A COMPARATIVE STUDY OF MALE AND FEMALE SCHOOL TEACHERS IN THEIR JOB SATISFACTION

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ABSTRACT

The present study has been conducted by employing description survey method by the investigator and designed to determine the comparative study of male and female teachers in their job satisfaction. For this study, sample of total 100 School teachers of Sangrur District of Punjab State was considered. Job satisfaction scale (JSS) by Dr. Amar Singh and Dr. T.R. Sharma were used to collect data. The results may be attributed to the fact that females are better mental health level as compare to male school teachers because they are living more active life informal of home activities as well as outside the home activities which helps them keeping her fit as compare to the male counter parts.

KEYWORDS: Male & Female, School Teachers, Job Satisfaction.

INTRODUCTION

Teaching and job satisfaction go hand in hand. Tradition, the teaching job enjoyed a considerably high level of prestige and only dedicated and selected individuals joined this profession. The teachers were usually held in very high esteem by the different section of people and society was sensitive enough to take care by the needs of the teachers. Which the changing social-economic scenario and increasing unemployment, the value of teachers and their professional concern associated with the job have forcibly undergone a change. Many of them now treat ‘teaching’ like any other profession and making money has become very important. Extrinsic motivation has become important for them. Not withstanding this fact, the stress and hassles of teachers have all the more increased. The economic condition of the teachers also varies, depending on the nature and type of institution they belong to. Their stresses often spill over from work to the family setting and vice versa. The changing relations between the teachers and the students also create the problem (Crank, K. 1987). Under these conditions, the participation of the teachers in the educational process in often rated to be at below the optimum level of functioning.

Moreover, no two things are alike and identical in this world. The difference is found in both the animate as well as inanimate things. One individual is never like another individual in each and every respect. Each individual has his own peculiarities, abilities and capabilities which present him as a separate individual.
CONCEPT OF JOB SATISFACTION

Job satisfaction is a combination of two words job and satisfaction. The word job refers to the collection of tasks, duties and responsibilities while satisfaction means the fulfillment of a need or desire.

Job satisfaction occupies a central position in today’s work-oriented society, as a large part of individuals’ time is spent on job. Job satisfaction is the favorableness or unfavourableness with which employee view their work. It expresses the amount of agreement between ones expectations of the job and the rewards that the job provides. Job satisfaction is a part of life satisfaction. The nature of one environment off the job does affect ones feelings on the job. Similarly, since a job is an important part of life, job satisfaction influences one general life satisfaction.

Job satisfaction is an emotional state resulting from appraisal of one’s job experience. Teachers are the ultimate arbiters of educational process. The teacher satisfaction in his job is so self-explanatory that it hardly needs a detailed discussion to elucidate its significance in determining his effectiveness. Low job satisfaction is a surest sign of deteriorating teaching standards. High job satisfaction on the other hand makes work (teaching) well organized. Hodson (1991) Job satisfaction can be defined as an individual general attitude towards his or her job. Macmillan English Dictionary (2002) Job satisfaction is the feeling that one has when he enjoys his job.

Kotzell (1980) Job satisfaction is an employees of his or her job in terms of supervision, co-workers, pay, promotions and the work itself. This evaluation is actually a comparison between the employees expectation about these job related factors and his or her actual experience on the job.

Hence, job satisfaction is the sum of all negative and positive aspects related to individual’s salary, working conditions, the levels of success, the rewards, and the social maintained in relation to his or her job. It refers to an individual subjective experience of his work situations, his response and feeling towards different factors of work role. It is not a unitary concept what a composite of factors or dimensions.

REVIEW OF RELATED LITERATURE

Centers and Cantril (1956) who made an investigation to find out the relationship between education and job-satisfaction concluded that the best paid workers, who were not doing tedious work and had lower educational-achievements, were the employees with highest levels of job-satisfaction. Anjaneyulu (1974) who studied job satisfaction in the secondary school teachers in the state of Andhra Pradesh found that the post-graduate teachers were more dissatisfied than those with less educational qualifications.

Clifford (1993) conducted a study on a sample of 197 teachers from 50 Public schools and found no significant difference in male and female teacher’s level of job satisfaction. Kapoor, Monika (1999) conducted “A comparative study of job satisfaction of teachers working in
Navodaya Vidyalayas and Traditional School”. She found that there existed significant difference in the job satisfaction of Navodaya Vidyalayas and traditional school teachers.

Kaur, R. (1999) found that there exist significant relationship between job satisfaction and personality traits of Navodaya Vidyalayas teachers. Cheryal, B. (2000) explored the relationship between teachers personally and teacher’s perception of their Principal’s leadership style and how it affect teacher job satisfaction, found that there were no significant relationships.

NEED OF THE STUDY

School is the nucleus of learning and epicenter for development of any nation. Functioning and performance of the school depend upon the managerial skills of headmaster, enthusiasm of teachers and resource management performance of teachers would have direct learning on student’s performance and behaviors every teacher should encourage the students to Lucama more innovative rather then passive recipients of information.

