



“A STUDY ON JOB SATISFACTION AMONG UPPER PRIMARY SCHOOL TEACHERS OF BIRBHUM DISTRICT IN WEST BENGAL”

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ABSTRACT

According to Locke (1969) job satisfaction has been defined as a “Pleasurable or positive emotional state resulting from the appraisal of one’s job or job experiences.” Teachers are the most important group of professional for our nation’s future. Therefore, it is disturbing to find that many of today’s teachers are dissatisfied with their job. There is evidence indicating that most teachers in most school systems are not satisfied with their jobs, moreover the pace of development increases. The present study examined the job satisfaction among upper primary school teachers in the district of Birbhum of West Bengal. Data was collected by random sampling technique from a sample of 100 upper primary school teachers of Birbhum district of West Bengal. A standardized tool for assessment of job satisfaction of upper primary school teachers of Birbhum district in West Bengal used in this study of suitable statistical technique the data were analyzed by employing of suitable statistical technique like mean, SD, standard error, t-test kurtosis, Skewness etc. the result of the study showed that in Birbhum district female teachers of upper primary school respondents were more satisfied than their male counterparts because teaching profession is very suitable for them and the urban teachers were more satisfied than the rural teachers the study also revealed that govt. school teachers were more satisfied than the private school teachers due to the flexibility, security of job, high wage and independence enjoyed by govt.

KEYWORDS: Job satisfaction, Occupation, Teaching professional. Security of job, wage.

INTRODUCTION

Work is a common term which is applied for all sorts of occupation. It is a basic condition for most people and is an important component of the atmosphere for human survival. It is also a major determinant for the development of the individual as well as the economy of the nation. Teachers are the most important group of professional for our nation’s future therefore, It is disturbing to find that many of today’s teacher’s are dissatisfied with their job. Occupational satisfaction is a necessary condition for a healthy growth of teacher’s personality. At present, a teacher has a vulnerable position are considered as the creators of leaders, scientists, philosophers, advocates, politicians and administrations. Teacher is the principle means for implementing all educational programmes of the organizations of education. Teachers are satisfied with their jobs and working conditions is likely to have significant consequences for the retention of teachers within a school, and for student outcomes. Existing study on the job satisfaction among the upper primary teachers focus on teacher background characteristics age, gender, years of service as well as work place conditions.

The term job satisfaction among the upper primary school teachers however, is often equated with having been involved in physical body and is rarely determined through examination many of the studies indicated that job satisfaction may be influenced by situational and demographic characteristics. Is the present study is a since attempt by the investigator to highlight on research questions like what are the

causes of job satisfaction of upper primary school teachers in relation to gender, locale, and management variation. Major objective of the study explored to find out the job satisfaction of upper primary school in relation to gender, locale, and management variation.

REVIEW OF RELATED LITERATURE:

The review of related literature works as a guide post not only with regards to quantum of work done in that field but also enables us to perceive that gap in the concerned field to research. The purpose of the review of literature is to build up the context and background of research as well as to provide a basic for formulation of hypothesis. Due to the shortage of time and resources, some of the important studies related to present study are quoted here in a different manner.

Ma& Macmillan (1999) A study examined the relationship between teacher professional satisfaction, background characteristics and workplace conditions in Canada. The main focus of the study was on external influences on job satisfaction, for example, Years of experience and workplace condition. The results showed gender affected levels of job satisfaction their results found women had higher job satisfaction than their male counterparts. The study did show there are considerable gender differences in job satisfaction. Also teachers with more Years of experiences showed lower levels of job satisfaction. However, the study does not explore the role of individual characteristics on job satisfaction the researcher state that individual differences in teachers satisfaction appear to be largely independent of Workplace conditions. Individual characteristics may account for this individual difference and exploring to our understanding of why teachers with over 20 years teaching experience are dissatisfied in their professional role.

Z. Xiao.et.al (2003): In their study on "Teachers Needs in China" reveal that during the past ten years or more a majority of researcher's job satisfaction in China have mainly focused on urban areas rather than on rural areas with more emphasis on education in rural areas. Especially on education in areas of high Poverty, recent studies have paid more attention to teacher job satisfaction in rural areas.

Abdul Qayyum Chaudhury (2012): Conducted a study of relationship between job satisfaction and overall occupational stress of faculty members of universities. The person correlation is applied to test significant of relationship between job satisfaction and overall occupational stress of faculty members of university. According to the table statistics there is no significant relationship found between job satisfaction and overall occupational stress the results lead to the no rejection of H_{01} . The further analysis of relationship across the various demographical variables may reveal.

