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Job satisfaction towards teaching profession among the higher secondary school teachers

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Abstract

Job satisfaction is a primary requisite for any successful teaching process. It is a complex phenomenon involving various personal, institutional, and social aspects. According to Hoppock (1935) [2] "Job satisfaction constitutes a combination of many psychological, physiological and environmental circumstances". All our attempts are aimed at making our student's satisfaction in the learning experience given to them. The importance of teacher's professional development is being too much emphasized today. In the present study the researcher made an attempt to explore job satisfaction towards teaching profession among the higher secondary school teachers.

Keywords: Job satisfaction, Teaching Profession, Higher Secondary school teachers

1. Introduction

The teacher plays a predominant role in molding the habits, taste and character of the pupils. It is he who turns the children from animalistic to socialized human form. It is his teaching skill, his personal influence, his character and his life force that turns the children truly human, contributing their best to the humanity.

Definitions of the terms used

Job satisfaction

Schaffar (1953) [3] defines "Job satisfaction is a function of the difference between the amount of some outcome provided by a work role and the strength of a related desire or motive on the part of the person". "Job satisfaction is the whole matrix of job factors that make a person like his work situation and be willing to head for it without distaste at the beginning of his work day".

Teaching Profession

Teaching profession is concerned with the job security and social prestige, molding the young minds, getting appreciation from others, solving problems of the students.

Higher Secondary School Teachers

A school having classes up to Standard XII is called higher secondary school. Teachers who are teaching classes up to standard XII are called higher secondary school teachers.

Significance of the study

Education is powerful instrument of social, political and economic change. It is a process of lighting lakhs of lamps to enlighten the society. Education is the aggregate of all the processes by which a person develops his abilities, attitudes and other forms of behavior, which may help to attain social competence and optimum individual development.

It is believed that the school teachers play a vital role in one's life. The job satisfaction towards teaching profession among the higher secondary school teachers depends on many factors such as family, socio economic status, mental health, school environment, and so on. So the investigator is interested in knowing the job satisfaction of higher secondary school teachers.

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Objectives of the study

The main objectives of the present study are:

1. To find out the level of job satisfaction towards teaching profession among the higher secondary school teachers.
2. To find out the significant difference in the job satisfaction towards teaching profession among the higher secondary school teachers with respect to their gender
3. To find out the significant difference in the job satisfaction towards teaching profession among the higher secondary school teachers with respect to locality of the school.
4. To find out the significant difference in the job satisfaction towards teaching profession among the higher secondary school teachers with respect to their marital status
5. To find out the significant difference in the job satisfaction towards teaching profession among the higher secondary school teachers with respect to level of teaching.
6. To find out the significant difference in the job satisfaction towards teaching profession among the higher secondary school teachers with respect to the condition TRB/TET qualified.

Method Used in the Study

Normative survey method is used in the present study.

Sample of this Study

Among the Higher Secondary School Teachers of Krishnagiri and Salem Districts, 646 teachers were selected as sample for the study.

Tool Used in the Study

Job satisfaction scale (JSS) Prepared by **Amar Singh and Sharma T.R.**, (1999) was used.

Statistical techniques used in the study

The following statistical techniques have been used in the study:

- (i) Descriptive Analysis – Mean and SD
- (ii) Differential Analysis- ‘t’- test only

Analysis and Interpretation

Hypothesis: 1

The level of job satisfaction towards teaching profession among the higher secondary school teachers is low.

Table 1: The level of job satisfaction towards teaching profession among the higher secondary School teachers

Variable	N	Mean	S.D
Job satisfaction towards teaching profession	646	92.06	10.94

The above Table-1 indicates that the computed mean and S.D scores of job satisfaction towards teaching profession

Table 4: Difference in the job satisfaction towards teaching profession among the higher secondary school teachers with respect to their marital status.

Sub variables	N	Mean	S.D	‘t’ value	Significant at 0.05 level	
Marital Status	Married	407	92.06	10.69	0.020	Not Significant
	Unmarried	239	92.05	11.37		

The above Table-4 indicates that the calculated ‘t’ value 0.020 is not significant at 0.05 level. Hence, the respective

among the higher secondary school teachers for the total sample is found to be 92.06 and 10.94 respectively, further the raw score of job satisfaction is found to be 89 and ‘Z’ score +0.41 which indicates that the job satisfaction towards teaching profession of the total sample is laid between -2.01 to +2.01. So, it can be concluded that the job satisfaction towards teaching profession among higher secondary school teachers is average.

