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Job Satisfaction of Government School Teachers with Special Reference to Periyakulam

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Abstract: ***Teachers are the pillars of our nation. Teachers play an important part in developing the Knowledge and skills of youth. This study aims at investigating the job satisfaction among school teachers. Teachers have a very vital role in students' development. The teacher's value and knowledge are imparts the future of the students future and future of the nation. Job satisfaction of government school teachers with special reference to Periyakulam is carried out with an objective to determine the satisfaction of government school teachers in Periyakulam and to find out the job satisfaction government school teachers data were collected structured questionnaire. Primary data was collected directly through the government school teachers. Distribution of the questionnaire to the government school teachers of convenient sampling was used to select the survey was taken among those selected government school teachers. After collecting the data from the government school teachers, it was analysed using simple percentage, opinion of teachers about their job, chi-square. The present study carried out with 100 sample respondents of government school teachers.***

Keywords: Job satisfaction, Government School Teachers, Teachers and Knowledge.

I. INTRODUCTION

The children are called the future of the nation, and the teachers are the nation builders. Teaching is the biggest sources of employment in the formal sector. Teachers play a vital role in the all-round development of the younger generation. Teacher's values, attitude and ideas about teaching great influence the children's future. It is the teacher community and the education system of a country the play a crucial role in the process of human resource development. which is a vital for peace, prosperity and overall process, including mental, physical, moral and spiritual development of a society or a nation.

Thus, the role of the teacher is very important in making a nation. If the teachers are excellent, the nation will have excellent citizens. If the teachers are third rate, then god helps the nation. Pay levels and other material (benefits must be sufficient to meet the basic human needs (food, housing, transport, healthcare, education and training).However, overall job self-esteem, job security, inter personal relations at work (between teachers, pupils and parents),opportunities for career progression, the work environment, the workload and productivity or learning outcomes.

Job design aims to enhance job satisfaction and performance; methods include job rotation, job enlargement and job enrichment, other influences on satisfaction include the management style and culture, employee involvement, empowerment and autonomous work groups. Teaching as a job may not be attractive for many talented young men because of low social status attached to it and or because of low salaries. However, the education sector is one of the largest employing sectors of the Indian economy.

A. Articulation Of The Problem

The teacher's commitment and effectives solely depend on motivation, morale and job satisfaction. This implies that teacher's motivation and job satisfaction are important phenomena for all organization including school in any country. The percentage of government teacher in depicts an increasing trend. Although the teacher in government school are bright and hardworking, they have special problems which lead to a high rate of absenteeism and disinclination to taken on challenges an responsibilities in teaching.

The problem faced by government school teacher's lack of proper guidance, job exploitation and so on. Due to these issues, the teachers may be frustrated and this leads to dissatisfaction with their jobs. Hence this research has made an attempt to study the job satisfaction of government schools teachers, in Periyakulam.

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B. Scope Of The Study

The purpose of this study was exploring the factors that are associated with teacher "job satisfaction. It determines the kind of factors or facts which teacher is satisfied." It also determines whether differ significantly in their job satisfaction in relation to personal or demographic factor such as Gender, Age, Marital status, Teaching experience and Educational qualification.

In public school in some cases, pupils have been found placing complaint against their teacher. These complaints are related to teacher in difference towards student and disguising there in found of their teacher. As a result of these studies, this study was conducted to investigate the perception of teachers about management problem and its solution in government school in Periyakulam.

C. Objectives Of The Study

The study was undertaken with the following objectives

1) To identify the factors influencing job satisfaction of teacher in government school teacher in Periyakulam.
2) To study the attitude of teachers towards their working condition in government school.
3) This study aimed to shed light on job satisfaction among teachers working in government school in Periyakulam, at different levels such as KG teacher, secondary grade teacher, BT Assistant, PG assistant.
4) The specific objectives to find out the level of satisfaction of teachers in government school in Periyakulam by considering demographic and other variables.
5) To offer suitable suggestion for providing better job satisfaction to the teachers of government school in the study area.

D. Methodology

This study is an empirical research based on both primary and secondary data. A number of discussions were also held with the teachers who were teaching in the school teachers for getting the required information. Secondary data was collected from various studies, books, journals, magazines and websites to supplement the present study.