Nizami (2012): Find out the relationship between job satisfaction and job stress. For his study he shown, the results indicated that if the organizational communication variables were not in the regression models. Occupational stress of import are the associations between stress arising from lack of support from university administration, and gender job satisfaction and particularly the strong association between job satisfaction and occupational stress import are the associations between stress arising from lack of support from university administration and general job.

OBJECTIVES OF THE STUDY:

To find out the job satisfaction among upper primary school teachers in relation to gender strata, and management variation.

HYPOTHESIS OF THE STUDY:

H_{01} : The job satisfaction score of upper primary school teachers are not equally distributed.

H_{02} : There is no significant difference of job satisfaction of upper primary school teachers due to gender variation.

H_{03} : There is no significant difference of job satisfaction of upper primary school teachers due to strata variation.

H0₄: There is no significant difference of job satisfaction of upper primary school teachers due to variation of school management.

SCOPE AND DELIMITATION OF THE STUDY:

The researcher intended to study job satisfaction among upper primary school teachers of district Birbhum in West Bengal. The delimitation of the study are confined to the upper primary school teachers of Birbhum district only because of time constraints and paucity of found. The sample was selected from Nalhati Municipality city and Murari Block-II. The area selected for applying the tool was Murarai Block-II and Nalhati of Birbhum district 100 upper primary school teachers of six schools of both rural & urban areas. The investigator has collected 100 sample of upper primary school teachers through random sampling method for the study.

OPERATIONAL DEFINITIONS:

Job satisfaction:

Job satisfaction or employee satisfaction has been defined in many different ways. Some believe it is simply how content an individual is with his or her job in other works whether or not they like the Job or individual aspects or facets of jobs, such nature of work or supervision. According to Locke (1869) "job satisfaction has been defined as a pleasurable or positive emotional state resulting from the appraisal of one's job experiences."

Methodology of the study:

In this chapter, the attempt has been made to highlight on the methodology adopted for conducting the study so this section presents a brief outline of the design adopted, the sample selected, description of the tool used for the study, techniques of data analysis and procedure.

The design of the study:

The main purpose of the study is to find out the job satisfaction among upper primary school teachers of Birbhum district in West Bengal. It is a normative survey method and an ex-post facto type as the current status of phenomena what exists at present had been adopted.

Population:

The population has been consisted of all the upper primary school teachers of Murarai Block-II of Birbhum district in West Bengal.

Variables:

The variables are the condition or characteristics that a research Manipulates controls. The variable may be abstraction that cannot be observed variables are a necessary requisite for any worthwhile research for the purpose of comparison. The variables considered for the present study are male vs female, rural, urban, and Govt. vs private school in this student two types variables have been selected for research study, variables are given below-

- A) Major variable:
 - i. Job satisfaction.
- B) Demographic variables:
 - i. Gender (Male & Female)
 - ii. Strata (Rural & Urban)
 - iii. Govt. School & Private School.

The Sample of the study:

The present study was a descriptive survey which was conducted on 100 upper primary school teachers of Birbhum district's school. In the present study keeping the limited source of time and many only 100 upper primary school teachers of Birbhum district were randomly out of 100 teachers 67 male, 33 female, rural 57 & Urban 43, and 47 private & 53 Government were selected.

Tool Used:

A standardized questionnaire was used for the study. Job satisfaction among upper primary school teachers was measured using teacher satisfaction scale developed by (Ho & Au1996).

Procedure of the study:

The present study has been carried out through survey method. The 100 teachers of 6 schools of Birbhum district of West Bengal have been selected by applying suitable sampling technique.

Analysis and interposition of data

Results

Descriptive Measures on Job satisfaction of Upper primary school teachers

The mean, median, standard deviation and other relevant descriptive measures on total sample as well as sub sample were calculated for descriptive statistics. The details of the result were presented given below:

Table-1
Measures of central tendencies and variations on Job Satisfaction scale

Sample	N	M	Mdn	Mode	SD	Q ₃	Q ₁	Q	P ₉₀	P ₁₀	SK	KU
Whole	100	15.67	15.86	16.25	4.3	18.55	12.73	2.91	21.25	9.5	0.13	0.24

