The Study of Job Satisfaction Level of Government Secondary School Teachers of Surendranagar District

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ABSTRACT

The researcher has carried out the study to measure job satisfaction level of secondary government school teachers with an objective to know whether male or female secondary school teachers are satisfied with their job or not and the satisfaction level of both the kind of school teachers is same or not. The researcher has chosen survey method using job satisfaction scale of Dr. R.S.Patel Sir and used convenience sampling method as a sampling method for the particular study. The researcher has taken 100 samples as a sampling size from the total population approximate 450 secondary school teachers from the Surendranagar district. He has used mean, standard deviation and one tailed t-test for the analysis purpose. After analysing all items of job satisfaction scale of Dr. R.S.Patel Sir, The researcher concluded that the job satisfaction level of both male and female government secondary school teachers are same and there is no gender difference about job satisfaction level of male and female secondary teachers working at government schools at Surendranagar district.

INTRODUCTION

What is job satisfaction?

Job satisfaction means whether a person is happy or not with his or her job. If a person is happy with whatever he or she is doing, he or she will get job satisfaction and not have any kind of dissatisfaction, discontent or unhappiness from his or her work or job. Generally, the organizations have found that satisfied employees can bring organization success which reveals that job satisfaction is unseparable part in all organization’s or individual’s happiness or success. Every individual or organizations have their own perspective regarding job satisfaction the factors correlated with job satisfaction are different for different individuals, organizations or jobs.

Why job satisfaction is needed?

According to Mr. J.R.D. Tata, “Human Resources are the most valuable assets for every organization”, Which reveals importance of human resources for the success of every organization and due to these every organization must need to keep their employees happy or satisfied for bringing productivity or organization success. Each job has different characteristics and each individual have different knowledge, skills and abilities to perform their job well. Each individual is a unique entity and have different perspective regarding the job including different factors for the job satisfaction. Organizations need to keep this thing in mind and according to these try to keep their employees happy for organization’s productivity and success.

REVIEW OF THE LITERATURE

The researcher has done study on a study of attitudes towards teaching profession and job satisfaction of music teacher in the school of Gujarat state with an objective to study the correlation between attitude towards teaching profession and job satisfaction of music teachers including 350 music teachers by the stratified random sampling as a sample. He has used self prepared attitude scale for teaching profession and attitude scale of job satisfaction in this study. He has used statistical and mathematical tools for the analysis purpose. He has found that the music teachers of both sexes have same job satisfaction score. (Mahesh Khristi 2009)

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Sample. He has used self prepared job satisfaction scale working condition scale, individual development scale, responsibility scale, recognition scale as a tool. The data was analyzed by suitable technique like percentile average, Cronbach’s alpha, and mean, median, std. deviation, t-test etc... And finally fulfill the objective by developing and standardizing the job satisfaction scale for teachers. (Raj Balwariya Rishi 2013)

The researcher has done study on a study of teachers work conditions, workload, job satisfaction and teaching behaviour with an objective to study the relationship between workload, job satisfaction and teaching behaviour. He has taken 255 educators as a sample and used self prepared tool using likert scale. The researcher has analyzed the data by mean standard deviation, ANOVAs, Range statistic tests etc...

And the researcher has found that there was no significant difference between the mean scores of the all level of teachers work condition in the total score related by physical education teachers classified by sex.(Ratna Yodhan 2012)

The researcher has done study on a study of adjustment of secondary school teachers in relation to their job stress, job satisfaction and job involvement with objectives to see the relationship between adjustment, job stress and secondary school teachers and for these study he has taken sample of 500 teachers of secondary and senior secondary school of Rohtak district and used tools like S.K Mangals teachers adjustment inventory, occupational stresses index A.K. Shivastava and A.P. Sing etc... he has analyzed data through co efficient of correlation techniques. The researcher concluded that the job satisfaction level of both arts and science teachers is same, the qualifications does not make any difference on job stresses and no difference of arts and science teachers for job stress. (Dahiya Neetu 2011).

RESEARCH METHODOLOGY

Hypothesis

H₀: There is no significant difference of job satisfaction level between male and female government secondary school teachers.

