

A Study on the Job Satisfaction of Primary School Teachers in Morigaon District with Special Reference to Bhurbandha Block

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Abstract

Teachers have always played vital roles in the reconstruction of the society. The role of the teachers is highly important in the transmission of knowledge among students. Job satisfaction describes how content an individual is with his or her job. So this study will help us to know about the level of satisfaction among the primary school teacher. The present study has been undertaken to the job satisfaction of Primary school teachers in Morigaon District with special reference to Bhurbandha block. Objectives of the study are- To study the level of job satisfaction among primary school teachers in Morigaon District with special reference to Bhurbandha block. To compare the level of job satisfaction among the Male and Female teachers of Morigaon District with special reference to Bhurbandha block. The sample consisted of 100 teachers of primary schools in Morigaon district of Assam. Job satisfaction is very important in teaching profession because teacher is the builder of human resources. To make the teaching learning process more effective job satisfaction is very essentials.

Key Words: Job satisfaction, Primary, School, Teachers.

1.0 INTRODUCTION

Teaching is the most noble and respected profession in the world. Teachers are the strength of the society as well as of the nation because that shapes the character, calibre, and future of an individual. Teacher is one of the most important factors of formal education system. A teacher not only helps the students to gain knowledge but also he/she works as a friend, philosopher and guide. The behaviour of the teacher depends upon his/her efficiency, effectiveness, job satisfaction, mental and physical health etc.

The role of the teachers is highly important in the transmission of knowledge among students. They give children purpose, set them up for success as citizens of our world, and inspire them to do well and succeed in life. The teachers have the ability to shape leaders of the future in the best way for society to build positive and inspired future generations. The positive attitude towards work is equivalent to job satisfaction. For the development of a quality teacher the main factors are efficiency and effectiveness of the teacher. High level of job satisfaction may be a sign of a good emotional and mental state of employees. The behaviour of the teachers depending on their level of job satisfaction will also affect the functioning and activities of the school. Like India, other countries in the world are trying to

improve the quality of education, so that it meets the demand of globalization. Teachers would perform to maximum capacity, only if they are satisfied with their jobs. So, job satisfaction is an important phenomenon in every sector especially in the teaching profession.

1.2 Need and Significance of the study

Job satisfaction is very important in all sector of job. Teacher is a builder of human resources. Job satisfaction is required in any profession in general and in teaching profession also. The role of the teachers in the National development is becoming increasingly important. The intellectual and personality development of the students largely depend on the commitment of the teachers. So there are very essentials for the satisfaction of job among the teacher. Satisfaction is a psychological phenomenon and its concept is highly objective. Job satisfaction describes how content an individual is with his or her job. So this study will help us to know about the level of satisfaction among the primary school teacher. The study helps us to know about the levels of job satisfaction of primary schools teachers.

1.3 Statement of the Problem

The present study has been entitled as “A study about the job satisfaction of Primary school teachers in Morigaon District with special reference to Bhurbandha block.”

1.4 Objectives of the study

- To study the level of job satisfaction among primary school teachers in Morigaon District with special reference to Bhurbandha block.
- To compare the level of job satisfaction among the Male and Female teachers of Morigaon District with special reference to Bhurbandha block.

1.5 Hypothesis of the study

- There is no significant difference in the level of job satisfaction of male and female primary school teachers.

2.0 METHODOLOGY

For the present study, descriptive survey method is applied to obtain precise information concerning the current status of phenomena .

2.1 Selection of Population and Sample

The present study has been conducted among 389 numbers population of primary school teachers at Bhurbandha block. As a sample 100 numbers of male and female have been selected by applying Simple Random Sampling technique.

2.2 Sources of Data

In this research study the researcher have collected the data from the sources like-

■ Primary Source

The researcher have been used primary sources of data by using self-structured attitude scale for measuring the level of job satisfaction of primary schools teachers at Bhurbandha block.

■ Secondary Source

The researcher has been also used secondary sources of data like book, journals, website etc. for reviewing the data.

2.3 Tools for data collection

The required data to reveal the teachers perception were collected through using self structured attitude scale .The scale consisting of 20 statements regarding their satisfaction of job. Aspectsof the tool aresuch as their level of satisfaction, environment to the institution, training status etc.

2.4 Statistical Technics used

The data were analysedthrough using simple percentage, frequency, graphical representation of the data.

