

# To Explore the Job Satisfaction of School Teachers of Purulia District

Prodip Karmakar<sup>1</sup>, Biswajit Saha<sup>2</sup>, Samirranjan Adhikari<sup>3</sup>

<sup>1,2</sup>Assistant Professor, Sponsored Teachers' Training College and Research Scholar, Department of Education, Sidho-Kanho-Birsha University, Purulia, West Bengal, India

<sup>3</sup>Professor, Department of Education, Sidho-Kanho-Birsha University, Purulia, West Bengal, India

## Abstract

Job satisfaction is one of the important elements of employees' feelings about their job. There is an intimate connection between job satisfaction and the productivity of any organization. The purpose of the present study was to ascertain the present status of job satisfaction among secondary and higher secondary school teachers of Purulia district. The present study was carried out through the **descriptive survey method** by administering the **Job Satisfaction Scale (JSS) (Singh, 1989)** on a random sample of 602 secondary and higher secondary school teachers of Purulia district. In the test there are 20 items with each item a 5-point **Likert type** scale ranging from 'highly satisfied' to 'highly dissatisfied' with weighted score of 5 to 1 is attached; it was observed that the mean and standard deviation of the scores were 3.51 and 0.60 respectively. The result reflects that on an average the school teachers were **satisfied** with their Jobs. So, it might be concluded that the school teachers of Purulia district were well satisfied with their jobs and would get interested to perform well their academic activities in institution. Also, they might be expected more likely to experience with high work motivation and supportive work environment, which leads well productivity of any institution.

**Key Words:** Job Satisfaction, Job Opportunities, Supportive Work Environment, Academic Activities, Productivity

## 1. Introduction

Job satisfaction is one of the important elements to measure employees' feelings about their job and has significant effects on the development of organizations and employees themselves (**Judge & Bono, 2000; Ostroff, 1992**). There is an intimate connection between job satisfaction and the productivity of any organization and industry. Many researchers have found in their studies about concerned teachers job satisfaction that there are so many facets which are job nature, salary, service security, promotion, working environment, behaviors of colleagues, leadership styles of institutional head, quality and organizational reputation and personal characteristics such as age, educational qualification, evaluation of teaching experiences and self-control etc. are influenced significantly on job satisfaction in their professional field. If one or two facet is disrupted for any reason, it breaks the morale of job holders and also it may cause the teacher shortage of institution. As a result teachers may leave their professional work. The purpose of the study was to ascertain the present status of job satisfaction among secondary and higher secondary school teachers in the Purulia district in order to identify any potential areas for improvement.

### 1.1 Significance of the Study

Through the proper investigation of job satisfaction of the qualified teachers, the researcher actually intended to ascertain the present status of job satisfaction among secondary and higher secondary school teachers in the Purulia district in order to identify any potential areas for improvement. This present study was significant in that it will help to realize the effectiveness of school teachers to improve and prescribe their satisfaction level so that they may lead quality based education for progressive country and also well productivity of any institution.

### 1.2 Objective of the Study

The specific objective of the present study was to have the statistical description of the present state of **job satisfaction** of the school teachers of Purulia district.

## 2. Brief Acquaintances with the Psychological Construct, i.e., Job Satisfaction

**Locke, (1976)** had been defined job satisfaction as a positive or pleasant emotional state resulting from a person's appreciation of his/her own job or experience. Locke's definition appears to be the most referenced and generally accepted description, characterizing the necessary component needed to depict what is meant by the broad construct of job satisfaction.

The conceptual domain of job satisfaction is broad, because it includes all characteristics of the job itself and the work environment, which employees find rewarding, fulfilling, and satisfying, or frustrating or unsatisfying (**Snipes, Oswald, LaTour & Armenakis, 2005**).

Job satisfaction is defined as the extent to which an employee feels self-motivated, content & satisfied with his/her job. Job satisfaction happens when an employee feels that he/she is having job stability, career growth and a comfortable work life balance. This implies that the employee is having satisfaction at job as the work meets the expectations of the individual.