H₁: There is significant difference of job satisfaction level between male and female government secondary school teachers.

Total Population

The total population for the study is approximate 450 secondary government school teachers actually working as a secondary government schools at Surendranagar district. The researcher needs to choose the samples from above population with an objective to carry out the research study. In sort the researcher is very clear about the total population to carry out the research study.

Universe

The universe of the study for research is all the government school teachers working in secondary government schools of Surendranagar district. No other in spite of secondary government school teachers is included for the specific research study. In sort the researcher is very specific about universe of the study.

Sample Size

Sample Size means how many respondents have participated during the research study. The researcher has chosen 100 samples for the study from which 60 Male government secondary teachers and 40 female government secondary teachers are selected as a sample of the study.

Sampling method

There are two types of sampling methods. 1. Probability sampling method 2.Non probability sampling method.

Probability Sampling Method

Probability sampling method includes simple random sampling, cluster sampling, systematic sampling and stratified random sampling method.

Non Probability Sampling Method

Non probability sampling method includes convenience sampling, judgemental or purposive sampling, snowball sampling and quota sampling.

According to research needs and statistical calculations the researchers needs to choose one of the sampling method probability or non probability sampling method and the researcher has used convenience sampling method as a sampling method for the specific study.

Tool Used for the study

The researcher has used Job Satisfaction Scale which was constructed by Dr.R.S.Patel sir for the specific research study. This tool is realiable for the specific research study.

Data collection

There are two kinds of data collection method primary data collection method and secondary data collection method.

Primary data collection method

The primary data collection method is personal interview, group discussion, survey method etc... The researcher has used survey method by job satisfaction scale of Dr.R.S .Patel Sir for the specific research study.

Secondary data collection method

The secondary data collection method is all the literature used for the study like project report, research papers, review of literature, financial reports, old thesis, government surveys, websites, research books etc... The
RESEARCH ANALYSIS

Data Analysis

The researcher has done data collection of 100 government secondary school teachers including 60 male and 40 female government secondary school teachers. The researcher has also calculated total job satisfaction score for each sample, during these researcher has done data tabulation for the data analysis with a purpose to know whether the job satisfaction level of male and female government secondary school teachers is same or not.

Table 1: Analysis of Job Satisfaction Score with reference to gender

<table>
<thead>
<tr>
<th></th>
<th>Hypotheses</th>
<th>N</th>
<th>Total Score</th>
<th>Average</th>
<th>SD</th>
<th>Diff of Average</th>
<th>Std. Average of Error</th>
<th>T</th>
<th>Sig Level</th>
</tr>
</thead>
<tbody>
<tr>
<td>M</td>
<td>60</td>
<td>7413</td>
<td>123.55</td>
<td>1.38</td>
<td>9.51</td>
<td></td>
<td>0.71</td>
<td></td>
<td>Not Significant</td>
</tr>
<tr>
<td>F</td>
<td>40</td>
<td>4887</td>
<td>122.18</td>
<td>1.93</td>
<td>9.46</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

From the above table the researcher has found that the average of male and female government secondary teachers 123.55 and 122.18 and the T value is 0.71 which is not significant at level, which indicates that the null hypothesis is accepted at 0.05 significant level and the job satisfaction level of both male and female government secondary school teachers is same and not any significant difference regarding male and female government secondary school teachers working at government secondary schools of Surendranagar district.

CONCLUSION

The researcher has carried out the research with a main objective to identify job satisfaction level of the male and female government secondary school teachers at Surendranagar district and to measure the job satisfaction level of government secondary school teachers is same or not using Job Satisfaction Scale of Dr. R.S. Patelsir and included 100 government secondary school teachers as a sample through convenience sampling method. The researcher has used primary and secondary method for the data collection purpose and calculate job satisfaction score for the data analysis purpose. The researcher has used statistical tools From Microsoft Excel for the data analysis purpose. The researcher has calculated total job satisfaction score, Average, Standard deviation, and one tailed t-test for the analysis. The researcher has concluded that there is no significant difference of job satisfaction level between male and female government secondary teachers.

REFERENCES