From the above table it was found that the values of mean, median. Modes of total teachers in job satisfaction were 15.67, 15.86, and 16.25 respectively. The above result showed that the distributions were deviated from normality. The stander deviation of the total sample is 4.30 which are greater than the entire sub sample. The total obtained values or P 90. P 75, P 25, and P 10 were (21.25), (18.55), (12.73), (9.5). The semi enter quartile range of the distribution is 2.9 L The sum of the median and semi quartile as found to be 18.77 and the difference between the two was 12.95. the third and the first quartile of the distribution were(18.55), (12.73). If the sum and difference between the median and semi quartile range becomes same with the third quartile and the first quartile, they gives evidence towards normality in distribution of score on job satisfaction. In this present case they were almost same it may be inferred that the distribution is tending towards normal distribution. The total mean and standard deviation of the total sample of job satisfaction were 15.67 and 4.30 the range of score were -

M±1σ =From 11.37 to 19.97

M±2σ =From 07.07 to 24.27

M±3σ =From 02.77 to 28.57

When the scores are plotted into a smoothed frequency distribution curve shows that 70% of cases lie within +1SD and 97% of cases lie within +2SD and 100% of cases lie within+3SD as 68.28, 95.44 and 95.77 in case of a normal distribution.

To find the appropriate normality of data skewness and kurtosis of the core were calculated and the obtained values were -0.13 and 0.24 as against 0 and 0.263 respectively in case of a normal curve. Here the distribution is negatively skewed and a frequency distribution is said to be leptokurtic.

Sub sample wise mean, median and standard deviation on job satisfaction

Table:-2

Sub sample wise mean, median and standard deviation on job satisfaction of upper primary school teachers.

Sub Sample	N	Mean of job satisfaction	Median of job satisfaction	Standard deviation of job satisfaction
Male teachers	67	14.70	15	4.12
Female teachers	33	17.63	17.37	3.98
Rural teachers	57	15.24	14.91	4.26
Urban Teachers	43	17.18	17	3.94
Private Teachers	47	13.63	13.08	3.82
Govt. aided Teachers	53	17.47	17.60	4.02

From the above table it was observed that there exist slight difference in the mean score of male 14.70, female 17.63, rural 15.24, urban 17.18, private 13.63, government aided 17.47 of job satisfaction of teachers. The values of mean median, mode of total teachers on job satisfaction 15.67, 15.86, 16.25 and 26.02, 26.53, 28.85 respectively. The above results showed that the distributions were slightly deviated from normality. The standard deviation of the total sample job satisfaction 4.30.

Testing of Hypotheses

Sub sample wise analysis

In this section attempts have been made to make differential analyses due to the impact of intra-variable in the sample. The sample has been split into 3 categories of sub sample. They are

- Male vs female teachers
- Rural vs urban teachers
- Private vs Govt. aided teachers

Significance of the difference of mean scores on job satisfaction scale

Now, there arose the necessity of t-test for finding out significance of difference of mean scores on job satisfaction and job stress scale of the teachers. Hence, comparative study of mean scores of male and female teachers, rural and urban teachers, private and government aided teachers and job satisfaction were computed and significance of their difference in such case were determined table 02. respectively. The values of 't' in all cases were found out.

Gender wise difference on job satisfaction of upper primary school teachers

For determining the significant difference if any, on the job satisfaction of male and female teachers the 't' ratio was calculated. The result was presented in below the table:

H₀: There is no significant difference of job satisfaction of upper primary teacher due to gender variation.

Table:-3

Summary of the t-value on job satisfaction of male and female of upper primary school teachers.

Variation	Sub sample	N	M	SD	SE _D	t ratio	Level of significant
Gender	Male	67	14.70	4.12	.85	3.44	Significant p<01
	Female	33	17.63	3.98			

98df.at.05level=1.98 p<.01 at.01 level=2.56

On perusal of the above table, it was revealed that the calculated value of 't' being 3.44 was much greater than the table value of 't' at 98 degrees of freedom even at .01 level of significance. Hence the 't' ratio was significant. Therefore, the null hypothesis that 'there does not exist any significant difference of job satisfaction of school teacher due to gender variation' was rejected. This indicated that female teachers were more satisfied than male teacher.

Locale wise difference on Job satisfaction of upper primary school teachers.

For testing the significance of difference between the mean scores of rural and urban teachers the 't' ratio was calculated. The null hypothesis relating to this variable was H₀₃ 'There does not exist any significant difference of job satisfaction of school teacher due to locale variation. For this 't' ratio was calculated and presented in the below table

H₀₃: 'There is no significant difference on job satisfaction of upper primary school teacher due to locale variation'

Table:-4

Summary of the 't' ratio on job satisfaction of school teachers due to locality of upper primary school variation.

