

A Comparative study on job satisfaction of government, government-Aided and Private school women teachers

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ABSTRACT

This study assessed the job satisfaction of women teachers. School teachers are the most important group of professionals for our nation's future. Today most of the teachers are dissatisfied with their jobs. Job satisfactions of the teachers are good not only for themselves but society as a whole. When the teachers are satisfied in their job at that time only they have interested to teach students with efficiently and effectively. The data used in this paper is primary in nature and collected through questionnaire from a sample of 240 teachers. The collected data were analyzed through chi-square analysis.

1. Introduction

Education systems place great responsibility on both male and female teachers to educate, train and guarantee the attendance of boys and girls in school. It is therefore important to analyze the female school teachers' role to determine their influence on the education of girls.

Whatever the percentage of female teachers in a basic education system, it is necessary to value their role as educators, in order to offer those working conditions that lead to the development of girls and the community as a whole. It is a fact that the educational success of girls and boys depends to a great extent on the job satisfaction of teachers.

A teacher, who is happy with her job, plays a pivotal role in the upliftment of society. Well-adjusted and satisfied teacher can contribute a lot to the well-being of her pupils. A dissatisfied teacher can become irritable and may create tensions which can have negative influence on the students' learning process and it consequently affects their academic growth. Job satisfaction implies the overall adjustment to work situation.

2. Review of literature

NailaAmjad and ShaziaQuasim(2013), conducted a study on, Job satisfaction among female teachers in public and private sectors. The study concluded that, married female teachers are more satisfied than unmarried teachers and semi government school teachers are more satisfied than others. The teachers who have permanent jobs, no stress and aptitude of pension showed more tendencies towards satisfaction.

Lalitha (2013) examined the, job satisfaction among teachers of private and government school. The result of the study shows that, government school teachers are more satisfied than the private school teachers.

Nirav deva (2015) conducted a research titled on job satisfaction of the teachers of higher education institutions. The

study concluded that both male and female teachers of higher education institutions are highly satisfied with their jobs.

Mehboob.F, Sarwar.M.A, and Bhuto N.A (2012) examined the job satisfaction of teachers and their gender. They have found that male teachers are less satisfied with their job than male teachers.

3. Objectives

Accordingly the following objectives are framed:

1. To study the employment profile of women teachers.
2. To find out the determinants of job satisfaction.
3. To find out the job satisfaction of women teachers.

4. Research Methodology

The study is based on primary data, collected with questionnaire. A sample of 100 governments, 70 governments -aided and 70 private school teachers have been considered in this study. Teachers are selected based on the convenience sampling method. To examine the association between selected variables and job satisfaction, chi- square test has been used. The level of confidence chosen are one and five percent.

LEVEL OF JOB SATISFACTION

In order to find out variables associated with level of job satisfaction, the teachers have been classified into three groups as those with low, medium and high level of job satisfaction. For that purpose, average job satisfaction index and standard deviation for such index have been calculated separately for government, government-aided and private school teachers. The following procedure has been followed for classification of teachers based on the level of job satisfaction.

Low job satisfaction : Teachers with index ranging up to mean index minus standard deviation.

Medium job satisfaction: Teachers with index ranging between mean index **minus** standard deviation and mean index plus standard deviation.

High job satisfaction: Teachers with index ranging above mean index **plus** standard deviation.

Accordingly the grouping of teachers is as below:

| School type | Mean index | Standard deviation | Level of Job Satisfaction | | |
|------------------|------------|--------------------|---------------------------|--------|------|
| | | | Low | Medium | High |
| Government | 76.19 | 7.81 | 21 | 67 | 12 |
| Government-aided | 73.86 | 8.29 | 12 | 53 | 5 |
| Private | 65.24 | 11.95 | 14 | 46 | 10 |