E. Sampling Design

Convenience sampling method has been used. Because the selection of respondents from the population has been selected based on easy available and accessibility.

F. Sample Size

The primary data for the study had been collected from 100 respondents belonging to different level.

G. Tools For Analyis

After collecting the primary data, the field collected information for edited properly. A master table was prepared to consolidate information contained in the collection of data. The data have been analysed by using Simple Percentage, Table and Chart, chi-square test.

H. Period Of Study

The primary data were collected in the academic period in 2018-2019.

I. Data Collection

The collection of data is considered to be one of the most important aspects in the research methodology. Both primary and secondary data is used in this study in order to meet the requirements of the purpose.

II. INTRODUCTION

This chapter presents the socio-economic variables of the sample respondents and their level of satisfaction. On the basis of their government school teachers, its job characteristics social benefits, meaningfulness of the job, support from administration and the intention to remain the job.

The data were collected from 100 selected samples respondents. The data collected were analysed with the help of statistical master tables and charts etc. In this chapter an attempt was made to analyze the level of attitude of the Government school teacher's impact on economic status and social factors influencing the level of satisfaction of towards Government school teachers.

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A. Simple Percentage

In this chapter, the researchers have analysed the respondents of the constructive women workers like qualification, designation, salary, and experience in the government school teachers.

Demographics	Variables	Frequency	Percentage
Marital status	Married	92	92
	Unmarried	08	08
Age	Less than 30 years	12	12
	31 to 40 years	44	44
	41 to 50 years	38	38
	51 to 60 years	06	06
Qualification	Higher with D.TED	12	12
	Graduate with B.ED	12	12
	Post graduate B.ED	20	20
	M.PHIL with B.ED	56	56
Designation	Secondary Teacher	22	22
	BT Assistant	38	38
	PG Assistant	34	34
	PET	06	06
Experience	Less than 5 years	20	20
	5-10 years	36	36
	10-15 years	30	30
	Above 50 years	14	14
Salary	Less than 15000	04	04
	15000-25000	04	04
	25000-35000	18	18
	Above 35000	74	74

The researchers have framed the null hypotheses to understand the association between satisfaction of government school teachers and demographic profile of the respondents.

1) *HO:* There is no significant relationship between marital status and the level satisfaction of teachers.
2) *HO:* There is no significant relationship between Qualification and the level of satisfaction of teachers.
3) *HO:* There is no significant relationship between designation and the level of satisfaction of teachers.
4) *HO:* There is no significant relationship between experience and the level of satisfaction of teachers.
5) *HO:* There is no significant relationship between salary and the level of satisfaction of teachers.
6) *HO:* There is no significant relationship between age and the level of satisfaction of teachers.

B. Opinion Of Teachers About Their Job

Under this the researcher has analyzed the level of satisfaction of teachers about role in society with the help of following factors such as,

- Opinion about their Teaching
- Curriculum Requirements
- Completion of Syllabus
- Infrastructure Facilities
- Management Appreciation
- Satisfaction of Respondents about Various Benefits

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1) *Classification Based on Opinion about Their Teaching:* Opinions are varied from person to person. But it helps to make a reliable and effective plan for the future requirements. The following table show that opinions of their jobs rendered by the teachers.