Comprehensively, it can be stated that, Job satisfaction refers to a person's feeling of satisfaction on the job, which acts as a motivation to work. It may also refer to happiness or self-contentment but the satisfaction on the job. Job satisfaction can be a relative term as it may depend on an individual's perception but overall job satisfaction can be judged through various indirect parameters like productivity, attrition rate, employee feedback etc.

## 3. Review on Job Satisfaction

Like many other concepts in social science, job satisfaction does not have a clear and comprehensive definition that has been widely accepted (**Demirtas, 2010**). **Evans (1997)** combined “**job comfort**” and “**job fulfillment**” together to define job satisfaction as “a state of mind determined by the extent to which the individual perceives her/his job-related needs to be being met” (p. 833). Job satisfaction was also described as “a positive or pleasant emotional state resulting from a person's appreciation of his/her own job experience” (**Demirtas, 2010, p. 1069**).

The conceptual domain of job satisfaction is broad, because it includes all characteristics of the job itself and the work environment, which employees find rewarding, fulfilling, and satisfying, or frustrating or unsatisfying (**Snipes, Oswald, LaTour & Armenakis, 2005**).

The researcher found that Teachers’ high turnover rates and their desire to leave the profession have resulted in public schools facing a shortage of teachers. What is more, it was found that teachers with high job satisfaction could bring more enjoyment and motivation to both schools and students, which resulted in increased student success (**Demirtas, 2010**).

Personal characteristics such as age, education background and self-control as well as working conditions such as peer communication, and work place stress have influence on job satisfaction (**Güteryüz, et al., 2008**). According to **Pelsma and Richard, (cited in Bano & Malik, 2014)** job stress of teachers and job satisfaction were found to be strongly parallel. They also explained that quality of teacher’s work life is shaped by the degree of their stress and job satisfaction.

Improving teacher job satisfaction is important because younger teachers were more likely to leave their jobs because of low job satisfaction, which leads to a shortage of teacher (**Green-Reese, Johnson, & Campbell, 1991**). Also, teachers with high job satisfaction provided higher quality teaching and their students were more successful (**Demirtas, 2010**), which meant high job satisfaction of teacher benefits education overall. In order to improve the quality of teaching and ease the difficulty of a shortage of teachers, it is very important to maintain teachers’ high job satisfaction.

**4. Methods**

The present study was carried out through **Descriptive Survey Method**. The details regarding sample, tool, procedure of data collection and statistical technique are placed herewith.

**4.1 Sample**

A sample is called representative when it reflected an accurate proportional representation of the population under study. To make the sample representative **Stratified Random Sampling Technique** was adopted. In the present study, the secondary and higher secondary school teachers were randomly selected as sample from 32 schools of 16 educational blocks out of 23 educational blocks of Purulia district in West Bengal, India.

**4.1.1 Source of Sample**

Government, Government aided and Government Sponsored Secondary and Higher Secondary Schools of 23 Educational Blocks in Purulia district, West Bengal, India, were considered as the source of sample.

**4.1.2 Sample Size**

196 female teachers and 406 male teachers were participated in the study.

**Table-4.1.2: Gender-Wise Distribution of Sample**

Gender		Total
Female teacher	Male teacher	
196	406	602

**4.1.3 Sampling Technique**

In the present study **“Stratified Random Sampling Technique”** was adopted.

## 4.2 Tool of Research

The following research tool was used in the present study for data collection. The tool was selected by applying yardsticks of relevance, appropriateness, reliability, validity and suitability. Brief description of the tool is given hereunder.

### 4.2.1 Job Satisfaction Scale (JSS) (Singh, 1989)

The **job satisfaction scale (JSS)** has been developed by **Singh, (1989)** to measure job satisfaction. This scale contains 20 items and each item to be rated on five point scale ranging on the continuum of 'highly satisfied' to 'highly dissatisfied' with a weighted score of 5 to 1.

