

## JOB SATISFACTION IN RELATION TO SELECTED DEMOGRAPHIC VARIABLES OF HEAD TEACHERS AT UPPER PRIMARY LEVEL OF TVR DISTRICT

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### ABSTRACT

*The study deals with the job satisfaction of head teachers at upper primary schools, in respect of some demographic variables. Even though teaching is one of the oldest learned professions in the modern world the teachers have to face and bear a plenty of issues due to the interventions of ICT and policy perspectives in the education parlance. This essay is an attempt to analyse job satisfaction of Head teachers in the changing scenario.*

**Keywords :Job satisfaction, Demographic variables, Head teachers, Upper Primary Level.**

### INTRODUCTION

Indeed, Job satisfaction of teachers is one of the significant determinants of school effectiveness. In a right sense there should be a good part of satisfaction in doing the job to reach perfection, completion and distinction. But there must be a sincere commitment to the profession. Every teaching professional ought to realise there is a sense of fulfilment in having done the job competently and to one's satisfaction. Teacher as a member of the society, he has certain duties and responsibilities which are greater than that of an average citizen. The present paper indicates the procedure of construction and standardisation of operational measure of Job satisfaction scale of Head teacher. The final form of the test has 20 statements, which consists of 5 point liker type instrument that assesses positive and negative dimensions of job satisfaction. It has made use of split half reliability of 0.84 and Cronbach's alpha 0.86. Apart from this, the demographic variables such as gender, age, experience qualifications locality and the level of satisfaction are the main attributes to the present study.

### CONCEPT OF JOB SATISFACTION

Job satisfaction can be described as a favourable and positive feeling about work or work environment. It is also concerned with the psychological Disposition. It is also identified

with a pleasurable emotional state of the appraisal of one's job: In other word, it is an effective reaction and an attitude towards one's job ganging the cognitive and behaviour objectives.

### OBJECTIVES OF THE STUDY

The study has the following objectives.

1. To study the job satisfaction of Head Teachers at Upper Primary level in respect of gender.
2. To study the job satisfaction of Head Teachers at Upper Primary level in respect of age.
3. To study the job satisfaction of Head Teachers at Upper Primary level in respect of Experience.
4. To study the job satisfaction of Head Teachers at Upper Primary level in respect of Qualification.
5. To study the job satisfaction of Head Teachers at Upper Primary respect of locality.
6. To study the level of job satisfaction of Head Teachers at Upper Primary level.

### HYPOTHESES OF THE STUDY

1. There is no significant difference in the job satisfaction between male and female Head Teachers at primary level.
2. There is no significant difference in the job

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satisfaction between the age less than 35, between 36 and 45 and above 46 of Head masters at upper primary level.

3. There is no significant difference in the job satisfaction between below 10 years and eleven years and above of Head masters at Upper primary level.
4. There is no significant difference in the job satisfaction between UG with B.ED and PG with B.ED Head Teachers at Upper primary level
5. There is no significant difference in the job satisfaction between Rural and Urban Head teachers at upper primary level.
6. There is no significant difference in the level of job satisfaction among the Head teachers at upper primary level.

#### METHODOLOGY

The investigator has used the normative survey method in general and correlational method in particular. Since the study intends to find out the relationship between job satisfaction and the demographic variable among the Head teachers at Upper Primary level.

#### SAMPLE

The sample of the present study was limited to 400 Head teachers from different Government and Non government schools of two districts.

#### TOOLS AND TECHNIQUES USED

The researcher has made use of type of questionnaire Shagufta Munior Department of Education Aligarh muslim university, which consists of 20 statements but the investigator has modified it according to the local need. Responses are made on five point scale and the response categories are assigned weights from 1 to 5. The scoring scheme used was to give a score 4 to 5 to each response marked under strong agree a score of 4 to each response marked agree, a score of 3 to each response marked under undecided a score of 2 to each response marked under 'disagree' and a score of 1 to each response marked under 'strongly disagree'. This was done for positive statements.

In case of negative statements the scoring method was reversed. The summation of scores earned by a Head teacher on all statements was taken as his job satisfaction score. The higher is the score the more satisfaction towards the job and the lower is the score shows less satisfaction towards the job.

#### COLLECTION OF DATA

The investigator went to the school personally and collect the data from the head teachers of 400 Upper primary schools. Besides collecting the questionnaire she sorted the information about gender, age, locality, experience and job satisfaction.

#### ANALYSIS AND INTERPRETATION

The collected data were analysed with the help of package 17th version by using both descriptive and inferential statistics.

Chi-square test, t-test, mean standard Deviation.