a) *Distribution of Respondents by their Opinion*

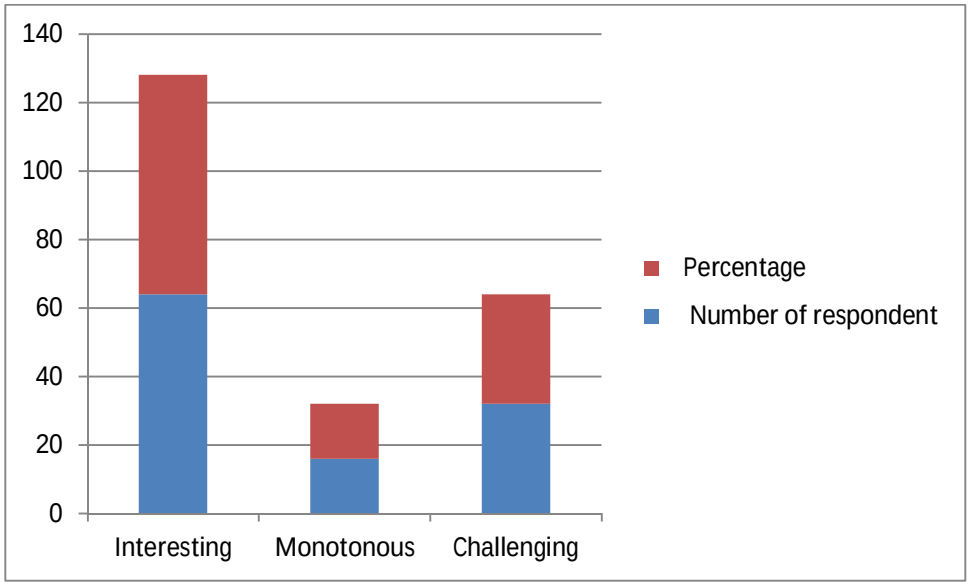
TABLE 2.2.1

s.no	Opinion	Number of Respondent	Percentage
1	Interesting	64	64
2	Monotonous	16	16
3	Challenging	32	32
	Total	100	100

Source: Primary data

b) *Distribution of Respondents Based on their Opinion*

Chart 2.2.1



The above table (2.2.1) shows that, 64 of teachers were feeling that their work is interesting. The following teachers were feeling that their work is monotonous and challenging which constituted 16% and 36% respectively

2) *Classification Based on Curriculum Requirements:* Curriculum is an important factor for the teachers. Because without any required curriculum, they cannot shape the students career. So the teachers should have an adequate curriculum in order to improve the education level.

a) *Distribution of Respondents by Curriculum Requirements*

TABLE 2.2.2

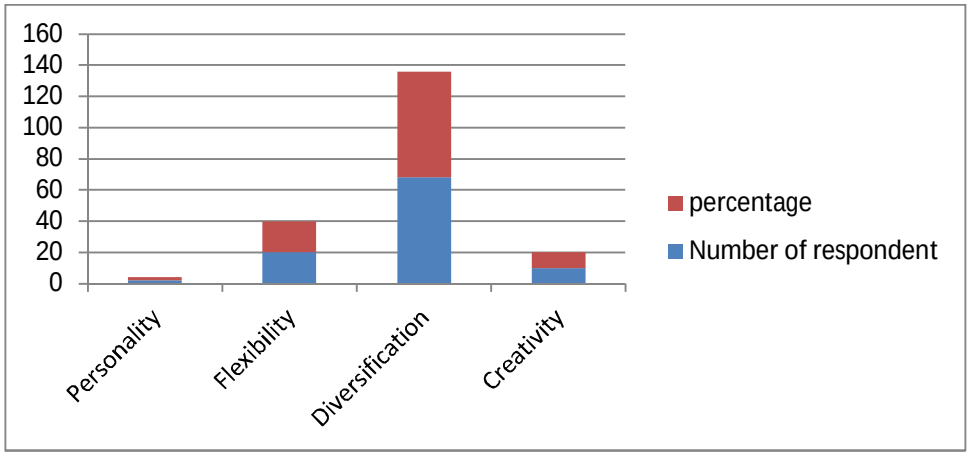
S.no	Curriculum	Number of Respondent	Percentage
1	Personality	02	02
2	Flexibility	20	20
3	Diversification	68	68
4	Creativity	10	10
	Total	100	100

Source: primary data

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b) Distribution of Respondents by Curriculum Requirements

Chart 2.2.2



It is evidence from the table (2.2.2) that, 2 teachers were thought that personality is important for their performance. Flexibility and diversification are important for their performance which constitutes 20 and 64 respectively. Most of the teacher's opinion was, creativity is the only requirement for their performance which constituted 10 %.

