

# Job Satisfaction: A Comparative Analysis Private and Government School Teacher

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**Publishing Date: April 26, 2016**

## Abstract

Job satisfaction is one of the most widely discussed issue in organizational behaviour and Human Resource Management. In present study the researcher investigated the present level of job satisfaction among the private and govt. school teachers. In this research, 50 Govt. and 50 Private teachers, 100 in total, working in different govt. & private schools were examined. The obtained data were analyzed based on the descriptive statistics using SPSS Version 16. Independent sample t-test has been used in this study to analyze the job satisfaction level among male & female teachers and Govt. & Private school teachers. The study revealed that there is no significant difference in the level of satisfaction of male and female teachers. Furthermore, it was again revealed that there is no significant difference in the level of satisfaction of Govt. and Private school teachers.

**Keywords:** Job satisfaction, HRM, Govt. & Private School teacher.

## Introduction

Job satisfaction portrays the perception of the person towards his or her job, job related activities and environment. It is a combination of psychological and emotional experiences at work. Job satisfaction, as defined by Locke (Luthrans, 2002), is a “pleasurable or emotional state resulting from the appraisal of one’s job experience”. It is often a result of the perception of the employee as to whether his job provides him with the outcomes he views as important. Job satisfaction is determined by how well the result of the job meets the

expectations of the employee or they exceed the expectations. Some important factors influencing job satisfaction may be classified in two categories.

- A) **Environmental factors:-**Job content, Occupational level, Pay and Promotion, Work group and Supervision.
- B) **Personal factors: -** Age, Sex, Educational level, Marital status and Experience.

## Review of Literature

The present study examines the job satisfaction, i.e. the degree to which job features that are highly valued by individuals are present in their work environment. Though a number of studies have been conducted in the field of academics but a few have been undertaken to compare the job satisfaction of male and female teachers in government & private schools. Mohdsuki and Suki (2011) examined on job satisfaction and organizational commitment: The effect of gender on employee perception of job satisfaction and organizational commitment. Study revealed that employee’s gender has no significant effect on his/her perception of job satisfaction and men and women have

the same level of organizational commitment.

Kumar & Bhatia (2011) mentioned that the level of job satisfaction and attitude of the teachers towards teaching is least affected by the gender, the marital status, minimum qualification and income group of physical Education teachers to compare the job satisfaction among Physical Education teachers and their attitude towards teaching.

Kumari and Jafri (2011) mentioned a study on level of Organizational Commitment of Male and Female teachers of Secondary School to investigate the overall level of Organizational Commitment of Male and Female teachers of Secondary School of Aligarh Muslim University. Data analyzed by using t-test result revealed that overall percentage of female teachers Organizational Commitment was much higher than male teachers.

Zilli and Zahoor (2012) conducted a study to find out the organizational commitment among male and female higher education teachers and to compare the organizational commitment among male & female higher education teachers. Result revealed that the females had significantly higher level of organization commitment.

Mehta (2012) investigated on job satisfaction among teachers to know whether the perception of job satisfaction among teachers was affected by the type of organization (private vs. Govt.) and the gender (male vs. female). Descriptive analysis was made to study the perception of job satisfaction of male vs. female and t-test was used. Result showed that there would be significant difference in the level of job satisfaction of Govt. and private school teachers.

Nagar (2012) undertook a study on "Organizational commitment and job satisfaction among teachers during times

of Burnout for developing and tests a model for Burnout and its effect on job satisfaction on organizational commitment" Research showed that in term of job satisfaction & organizational commitment the mean score for female teachers was higher than male teachers.

### **Objectives of the study**

- 1) To measure the level of job satisfaction of the teachers.
- 2) To undertake a comparative study between male and female teachers regarding job satisfaction.
- 3) To undertake a comparative study between govt. and private school teachers regarding job satisfaction.

### **RESEARCH METHODOLOGY**

#### **Hypothesis**

- There is no significant difference in the job satisfaction of govt. and private school teachers.
- There is no significant difference in the job satisfaction of male and female teachers.

#### **Sampling method and sample size**

The sample of the study consisted of the teachers working in govt. and private schools restricted to Rohtak City in the State of Haryana. A sample of 100 teachers consisting 50 Private school teachers and 50 govt. school teachers were taken into consideration. The sample does not include

all the govt. and private school teachers from all over Rohtak. Convenient sampling was used for the present study.