Variation	Sub sample	N	M	SD	SE _D	t ratio	Level of significant
Locality	Rural	57	15.24	4.26	.82	2.36	Significant P<.05
	Urban	43	17.18	3.94			

From the table it was revealed that the calculated value of 't' was higher (2.36) to the table value of 't' (1.98). Therefore 't' ratio was considered significant at 0.05 level of significance. Hence the null hypothesis was rejected. This indicated that rural and urban teachers displayed differential levels of job satisfaction of teachers, the urban teachers showing superiority over the rural teachers.

Management wise differences on job satisfaction of school teachers.

The job satisfaction of school teacher's dose depends on the type of school management for testing the significance of difference between the mean scores of private and government aided upper primary school teachers the 't' ratio was calculated. The null hypothesis relating to this variable was H₀₄ 'There does not exist any significant difference of job satisfaction of upper primary school teachers due to type of management variation'. for this 't' ratio was calculated and presented in below the table.

H₀₄: 'There is no significant difference on job satisfaction of upper primary school teachers due to type of management variation'.

Table:-5

Summary of the 't' ratio on job satisfaction of upper primary school teachers due to type of school Management

Variation	Sub sample	N	M	SD	SE _D	t ratio	Level of significant
Management	Private	47	13.63	3.82	.78	4.87	Significant P<.01
	Govt.	53	17.47	4.02			

From the above table, it was revealed that the calculated value of 't' being 4.87 was much greater than the table value of 't' at 98 degrees of freedom even at 0.01 level of significance. From the table, it was revealed that the 't' ratio was highly significant. Therefore, the null hypothesis that there does not exist any significant difference of job satisfaction of upper primary school teachers due to type of management variation was rejected.

The result was in favor of the government aided school teachers over the private school teachers. Private school teachers have no possibility for transfer. At the same time the management can help them if it has got more than one school under its administration. Private school teachers feel that there is no possibility for promotional policy in the career development compared to the government aided school teachers. The government aided schools should provide better job security than the private school teachers.

It is perceived that, lack of interaction, time pressure for completing the syllabus, social status, heavy work load, poor working conditions, sufficient and mutual co operations are the major sources of occupational stress.

BAR DIAGRAM SHOWING MEAN SCORE DIFFERENT ON JOB SATISFACTION AMONG UPPER PRIMARY SCHOOL TEACHERS FOR GENDER, STRATA AND MANAGEMENT VARIATION.

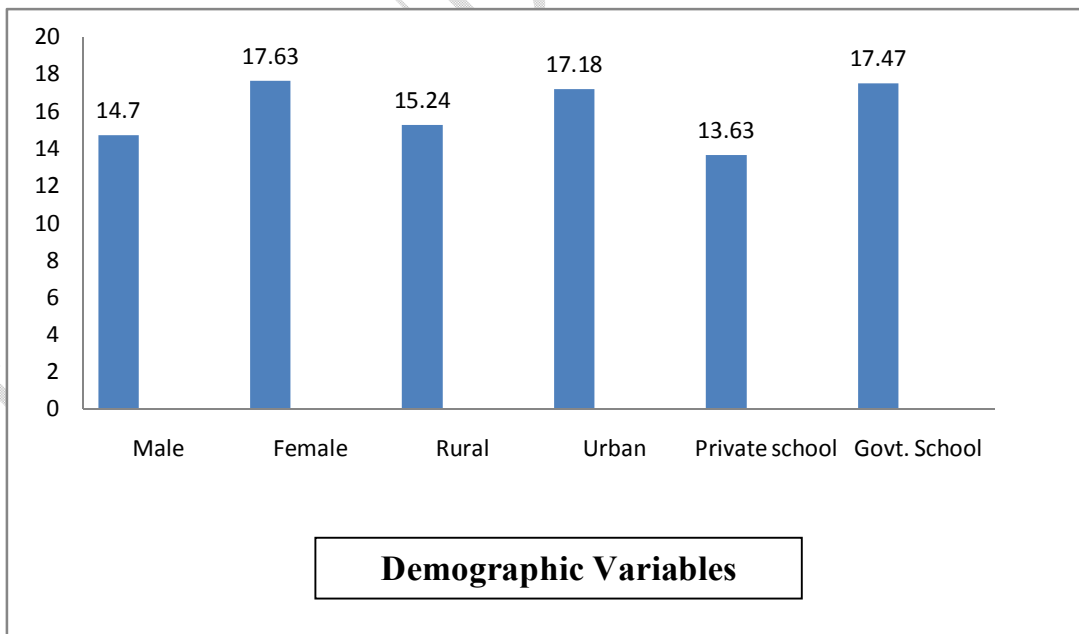


Fig-01

Fig 01 gives comparative picture on job satisfaction of upper primary school teachers of demographic variables like male, female, rural, urban, private school, govt. school from the fig 01 shown the female teachers, the urban teachers and the govt. aided school teachers are more satisfied than male teacher, rural teacher and private school teachers.

