

A Comparative Study of Job Satisfaction among Government and Private School Primary Teachers

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Abstract

This study aims to compare job satisfaction levels between teachers in public and private primary schools. Job satisfaction reflects how individuals feel and behave regarding their work. Positive attitudes indicate job satisfaction, while negative sentiments signal job dissatisfaction. Research indicates that job satisfaction significantly influences teachers' positive teaching behaviours.

Keywords: Job Satisfaction, Private School Primary Teachers, Government School Primary Teachers

Introduction

Primary Education - Primary education is a foundational priority for every nation, marking the first step towards national goals. The role of a primary school teacher is challenging yet rewarding, demanding hard work, dedication, and passion to nurture young minds. However, this responsibility often leads to stress and burnout. Effective primary education teachers are essential for national development, economic progress, modernization, and the functioning of democratic institutions. Both government and private institutions provide primary education, making teacher job satisfaction crucial.

Job Satisfaction - Job satisfaction is defined as the level of satisfaction employees have with their jobs. It goes beyond their daily responsibilities to include satisfaction with team members/leaders, satisfaction with organizational policies, and the impact of their work on employees' personal lives..

Objectives of Study

- To compare job satisfaction among government and private teachers of primary school
- To compare job satisfaction among government and private male teachers of primary school
- To compare job satisfaction among government and private female teachers of primary school

Hypothesis of Study

- There would be no significant difference among government and private teachers of primary school regarding job satisfaction.
- There would be no significant difference among government and private male teachers of primary school regarding job satisfaction.
- There would be no significant difference among government and private female teachers of primary school regarding job satisfaction.

Review of Literature

Gupta and Jain (2003): Found job satisfaction among school counsellors influenced by physical environment, safety, pay, advancement opportunities, and recognition.

Bull (2005): Identified low overall teacher job satisfaction, highlighting the importance of growth opportunities, compensation, and relationships with colleagues and supervisors.

Mary and Raj (2005): Reported moderate to low job satisfaction among public school teachers, with no significant differences based on various demographic and professional criteria.

Ishwara and Laxmana (2008): Noted dissatisfaction among teachers concerning pay, professional growth, recognition, work environment, creativity, and job security.

Bhandari and Patil (2009): Observed generally positive working conditions for female teachers, with some coordination and cooperation issues.

Akhtar, Hashmi, and Naqvi (2010): Found no significant differences in job satisfaction between private and public school teachers.

Dhobi et al. (2018): Indicated significant relationships between affective and cognitive aspects of job satisfaction among government and private school teachers.

Delimitation of the Study

1. The research was delimited to ten primary schools in Ghaziabad
2. The study was delimited to five private and five Government primary Schools.
3. The study was delimited to 100 teachers.

Methodology of the Study

The descriptive Survey Method used in the present study.

Sample of the Study

The sample of the research consisted of five private primary schools and five government primary schools were selected randomly. The sample consisted of a total of 100 teachers out of which 50 are males and 50 are females, in which 25-25 are government primary school male and female teacher and 25-25 are private primary school male and female teachers.

Research Tools and Statistical Techniques

Job Satisfaction was assessed by the Teacher’s Job Satisfaction Questionnaire developed and standardized by Dr .R .K. Singh. It consisted five point scale and there were 40 items. For statistical analysis mean, standard deviation and t- ratio test was used.

Data Analysis and Interpretation

Table-1: Comparison of job satisfaction among government and private teachers of primary school

Primary Teacher	Number	Mean	S.D.	t-ratio	Result
Government	50	4.90	1.1	7.40	Significant
Private	50	3.20	1.2		

Table -1 shows that the mean scores of government and private primary teachers are 4.90 and 3.20 . The

calculated t-ratio is higher than the table value .Therefore, the research hypothesis stating that there would be no significant difference among government and private teachers of primary school regarding job satisfaction is rejected as significant difference is found

Table 2: Comparison of job satisfaction among government and private male teachers of primary school

Primary Teacher	Number	Mean	S.D.	t-ratio	Result
Government Male Teacher	25	4.10	1.2	7.40	Significant
Private Male Teacher	25	3.10	1.1		

Table -2 shows that the mean scores of government and private primary male teachers are 4.10 and 3.10 . The calculated t-ratio is higher than the table value . Therefore, the research hypothesis stating that there would be no significant difference among government and private male teachers of primary school regarding job satisfaction is rejected as significant difference is found

Table 3: Comparison of job satisfaction among government and private female teachers of primary school

Primary Teacher	Number	Mean	S.D.	t-ratio	Result
Government Female Teacher	25	6.50	1.5	11.11	Significant
Private Female Teacher	25	3.50	1.2		

Table -3 shows that the mean scores of government and private primary female teachers are 6.50 and 3.50 . The calculated t-ratio is higher than the table value . Therefore, the research hypothesis stating that there would be no significant difference among government and private female teachers of primary school regarding job satisfaction is rejected as significant difference is found

Conclusion

The study concludes that public school teachers report higher job satisfaction than private school teachers. Permanent teachers are generally more satisfied than temporary teachers. This data can guide policymakers, principals, and school leaders in improving teacher satisfaction, thereby enhancing student outcomes. The findings align with previous research, such as Thapliyal et al. (2002), emphasizing the better job satisfaction of government school teachers due to better working conditions, higher salaries, and job security.

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