3.0 ANANLYSIS AND INTERPRETATION OF DATA

After collection of data for the study, a systematic statistical analysis was made in the light of the objectives set forth for the investigation and discussed as follows :

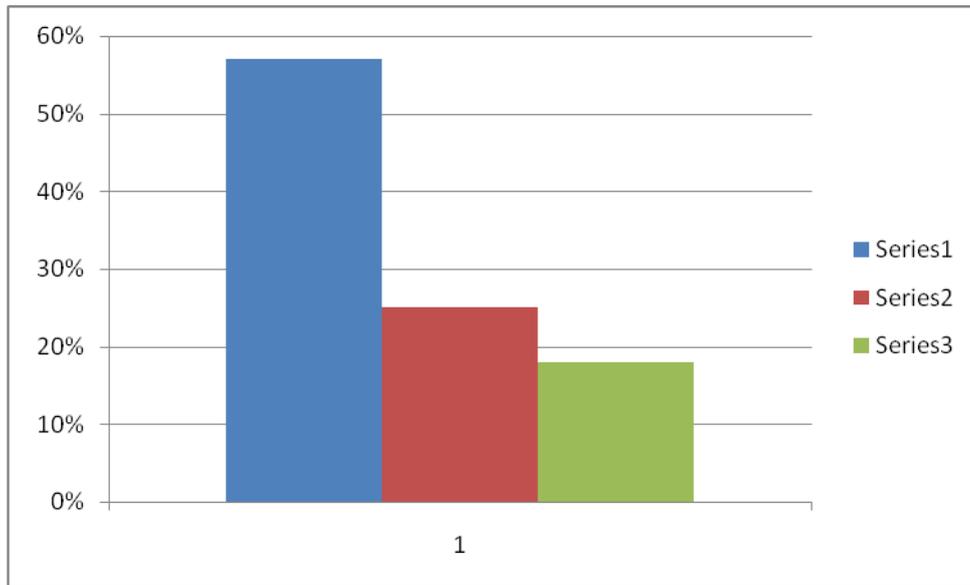
Objective 1

To study the level of job satisfaction among primary school teachers.

Job Satisfaction Levels	No of teachers	%
High(80-94)	57	57%
Moderate (75-79)	25	25%
Low(45-74)	18	18%
Total	100	100%

Table 1: Job satisfaction levels among primary school teachers

Graphical representation of the percentage of the level of satisfaction of the primary school teachers.



(Figure 1 : The level of job satisfaction of primary school teachers)

Table 1 shows that 57 out of 100 primary school teachers have high level of job satisfaction, which means 57% of the primary school teachers have found to be highly satisfied with their profession. Moreover, 25% teachers are moderately satisfied their profession and job satisfaction level of 18% teacher is low. So it can be interpreted that most of the teachers are satisfied in their profession.

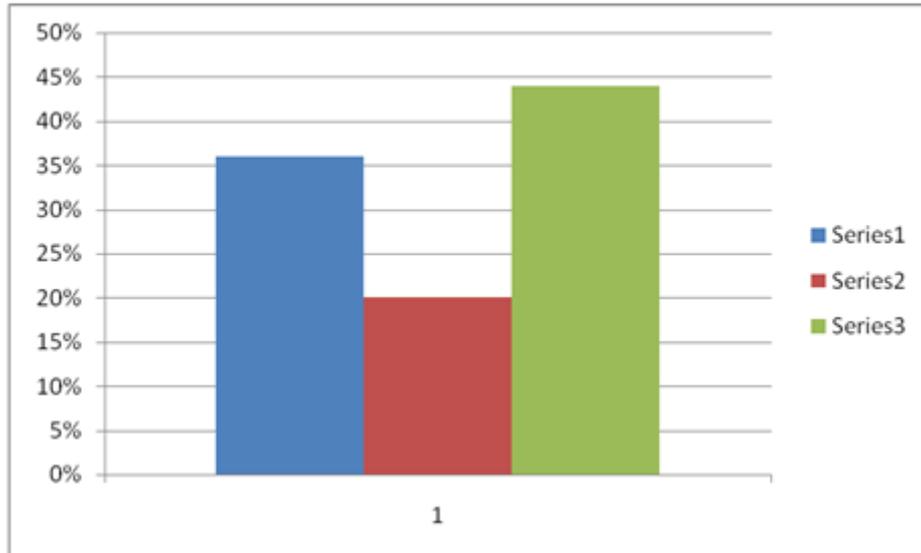
Objective 2

To compare the levels of job satisfaction among the male and female teachers.

