

# A Comparative Study of Job-Satisfaction of the Primary School Teachers

Ashhar Tauseef

*Research Scholar (Education)  
Shri Venkateshwara University  
Gajraulla (AMROHA) U.P., INDIA*

Dr. A. K. Roy

*Research Supervisor and Visitor professor  
Shri Venkateshwara University  
Gajraulla (AMROHA) U.P., INDIA*

**ABSTRACT - The present study was aimed to carry out to find the level of job satisfaction in the following aspect: Intrinsic aspect of job, salary promotion avenues and service condition aspect, physical facilities aspect, institution plans and policy aspect, satisfaction with social status and family welfare, aspect rapport with students aspect and total components of job-satisfaction sample of 200 primary teachers was selected randomly.**

**Keywords: Attitude, job-satisfaction, primary school teachers**

## I. INTRODUCTION

The term job satisfaction has been in a variety of ways, most often job satisfaction and job attitude are interchangeable. Both are effective reactions of the incumbent towards the job work situation. They are engaged in at a given time. Job satisfaction is a pleasurable or positive emotional state resulting from the appraisal of one's job experience. Job satisfaction is related but distinguishable from morale and job involvement. Since a job is not entity or physical things, but a comp led of interrelationships of likes, roles responsibilities interaction, incentives and rewards, it has to be intimately related to all of them. In the primary school first stage of the modeling life of children is began in the educational and social life. Moreover the children of this stage are imitative. Therefore it can be said that if powers lying among female teachers must be prepare in a proper direction, the same may be helpful in development of personality of a person. So it is very necessary to study the personality traits and characteristics of the female teachers in the various context of personality. Human is the social in the nature. In the Indian context female teachers are continuously engaged in her daily life by acting different active role and put herself in the family, society and education field for serving her service of teacher as well as related social relationships, and tries to adjust with the different desirable and undesirable situations. Female teachers are always trying to adjust and work in the unique atmosphere of the individual school. In all the process of education, teacher is the key-person in the center of the education system. Teacher is an expert, efficient, loving, co-operative, honest, enthusiastic and responsible person.

## II. OBJECTIVES OF THE STUDY

- 2.1. To study the effect of habitat on job satisfaction of primary teachers.
- 2.2. To study of the effect of gender on job satisfaction of primary school teachers.

## III. VARIABLES OF THE STUDY

Table-1 Variables

No.	Variable	Type of variable	Levels
1	Habitat	Independent	Urban Rural
2	Gender	Independent	Male Female
3	Score of job satisfaction scale	Dependent	

## IV. HYPOTHESIS OF THE STUDY

4.1. There will be no significant difference between the mean score of the Urban Area habitat and rural area habitat teachers on the job satisfaction scale.

4.2. There will be no significant difference between the mean score of the male and female teachers on the job satisfaction scale.

## V. METHODOLOGY

The survey method was adopted to conduct the research.

5.1. *Sample*

The sample for the present study from Amroha district of a total sample of 200 teachers comprising of 100 male and 100 female was selected randomly selection by using stratified randomly system basis during the year of 2012-13.

5.2. *Research tool*

The tool named as Teacher job satisfaction questionnaire scale was prepared by Dr. Promodkumar for teachers of primary schools in which economic matters, working conditions, supervision, benefits, working with co-worker, principals, students institutional facilities and society are like as statement were divided in to ten components for the present study. Scale having 29 items which is reliable and valid.

## VI. DELIMITATION OF THE STUDY

The scope of the present study is selected very extensive with reference to characteristics of personality, adjustment and job-satisfaction of female primary teacher, researcher had delimited the limits of the study are given as follows. Present study is delimited to the only male and female teachers from the primary school education from Amroha city from the Uttar Pradesh state, with reference to preparation of tools in Hindi medium only and for the teachers from the primary school education serving during their academic year of 2011-12.

## VII. DATA COLLECTION AND ANALYSIS

Data collection and analysis were carried out on the following heads.

- A. Effect of habitat on job satisfaction of primary school teachers:
- B. Effect of gender on job satisfaction of primary school teachers:

The data were collected by using a Teacher Job Satisfaction questionnaire scale for teachers interpreting the data, following observation were found.

Table 2 Statistical description

No.		N	Mean	S.D.	CR	Level of significance
1.	Urban	100	24.36	4.34	3.82	0.01
	Rural	100	22.70	5.43		0.05
2.	Male	100	23.27	4.66	0.59	0.01
	Female	100	23.66	4.74		0.05

### 7.1 Effect of habitat on job satisfaction of primary school teachers

From the above table no.01 it is evident that the mean score and SD of urban area habitat primary teachers are found 22.36 and 4.34 while mean score and SD of rural area habitat primary teachers are found 22.70 and 5.43. Calculated C.R. found 3.82. Which is significant at 0.01 and 0.05; level of significance. Hence it can be said that the mean score of the urban habitat primary teachers towards job satisfaction rating scale were found significantly higher than the mean score of rural area habitat primary teachers on job satisfaction rating scale. So, Ho1 is rejected as: "There will be no significant difference between mean score of urban habitat and rural area habitat primary teachers on job satisfaction rating scale."

### 7.2 Effect of gender on job satisfaction of primary school teachers

From the above table no.01 it is evident that the mean score and SD of male primary teachers are found 23.27 and 4.66 while mean score and SD of female primary teachers are found 23.66 and 4.74. Calculated C.R. found 0.59. Which is significant at 0.01 and 0.05; level of significance. Hence it can be said that the mean score of the male primary teachers towards job satisfaction rating scale were found approximately equal than the mean score of female primary teachers on job satisfaction rating scale. So, Ho1 is accepted as: "There will be no significant difference between mean score of male and female primary teachers on job satisfaction rating scale."

## VIII. CONCLUSION

From the above study it is generalized that the mean score of the urban habitat primary teachers towards job satisfaction rating scale were found significantly higher than the mean score of rural area habitat teachers on job satisfaction rating scale. Mean score of the male primary teachers towards job satisfaction rating scale were found approximately equal than the mean score of female primary teachers on job satisfaction rating scale. Hence it can be conclude that the habitat and gender of the primary teachers are very responsible variables of affecting factors to the job satisfaction of the primary teachers.

## REFERENCES

- [1] Agarwal, S. (1988), Teacher Effectiveness of female teachers. Fifth survey of educational research.2, National Council of educational research and training, New Delhi.
- [2] Ball, C., and Stenlund, V. (1990), The Centrality of work , working conditions and job satisfaction of teachers in Canada: An Ontario study journal of organizational psychology, 65, 185-196.
- [3] Camp, S.D. (1994), Assessing the effects of organizational commitment and job satisfaction on Turnover: An event history approach. Prison journal, 74 (3), 279-306.
- [4] Living, K.U. (1970), A study of teaching freedom in the contact of he professional satisfaction.
- [5] Rawat, S. (1992), A study of expectations and realities of job, job satisfaction and value: Pattern of secondary school teachers in relation to their sex. Unpublished Doctoral Dissertation of Ph.D.Edu. Rohilkhand University Bareilly.
- [6] Saxena, Saroj (1984), A study of job satisfaction of teachers in relation age, sex, educational qualification and experience year journal of educational volume, 11, 21-24.
- [7] Singh, Diwakar. (2006), An effective study of teaching aptitude teachers attitude and job satisfaction on teacher effectiveness and secondary school teachers.