research Journal of Multidisciplinary Science & Technology*, Vol 3 (4), Pp 26-30.