#### Comparisons of Means of Job Satisfaction Sources of Gender, Age, Experience, Qualifications, Nativity, and Job satisfaction

TABLE -1

One-Sample Test

	t	df	p-value	Mean Difference	95% Confidence Interval of the Difference	
					Lower	Upper
Gender	56.498	399	0.001	1.335	1.29	1.38
Age	48.726	399	0.001	2.070	1.99	2.15
Experience	58.439	399	0.001	1.458	1.41	1.51
Qualifications	60.138	399	0.001	2.630	2.54	2.72
Locality	56.498	399	0.001	1.335	1.29	1.38
Level of Job Satisfaction	58.439	399	0.001	1.458	1.41	1.51

The job satisfaction scale was administered 400 teachers, Male 266 and females 134. The table shows a significant difference between job satisfactions score of Males and Females (df = 399, t = 56.498, p > 0.001). More specifically, Female Teachers scored significantly higher than Males.

The table also shows a significant difference between job satisfactions score of Age (df = 399, t = 48.726, p < 0.001). More specifically, the positions of teachers scored significantly.

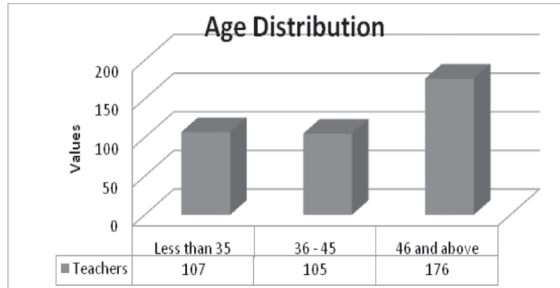
The table also shows a significant

difference between job satisfactions score of Experience (df = 399, t = 58.439, p < 0.001). More specifically, the experience of teachers scored significantly.

The table also shows a significant difference between job satisfactions score of Locality (df = 399, t = 56.498, p < 0.001). More specifically, Nativity of teachers scored significantly.

The table also shows a significant difference between Level of job satisfactions score (df = 399, t = 58.439, p < 0.001). More specifically, Teachers Job satisfactions are highly scored significantly.

Age Distribution			
Age	Teachers	Expected N	χ <sup>2</sup> Value
Less than 35	107	80	
36 - 45	105	80	
46 and above	176	80	
Total	400		



The job satisfaction scale was administered 400 teachers. The table shows a significant difference between Age (df = 399, χ<sup>2</sup> Value = 0.001, p < 0.001). More specifically, Teachers Job satisfactions are highly scored significantly.

Comparison of Means of experience score of Teachers judged as Years Level of Job Satisfaction.

**TABLE -5**

Experience			
Years	Observed N	Expected N	percentage
Below 10 years	217	200.0	54 %
10 and above	183	200.0	46 %
Total	400		

Means of Gender score of Teachers judged as Below 10 years experience teachers are 54 % and above is 46% towards Level of Job Satisfaction.

Comparison of Means of Qualifications score of Teachers judged as Degree Level towards Job. **TABLE – 6**

Qualifications			
Degree	Observed N	Expected N	Percentage
UG with B.Ed	316	100	79%
PG with B.Ed	72	100	18%
M.Phil with B.Ed	10	100	3%
Ph.D with B.Ed	2	100	1%
Total	400		

**TABLE -2**

One-Sample Statistics				
	N	Mean	Std. Deviation	Std. Error Mean
Gender	400	1.34	0.473	0.024
Age	400	2.07	0.850	0.042
Experience	400	1.46	0.499	0.025
Qualifications	400	2.63	0.875	0.044
Locality	400	1.34	0.473	0.024
Level of Job Satisfaction	400	1.46	0.499	0.025

The Descriptive Statistics values of Mean and Standard deviation of Gender, Age, Experience, Qualifications, Locality and Level of Job Satisfaction.

Comparison of Means of Gender score of Teachers judged as Male and Female towards Job.

**TABLE -3**

Gender			
	Observed N	Expected N	Percentage
Male	266	200.0	66 %
Female	134	200.0	34 %
Total	400		100 %

Means of Gender score of Teachers judged as Male 66 % and Female 34 % towards Level of Job Satisfaction.

Comparison of Means of Age score of Teachers.

**TABLE - 4**

Job satisfaction in relation to selected demographic variables of head teachers at upper primary level of TVR district

Comparison of Means of Qualifications score of Teachers judged as Degree Level towards Job such as UG with B.Ed is 79 %, PG with B.Ed is 18 %, M.Phil with B.Ed is 3 % and Ph.D with B.Ed is 1 %.

