

Research Article

Job satisfaction of High School teachers working in Sulur taluk in Coimbatore District

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Abstract

Job Satisfaction is the amount of overall positive effect (feeling) that individuals have towards their jobs. Since a nation's progress depends on the quality of education, which in turn depends on the quality of the teachers, the quality of teaching is well related with the satisfaction of the teachers towards their job. The present study was carried out to study on the job satisfaction of the high school teachers towards their profession. In this study, the investigator took a sample of 75 high school teachers of Sulur Taluk, Coimbatore district in comparison with the different variables gender, age group, experience, locality, family type, marital status and distance travelled to their work place. Normative study method was followed with the help of the questionnaire constructed by the investigator. The study revealed that the job satisfaction showed no variation with other variables except the distance travelled to their working place.

Keywords: *Job Satisfaction, High School Teachers, Teacher Quality, Professional Attitude, Work Environment, Demographic Variables, Distance to Workplace, Educational Quality, Teacher Motivation.*

INTRODUCTION

Humanity rises or falls, grows or declines, flourishes or withers, not only on the national but also on the Universal level, depending on the education it gets. As the task of educating is entrusted to the teachers and they are the deciding factors about the quality of life of the world at large and a nation in particular. Hence not only the destiny of India but also the destiny of the whole world is being shaped in the class rooms.

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Progress of a nation depends on the quality of education it gets. Quality of education depends on the quality of the teachers. The quality of the teachers depends on various factors such as level of academic excellence, commitment to teaching, zeal to impart knowledge, motivation of teachers, adequate fulfilment of teachers expectations which will eventually result in job satisfaction. A teacher, who is happy with his job, plays a pivotal role in the upliftment of the society. Well-adjusted and satisfied teacher can contribute in the making or breaking of his/her pupils with their job.

Human life has become very complex and complicated now-a-days. In modern society the needs of the people are ever increasing and ever changing. As the people are ever increasing and ever changing, when the people needs are not fulfilled it becomes dissatisfied. Dissatisfied people are likely to contribute very little for any purpose that they deserve.

Job satisfaction implies the overall adjustment to work situation. It is a pleasurable and positive emotional reaction to a person's job experience. Different aspects like the nature of work attitude of a person towards his job, the work place, the infra structure provided, supervision, salary, fringe benefits, job security, promotional opportunity, incentives, work environment, organizational climate, social recognition and so on, play a complex and complicated role in maintaining job satisfaction. The measurement of all these factors will lead to the extent of job satisfaction enjoyed by an employee.

Job Satisfaction has been the centre of concentration for researchers for over three decades. The reasons for such concentration are manifold,

1. Job Satisfaction has some difference with the mental health of the people.
2. Job Satisfaction has some degree of positive correlation with physical health of individuals.
3. Job Satisfaction spreads goodwill about the organization.
4. Job Satisfaction leads to better turnover and performance.
5. Job Satisfaction reduces absenteeism.

Job Satisfaction is of great significance for the effective functioning of any organization. Satisfaction leads to involvement and better functioning of the system. If better services and expected from a teacher and if it is designed to effect and hold better talent in the professional then there is an immediate need to know the causes of dissatisfaction among the teachers and

remedies be suggested for them. So the job satisfaction of teachers is an issue of vital interest, and it is related to productivity. It is simple truth to say that the way man is going to live depends on the teachers, teaching and the success of the teacher depends upon the attitude towards teachin1 profession and their job satisfaction. With more professional and non-professional facilities to them they may work whole-heartedly with interest to the pupils of the nation.

OBJECTIVES OF THE STUDY

The general objective of the study is to investigate the Job Satisfaction of high School teachers working in Sulur Taluk in Coimbatore District. This study is to analyze the Job Satisfaction of High School teachers with regard to gender, age group, teaching experience, locality, marital status, family type and distance travelled to reach the school.

HYPOTHESES

1. There is no significant difference between Job Satisfaction and the Gender of High School teachers.
2. There is no significant difference between Job Satisfaction and the age group of High School teachers.
3. There is no significant difference between Job Satisfaction and the teaching experience of High School teachers.
4. There is no significant difference between Job Satisfaction and the locality of High School teachers.
5. There is no significant difference between Job Satisfaction and the marital status of High School teachers.
6. There is no significant difference between Job Satisfaction and the family type of High School teachers.
7. There is no significant difference between Job Satisfaction and the distance travelled of High School teachers.

METHODOLOGY

a)METHOD

The Normative Survey Method was used in the present study to find out the Job Satisfaction of High School teachers working in Sulur Taluk in Coimbatore District.

b)SAMPLE

The sample of the study consists of high school teachers of various schools in Sulur taluk. 75 high school teachers were selected as sample for the study.

c) VARIABLES

The investigator was very much interested in analyzing the Job Satisfaction of the High School teachers with regard to the internal variables like gender, age, experience, locality, marital status, family type and distance travelled.