**Research instruments and methods**

For the present study data was collected with the help of structured questionnaire. For the present study Five point Likert scale is used. Questionnaire was divided in to two sections. Part- A consisting questions relating to personal profile of the respondents and Part-B consisting questions relating to job satisfaction.

Descriptive statistics were used to measure the level of job satisfaction. The Data was analyzed by calculating percentage and frequency. Mean scores were calculated by allocating values of 1,2,3,4,5 respectively to the responses „Strongly Disagree“, „Disagree“, „Neutral“, „Agree“, „Strongly Agree“ Hence Mean score greater than 3 on any statement implies positive response of the respondent. Independent sample t-test was used to study the significant difference between the mean score of different groups.

**Analysis of Data**

**Detailed Information of the Respondents (N=100) are as follows**

S. No.	Parameter	Variable	Frequency	Percent
1	<b>School</b>	Govt.	50	50
		Private	50	50
2.	<b>Designation</b>	PRT	17	17
		TGT	38	38
		PGT	45	45
3.	<b>Gender</b>	Male	50	50
		Female	50	50
4.	<b>Age</b>	Below-30	24	24
		30-39	55	55
		40-49	15	15
		Above 50	6	6
5.	<b>Marital status</b>	Married	91	91
		Unmarried	9	9
6.	<b>Qualification</b>	Bachelor	9	9
		Master	89	89
		PhD	2	2

**Analytical Results**

To ascertain whether there is difference in the satisfaction of male and female teachers and satisfaction of govt. & private school teachers independent sample t-test was used. T-test value indicates whether any significant difference between the satisfaction of

male & female teachers and govt. & private school teachers. t-test value greater than 0.05 indicates that there is no significant difference in the satisfaction of male teachers & female teachers and there is no difference in the satisfaction of govt. & private school teachers.

**Table 1.1: Overall level of Teacher's Satisfaction**

<b>Dimensions of job satisfaction</b>	<b>N</b>	<b>Mean</b>	<b>Std. Deviation</b>
Enjoy of work	100	4.5300	.610
Interesting & challenging work	100	4.4700	.702
Satisfied with job	100	4.3300	.876
Working hours of job	100	4.1300	.981
Opportunity for further advancement	100	3.9500	.880
Training	100	3.8100	1.021
Opportunity to improve skills	100	3.8000	1.024
Promotion	100	3.2600	1.330
Good salary	100	3.8300	1.015
Rewarded fairly for experience	100	3.8500	.925
Job responsibilities	100	4.4800	.758
Never think about leaving school	100	3.8000	.994
Opinion counts in the organization	100	3.7100	.935
Respect by colleagues	100	4.3700	.705
Job fully uses skills	100	4.0100	.758
Opportunity for career Development	100	3.8100	.825
Satisfied with the success	100	3.9300	.890
Total	100	68.07	15.25

Table 1.1 indicates that the Mean and Standard Deviation of teachers. Mean score greater than 3 implies positive responses. Table shows that teachers have highest significant level regarding the statement they enjoy their work (Mean=4.53, S.D=.876). Result indicates that overall satisfaction of teachers is high

as mean value regarding all factors is greater than 3. The study finds that mean value for overall job satisfaction of teachers is 68.07 with a standard deviation of 15.25 which indicates that the satisfaction level of majority of teachers is high.

**Table1.2: Significance of difference between mean score of various dimensions of job satisfaction for Male vs. Female teachers**

