



A study on job satisfaction of teachers working in the private school with reference to erode district

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ABSTRACT

Job satisfaction refers to the general attitude of employees towards their present job. Job satisfaction probably is the most widely studied variable. When the attitude of an employee towards his or her job is positive, there exists job satisfaction. Dissatisfaction exists when the attitude is negative. Job satisfaction often is a collection of attitudes about specific factors of the job. In present study, the researcher investigated the present level of job satisfaction among the private school teachers in Erode district. The main aim was to explore the socio-economic status and to identify the satisfaction level of the teachers working in private school in Erode district. For this purpose, 160 Private teachers working in different private schools around Erode were collected using simple random sampling technique. The obtained data were analyzed based on the descriptive statistics using SPSS Version. The data collected was analysed using simple statistical tools like Percentage Analysis, Chi-Square Analysis and Weighted Average Method was used. The findings of the study are limited to only Erode district.

I INTRODUCTION

A teacher is a backbone of a nation and the progress depends upon the education system. The role of teacher is very significant in the development of a

country. He/she acts as a coach, mentor, trainer, and guide. But his performance totally depends on the working environment. Students learning ability and performance are the key judgment factors of a teacher's performance. A high degree of Job satisfaction has been found when the characteristics of both employer and employees' expectation meet. School teachers are the most important group of professional for our nation's future. Therefore, it is astonishing to know that even today many of the school teachers are dissatisfied with their jobs. Job satisfactions among school teachers are good not only for themselves but society as a whole. It increases productivity and classroom performance in the schools. Teachers are the source of guidance in all the crucial steps in the academic life of the students. When the teachers are satisfied in their job at that time only they have interested to teach students with efficiently and effectively. Education is a continuous process. It may be formal, informal or non-formal. In formal education teacher has a very important place in improvement of education. Teachers' role in society in general and in education has been changing with time but the importance of this position is same. The teacher is the pre-requisite of the success of educational programmes. The main quality of teacher is the positive attitude towards education. He/She must have the ability to get satisfied from their respective jobs. Job satisfaction is a favourableness with which workers view their job. It results when there is a fit between job requirement and the wants and expectations of employees. Teachers' satisfaction

with their career may have strong implications for student learning. Specifically, a teacher's satisfaction with his or her career may influence the quality and stability of instruction given to students. Satisfaction is almost important in teaching profession where he is to deal with another human being, the student and the satisfaction and dissatisfaction of the teachers is likely to be transferred. Teacher's key role is to teach or help students and it depends on the ability and motivation of the teachers to teach as it does on the ability and motivation of the students to learn. The level of job satisfaction is affected by intrinsic and extrinsic motivating factors, the quality of supervision, social relationships with the work group and the degree to which individuals succeed or fail in their work. As is the case with all white collar positions, both intrinsic and extrinsic factors affect teacher's satisfaction, intrinsic satisfaction can come from classroom activities. Extrinsic factors have been associated with teacher's satisfaction, including salary, perceived support from administrators, school safety, and availability of school resources, among others.

II OBJECTIVES OF THE STUDY

- To study about the satisfaction level of the teachers working in private school in Erode.

III SCOPE OF THE STUDY

The present study aims to assess the job satisfaction of teachers working in private school in Erode district. The study helps to identify the various factors and their level of satisfaction of teachers towards their jobs. .

IV LIMITATIONS OF THE STUDY

- It was a very big hurdle to select the private school teachers. The time spent with the school teachers was only during their breaks.
- To seek the permission of the respected school principals to survey their teachers was a major limitation. Only limited time was given by the management to collect the data.

V REVIEW OF LITERATURE

Smritikana mitra ghosh (2015) investigated the level of job satisfaction among the private and government school teachers. Total 200 government and private school teachers were taken from ranchi town. In this research, 100 government and 100 private school teachers, 200 in total , working in different government and private schools were examined. To test the hypotheses, "t" test was calculated. The findings showed that there was no significant difference between government and private school

teachers. Furthermore, it was again revealed that was no significant difference in the level of job satisfaction of male and female school teachers.

VI RESEARCH METHODOLOGY

Research methodology is a way to systematically solve the research problem. The research methodology considers the logic behind the method we use in the context of our research study. According to Redman and Marry "Research is a systematized effort to gain knowledge".

RESEARCH DESIGN

Research design is the arrangement of conditions for collection and analysis of data in a manner that aims to combine relevance to the research purpose with economy in procedure.

SAMPLE SIZE

The sample size for this research is taken from 160 teachers.

SAMPLING TECHNIQUE

In this study, simple random sampling technique was used for collecting the data.

DATA COLLECTION

The task of collecting data begins after a research problem has been defined and plan is chalked out for this study data is collected from primary and secondary sources.

PRIMARY DATA

Primary data are those, which are collected a fresh and for the first time and thus happen to be original in character. It is the backbone of any study. Primary data was collected through a well-structured questionnaire from the private school teachers working in Erode.

SECONDARY DATA

Secondary data are those which have already been collected by someone else and which have already been passed through the statistical process. Secondary data was collect from the company websites, text books, journals, magazines and internet sources.

TOOLS USED FOR ANALYSIS

The data collected from the primary source were arranged sequentially and tabulated in the systematic order in the master table. For analysis and interpretation of the data, simple statistical tools like Percentage Analysis, Chi-Square Analysis and Henry Garrett Ranking.