**Comparison of Means of Locality score of Teachers judged as Rural and Urban Level towards Job.**

**TABLE - 7**

Locality			
Area	Observed N	Expected N	Percentage
RURAL	266	200.0	67 %
URBAN	134	200.0	33%
Total	400		

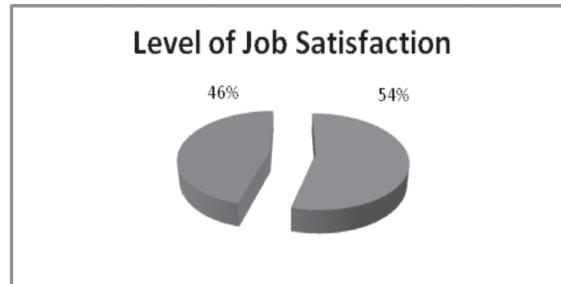
Comparison of Means of Nativity score of Teachers judged as Rural 67 % and Urban 33 % Level towards Job.

**Comparison of Means of Job Satisfaction score of Teachers judged as more and less satisfaction Level towards Job.**

**TABLE - 8**

Level of Job Satisfaction			
Judged Satisfaction Level	N	Expected N	Percentage
Less Satisfied	217	200.0	54 %
More Satisfied	183	200.0	46 %
Total	400		100 %

Comparison of Means of Job Satisfaction score of Teachers judged as more and less satisfaction is 54 % and More satisfied is 46 % in to Level of Job.



**Analysis of Chi-Square Test TABLE - 9**

	Test Statistics					
	Gender	Aqe	Experience	Qualifications	Locality	Level of Job Satisfaction
Chi-Square	43.560 <sup>a</sup>	269.025 <sup>b</sup>	2.890 <sup>a</sup>	102.480 <sup>c</sup>	43.560 <sup>a</sup>	2.890 <sup>a</sup>
df	1	4	1	3	1	1
Asymp. Sig.	0.001	0.001	0.089	0.001	0.001	0.089

The job satisfaction scale was administered 400 teachers. The table shows there is no significant difference between job satisfactions score of Gender, Age, Qualifications and Locality is ( $p < 0.05$ ), Therefore there is no significant difference between the variables. But Experience and Job Satisfaction is ( $p > 0.05$ ), there is a significant difference between other.

#### Analysis of Correlation.

The Table showing Coefficient of correlation between various demographic values of Job satisfactions and their effectiveness.

TABLE – 10

Demographic Variables	Test	Correlations					Level of Job Satisfaction
		Gender	Age	Experience	Qualifications	Locality	
Gender	Pearson Correlation	1	x	x	x	x	x
	Sig. (2-tailed)	0.022	x	x	x	x	x
	N	400	x	x	x	x	x
Age	Pearson Correlation	-0.115 <sup>*</sup>	1	x	x	x	x
	Sig. (2-tailed)	0.022		x	x	x	x
	N	400	400	x	x	x	x
Experience	Pearson Correlation	-0.067	-0.058	1	x	x	x
	Sig. (2-tailed)	0.181	0.247	x	x	x	x
	N	400	400	400	x	x	x
Qualifications	Pearson Correlation	-0.069	0.156 <sup>**</sup>	-0.163 <sup>**</sup>	1	x	x
	Sig. (2-tailed)	0.167	0.002	0.001	x	x	x
	N	400	400	400	400	x	x
Locality	Pearson Correlation	1.000 <sup>**</sup>	-0.115 <sup>*</sup>	-0.067	-0.069	1	x
	Sig. (2-tailed)	0.000	0.022	0.181	0.167	x	x
	N	400	400	400	400	400	x
Level of Job Satisfaction	Pearson Correlation	-0.067	-0.058	1.000 <sup>**</sup>	-0.163 <sup>**</sup>	-0.067	1
	Sig. (2-tailed)	0.181	0.247	0.000	0.001	0.181	x
	N	400	400	400	400	400	400

The job satisfaction scale was administered 400 teachers. The table shows there is a positive relationship between job satisfactions score of Gender and Locality, Age and Qualification, Experience and Level of job Satisfaction.

#### MAJOR FINDINGS

The following are the major findings of the study. The table no1 shows The job satisfaction level is found to be the judged satisfaction level is more satisfied i.e 54% and less satisfied is 46% . so jobsatisfaction is highly significant.

The female Head teachers score is higher than males.

All age group Head teachers scored significantly the more experience Head teachers are highly significant.

The more significantly the locality upon Head teachers and the score highly significant.

It is found there is no significant difference between job satisfaction score gender, qualification, and locality, but experience job satisfaction there is a difference between job satisfaction and experience.

### CONCLUSION

To put it in a nutshell, it can be concluded from the study under taken is a close relationship between job satisfaction of the Head teachers of Upper primary school and demography variables sex and locality are the contributing factors for job satisfaction. Experience and age don't contribute much to the job satisfaction .

Therefore education managers and officers especially the Teachers Recruitment Board should make it a point that qualification also plays an important role to contribute much more to job satisfaction. To put it in a nutshell the job satisfaction among the teachers will pave way for the school effectiveness.

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