3) Classification Based on Completion of Syllabus: Time management is crucial factors which cannot be managed by all. In schools, the teachers should be completed their syllabus within the time and make the students to get ready for preparing their examinations.

a) Distribution of Respondents Completion of Syllabus

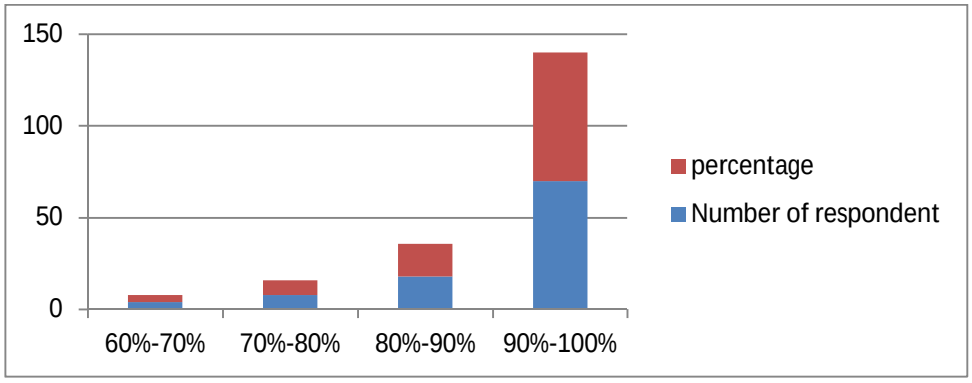
TABLE 2.2.3

s.no	Completion of syllabus	Number of Respondent	Percentage
1	60%-70%	04	04
2	70%-80%	08	08
3	80%-90%	18	18
4	90%-100%	70	70
	Total	100	100

Source: Primary data

b) Distribution of Respondents by Completion of Syllabus

Chart 2.2.3



The above table (2.2.3) reveals that, out of 100 teachers, 4 % of the teachers only completed the syllabus up to 60%-70% 8 % of the teachers were completed their syllabus in the range of 70%-80% and 80%-90%of teachers were completed their syllabus up to 90% .Most of the teachers were completed their syllabus fully (90%-100%) which constituted 70 %

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4) *Classification Based on Infrastructure Facilities:* In order to provide the adequate education, the managements should offer necessary infrastructure facilities and favourable atmosphere.

a) *Distribution of Respondents by Infrastructure Facilities*

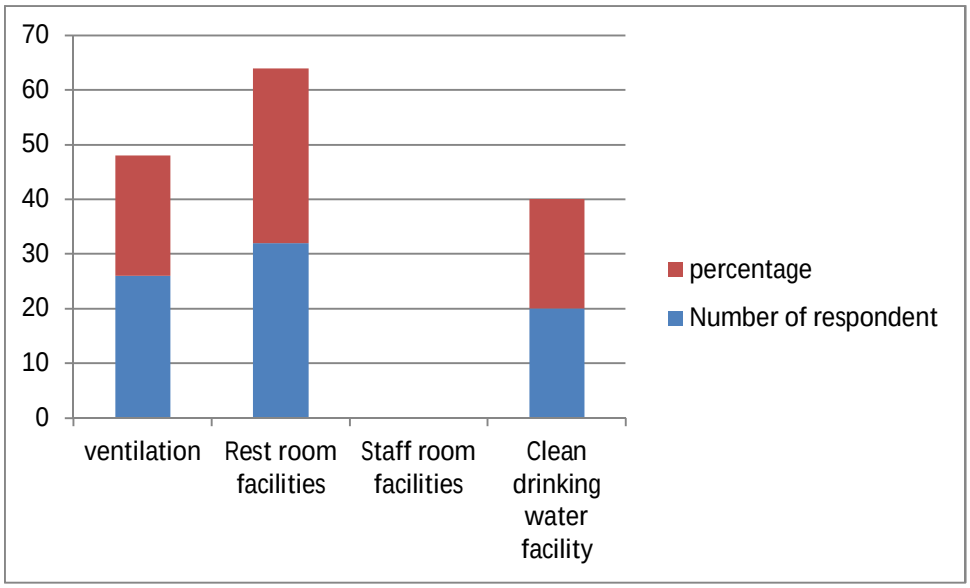
TABALE 2.2.4

S.NO	Infrastructure facilities	Number of Respondent	Percentage
1	Ventilation	26	26
2	Rest room facilities	32	32
3	Staff room facilities	22	22
4	Clean drinking water facility	20	20
	Total	100	100

Sources: primary data

b) *Distribution of Respondents by Infrastructure Facilities*

Chart 2.2.4



It is evidence from table (2.2.4), 26% of schools had an adequate ventilation facility. The following percentages are 32% and 22% of schools had a proper rest room facility and staff room facility respectively. Out of 100%, 20% of schools had an adequate and proper clean drinking water facility.