**The mean score of the scale was normalized and the normalization procedure was as follows:**

Normalized mean = (Mean of Total Score/ Total Number Items of the scale).

As for example, Normalized Mean = (70.16, i.e., Mean/20, i.e., Total Number of Items of the Scale) = 3.51.

The range of Normalized means score of "**Job Satisfaction Scale (JSS)**" may be interpreted as –

<b>1 to 1.99</b>	<b>:</b>	<b>Highly Dissatisfied</b>
<b>2.0 to 2.99</b>	<b>:</b>	<b>Dissatisfied</b>
<b>3.01 to 4.0</b>	<b>:</b>	<b>Satisfied</b>
<b>4.01 to 5</b>	<b>:</b>	<b>Highly Satisfied</b>

## 4.3 Procedure for Data Collection

The head of the institutes will be contacted for his/her permission to allow collecting the data. The relevant data on different constructs will be collected by administering the above-mentioned tools on the subjects under study in accordance with the directions provided in the manual of the tool.

## 4.4 Statistical Techniques

The descriptive statistics was presented by computing with the help of SPSS-20 software. To ascertain The objective (i.e. To have a description of the present state of **Job Satisfaction** of the teachers;) the descriptive statistics such as minimum, maximum, range, mean and standard deviation have been calculated and interpreted by the different statistical techniques.

## 5. Results

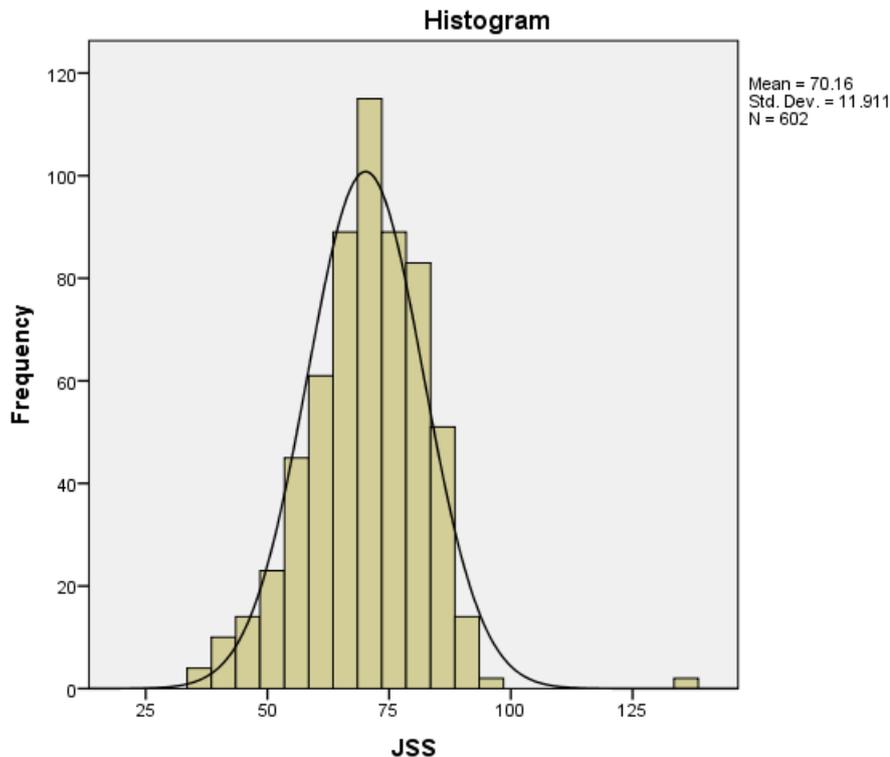
Quantitative research in **descriptive survey method** was adopted to discover the experiences of stress of the teachers of secondary and higher secondary schools in Purulia district. Descriptive statistics of the scores of **Job Satisfaction** of Teachers of Purulia district are reported herewith in the following table.

