

# Study the Effect of Age on Job Satisfaction of Primary School Teachers of Surendranagar District

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## ARTICLE DETAILS

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## ABSTRACT

Job satisfaction is one of the most widely discussed issues in educational institutes. The main objective of this study was to compare job satisfaction of government primary school teachers on the basis of age. For the present study survey method has used by the researcher. Data has collected from government primary school teachers in Surendranagar District. The data was collected using Teacher Job Satisfaction Scale by Dr. R. S. Patel. In this study, a sample of 100 primary teachers of Surendranagar District was selected by the researcher. For the analysis and interpretation of data, Mean, S.D., and T test were used. From the analysis, the researcher concluded that there is no significant difference in job satisfaction of government primary school teachers regards to age which states that government primary school teachers having all three different age groups have same job satisfaction.

## 1. Introduction

Job Satisfaction portrays the perception of the personal towards his/her job, job related activities and environment. It is a combination of psychological and emotional experiences at work. It is often a result of the perception of the employee as to whether his/her job provides him with the outcomes he/she views as important. Job satisfaction is determined by how well the result of the job meets the expectations of the employee or they exceed the expectations. Some important factors influencing job satisfaction may be classified in two categories.

- (A) **Environmental factors** : Job Content, Occupational Level, Pay scale, Promotion, Work group, Supervision
- (B) **Personal Factors** : Age, Sex, Educational Level, Marital Status, Experience

## 2. Review of Literature

**Gajjar (2014)** studied mental health and job satisfaction of higher secondary school teachers with regards to gender and habitat. The main objectives of the study were to study and compare mental health and job satisfaction of male and female teachers, urban and rural area teachers and also study interaction effect between gender and habitat higher secondary school teachers with regards to their mental health. Researcher has used mental health scale by Kamlesh Sharma and Job satisfaction scale by T. R. Sharma. A sample of 120 higher secondary school teachers of Ahmedabad was taken for this study. The results indicated that male teachers are not differing significantly on job satisfaction as compare to female teachers. There was a significant difference between Male and female teachers on mental health.

**Chamundeswari (2013)** studied job satisfaction and performance of school teachers. The objective of the study was to investigate relationship between job satisfaction and performance of teachers in state, matriculation and central board school at the secondary level. There was a sample of 588 teachers was taken from state and central board schools. Researcher has used Minnesota Satisfaction Questionnaire (Weiss and others, 1967) and Effective Performance

Appraisals (Maddux, 2004). The results indicated that teachers in central board schools were significantly better than state board school teachers.

**Lalita (2013)** studied a comparative analysis of job satisfaction among teachers of private and government school. The objectives of the study were to measure the job satisfaction level of teachers, to undertake a comparative study between male and female teachers regarding job satisfaction and to undertake a comparative study between government and private school teachers regarding job satisfaction. A sample of 100 School teachers was taken for the study. Researcher has used structured questionnaire which was divided in two sections as a tool for this study. The results indicated that there was no significant difference in job satisfaction between male and female teachers and also there was no significant difference in job satisfaction between private and government school teachers.

**Rishi (2013)** studied job satisfaction of teacher educators in secondary teacher education institutes in Gujarat with an objective to develop a job satisfaction scale for teachers, and to standardize it and taken 37 teachers as a Sample. He has used self prepared job satisfaction scale working condition scale, individual development scale, responsibility scale, recognition scale as a tool. The researcher concluded that there was no significant difference in job satisfaction between male and female teacher educators and also there was no significant difference of education qualification on job satisfaction of teachers educators.

**Yadav (2012)** studied job satisfaction of primary teachers of Bharuch District. The objectives of the study were to study the job satisfaction level of primary teachers with regards to sex, educational qualification, type of school. A sample of 3000 primary school teachers was taken for the study by random sampling method. Researcher has used self developed Job satisfaction Scale as a tool for the study. The researcher concluded that there was significant difference was seen in job satisfaction between male and female primary teachers and also there was no significant difference in job satisfaction between granted and non granted primary school teachers.