Looking job satisfaction from teacher’s perspective the researcher interest is to analyze job satisfaction from school teacher’s point of view. This study has tried to reveal the job satisfaction among the teachers of schools in Sangrur district (Punjab).

In the recent years, there is growing realization of the importance of understanding teacher’s job satisfaction and how it influences the level of performance and life of teacher’s. The teacher can justify his work, if he or she is fully satisfied with his or her job. Mental health plays a significant role because if teachers are mentally healthy only then they can serve the cause of society. There is need to explore this area. Hence, a more detailed study needs to be conducted in the field

DELIMITATIONS OF STUDY

1. The study was delimited to Government School of Sangrur District.
2. The study was delimiting to 100 Government school teachers.
3. The study was delimited to one Psychological Test i.e. Job Satisfaction.

OBJECTIVE

To find out the comparative difference between male and female school teachers in their job satisfaction.

HYPOTHESIS

There will be no significance difference between male and female school teachers in their job satisfaction.
SAMPLE

The sample of the present study comprised of 100 government school teachers out of which 50 were male and 50 were female school teachers.

FIG. 1.1
Govt. Teacher
N=100

Male
(N=50)

Female
(N=50)

TOOLS USED

Job Satisfaction Scale (JSS) by Dr. Amar Singh and Dr. T.R. Sharma

STATISTICAL TECHNIQUES USED

The present study statistical techniques were used - Mean, Standard Deviation and t-test.

ANALYSIS AND INTERPRETATION

TABLE

MEAN DIFFERENCE BETWEEN MALE AND FEMALE SCHOOL TEACHERS ON THEIR JOB SATISFACTION

<table>
<thead>
<tr>
<th>S.No.</th>
<th>Variables</th>
<th>Male School Teachers (N=100)</th>
<th>Female School Teachers (N=100)</th>
<th>MD</th>
<th>SDEM</th>
<th>‘t’</th>
<th>df</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>M₁</td>
<td>SD₁</td>
<td>M₂</td>
<td>SD₂</td>
<td></td>
<td></td>
</tr>
<tr>
<td>1.</td>
<td>Job Satisfaction</td>
<td>58.67</td>
<td>10.927</td>
<td>64.720</td>
<td>7.720</td>
<td>6.09</td>
<td>1.338</td>
</tr>
</tbody>
</table>

*P > 0.05 = 1.97 (df = 198)

The result presented in the table shows mean scores and standard deviation of male and female school teacher on job satisfaction. Mean scores of male school teachers in their job satisfaction is 58.67 and that of female school teachers are 64.720 respectively. The standard
deviations of male school teachers in Job satisfaction is 10.927. Whereas standard deviations of female school teachers are 7.720 respectively.

The ‘t’ value shown in table related to male and female school teachers on their job satisfaction indicate significant mean differences in job satisfaction \(t = 4.552\) because the obtained ‘t’ value were found higher than the table ‘t’ value i.e. 1.98 required to be significant at 5% level of confidence with 198 degree of freedom.

**FIG. 1.2**

**DISCUSSION OF THE RESULT**

Job satisfaction females were found significantly better degree of job satisfaction level as compare to male school teachers. While comparing the achieved mean scores i.e. female (mean = 64.720) and male (mean = 58.670) indicate very satisfied and moderate job satisfaction level respectively. The significantly better job satisfaction level of female school teachers as compare to male school teachers indicates the commitment, attitude, values, responsibilities, etc. of females school teacher towards their teaching profession which some how found lesser in male school teachers. The results of the present study also supported the results of Anand, S.P (1972) who conducted a study on job satisfaction of the school teachers. He observes that women
teachers are more satisfied than men teachers. The above results may be attributed to the fact that females are better mental health level as compare to male school teachers because they are living more active life inform of home activities as well as outside the home activities which helps them keeping her fit as compare to the male counter parts. Therefore the hypothesis stated as there will be no significance difference between male and female school teachers in their job satisfaction is rejected.

**EDUCATIONAL IMPLICATION**

1. Education system should be planned in such away that it would help in building favorable environment in the school, college and universities for the person for the persons working there.

2. The government and the education institution should work for the favorable environment conditions in relation to salaries leaves, promotion levels etc. which directly and indirectly effects job satisfaction level for the teachers.

3. Regular evaluation of school, colleges and universities must be done in special reference to the working conditions for the teachers by the DPIs (School and Colleges), NAAC (Colleges and Universities etc.). So that the authorities may be motivated for providing favorable environment to their customers which directly effect and affect their mental health.

4. Before appointment of the teacher in any of the educational institute his or her mental health must be evaluated because only the others faculty members (teaching and non-teaching) students and institution who are the major subjects for the favorable school environment.

**SUGGESTIONS FOR FURTHER STUDY**

1. Present study was conducted on a small sample (100) it is suggested that a large sample can be taken for further study.

2. The study was limited to certain government schools teachers should be taken.

3. The present study was limited to the school teachers only. A similar study may be conducted in other district also.

4. The study was limited to only one variable i.e. job satisfaction. To elaborate studies more variables should be taken.
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