5) *Classification Based on Management Appreciation:* Without appreciating and encouragement, efficient Work is not possible. So the efficient teachers should be appreciated by time in terms in of both monetary and non-monetary benefits.

a) *Distribution of Respondent by Management Appreciation*

TABLE 2.2.5

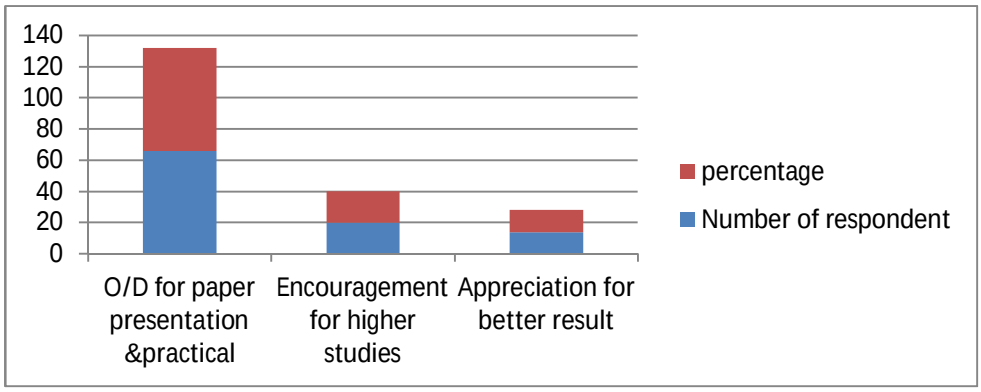
S.No	Management appreciation	Number of Respondent	Percentage
1	O/D for paper presentation &practical	66	66
2	Encouragement for higher studies	20	20
3	Appreciation for better result	14	14
	Total	100	100

Sources: primary data

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b) Distribution of Respondent by Management Appreciation

Chart 2.2.5



From the above table (2.2.5), 66% of management appreciation the teachers for O/D for paper presentation and practical held at various schools. Out of 100%, 20%of management appreciation and encourage the higher studies and extra curriculum. Most of the management appreciates the teachers for their better results which constituted 14%.

6) Classification Based on their Satisfaction Level: Success of education is not only depends on the satisfaction of the students but also by the satisfied teachers. It is the responsibility of every management should create a comfortable environment for their services.

a) Distribution of Respondent by Management Appreciation

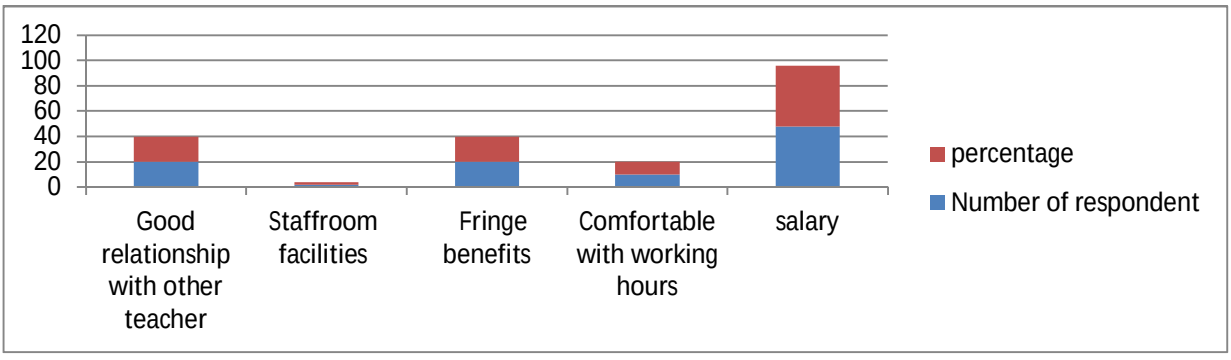
Table 2.2.6

S.No	Satisfaction level	Number of Respondent	Percentage
1	Good relationship with other teacher	20	20
2	Staffroom facilities	02	02
3	Fringe benefits	20	20
4	Comfortable with working hours	10	10
5	Salary	48	48
	Total	100	100

Sources: primary data

b) Distribution of Respondents by Satisfaction Level

Chart 2.2.6



The above chart (2.2.6), reveals that 20% of teachers were satisfied with the good relationship with other teachers. And 2% &20% of teachers were satisfied with staff room facilities and working hours respectively. From the sample teachers 10% of teachers were satisfied with their fringe benefits and remaining 48% of teachers were satisfied with their salary.