Level of satisfaction	No of teachers	%
High (80-94)	18	36%
Moderate(75-79)	10	20%
Law(60-74)	22	44%
Total	50	100

(Table 2 The level of job satisfaction among the female teachers)

Graphical representation of the percentage of the level of satisfaction of the female teachers.



(Figure2: The level of job satisfaction among female teachers)

Table 2 shows that 18 out of 50 female primary school teachers have high level of job satisfaction, which means 36% of the primary school teachers have found to be highly satisfied with their profession. Moreover, 20% teachers are moderately satisfied their profession and job satisfaction level of 44% teacher is low.

Again the level of job satisfaction among male teachers are given below

Levels of satisfaction	No of teachers	%
High (75-94)	17	34%
Moderate(65-74)	12	24%
Law (45-64)	21	42%
Total	50	100%

(Table : 3 The level of job satisfaction among male teachers)

Graphical representation of the percentage of the level of satisfaction of the male teachers.

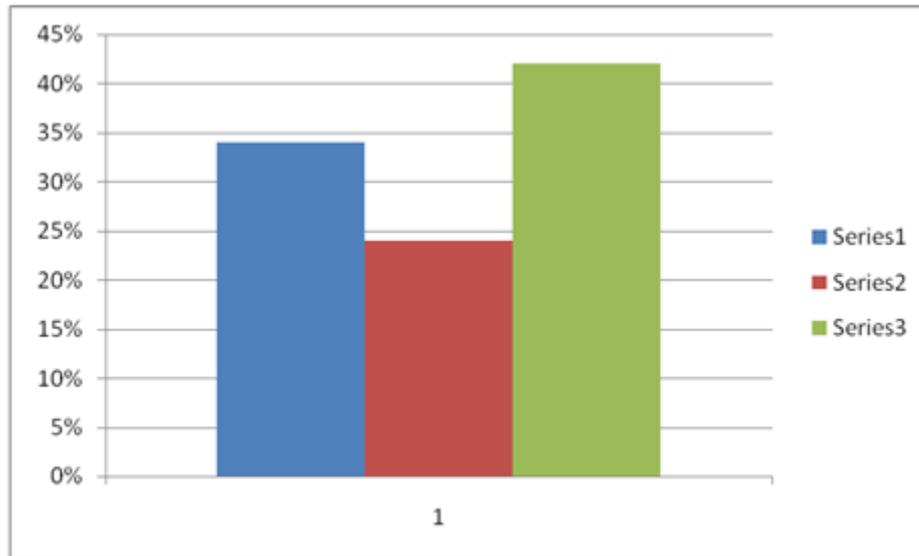


Table 3 shows that 17 out of 50 male primary school teachers have high level of job satisfaction, which means 34% of the primary school teachers have found to be highly satisfied with their profession. Moreover, 24% teachers are moderately satisfied their profession and job satisfaction level of 42% teacher is low.

4.0 MAJOR FINDINGS OF THE STUDY

The finding of the study are pointed out below

- 1) 57% primary school teachers are highly satisfied with their job.
- 2) 25% teachers are moderately satisfied with their job.
- 3) 18% teachers are low satisfied with their job.
- 4) 36% female teachers are highly satisfied with their job .
- 5) 34% male teachers are highly satisfied with their job.

5.0 EDUCATIONAL IMPLICATIONS OF THE STUDY

The educational implication of the study are given below

- 1) Job satisfaction is very important in teaching profession because teacher is the builder of human resources.
- 2) To make the teaching learning process more effective job satisfaction is very essentials.
- 3) Without the satisfaction of the teacher, the purpose of teaching cannot be fulfilled. So the job satisfaction is very important in the fields of education.

6.0 CONCLUSION

It has been found from this study that most of the primary school teachers are highly satisfied with their profession. Rest of the teachers are moderately satisfied because of certain reasons like infrastructure, salary, heavy workload, poor classroom facility, low cooperation of parents etc. Though there are no significant differences in the job satisfaction level of the primary school teachers in respect of gender. As the duration of service period has increased their job satisfaction level has slowed down. This may be an outcome from the atmosphere of the school, mental pressure and boredom of the teachers. National Policy of Education (1986) rightly states- 'No people can rise above the level of its teachers'. A good teacher is one who teaches the students as per their ability, attitude and interest in the study and creates a joyful environment in the classroom. School administration and government should create such a favourable environment in the school that the teachers can perform their duties whole heartedly with full attention and full satisfaction and the result is that the standard of education will grow forward.

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