



# JOB SATISFACTION AMONG GOVERNMENT AND PRIVATE SCHOOL TEACHERS

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## ABSTRACT

Attracting and retaining high-quality teachers is a primary necessity as well as a challenge for educational institutions. While intrinsic factors play a significant role in motivating individuals to enter the teaching profession, extrinsic conditions can influence their job satisfaction and desire to remain in teaching. In addition, demographic factors and teacher-specific and school-specific characteristics also affect job satisfaction. The present study aimed to know the job satisfaction among government and private school teachers in relation to their type of teachers and gender. The job satisfaction scale prepared by Dr. (Mrs.) Meera Dixit (2013) was used. The sample constituted total 120 school teachers out of which 60 were from government school teachers (30 male and 30 female) and 60 were from private school teachers (30 male and 30 female). The data was collected from various schools of Ahmedabad District. The data was scored, analyzed as per the manual. 'F' test was being calculated. The result showed that, 1. The private school teachers group is having more job satisfaction than government school teachers, 2. There is no significant difference in the mean score of the job satisfaction among male and female school teachers and 3. There is no significant difference in the interactive effect of the mean score of the job satisfaction among type of school teachers and gender.

**Keywords:** *Job satisfaction, government and private school teachers, male and female school teachers.*

## INTRODUCTION:

Job satisfaction is the contribution of two words - 'job' and 'satisfaction'. Job is an occupational activity an individual performs in return for his wage. Job satisfaction portrays the person's perception of his or her job, job-related activities, and environment. It is a combination of psychological and emotional experiences at work. Satisfaction refers to inner contentment or happiness for the person engaged in any job. It shows the relationship between 'what one expects and 'what one achieves', a task can effectively be accomplished unless a person derives enough satisfaction from it because the work plays a vital role in the life of a man.

One of the most important purposes to do a job is to earn money because it is money only through which needs, and demands can be fulfilled. If one gets a handsome salary by which one can afford the live may cause job satisfaction. But if the salary cannot bear one's expenditure then one cannot be satisfied with the salary. Findings from several studies underline pay as one of the most important factors influencing one's level of job satisfaction. Sometimes it has also been found that other job-related factors are not satisfactory but the pay is good, in these kinds of situations employees are willing to serve the organizations just because of good pay, which does not suit the profession of a teacher.

The role of teachers in society and education can change, but the importance of their position remains the 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 experiences at any workplace. Job Satisfaction is the relationship between what everyone expects in accordance to what everyone achieves. Any work cannot be effectively done without satisfaction.

### **What Is Job Satisfaction?**

Job satisfaction, an unquantifiable metric, is defined as a positive emotional response you experience when doing your job or when you are present at work. Leading organizations are now trying to measure this feeling, with job satisfaction surveys becoming a staple at most workplaces.

It's important to remember that job satisfaction varies from employee to employee. In the same workplace under the same conditions, the factors that help one employee feel good about their job may not apply to another employee. For this reason, it is essential to have a multidimensional approach to employee satisfaction, covering the following areas :

- The challenging nature of work, pushing employees to new heights
- A level of convenience (short commutes, access to the right digital tools, and flexible hours)
- Regular appreciation by the immediate management and the organization as a whole
- Competitive pay, which employees maintain a good quality of life
- The promise of career progression in sync with employees' personal growth targets

Job satisfaction is defined as the extent to which an employee feels self-motivated, content & satisfied with his/her job. Job satisfaction happens when an employee feels that he/she is having job stability, career growth and a comfortable work-life balance. This implies that the employee is having satisfaction at job as the work meets the expectations of the individual. Job satisfaction may not only be about compensation, perks or assets an employee might get but also is about the environment, culture, and quality of work that a company can offer

to employee. It may or may not be quantified though research methodology can be used to relatively check the satisfaction levels of employees in the same company or a sector on common parameters or questions.

### **Importance of Job Satisfaction**

A satisfied employee is always important for an organization as he/she aims to deliver the best of their capability. Every employee wants a strong career growth and work-life balance at the workplace. If an employee feels happy with their company & work, they look to give back to the company with all their efforts.

Smritikana Mitra Ghosh (2015) investigated the level of job satisfaction among the private and government school teachers. Total 200 government and private school teachers were taken from Ranchi town. In this research, 100 government and 100 private school teachers, 200 in total, working in different government and private schools were examined. Job satisfaction scale developed by Muthayya (1973) was used to measure job satisfaction. To test the hypotheses 't' test was calculated. Result showed that there was no significant difference between government and private school teachers. Furthermore, it was again revealed that there was no significant difference in the level of job satisfaction of male and female school teachers.

### **Objective :**

The objectives are:

1. To study of job satisfaction among government and private school teachers.
2. To study of job satisfaction among male and female school teachers.
3. To Study of the interactive effect of job satisfaction with regards to type of school teachers and gender.

### **METHODOLOGY**

#### **Hypothesis :**

1. There will be no significant difference in the mean score of the job satisfaction among government and private school teachers.
2. There will be no significant difference in the mean score of the job satisfaction among male and female school teachers.
3. There will be no significant difference in the interactive effect of the mean score of the job satisfaction among type of school teaches and gender.