TOOL

Questionnaire for assessing the job satisfaction of the high school teachers, the tool was constructed by the investigator. For establishing validity, the tool was given to the panel of experts Based on their opinion, some items were deleted and some others were modified. The reliability of the tool was established by using the appropriate method.

SCHEME OF ANALYSIS

The collected data was analysed statistically and are depicted in the following tables

Table-1

Mean, SD and 't' values of male and female teachers with respect to their job satisfaction

Gender	No. of teachers	Mean	S.D	t-value	Result at 0.05 level significant
Male	32	243.64	18.21		

Female	43	244.40	11.38	0.19	Not significant
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The above table reveals that the calculated t-value 0.19 is less than the tabulated value 1.96 at 0.05 level of significance. Therefore the null hypothesis that "There is no significant difference between job satisfaction and gender of High school teachers" is accepted.

Table-2
Mean and SD and 't' values of teachers age group with respect to their job satisfaction

Experience in years	No. of teachers	Mean	S.D	t-value	Result at 0.05 level
0-10	46	245.74	13.84	1.47	Not significant
Above 10	29	240.04	16.2		

The above table reveals that the calculated t-value 1.18 is less than the tabulated value 1.96 at 0.05 level of significance. Therefore the null hypothesis that "There is no significant difference between job satisfaction and age group of High school teachers" is accepted.

Table-3
Mean, SD and 't' values of the experience of the teachers with respect to their job satisfaction

Age	No. of teachers	Mean	S.D	t-value	Result at 0.05 level
20-39	61	238.89	11.84	1.18	Not significant
40-59	14	244.19	15.38		

The above table reveals that the calculated t-value 1.47 is less than the tabulated value 1.96 at 0.05 level of significance. Therefore the null hypothesis that "There is no significant difference between job satisfaction and years of experience of High school teachers" is accepted.

Table-4**Mean, SD and 't' values of locality of the teachers with respect to their job satisfaction**

Locality	No. of teachers	Mean	S.D	T -value	Result at 0.05 level
Rural	14	233.50	17.59	1.18	Not significant
Urban	61	244.11	14.72		

The above table reveals that the calculated t-value 1.18 is less than the tabulated value 1.96 at 0.05 level of significance. Therefore the null hypothesis that "There is no significant difference between job satisfaction and the locality of school of High school teachers" is accepted.

Table-5**Mean, SD and 't' values of marital status of the teachers with respect to their job satisfaction**

Marital status	No. of teachers	Mean	S.D	t-value	Result at 0.05 level
Married	62	242.15	15.87.	1.78	Not significant
Unmarried	13	244.85	11.46		

The above table reveals that the calculated t-value 1.78 is less than the tabulated value 1.96 at 0.05 level of significance. Therefore the null hypothesis that "There is no significant difference between job satisfaction and marital status of High school teachers" is accepted.

Table-6**Mean, SD and 't' values of the family type of the teachers with respect to their job satisfaction**

Family Type	No. of teachers	Mean	S.D	t-value	Result at 0.05 level
Joint family	58	243.9	13.93	0.45	Not significant
Nuclear family	17	241.5	19.53		

The above table reveals that the calculated t-value 0.45 is less than the tabulated value 1.91 at 0.05 level of significance. Therefore the null hypothesis that "There is no significant difference between job satisfaction and the type of the family of High school teachers" is accepted.

Table-7

Mean, SD and 't' values of the distance travelled by the teachers with respect to their job satisfaction

Distance	No. of teachers	Mean	S.D	t-value	Result at 0.05 level
Below 20 km	59	246.9	11.91	3.06	Significant
20km& above	16	230.92	18.49		

The above table reveals that the calculated t-value 3.06 is greater than the tabulated value 1.96 at 0.05 level of significance. Therefore the null hypothesis that "There is no significant difference between job satisfaction and distance travelled by High school teachers "is rejected.

Findings of the Study:

- ❖ The analysis of the survey revealed that there is no significant difference between job satisfaction and gender of High school teachers.
- ❖ The analysis of the survey revealed that there is no significant difference between job satisfaction and age group of High school teachers
- ❖ The analysis of the survey revealed that there is no significant difference between job satisfaction and the years of experience of High school teachers.
- ❖ The analysis of the survey revealed that there is no significant difference between job satisfaction and the locality of High school teachers.
- ❖ The analysis of the survey revealed that there is no significant difference between job satisfaction and marital status of High school teachers.
- ❖ The analysis of the survey revealed that there is no significant difference between job satisfaction and type of the family of High school teachers.

- ❖ The analysis of the survey revealed that there is a significant difference between job satisfaction and distance travelled by High school teachers.

Conclusion

From the study conducted by the investigator, it was revealed that, the job satisfaction of the high school teachers are much important in carrying out their duties effectively. It was noticed that the variables such as gender, age group, experience, locality, marital status and family type has no impact on the job satisfaction of the high school teachers, whereas the distance travelled by them to the school has a great impact on job satisfaction. This shows that the high school teachers are satisfied with their job when other variables are considered except the distance travelled to reach the working place.

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