Hypothesis: 2

There is no significant difference in the job satisfaction towards teaching profession among the higher secondary school teachers with respect to their gender.

Table 2: Difference in the job satisfaction towards teaching profession among the higher secondary school teachers with respect to their gender.

Sub variables	N	Mean	S.D	‘t’ value	Significant at 0.05 level	
Gender	Male	278	91.99	10.64	0.140	Not Significant
	Female	368	92.11	11.17		

The above Table-2 indicates that the calculated ‘t’ value 0.140 is not significant at 0.05 level. Hence, the respective null hypothesis is accepted. It is concluded that male and female higher secondary school teachers do not differ significantly in their job satisfaction towards teaching profession.

Hypothesis: 3

There is no significant difference in the job satisfaction towards teaching profession among the higher secondary school teachers with respect to locality of the school.

Table 3: Difference in the job satisfaction towards teaching profession among the higher secondary school teachers with respect to locality of the school.

Sub variables	N	Mean	S.D	‘t’ value	Significant at 0.05 level	
Locality of the School	Rural	325	91.02	11.55	2.428	Significant
	Urban	321	93.10	10.19		

The above Table-3 indicates that the calculated ‘t’ value 2.428 is significant at 0.05 level. Hence, the respective null hypothesis is rejected. It is concluded that rural and urban higher secondary school teachers differ significantly in their job satisfaction towards teaching profession, while comparing the mean score the urban higher secondary school teachers show more job satisfaction than the rural higher secondary school teachers.

Hypothesis: 4

There is no significant difference in the job satisfaction towards teaching profession among the higher secondary school teachers with respect to their marital status

null hypothesis is accepted. It is concluded that married and unmarried higher secondary school teachers do not differ

significantly in their job satisfaction towards teaching profession.

towards teaching profession among the higher secondary school teachers with respect to level of teaching.

Hypothesis: 5

There is no significant difference in the job satisfaction

Table 5: Difference in the job satisfaction towards teaching profession among the higher secondary school teachers with respect to level of teaching.

Sub variables		N	Mean	S.D	't' value	Significant at 0.05 level
Level of Teaching	High School	373	90.98	11.41		
	Higher Secondary	273	93.52	10.10		

The above Table-5 indicates that the calculated 't' value 2.985 is significant at 0.05 level. Hence, the respective null hypothesis is rejected. It is concluded that high school and higher secondary school teachers differ significantly in their job satisfaction towards teaching profession, while comparing the mean score higher secondary school teachers show more job satisfaction towards teaching profession than high school teachers.

- The condition TRB-TET qualified teachers, working in the higher secondary schools do not differ significantly in their job satisfaction towards teaching profession.

Conclusion

The study revealed that the majority of the higher secondary school teachers selected as samples are having average level of job satisfaction towards teaching profession. Regarding sub-variables urban higher school teachers and higher secondary school level teaching teachers show more job satisfaction towards teaching profession than their counterparts.

Hypothesis: 6

There is no significant difference in the job satisfaction towards teaching profession among the higher secondary school teachers with respect to the condition TRB/TET qualified.

Table 6: Difference in the job satisfaction towards teaching profession among the higher secondary school teachers with respect to the condition TRB /TET qualified.

Sub variables		N	Mean	S.D	't' value	Significant at 0.05 level
The condition of TRB/TET qualified	Yes	136	92.45	9.98		
	No	510	91.95	11.18		

The above Table-6 indicates that the calculated 't' value 0.505 is not significant at 0.05 level. Hence, the respective null hypothesis is accepted. It is concluded that TRB / TET qualified and TRB / TET not qualified school teachers do not differ significantly in their job satisfaction towards teaching profession.

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Findings of the Study

- The level of job satisfaction towards teaching profession among the higher secondary school teachers is average.
- The male and female teachers, working in the higher secondary schools do not differ significantly in their job satisfaction towards teaching profession.
- There is significant difference in the job satisfaction towards teaching profession among the higher secondary school teachers with respect to locality of the school. Moreover, the urban higher secondary school teachers show more job satisfaction towards teaching profession than rural higher secondary teachers.
- The married and unmarried teachers, working in the higher secondary schools do not differ significantly in their job satisfaction towards teaching profession.
- There is significant difference in the job satisfaction towards teaching profession among the higher secondary school teachers with respect to level of teaching. Moreover, the higher secondary school teachers show more job satisfaction towards teaching profession than high school teachers.