#### **Sample :**

The sample constituted total 120 school teaches out of which 60 were from government school teachers (30 male and 30 female) and 60 were from private school teachers (30 male and 30 female).

**Research Design :**

A total sample of 120 school teachers equally distributed between type of school teachers and gender from various schools form Ahmedabad District selected for the research study.

**Showing the table of Sample Distribution :**

Gender	Type of School Teachers		Total
	Government	Private	
Male	30	30	60
Female	30	30	60
Total	60	60	120

**Variable :****Independent Variable**

1. **Type of School Teachers :** Government and Private school teachers
2. **Gender :** Male and Female school teachers.

**Dependent Variable :** Job Satisfaction Score.

**Tools :**

The Job Satisfaction Scale prepared by Dr. (Mrs.) Meera Dixit (2013) was used. In this scale there are 52 statements/questions. The scoring is on a five point alternatives, viz., strongly agree, agree, undecided, disagree and strongly disagree. Reliability of this test is computed by split half method is 0.92 & 0.93. Reliability of the test by test – retest method is 0.86 & 0.87 and validity is 0.67.

**Procedure :**

The permission was granted from various government and private schools for data collection in Ahmedabad District after the establishment of rapport, personal information and the Jon Satisfaction Scale (JSC)' was administrated the data was collected, scored as per the manual and analyzed. The statistical method 'F' test was calculated and results were interpreted.

## RESULT AND DISCUSSION

**Table : 1** The Table showing sum of variance mean 'F' value and level of significance of type of school teachers and gender.

Sum of Variance	Df	Mean	F-value	Sign. Level
SS <sub>A</sub>	1	2201.63	4.38	0.05
SS <sub>B</sub>	1	1128.53	2.25	N.S.
SS <sub>A*B</sub>	1	952.03	1.90	N.S.
SS <sub>Error</sub>	116	58247.27	—	—
SS <sub>Total</sub>	119	62529.47	—	—

Significant level 0.05 = 3.92 and 0.01= 6.84

A = Type of School Teaches                      B = Gender

A<sub>1</sub> = Government School.                      B<sub>1</sub> = Male

A<sub>2</sub> = Private School.                              B<sub>2</sub> = Female

**Table : 2** The Table showing the Mean Score of job satisfaction of government and private school teachers.

	A (type of School Teachers)		'F' value	Sign.
	A <sub>1</sub> (Government)	A <sub>2</sub> (Private)		
<b>M</b>	39.38	47.85	4.38	0.05
<b>N</b>	60	60		

The above table no.2 shows the mean score of job satisfaction among government and private school teachers. The mean score of government school teachers group is 39.38 and private school teachers group is 47.85. The 'F' value is 4.38, which was found to be significant level at 0.05. This means that the two groups under study differ significantly in relation to job satisfaction and type of school teachers. It should be remembered here that, according to scoring pattern, higher score indicate higher job satisfaction. Thus from the result it could be said that, the private school teachers group is having more job satisfaction than government school teachers. The hypothesis no.1 that, "There is no significant difference in the mean score of the job satisfaction among government and private school teaches" is rejected.

**Table : 3** The Table showing the Mean Score of job satisfaction of male and female school teachers.

	B (Gender)		'F' value	Sign.
	B <sub>1</sub> (Male)	B <sub>2</sub> (Female)		
<b>M</b>	40.50	46.63	2.25	N.S.
<b>N</b>	60	60		

The above table no.3 shows the mean score of job satisfaction of male and female school teachers. The mean score of male school teachers group is 40.50 and female school teachers group is 46.63. The 'F' value is 2.25, which was found to be not-significant level at 2.25 Therefore the hypothesis no.2 that, "There will be no significant difference in the mean score of the job satisfaction among male and female school teachers" is accepted.

**Table : 4 The Table showing the interactive effect of the Mean Score of job satisfaction of type of school teachers and gender.**

			A		'F' value	Sign.
			A <sub>1</sub>	A <sub>2</sub>		
M	B	B <sub>1</sub>	33.40	47.60	1.90	N.S.
		B <sub>2</sub>	45.17	48.10		
N			60	60		

The above table shows the interactive effect of the job satisfaction of the gender and types of area. The result was found to be significant from table no.4 shows that 'F' value 1.90 is not significant. This means that the two group interaction effect under study does not differ significantly in relation to job satisfaction. The mean score is 33.40 for the male government school teachers group, the mean score is 45.17 for the male private school teachers group, the mean score is 47.60 for the female government school teachers group, the mean score is 48.10 for the female private school teachers group. Therefore the hypothesis no.3 that, "There will be no significant difference in the interactive effect of the mean score of the job satisfaction among type of school teachers and gender" is accepted.

#### CONCLUSION:

1. The private school teachers group is having more job satisfaction than government school teachers.
2. There is no significant difference in the mean score of the job satisfaction among male and female school teachers.
3. There is no significant difference in the interactive effect of the mean score of the job satisfaction among type of school teachers and gender.

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