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III. CHI-SQUARE TEST

A. *Marital Status of the Respondents*

O	E	O-E	$(O-E)^2$	$(O-E)^2/E$
20	16.5	3.5	12.25	0.7424
10	13.5	-3.5	12.25	0.9074
15	16.5	-1.5	2.25	0.1364
15	13.5	1.5	2.25	0.1667
20	22	-2	4	0.1818
20	18	2	4	0.2222
			χ^2	2.367

$$\chi^2 = \sum O- E^2 / E = 2.367$$

Degree of freedom V = (r- 1) (c- 1)

= (2-1) (3-1) = 2

$$\chi^2_{0.05} = 5.99$$

Since the calculated value of χ^2 is less than the table value the hypothesis has been accepted. Therefore it is concluded that there is significant relationship between marital status and the level of respondents.

B. *Education level of the Respondents*

O	**E**	**O-E**	**$(O-E)^2$**	**$(O-E)^2/E$**
4	4.9	-0.9	0.81	0.165
2	5.6	-3.6	12.96	2.314
9	8.05	0.95	0.90	0.112
18	14	4	16	1.143
2	2.24	-0.45	0.20	0.083
6	6.72	-0.72	0.52	0.08
10	5.6	4.4	19.36	3.46
10	11.04	-1.04	1.08	0.010
18	19.2	-1.2	1.44	0.08
4	3.36	0.64	0.41	0.122
4	2.38	1.62	2.62	1.10
4	2.72	1.28	1.64	0.60
2	3.91	0.09	8.1	2.07
9	6.8	-2.8	7.84	1.15
18	1.19	-0.19	0.0361	0.030
			χ^2	**11.51**

$X^2 = (O-E)^2/E = 11.51$
Degree of freedom V = (r-1) (c-1)
= (5-1) (3-1) = 8
Table value at χ^2 confined level = 12.6

Since the calculated value of χ^2 is less than the table value the hypothesis has been accepted. Therefore it is concluded that there is significant relationship between Qualification and the level of respondents.

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C. Designation of the Respondents

O	E	O-E	(O-E)2	(O-E)2/E
7	5.8	1.2	1.44	0.2483
6	7.25	-1.25	1.5625	0.2155
6	7.83	-1.83	3.3489	0.4277
10	8.12	1.88	3.5344	0.4353
8	9.6	-1.6	2.56	0.2667
12	12	0	0	0
16	12.96	3.04	9.2416	0.7131
12	13.44	-1.44	2.0736	0.1543
5	4.6	0.4	0.16	0.0348
7	5.75	1.25	1.5625	0.2717
5	6.21	-1.21	1.4641	0.2358
6	6.44	-0.44	0.1936	0.0301
			χ^2	**3.0333**

$X^2 = (O-E)^2/E = 3.0333$

Degree of freedom V = (r-1) (c-1)

= (4-1) (3-1) = 6

Table value at χ^2 confined level = 12.6

Since the calculated value of χ^2 is less than the table value the hypothesis has been accepted. Therefore it is concluded that there is significant relationship between designation and the level of respondents.

D. Years of Experience of the Respondents

O	E	O-E	(O-E)2	(O-E)2/E
4	5.6	-1.6	2.56	0.457
10	8.4	1.6	2.56	0.3048
6	7.84	-1.84	3.3856	0.4324
8	6.16	1.84	3.3856	0.55032
12	10.4	1.6	2.56	0.2462
16	15.6	0.4	0.16	0.01026
18	14.56	3.44	11.	0.8128
6	11.44	-5.44	29.5936	2.053
4	4	1	1	0.25
4	6	2	4	0.667
4	5.6	-1.6	2.56	0.457
8	4.4	3.6	12.96	2.9454
			χ^2	**9.71978**

$X^2 = (O-E)^2/E = 9.71978$

Degree of freedom V = (r-1) (c-1)

= (4-1) (3-1) = 6

Table value at χ^2 confined level = 12.6

Since the calculated value of χ^2 is less than the table value the hypothesis has been accepted. Therefore it is concluded that there is significant relationship between experience and the level of respondents.