5. Findings

The result of the study are summarized under

Opinion on job satisfaction components

| S.no | Particulars | Weighted Average Rank | | |
|------|--|-----------------------|------------|---------|
| | | Govt | Govt-aided | Private |
| 1 | Salary | 4.3 | 3.81 | 3.02 |
| 2 | Increment for additional Qualification | 4.15 | 3.9 | 2.3 |
| 3 | Festival Advance | 4 | 3.54 | 2.67 |
| 4 | Loan Facility | 3.92 | 4 | 2.01 |
| 5 | Insurance | 3.59 | 4 | 2.14 |
| 6 | Superior-Subordinate Relationship | 3.68 | 3.87 | 3.47 |
| 7 | Inter-Personal Relationship among Colleagues | 4.25 | 3.91 | 4.35 |
| 8 | Student -Teachers Relationship | 4.12 | 3.77 | 4.24 |
| 9 | Freedom of Expression of Opinion | 3.94 | 3.5 | 3.65 |
| 10 | Motivational System | 4 | 3.61 | 3.45 |
| 11 | Workload | 3.71 | 3.34 | 3.4 |
| 12 | Leisure Hours | 3.49 | 3.12 | 3.34 |
| 13 | Leave Facility | 3.94 | 3.85 | 3.1 |
| 14 | Office staff Co-ordination | 3.69 | 3.51 | 3.81 |
| 15 | Job Security | 4.35 | 3.77 | 2.21 |
| 16 | Staff Room Facility | 3.89 | 3.48 | 3.5 |
| 17 | Furniture Facility | 3.97 | 3.78 | 3.34 |
| 18 | Seating Facility for Teachers | 4 | 4 | 3.75 |
| 19 | Staff Room Layout | 3.8 | 3.58 | 3.35 |
| 20 | Transport Facility | 3.91 | 3.51 | 3.51 |
| 21 | Drinking water | 3.37 | 3.72 | 3.21 |
| 22 | Lighting Facility | 3.74 | 4 | 3.55 |
| 23 | Adequacy of Class Rooms | 3.73 | 3.88 | 3.65 |
| 24 | Class Room Layout | 3.74 | 3.98 | 3.57 |
| 25 | Class Strength | 3.71 | 2.84 | 3.25 |
| 26 | Seating Facility for Students | 3.86 | 3.51 | 3.24 |
| 27 | Computer Facility | 3.8 | 3.78 | 3.1 |
| 28 | Printer Facility | 3.81 | 3.52 | 3.1 |
| 29 | Library | 2.69 | 3.7 | 3.62 |
| 30 | Toilet | 3.19 | 4 | 3.48 |
| 31 | Social Status | 3.56 | 3.87 | 2.71 |

Salary

Across all section of employees, salary remains the most pertinent pulling factor. Satisfaction with salary is a prerequisite for efficient performance of teachers. It seems that teachers working in government schools as well as those in government-aided schools are satisfied with their salary while

those with private schools have remained neutral regarding satisfaction with salary.

Increment for additional Qualification

Increment for additional qualification is one of the best motivating factors for all the school teachers. It will help them to increase their qualification and also their income.

Government and government-aided school teachers are satisfied with their increment but private school teachers are dissatisfied with their increments.

Festival Advance

Festival advance is given to the teachers to make them happy during festival times. It will increase their level of job satisfaction. Governments as well as government-aided school teachers are satisfied with their festival advances. While those with private school teachers remained neutral regarding satisfaction with job satisfaction.

Loan Facility

Loan facility plays an important role in all the sectors. It has the power to fulfill the monetary employees. It seems that teachers working in government, government-aided schools are satisfied with loan facility while private school teachers are neutral on this issue. It may be noted that in many private schools, loan facility is not available.

Insurance

Across all the sections of employees, insurance remains most pertinent pulling factor. It seems that teachers working in government and government-aided schools are satisfied with their insurance facilities. Private school teachers are dissatisfied with their insurance facility. In all probabilities they may not have this facility.

Superior subordinate relationship

Superior-subordinate relationship refers to the interaction between higher authorities and their subordinates. Satisfactory upward and downward communication is essential for a successful job. It seems that teachers working in government schools as well as government-aided schools and private schools are satisfied with their superior and subordinate relationship.

Inter-personal relationship among colleagues

Interpersonal relationship at work serves a critical role in the maintenance of trust and positive feeling among them. All the government school, government-aided school and private school teachers are satisfied with their inter-personal relationship among colleagues.

Student – Teacher's relationship

The student teachers relationship is very important for children. A teacher and student who have the qualities of good communication will establish a positive relationship in the classroom. It is found that government school, government-aided school and private school teachers are satisfied with student-teachers relationship.

Freedom of expression of opinion

Freedom of expression includes the right of teachers to speak freely about their opinion of a particular decision making. Satisfaction on freedom of expression of opinion is a pre-requisite for efficient performance of teachers. It seems that teachers working in government, government-aided and

private school teachers are satisfied with their freedom of expression of views.

Motivational system

It is generally assumed that motivation influences peoples' attitude and performance at work. Teachers' motivation is directly linked with the interest in sharing knowledge with students. It is seen that teachers working in government schools as well as government-aided schools are satisfied with their motivational systems, while those at private schools have remained neutral regarding satisfaction with motivational system.

Workload

Workload is the amount of work an individual has to do. There is a distinction between actual amount of work and the individual's perception of the workload. Teachers working in government schools are satisfied with their workload; government-aided school teachers are remaining neutral with satisfaction of their workload, while those with private schools are dissatisfied with workload.

