

## **A STUDY ON JOB SATISFACTION LEVEL OF SCHOOL TEACHERS IN RAMANATHAPURAM TOWN**

**S.R.DEEPIKA**

Ph.D., Research Scholar,  
Department of Commerce,  
Sri Krishna Aditya College of Arts and Science,  
Coimbatore.

**Dr. A. RAMASETHU**

Assistant Professor,  
Department of Commerce,  
Sri Krishna Aditya College of Arts and Science, Coimbatore.

### **Abstract**

In the present study, based on my survey of perception of school teachers in private schools in Ramanathapuram district. On the basis of the response of 100 respondents. The study aims to measure the level of job satisfaction, job involvement and organizational climate of school teachers in private schools in Ramanathapuram town. The Results are demonstrating a substantial association between school working conditions and teacher job satisfaction. More specifically, teacher workload, teacher cooperation and teacher perceptions of student discipline in school were the factors most closely related to teacher job satisfaction. As to teacher characteristics, female teachers, teachers with more exposure to professional development and more efficacious teachers tended to have higher levels of job satisfaction. In addition, it was found that the relationship between the extent of teacher cooperation and job satisfaction was more pronounced for male teachers, while student discipline was more important for job satisfaction of teachers with lower self-efficacy beliefs.

### **Introduction**

The role of every teachers in our society is very important. The quality of education is related to the quality of the teachers. Every teacher devotes their life to education for the only reasons as individual to them as any other part of their identity. Always there is a demand for great teachers in this country, and a person is called to become a teacher in response to that need. A great teacher wants to help students along this path and to play a part in shaping the ultimate person to next generation. Becoming a teacher lets you impart life lessons that they will never forget and puts you in a position to influence their decisions, behaviours, strengths, weaknesses and imaginations. Job satisfaction is the state of mind.

This study investigates the relations between teacher job satisfaction, school working conditions and teacher characteristics. In this study, we use the definition of job satisfaction provided by Evans (1997), the two main components in teacher job satisfaction are recognised: job comfort and job fulfilment. The former refers to how satisfactory job conditions and circumstances are to an individual, while the latter refers to the extent of one's satisfaction by personal accomplishments within meaningful aspects of the job.

Job satisfaction is the feelings which individual is with their important needs are satisfied by the work they are doing. As a result, they will express a favourable attitude to their job.

### Statement of the problem

If the workers are dissatisfied with their jobs, they are thought to be less attention and more prone to absenteeism, commit mistakes, lack of concentration. The purpose of this research is to identify the overall job satisfaction. The level of satisfaction may differ from one level to another level depending of rules, salary conditions, environment motivation and like. So the researcher has undertaken the research on the topic 'A STUDY ON JOB SATISFACTION OF SCHOOL TEACHERS in Ramanathapuram town'

### Scope of the study:-

This study is emphasized on the job satisfaction of the school teachers in Ramanathapuram town.

### The period of study:-

The study has been undertaken during a period of four months from January 2021 to April 2021

### Objectives of the study:-

1. To measure the job satisfaction level of school teachers in Ramanathapuram town.
2. To study the job involvement of school teachers Ramanathapuram town.
3. To measure the level of satisfaction of teachers in both Private and Government Schools.
4. To compare the job satisfaction of the school teachers with respect to their school management.
5. To undertake a comparative study between male and female teachers regarding their job satisfaction.

### Result and discussion

Age is an important factor which influencing the job satisfaction of school teachers. The researcher has interviewed the various groups of the respondents and the details are presented in the following table.

**Table 1 Age wise of classification**

| S.No | Age            | No.of Respondents | Percentage |
|------|----------------|-------------------|------------|
| 1    | Below 25 years | 25                | 25         |
| 2    | 25 – 30 years  | 34                | 34         |
| 3    | 35 – 45 years  | 24                | 24         |
| 4    | Above 45 years | 17                | 17         |
|      | <b>Total</b>   | 100               | 100        |

(Source: Primary Data)

From the above table 1 it is clear that out of 100 respondents 25 percentage of the respondents are in the age group of below 25 years, 34 percent of the respondent are between 25 and 35years, 24 percent of the respondents are between 35 and 45 years and remaining 17 percent of the respondents are above 45 years of age.

It is found that the majority 34 respondents were in the age group of 25-35 years. It is understood that this study area giving opportunity to this group of staffs to best handling experience with the students.

**Educational qualification**

Education level is one of the most important factors which affects the job satisfaction level of school teachers. Education provides an opportunity to develop one’s personality. They can understand a situation and appraise it positively. Thus, they are likely to express satisfaction with their jobs. Dissatisfaction will be greater when educated persons are employed in lower level jobs.

**Table 2 Educational Qualification**

| S.No | Educational level          | No.of Respondents | Percentage |
|------|----------------------------|-------------------|------------|
| 1    | B.Ed.,                     | 26                | 26         |
| 2    | Post Graduates with B.Ed., | 51                | 51         |
| 3    | M.phil.,Graduates          | 13                | 13         |
| 4    | P.hd., Graduates           | 10                | 10         |
|      | <b>Total</b>               | 100               | 100        |

(Source: Primary Data)

It is clear from the above Table.2 that out of 100 respondents. 26 percent of the respondents are studied up to B.Ed., the majority of 51 percent of the respondents are studied up to post graduates with B.Ed., 13 percent of the respondents are having M.Phil., and the remaining 10 percent of them are having P.hd., level of education. Well, most of the respondents are post graduates with B.E.d., it is understood that either private or government schools have except the basic qualification to appointing as a teacher.