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E. Salary of the Respondents

O	E	O-E	(O-E)2	(O-E)2/E
8	6.2	1.8	3.24	0.5226
8	6.82	1.19	1.3924	0.2041
5	7.44	-2.44	5.9536	0.8002
10	10.54	-0.54	0.2916	0.0277
6	6.8	-0.8	0.64	0.0941
8	7.48	0.52	0.2704	0.0361
10	8.16	1.84	3.3856	0.4141
10	11.56	-1.56	2.4336	0.2105
6	7	1	1	0.1428
6	7.7	-1.7	2.89	0.3753
9	8.4	0.6	0.36	0.0428
14	11.9	2.1	4.41	0.3705
			χ^2	3.2417

$X^2 = (O-E)^2/E = 3.2417$
Degree of freedom V = (r-1) (c-1)
= (4-1) (3-1) = 6
Table value at χ^2 confined level = 12.6

Since the calculated value of χ^2 is less than the table value the hypothesis has been accepted. Therefore it is concluded that there is significant relationship between salary and the level of respondents

F. Age wise classification the Respondents

O	E	O-E	(O-E)2	(O-E)2/E
8	7.04	0.96	0.922	0.1310
8	12.16	-4.16	17.306	1.4232
14	9.6	4.4	19.36	2.0167
2	3.2	-1.2	1.44	0.45
10	11	-1	1	0.0909
24	19	5	25	1.316
14	15	-1	1	0.067
2	5	-3	9	1,8
4	3.96	0.04	1.6	0.4040
6	6.84	-0.84	0.706	0.1032
2	5.4	-3.4	11.56	2.141
6	1.8	4.2	17.64	9.8
			χ^2	19.743

$\chi^2 = \sum (O-E)\ 2/E = 19.743$
Degree of freedom v = (r-1) (c-1)
= (4-1) (3-1) = 6
$\chi^2_{0.05} = 12.6$

Since the calculated value of χ^2 is More than the table value the hypothesis has been Rejected. Therefore it is concluded that there is significant relationship between age and the level of respondents.

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IV. FINDINGS

From the sample respondents most of the teachers are female which constituted 48 percent of its respective total. The analysis shows that the dominant age group was between 31-40 years which constituted 44 percent of its total respondents. The highest percentages of teachers are married which constituted 92 percent among sample respondents. From the sample respondents, 12 percent of the teachers are under the category of Graduate with B.Ed.

The designations of the most of the teachers are PG Assistant which constituted 34 percent from its total respondents. The analysis shows that out of 100 teachers, 36 percent of the teachers were having the experience of 5-10 years. The highest level of teachers was getting the salary of 25000-35000 which constituted 18 percent of its total respondents. Out of 100 respondents, 32 percent of teachers were opinion that their profession was challenging.

A finding shows that, nearly 55 percent of teachers were opinion that creativity is the important requirement for their curriculum. Most of the teachers were completing their syllabus p to 90-100% which constituted 70 percent of its total respondents. 58 percent of the teachers were appreciated by the management for their better results.

A. Suggestions

1) The salary can be increased to help the teachers to improve their standard of living. Good amount of incentives or rewards may be given to the teachers. This will go a long way to improve the morale of the teachers. Depending upon the number of teachers in a school, a rest room with adequate facilities should be arranged. The teachers can make use of the room when they feel unwell.

2) The women teachers in schools were more concerned with their rapport with fellow teachers. Friendly and supportive colleagues lead to increased job satisfaction. The school may reward teachers for their good work. It is important factor for high motivation of the teachers.

3) The management may also call for suggestions from the improvement of the schools. School administrators should encourage teachers to pursue graduate studies to have better opportunities for promotion and better pay. Transparency in official transaction especially in term of promotion should be maintained.