FINDINGS

H₀₁: 'The job satisfaction score of secondary school teachers are not equally distributed'.

H₀₂: 'There is no significant difference of job satisfaction of upper primary school teachers due to gender variation' was rejected. This indicated that female teachers were more satisfied than male teacher.

H₀₃: 'There is no significant difference on job satisfaction of upper primary school teachers due to locale variation' was rejected. This indicated that rural and urban teachers displayed differential levels of job satisfaction of teachers. the urban teachers showing superiority over the rural teachers

H₀₄: 'There is no significant difference on job satisfaction of upper primary school teachers due to type of management variation' was rejected. The result was in favor of the government aided school teachers over the private school teachers. The government aided schools should provide better job security than the private school teachers.

hypothesis was formulated -there does not exist any significant relationship between job satisfaction and job stress of secondary school teachers'. For this relationship study was conducted between job satisfaction and job stress of secondary school teachers. Hence, the computation of relationship (r) between the two was done. And was shown in fig (9).The coefficient of correlation (r= -.60) was significant at the 0.01 level. Therefore, the null hypothesis that -there does not exist any significant relationship between job satisfaction and job stress of secondary school teachers' was rejected.

Results obtained from a Correlation Coefficient indicate a moderately negative significant relationship between the variables of job stress and job satisfaction. These results signal an inverse relationship between job stress and job satisfaction.

Based on the result of correlation it was found that 'there exist significant relationship between the job satisfaction and job stress of secondary school teachers'.

Klassen and Chiu (2010) found that job stress was inversely related to job study supports the assertion that as stress increases job satisfaction decreases.

The finding from the current study support the findings from Mc Cormick and De Nobile (2005) who found a moderate to strong correlation existed between job satisfaction and job stress variables.

CONCLUSION OF THE STUDY:

On the pre-pages the investigator discussed the result of this study and also revealed that the job satisfaction upper primary school teachers are not equally distributed. This result indicated that female teachers were more satisfied than male teachers, the rural and urban teachers displayed differential levels of job satisfaction and the urban teachers showing superiority over thermal teachers. This result of the study revealed that private and Govt. aided teachers displayed differential levels of job satisfaction of teachers, the Govt. aided teachers showing superiority over the private teachers,

Result showed that in Birbhum district female teacher respondents were more satisfied than their male counterpart because teaching profession in very suitable for them and the urban teachers were more satisfied than the rural teachers. The study also revealed that govt. school teachers were more satisfied than the private school teachers due to the flexibility. Security of job, high wage and independence enjoyed by govt. school teachers. Study showed that the private school teachers were very sensitive as regards wage payment. The Private Sector should revise the salary structure. Greater part of the teachers felt that their job is stressful and that stress in return reduces their performance.

Therefore the overstressed job decreases teacher's performance and perhaps a chief contributor to teacher dissatisfaction. All these factors create a lot of problems for the teachers and they indulged into mental depression, smoking, heart disease. and many other problems.

RECOMMENDATION OF THE STUDY:

The following recommendation have been made according based upon the findings of the study. The government aided and private schools should take steps to create interaction among the teachers and higher authorities. The government aided and private schools, wherever possible, should give the teachers the chance to be involved in decisions and actions that affect their occupation.

Authorities should organize regular training programmes to enrich and equip teachers with latest developments. Authorities should arrange regular formal meetings with teachers to consider their suggestions and also try to value it. Authorities should try to provide opportunity for career development to the teachers in this connection. Authority should provide medical facilities to the students as well as staff in a school.

SUGGESTIONS FOR FURTHER RESEARCH:

Research works never end. There is always scope for further research in same field and it leads to incase of knowledge. The present study was conducted on random sampling of 100 upper primary school teachers. The study gives rise to various problems for further research, Such as

- The same study can be conducted on large sample by including more districts so as to present clear picture of the studies.
- A study may be conducted by considering other variables like experience, age group, marital status, etc.
- Similar studies can be conducted on primary, college and university teachers.
- A comparative study of job satisfaction of teachers of different states can be undertaken.
- Comparative analysis can be made between school and college teachers.
- Similar studies can be made between principal of college and school headmaster.

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