Dimensions of Job satisfaction	Male (N= 50 )		Female (N=50)		Sig. value of t-test
	Mean	S.D	Mean	S.D	
Enjoy their work	4.6	.638	4.46	.578	.254
Interesting & challenging work	4.5	.762	4.44	.643	.672
Satisfied with job	4.42	.927	4.24	.822	.307
Working hours of job	4.16	1.07	4.10	.886	.762
Opportunity for further advancement	4.0	.880	3.9	.886	.573
Training	3.8	1.14	3.82	.896	.923
Opportunity to improve skills	3.68	1.18	3.92	.829	.244
Promotion	3.22	1.329	3.3	1.34	.765
Good salary	3.9	.886	3.76	1.13	.493
Rewarded fairly for experience	4.02	.936	3.68	.890	.066
Job responsibilities	4.3	.931	4.66	.478	.017
Never think about leaving school	3.78	1.035	3.82	.962	.842
Opinion counts in the organization	3.8	.989	3.62	.878	.338
Respect by colleagues	4.34	.772	4.4	.638	.673
Job fully uses skills	3.96	.807	4.06	.711	.513
Opportunity for career Development	3.84	.865	3.78	.789	.718
Satisfied with the success	3.92	.986	3.94	.793	.911

Results (Table 1.2) reveals that the level of satisfaction of male teachers is high in comparison of female teachers regarding the dimensions they enjoy their work, work is interesting & challenging, satisfied with working hours, opportunity for further advancement, good salary, rewarded fairly for experience and opportunity for carrier development but there is no significant difference in the

satisfaction of male & female teachers. For the other factors discussed above satisfaction level of female teachers is greater than male teachers but there is no significant difference in the satisfaction of male & female teachers as significant value of t-test is greater than .05 in all cases.

**Table-1.3: Significance of difference between mean score of various dimensions of job Satisfaction for Govt. vs. Private School teachers**

Dimensions of Job satisfaction	Private (N= 50 )		Govt. (N=50)		Sig. value of t-test
	Mean	S.D	Mean	S.D	
Enjoy their work	4.54	.578	4.52	.646	.871
Interesting & challenging work	4.58	.574	4.36	.802	.118
Satisfied with job	4.30	.909	4.36	.851	.734
Working hours of job	4.12	.961	4.14	1.01	.919
Opportunity for further advancement	3.94	.842	3.96	.924	.910
Training	3.70	.931	3.92	1.10	.284
Opportunity to improve skills	3.84	.888	3.76	1.15	.698
Promotion	3.42	1.26	3.10	1.38	.231
Good salary	3.50	1.09	4.16	.817	.001
Rewarded fairly for experience	3.68	.890	4.02	.936	.066
Job responsibilities	4.50	.707	4.46	.813	.794
Never think about leaving school	3.64	.920	3.96	1.04	.108
Opinion counts in the organization	3.62	.901	3.80	.968	.338
Respect by colleagues	4.44	.611	4.30	.788	.324
Job fully uses skills	3.98	.714	4.04	.807	.695
Opportunity for career Development	3.74	.750	3.88	.895	.399
Satisfied with the success	3.78	.887	4.08	.876	.092

Result (Table 1.3) reveals there is significant difference in the satisfaction level of govt. & private school teachers regarding the dimension „salary” and it is concluded that satisfaction level of govt. School teachers is greater than private school teachers. For the other factors discussed above there is no significant difference in the satisfaction level of govt. & private school teachers as significant value of t-test is greater than .05 in all cases.

### Conclusion and Recommendations

Results show that male respondents were found more satisfied than their female counterparts. The study also revealed that govt. school teachers

are more satisfied than the private school teachers. This is due to the flexibility, security of job, high wage and independence enjoyed by govt. school teachers.

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. At the same time, both private and govt. schools teachers are dissatisfied on fair promotion procedures. Unbiased decisions on promotion can increase the level of satisfaction among the teachers in this regard.

Analysis also reveals that both private and govt. school teachers show low satisfaction level regarding the factor „Teachers Training“. Therefore, Authorities should organize regular training programmes to enrich and equip teachers with latest developments.

Study further shows that level of satisfaction among both govt. and private school teachers is low regarding „opinion counts in the organization“. Authorities should arrange regular formal meetings with teachers to consider their suggestions and also try to value it.

Analysis also reveals that both private and govt. school teachers show low satisfaction level regarding the factor „opportunity for career Development“. For increasing the satisfaction level of the teachers in this regard Authorities should try to provide opportunity for career development to the teachers in this connection.

### **Suggestion for further research**

A study on the relationship between the job satisfaction and commitment among teachers can be undertaken. A study on the level of satisfaction among teachers of rural and urban area can further be undertaken. Comparative analysis can be made between school and college teachers. Similar study can be done in case of college teachers.

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