V. CONCLUSION

As human being's perceptions, feelings, emotions are different from others, and as these are changing, the nature of attitude towards job satisfaction is complex. There is considerable evidence in the job satisfaction literature that many of the variables such as age, sex, year of experience etc., have independent influence on job satisfaction. This study also wanted to prove that job satisfaction variables are not unidirectional in their effect. The job itself can be a source of both satisfaction and dissatisfaction and vice versa. The results of this study might be useful for the concerned authorities to enhance the level of satisfaction of the teachers working in Government schools in Periyakulam by taking necessary actions.

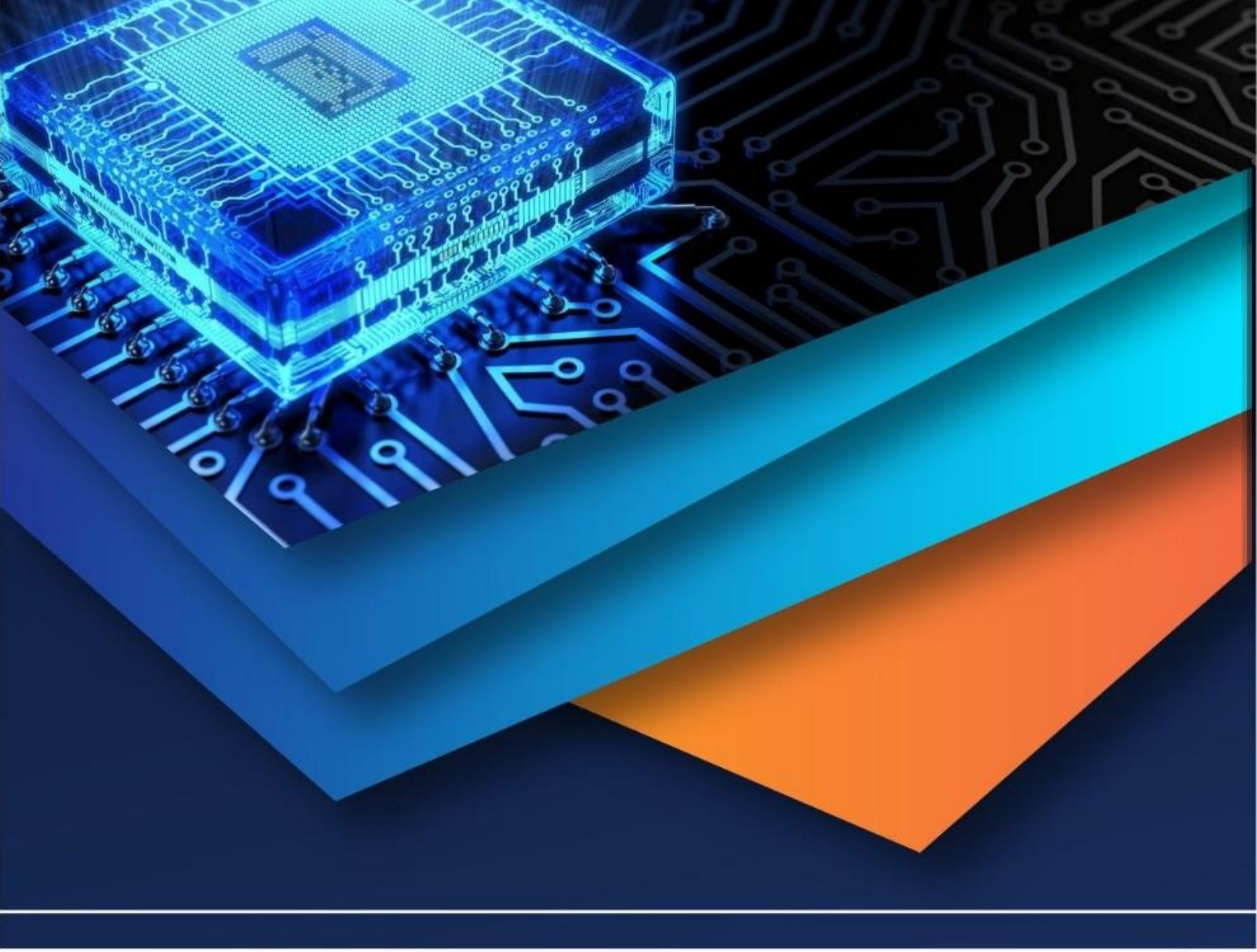
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