PERCENTAGE ANALYSIS

The Statistical tool used in this study is Percentage Analysis. This is the simplest way to analyses different types of data. In this method we found out the

percentage rate of each data with respect to total. Using this percentage rate we analyses data.

$$\text{Percentage of Respondents} = \frac{\text{No of Respondents}}{\text{Total Respondents}} * 100$$

VII DATA ANALYSIS

Table1.1 DEMOGRAPHIC PROFILE OF RESPONDENTS

| Details of the Respondents | | No. of Respondents | Percentage |
|----------------------------|----------------|--------------------|------------|
| GENDER | Male | 53 | 33% |
| | Female | 107 | 67% |
| | Total | 160 | 100 |
| AGE | 21-30 years | 51 | 32% |
| | 31-40 years | 62 | 39% |
| | Above 40 years | 63 | 14% |
| | TOTAL | 160 | 100 |
| Marital Status | Married | 108 | 68% |
| | Unmarried | 52 | 32% |
| | Total | 160 | 100 |
| Educational Qualification | UG | 15 | 5% |
| | UG with B.Ed | 34 | 12% |
| | PG Degree | 22 | 20% |
| | PG with M.Ed | 37 | 23% |
| | other | 9 | 40% |
| | TOTAL | 160 | 100 |

group are under 21-30 years, Above 40 years (14%) and 31-40 years (39%). Majority of the respondents are married (68 percentages). 5% of the Respondents education qualification is UG, 12% of the respondents education qualification is UG (B.Ed) degree, 20% of the respondents education qualification is PG degree, 23% of the respondents education qualification is PG (M.Ed) degree, and 40% of the respondents have other qualification

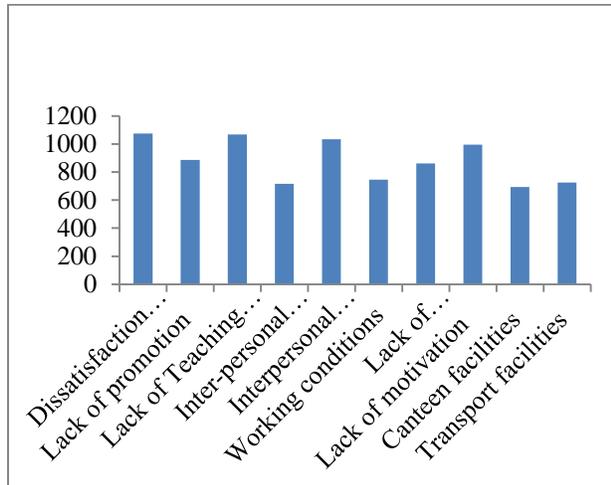
RANK THE FACTORS

Table 1.2

| S.NO | FACTORS | TOTAL SCORE | RANK |
|------|---|-------------|------|
| 1 | Dissatisfaction with grievance handling | 1075 | 1 |
| 2 | Lack of promotion | 886 | 5 |
| 3 | Lack of Teaching Resource | 1068 | 2 |
| 4 | Inter-personal relationship with students | 717 | 9 |
| 5 | Interpersonal relationships with other teachers | 1034 | 3 |
| 6 | Working conditions | 745 | 7 |
| 7 | Lack of communication | 861 | 6 |
| 8 | Lack of motivation | 995 | 4 |
| 9 | Canteen facilities | 693 | 10 |
| 10 | Transport facilities | 725 | 8 |

1.1 INTERPRETATION

From this table it evident that respondents of male are 33% and the female are 67%. 32% of the age



1.2 INTERPRETATION

From this study, it find that “Dissatisfaction with grievance handling” is ranked as no.1 with total score of 1075 , “Lack of Teaching Resource” is ranked as no.2 with total score of 1068, “ Interpersonal relationships with other teachers” is ranked as no.3 in with total score of 1034, “Lack of motivation ” is ranked as no.4 with total score of 995, “Lack of promotion” is ranked as no.5 with total score of 886,“ Lack of communication” is ranked as no.6 with total score of 861,“ Working conditions” is ranked as no.7 with total score of 745,“ Transport facilities ” is ranked as no.8 with total score of 725,“ Inter-personal relationship with students” is ranked as no.9 in with total score of 717, “Canteen facilities” is ranked as 10 with total score of 693.

VIII FINDINGS

- Most of the Respondents the female are 67%.
- 32% of the age group are under 21-30 years,
- Above 40 years(14%) and 31-40 years (39%). Majority of the respondents are married (68 percentages).
- Majority 23% of the respondents education qualification is PG (M.Ed) degree,
- Majority 40% of the respondents have other qualification

XI SUGGESTIONS

Teachers should be provided with proper guidance and counseling in the organization so that they will be aware of their duties, working conditions in the schools. By knowing this can adjust with the school conditions effectively.

Study shows that private school teachers are very sensitive as regards wage payment. The Private Sector should revise the salary structure. The authorities should include teachers at the time of restructuring their salary.

X CONCLUSION

Overall we came to know that the stress level of faculties in private schools are more and they should earn according to their work. The management should concentrate more on the satisfaction of the faculties so that they can able to retain the faculties for a longer period..

XI REFERENCES

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XII WEBSITES

- <https://www.slideshare.net/.../job-satisfaction-of-teachers-in-primary-schools>
- www.iimb.ac.in/publications/review/december2006/job-satisfaction
- [www.ijhssi.org/papers/v2\(7\)/version-2/a02720105.pdf](http://www.ijhssi.org/papers/v2(7)/version-2/a02720105.pdf).