**RELATIONS BETWEEN EDUCATION AND AGEWISE CLASSIFICATION**

Chi-square test is used to test the relationship between the education and age wise classification. Let us take the hypothesis between education and age wise classification.

**CALCULATION OF CHI-SQUARE TEST**

| S.No | Age classification | Education wise | B.Ed., | PG with B.Ed., | M.Phil., | P.hd., | Total |
|------|--------------------|----------------|--------|----------------|----------|--------|-------|
| 1.   | Below 24 years     |                | 7      | 6              | 3        | 1      | 17    |

|    |                |    |    |    |    |     |
|----|----------------|----|----|----|----|-----|
| 2. | 25-35 years    | 8  | 12 | 10 | 4  | 34  |
| 3. | 35-45 years    | 6  | 10 | 7  | 7  | 30  |
| 4. | Above 45 years | 4  | 6  | 4  | 5  | 19  |
|    | Total          | 34 | 25 | 24 | 17 | 100 |

**Source: Primary Data**

**Expected Frequency:**

|       |      |      |      |
|-------|------|------|------|
| 5.78  | 4.25 | 4.08 | 2.89 |
| 11.56 | 8.5  | 8.16 | 5.78 |
| 10.2  | 7.5  | 7.2  | 5.1  |
| 6.46  | 4.75 | 4.56 | 3.23 |

| O  | E     | (O-E) | (O-E) <sup>2</sup> | (O-E) <sup>2</sup> /E |
|----|-------|-------|--------------------|-----------------------|
| 7  | 5.78  | 1.22  | 1.48               | 0.25                  |
| 6  | 4.25  | 1.75  | 3.06               | 0.72                  |
| 3  | 4.08  | -1.08 | 1.16               | 0.28                  |
| 1  | 2.89  | -1.89 | 3.57               | 1.23                  |
| 8  | 11.56 | -3.56 | 12.67              | 1.09                  |
| 12 | 8.5   | 3.5   | 12.25              | 1.44                  |
| 10 | 8.16  | 1.84  | 3.38               | 0.41                  |
| 4  | 5.78  | -1.78 | 3.16               | 0.54                  |
| 6  | 10.2  | -4.2  | 17.64              | 1.72                  |
| 10 | 7.5   | 2.5   | 6.25               | 0.83                  |
| 7  | 7.2   | -0.2  | 0.04               | 0.00                  |
| 7  | 5.1   | 1.9   | 3.61               | 0.70                  |
| 4  | 6.46  | -2.46 | 6.05               | 0.93                  |
| 6  | 4.75  | 1.25  | 1.56               | 0.32                  |

|       |      |       |       |       |
|-------|------|-------|-------|-------|
| 4     | 4.56 | -0.56 | 0.31  | 0.06  |
| 5     | 3.23 | 1.77  | 3.13  | 0.96  |
| Total |      |       | 79.19 | 11.48 |

$$\sum (\mathbf{O-E})^2/\mathbf{E} = 11.48$$

$$V = (c-1) (r-1)$$

$$= (4-1) (4-1)$$

$$= 3 \times 3$$

$$V = 9$$

Degree of freedom = 9

The value of degrees of freedom at 5 per cent level = 16.9

The calculated value of  $\chi^2$  is 11.48 is less than the table value of 16.9 Hence hypothesis is accepted and there is no relationship between education and agewise classification. Education is helps in deciding posting of teachers.

#### **Suggestions:**

- The friendly and supportive colleagues lead to increased job satisfaction
- The institution may boost the teachers by providing different types of job performing opportunities, extension works and challenging job assignments to develop individual skills.
- Appointment of additional staff is necessary to reduce the work load of the teachers.
- The institution must take necessary step to provide promotion of the teachers at the right time and to the right person.
- Good amount of concessions, salary and encouragement may also provide to the teachers. This is will go a long way to develop of that institution and teachers family.

#### **Conclusion:**

Job satisfaction of teachers is too important because their attitude towards job affect the learning process of the students. Only satisfied teacher can perform well in the classrooms and their quality of teaching improves Their relation rate also becomes

higher. Teachers job satisfaction has been hit by a number of setback and needs to enhanced, through organization of good induction programs, professional encouragement for the failing teachers, should be emphasized. Teachers also felt that there is need of introducing guidance and counseling for teachers in most secondary school. There is need for give most teachers further raining. This will bring about professional expertise. Teachers also need to be listened and also most school develop welfare programme to cater for teachers extra needs.

### Reference

Agarwal, J. (2004). A study of Job Satisfaction of Primary and Secondary School Teachers, Fourth Survey of Education Research. 1. New Delhi: NCERT.

Evetts, J. (2009). New professionalism and new public management: Changes, continuities and consequences. *Comparative Sociology*, 8(2), 247–266.

Guarino, C. M., Santibanez, L., & Daley, G. A. (2006). Teacher recruitment and retention: A review of the recent empirical literature. *Review of Educational Research*, 76(2), 173–208.

Armstrong, M. (2006). A Handbook of Human Resource Management Practice, *Tenth Edition*, Kogan Page Publishing, 1-264