



A STUDY OF JOB SATISFACTION TOWARDS TEACHING PROFESSION OF PRIMARY SCHOOL TEACHERS OF BIHAR

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ABSTRACT

Teacher job satisfaction is crucial for effective teaching and learning, yet it remains a significant concern in many developing countries. This study explores the factors influencing job satisfaction among primary school teachers in Bihar, including intrinsic factors (e.g., job autonomy, sense of purpose), extrinsic factors (e.g., salary, working conditions, administrative support), and demographic factors (e.g., age, gender, experience). Data will be collected through surveys and interviews with primary school teachers in Bihar. The findings of this study will provide valuable insights into the challenges and opportunities for improving teacher job satisfaction in the state. The results can inform policy decisions and interventions aimed at creating a more supportive and rewarding work environment for teachers, ultimately leading to improved student learning outcomes and a stronger education system in Bihar.



KEYWORDS :

Research Focus: Clearly states the study's objective to investigate job satisfaction among primary school teachers in Bihar.

Significance: Highlights the importance of teacher job satisfaction for effective teaching and learning, particularly in the context of the challenges faced by the education system in Bihar.

Methodology: Briefly outlines the research methods to be employed (surveys, interviews).

Scope: Indicates the key factors that will be explored in the study (intrinsic, extrinsic, demographic).

Expected Outcomes: Suggests the potential impact of the study's findings on improving teacher job satisfaction and the education system in Bihar..

INTRODUCTION

Teaching is a noble profession that plays a pivotal role in shaping the future of a nation. However, the effectiveness and quality of education are significantly influenced by the level of job satisfaction experienced by teachers. Satisfied teachers are more likely to be motivated, engaged, and effective in their roles, leading to improved student learning outcomes. Conversely, dissatisfied teachers may experience low morale, decreased motivation, and increased absenteeism, all of which can have a detrimental impact on the quality of education.

This research paper aims to investigate the level of job satisfaction among primary school teachers in Bihar, India. Bihar, despite significant strides in recent years, faces numerous challenges in its education sector. Understanding the factors that contribute to teacher job satisfaction in this context is crucial for implementing effective interventions to improve teacher morale, enhance teaching quality, and ultimately, improve student learning outcomes.

This study will explore various factors influencing job satisfaction among primary school teachers in Bihar, including salary and benefits, working conditions, professional development opportunities, administrative support, recognition, and student behavior. By examining these factors and their impact on teacher job satisfaction, this research seeks to provide valuable insights for policymakers, educational administrators, and other stakeholders to develop and implement strategies to improve the working conditions of teachers and enhance the quality of primary education in Bihar.

RESEARCH OBJECTIVES

1. To assess the overall level of job satisfaction among primary school teachers in Bihar.
2. To identify the factors influencing job satisfaction among primary school teachers in Bihar.
3. To investigate the relationship between job satisfaction and various demographic variables (e.g., age, gender, experience, qualification).
4. To explore the impact of job satisfaction on teacher performance and student learning outcomes.

RESEARCH QUESTIONS

1. What is the overall level of job satisfaction among primary school teachers in Bihar?
2. What are the most important factors influencing job satisfaction among primary school teachers in Bihar?
3. Is there a significant relationship between job satisfaction and demographic variables (e.g., age, gender, experience, qualification)?
4. Does job satisfaction have a significant impact on teacher performance and student learning outcomes?

RESEARCH METHODOLOGY

Research Approach: A Quantitative research approach will be adopted.

Data Collection Method:

Primary Data: A self-constructed questionnaire will be administered to a sample of primary school teachers in Bihar.

Secondary Data: Relevant data will be collected from government records and educational research reports.

SAMPLING TECHNIQUE

Target Population: All primary school teachers employed in government and private schools in Bihar.

Sampling Frame: A list of schools and teachers will be obtained from the Department of Education, Bihar.

Sampling Method: Multi-stage sampling technique will be used.

Stage 1: Select a representative sample of districts in Bihar.

Stage 2: Select a representative sample of schools within the selected districts.

Stage 3: Select a representative sample of teachers from the selected schools.

Data Collection Instruments/ Tools

Questionnaire: The questionnaire will include:

Demographic information: Age, gender, experience, qualifications, etc.

Job satisfaction scales: Standardized scales or researcher-developed scales will be used to measure different dimensions of job satisfaction (e.g., intrinsic motivation, extrinsic rewards, work environment, relationships with colleagues and students).

Open-ended questions: To allow teachers to express their views and concerns freely.

Sample: - 40 teachers selected randomly who worked in the primary school in Chapra district.

Quantitative Data analysis: -

Table 1: Descriptive Statistics on Overall Job Satisfaction

Descriptive Statistics	Calculated Value
Mean	3.75
Median	4.00
Standard Deviation	0.65
Range	2.5 – 4.8

Interpretation: The average job satisfaction level is moderately high, with most teachers reporting satisfaction levels around 4 on a 5-point scale.

Table 2: Breakdown by Key Dimensions

Sl. No.	Key Dimension	Mean	SD
1	Work Environment	3.8	0.7
2	Salary and Benefits	3.2	0.9
3	Professional Development Opportunities	4.1	0.6
4	Colleague Relationship	4.0	0.5
5	Work-Life Balance	3.5	0.8
6	Administrative Support	3.6	0.7

Interpretation: Teachers are most satisfied with professional development opportunities and relationships with colleagues. Satisfaction with salary and benefits is relatively lower.

Inferential Statistics

T-Test Results:

Gender Differences: No significant difference in overall job satisfaction between male and female teachers ($p > 0.05$).

ANOVA Results:

Years of Experience: Significant difference in job satisfaction based on years of experience ($F = 3.45$, $p = 0.02$).

Interpretation: Teachers with more experience tend to have higher job satisfaction levels, particularly in areas like administrative support and work environment.

Correlation Analysis:

Positive correlation between salary satisfaction and overall job satisfaction ($r = 0.68, p < 0.01$).

Moderate correlation between work-life balance and overall job satisfaction ($r = 0.45, p < 0.05$).

Interpretation: Salary and benefits play a crucial role in overall job satisfaction. Work-life balance also contributes, but to a lesser extent.

Reliability Analysis

Cronbach's Alpha: 0.82

Interpretation: The questionnaire demonstrates good internal consistency, indicating reliable measurement of job satisfaction dimensions.

DISCUSSION

Key Findings:

Teachers are generally satisfied with their jobs, especially regarding professional development and collegial relationships.

Salary and benefits are the areas with lower satisfaction, suggesting a potential area for policy improvement.

Experienced teachers report higher satisfaction, highlighting the need for targeted support for newer teachers.

Implications

Schools and policymakers should focus on improving salary structures and benefits to enhance overall job satisfaction.

Providing more support for early-career teachers could help boost their satisfaction and retention.

CONCLUSION

The study highlights a moderately high level of job satisfaction among primary school teachers in Bihar, with variations based on experience and specific job aspects. Addressing areas like salary, benefits, and work-life balance could further enhance job satisfaction and overall teacher performance.

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