**Table-5.1: Descriptive Statistics of Job Satisfaction Scale Score of Teachers**

Job Satisfaction	N	Range	Min.	Max.	Mean	Std. Deviation	Remarks
Job Satisfaction	602	5.0	1.80	6.80	3.51	0.60	Satisfied

Table-5.1 depicts the descriptive statistics of “*Job Satisfaction Scale Score*” obtained by the secondary and higher secondary school teachers in the present study. In case of *Job Satisfaction* of teachers the “minimum” of the scores was 1.80 and the “maximum” of the scores was 6.80 and the range was 5.0; the “mean” and “standard deviation” of the said distribution were 3.51 and 0.60 respectively.

Figure-5.1(a) depicts the histogram with normal curve of Job Satisfaction Scale Scores of the school teachers considering male and female as a whole.



**Figure-5.1(a): Histogram with normal curve of Job Satisfaction Scale Scores of the school teachers considering male and female as a whole**

## 6. Discussions

The purpose of this study was to explore the Present status of “**Job Satisfaction**” of the secondary and higher secondary school teachers of Purulia district. Here the discussions of the results of descriptive presentation are reported herewith.

It was observed from table-5.1 that the school teachers of Purulia district on an average were **satisfied with their jobs** in their workplace.

## 7. Conclusion

From the result and subsequent discussion it might be concluded that the school teachers of Purulia district were **satisfied with their Jobs** in workplace. Also, they might be expected more likely to experience with high work motivation, a highly supportive work environment and less absenteeism in work life-balance in their institutions for providing quality based education.

## References

- Bano & Malik, (2014).** Effect of Occupational Stress on Life Satisfaction among Private and Public School Teachers. Available link - <https://www.researchgate.net/publication/290981790>
- Demirtas, Z. (2010).** Teachers' job satisfaction levels. *Procedia-Social and Behavioral Sciences*, 9, 1069-1073
- Evans, L. (1997).** Understanding teacher morale and job satisfaction. *Teaching and Teacher Education*, 13(8), 831-845
- Fimian, M. J. (1988).** *Teacher stress inventory*. Clinical Psychology Publishing.
- Green-Reese, S., Johnson, D. J., & Campbell, W. A. (1991).** Teacher job satisfaction and teacher job stress: School size, age and teaching experience. *Education*, 112(2), 247-252
- Güteryüz, G., Güney, S., Aydın, E. M., & Aşan, O. (2008).** The mediating effect of job satisfaction between emotional intelligence and organisational commitment of nurses: A questionnaire survey. *International Journal of Nursing Studies*, 45, 1625-1635. <http://doi.org/bzf6gn>.
- Judge, T. A. & Bono, J. E. (2000).** Job attitudes of employees at Hawkeye Foodsystems. Unpublished manuscript. University of Iowa, Iowa City.
- Locke, E. A. (1976).** The nature and causes of job satisfaction. In M. D. Dunette (Ed.), *Handbook of industrial and organizational psychology*. Chicago: RandMcNally.
- Ostroff, C. (1992).** The relationship between satisfaction, attitudes, and performance: An organizational level analysis. *Journal of Applied Psychology*, 77(6), 963–974. <https://doi.org/10.1037/0021-9010.77.6.963>
- Quick, Campbell, J., Henderson & Demetria, F. (May 2016).** "Occupational Stress: Preventing Suffering, Enhancing Wellbeing". *International Journal of Environmental Research and Public Health*. 13(5):459.doi:10.3390/ijerph1305049
- Snipes, R. L., Oswald, S. L., LaTour, M., & Armenakis, A. A. (2005).** The effects of specific job satisfaction facets on customer perceptions of service quality: An employee-level analysis. *Journal of Business Research*, 58(10), 1330–1339. <https://doi.org/10.1016/j.jbusres.2004.03.007>