**3. Objective of the study**

The objectives of the study are as follows.

- (1) To study the job satisfaction level of primary school teachers regards to age.
- (2) To compare the job satisfaction level of primary school teachers regards to age.

**4. Variables of the study**

In this study, job satisfaction is the dependent variable and age is an independent variable.

**5. Hypothesis of the study**

- (1) There is no significant difference between mean score of job satisfaction of primary school teachers having age group 18 to 24 year and 25 to 34 year.
- (2) There is no significant difference between mean score of job satisfaction of primary school teachers having age group 25 to 34 year and above 35 year.
- (3) There is no significant difference between mean score of job satisfaction of primary school teachers having age group 18 to 24 year and above 35 year.

**6. Limitation of the study**

This research study is limited to the primary teachers of government primary schools.

**7. Population and Sample**

The present study was conducted on the population of government primary school teachers of Surendranagar District. The researcher needs to choose the samples from above population with an objective to carry out the research study. In short, the researcher is very clear about the total population to

**12. Research Analysis**

**Table 1. Comparison of job satisfaction of primary teachers having age group between 18 to 24 year and 25 to 34 year**

N o.	Hypothesis	N (100) Total	Total Score	Average	S.D.	Difference Of Average	Standard Error Of Average	T value	Significance level
1.	18 to 24 Year	23	2717	118.13	17.97	-2.09	4.87	0.43	Not Significant
	25 to 34 Year	36	4328	120.22	18.68				

Table 1 reveals that there is no significant difference in job satisfaction of primary teachers between having 18 to 24 year and having 25 to 34 year both age groups because the T value

is 0.43 which is not statistically significant at 0.05 level. It means that having both age groups of primary teachers are same in their job satisfaction.

**Table 2. Comparison of job satisfaction of primary teachers having age group between 25 to 34 year and above 35 year**

N o.	Hypothesis	N (100) Total	Total Score	Average	S.D.	Difference Of Average	Standard Error Of Average	T value	Significance level
1.	25 to 34 Year	36	4328	120.22	18.68	5.39	4.44	1.22	Not Significant
	Above 35 Year	41	4708	114.83	20.23				

Table 2 reveals that there is no significant difference in job satisfaction of primary teachers between having 25 to 34 year and having above 35 year both age groups because the T

value is 1.22 which is not statistically significant at 0.05 level. It means that having both age groups of primary teachers are same in their job satisfaction.

**Table 3. Comparison of job satisfaction of primary teachers having age group between 18 to 24 year and above 35 year**

N o.	Hypothesis	N (100) Total	Total Score	Average	S.D.	Difference Of Average	Standard Error Of Average	T value	Significance level
1.	18 to 24 Year	23	2717	118.13	17.97	3.30	4.90	0.67	Not Significant
	Above 35 Year	41	4708	114.83	20.23				

Table 3 reveals that there is no significant difference in job satisfaction of primary teachers between having 18 to 24 year and having above 35 year both age groups because the T value is 0.67 which is not statistically significant at 0.05 level. It means that having both age groups of primary teachers are same in their job satisfaction.

### 13. Findings of the study

The findings as revealed by the study are as follow.

1. There is no significant difference in job satisfaction of primary teachers having age group between 18 to 24 year and having 25 to 34 year.
2. There is no significant difference in job satisfaction of primary teachers having age group between 25 to 34 year and having above 35 year.

3. There is no significant difference in job satisfaction of primary teachers having age group between 18 to 24 year and having above 35 year.

### 14. Conclusion of the study

The researcher has carried out the study with main objectives to study and compare the job satisfaction level of government primary school teachers of Surendranagar District regards to age. Researcher has used Teacher Job Satisfaction Scale of Dr. R.S.Patel and included 100 government primary school teachers as a sample through convenience sampling method. The analysis of the obtained results showed that there is no significant difference in job satisfaction of primary school teachers regards to age. Thus, the researcher has concluded that government primary school teachers of Surendranagar District having all three different age groups have same job satisfaction.

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