Leisure hours

Leisure is defined as freedom from the demands of work. Everybody needs leisure in their lives, to balance the stress of work and life. Leisure helps re-energize and relax people, so they can perform activities well in their lives. It seems that teachers working in government schools are satisfied with their daily leisure hours. Government-aided as well as private school teachers have remained neutral regarding satisfaction with leisure hours.

Leave facility

As an individual who is passionate about his profession needs to have a balance between work and life, leave facility enables teachers to strike a balance between daily chore and work. It is found that teachers working in government schools as well as government-aided schools are satisfied with their leave facility, while those with private schools neutral regarding satisfaction with leave facility.

Office staff co-ordination

Office staff co-ordination is one of the most pertinent pulling factors because they are ones who prepare salary for all the teachers, apart from maintaining all service records. It is seen that teachers working in government as well as government-aided as also private schools are satisfied with their office staff co-ordination.

Job security

Job security is the probability that an individual will keep his or her job safely. Teachers working in government as well as government-aided schools are satisfied with their job security, while those with private schools are dissatisfied with job security.

Staff room facility

Staff room is the most important place to take rest, to have lunch and so on. Satisfaction with staff room facility is a pre-

requisite for efficient performance of teachers. It is found that teachers working in government, government-aided and private schools are satisfied with their staff room facility.

Furniture facility

All the schools and organizations should provide required furniture to teachers. It seems that teachers working in government schools as well as government-aided schools are satisfied with furniture facility. Private school teachers have remained neutral regarding satisfaction with furniture facility.

Seating facility for the teachers

Seating facility is the most significant factor that makes all the employees comfortable in their job. It shows that teachers working in government, government-aided and private schools are satisfied with their seating facility in their schools.

Staff room layout

Governments as well as government-aided school teachers are satisfied with their staff room layout, while those with private schools are neutral regarding satisfaction with staff room layout.

Transport facility

Teachers are the most essential part of education system. They should have a good transport facility to go to schools. According to that all the government, government-aided and private school teachers are satisfied with their transport facility.

Drinking water

Teachers and students need to consume safe drinking water to keep themselves away from diseases. Teachers working in government as well as private school are neutral with supply of good drinking water, while those with government-aided school are satisfied with drinking water facility.

Lighting facility

The visual environment affects a learner's ability to perceive visual stimuli and affects his/her mental attitude, and thus, performance. Lighting facility is must for the students to study and write down the notes. All the government, government-aided and private school teachers are satisfied with their lighting facility.

Adequacy of classroom

Students are taught in classrooms only. So they should have adequacy of class rooms. Government, government-aided and private school teachers are satisfied with their class rooms.

Class room layout

All the government, government-aided and private school students are satisfied with the class room layout.

Class strength

Class student's strength is directly linked to the job satisfaction of the teachers. If class strength increases, job

satisfaction decreases and if class strength decreases, job satisfaction increases. It seems that government school teachers are satisfied with their class strength. Government-aided as well as private school teachers remain neutral regarding satisfaction of class strength.

Seating facility for students

Teachers from government and government-aided schools are satisfied with their students seating facility, while those from private schools are neutral regarding satisfaction of their students seating facility.

Computer facility

Teachers of government and government-aided schools are satisfied with computer facility, while those from private schools have remained neutral regarding satisfaction with computer facility.

Printer facility

Teachers of government and government-aided schools are satisfied with printer facility, while those are from private schools are neutral regarding satisfaction with printer facility.

Library

Government school teachers are neutral regarding satisfaction of library. Government-aided and private school teachers are satisfied with their school library.

Toilet

Each year two million children die from diarrheal diseases, making it the second most serious killer of children under the age of five. The main source of diarrheal infection is human excreta. It seems clear therefore, that human excreta should be managed as a potentially dangerous material. The construction of latrines is a relatively simple technology that may be used to control the spread of infectious diseases. The government school teachers are remained neutral regarding satisfaction with toilet facility. Government-aided and private school teachers are satisfied with toilet facility.

Social status

Teachers working in government schools as well as government-aided schools are satisfied with social status they gain because of being teachers. Those working in private schools remain neutral regarding this.

6. Conclusion

In the case government schools, the job satisfaction of teacher is influenced by area of residence, monthly income, spouses, distance to school, designation and classes handling; whereas government-aided schools, the job satisfaction of teacher is influenced by educational qualification, marital status, distance to school, and periods engaged per week and in the case of private schools, the job satisfaction of teacher is influenced by type of family, family income, distance to school, designation and number of classes handled.

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