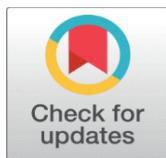


JOB SATISFACTION OF HIGH SCHOOL TEACHERS OF ASSAM

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ABSTRACT

The present study was conducted to study the job satisfaction of High School teachers of Assam. The sample consisted of 500 High School teachers, which included male-female and urban-rural categories. Yudhvirendra Mudgil, Prof. I.S. Mhar, and Prabha Bhatia's Teachers' Job Satisfaction Scale (TJSS) was used to collect the data. The results indicated that there is a significant difference in job satisfaction of male and female High School teachers.

Keywords: Job Satisfaction, High School Teachers, Assam, Male-Female

1. INTRODUCTION

Job satisfaction is a complex variable and is influenced by situational factors of the job as well as the dispositional characteristics of the individual. It is defined as the positive emotional response to the job situation resulting from attaining what the employee wants from the job. This implies that job satisfaction can be captured by either a one-dimensional concept of global job satisfaction or a multidimensional, faceted construct of job satisfaction, capturing different aspects of job satisfaction. Job satisfaction is a pleasurable emotional state of the appraisal of one's job; an effective reaction, an attitude towards one's job. No doubt job satisfaction is an attitude, but one should clearly distinguish the objects of cognitive evaluation, which are affective, beliefs and behaviors. Hence, job satisfaction is an attitude towards a job, considering feelings, beliefs, and behaviors. According to the Dictionary of Education, job satisfaction is the quality, state, and level of satisfaction as a result of various interests and attitudes of a person towards their job. It is the desire with which employees view their work. It expresses the extent of match between the employer's expectations of the job and the rewards that the job provides.

Job satisfaction is a set of favorable or unfavorable feelings and emotions with which employees view their work. Job satisfaction is an affective attitude that consists of feelings, thoughts and intention to act. It may be defined as overall

attitudes towards the profession, which result from a balancing and summation of many specific likes and dislikes experienced in connection with the job.

Job satisfaction typically refers to attitudes of a particular employee, but assessments of individual employees' satisfaction can be averaged over all members of an organization.

In this regard, the investigator feels that a study of job satisfaction can provide information to educational administrators to help them understand the teachers in a better way and explore the best possible ways to maximize the career adjustment of the school teachers.

1.2. OBJECTIVES OF THE STUDY

- To study the job satisfaction of urban and rural high Schools teachers
- To assess the level of job satisfaction of high School teachers in relation to gender

Hypothesis:

Ho2 There is no significant difference in job satisfaction of male and female high School teachers.

2. GEOGRAPHICAL AREA OF THE STUDY:

The geographical area of the study comprises three important districts of Assam — Kamrup, Kamrup (Metropolitan), and Nalbari. The researcher collected data from these districts for the purpose of the study.

3. RESEARCH DESIGN

3.1. METHODOLOGY

The Descriptive Survey Method was adopted for conducting the present study.

Sample:

The investigator selected 20 schools from Kamrup, 15 schools from Kamrup(R) 15 schools from Nalbari districts.

Table 1

Distribution of Sample for the Study

Districts	No. of school	Total sample (Teachers)
Kamrup(M)	20	500
Kamrup	15	
Nalbari	15	

Out of 500 high School teachers, the investigator selected 155 male and 95 female from the rural category, and 150 male and 100 female from the urban category.

Table 2

Distribution of Sample for the Study in relation to Gender

Sl. No.	Category (Rural)	Number	Percentage	Category (Urban)	Number	Percentage
1	Male	155	62%	Male	150	60%
2	Female	95	38%	Female	100	40%
	Total	250	100%		250	100%

Sampling Technique:

For selecting of adequate sample for the investigation, the investigator used random sampling technique.

Tool:

To collect the data, the investigator used 'Teachers' Job Satisfaction Scale' (TJSS) by Yudhvirendra Mudgil, Prof. I.S. Mhar, and Prabha Bhatia was used.

Statistical Technique employed:

Following statistical techniques are used to conduct the study

- Simple percentage technique
- T- test

4. RESULTS AND DISCUSSION

Objective 1. To study the job satisfaction of urban and rural High Schools teachers

Table 3

Percentage of Job Satisfaction Level

Category	High	Average	Low	Total
Urban	27.39%	60.87%	11.74%	100%
Rural	22.94%	57.65%	19.41%	100%

From the above table, it has been observed that urban high school teachers have high job satisfaction than rural school teachers.

Objective 2

To assess the level of job satisfaction of high School teachers in relation to gender

Ho2 There is no significant difference in job satisfaction between male and female High School teachers.

Table 4

Percentage of job satisfaction levels in relation to gender

Category	High	Average	Low	Total
Male	17.14%	71.43%	11.43%	100%
Female	38.71%	40.66%	20.65%	100%

It is observed from the table that among the male teachers, 17.14% have high job satisfaction, 71.43% have average job satisfaction, and 11.43% have low job satisfaction. On the other hand, among female teachers, 38.71% have high job satisfaction, 40.66% have average job satisfaction, and 20.65% have low job satisfaction.

To compare the job satisfaction of male and female teachers, the investigator used t test. They are given below

Table 5

t value of male and female teachers

Categories	N	Mean	SD	t value	df	Remarks
Male	305	113	5.79	2.87	498	significant
Female	195	105.5				

From the above table, it is found that the computed value 2.87 is greater than the table value at both levels of significance. Hence, it is significant. Therefore, the null hypothesis can be rejected. Therefore, it may be concluded that there is a significant difference in job satisfaction between male and female teachers.

5. FINDINGS OF THE STUDY

The study was conducted to find out the level of job satisfaction. The study considered various factors related to job satisfaction through a sample survey. The careful analysis of the data has brought to light several findings, which are summarized below-

- 1) It is found that among the teachers of urban areas, 27.39% have high job satisfaction, 60.87% have average job satisfaction, and 11.74% have low job satisfaction.

- 2) It is also found that in rural areas, 22.94% have high job satisfaction, 57.65% have average job satisfaction, and 19.41% have low job satisfaction.
- 3) It was found that the percentage of teachers with low job satisfaction is higher in rural areas (19.41%) compared to urban areas (11.74%). In terms of average job satisfaction, teachers in rural areas accounted for 57.65%, which is slightly lower than their urban counterparts (60.87%). Similarly, the percentage of teachers with high job satisfaction in rural areas (22.94%) is also lower than that in urban areas (27.39%). It is found that among the male teachers, 17.14% have high, 71.43% have average, and 11.43% have low job satisfaction.
- 4) While analyzing the data among the female respondents, 38.71% have high job satisfaction, 40.66% have average job satisfaction, and 20.65% have low job satisfaction.
- 5) It is found that the percentage of female respondents having high job satisfaction (38.71%) is higher than the percentage of male respondents (17.14%) on the other hand the percentage of female teachers having average job satisfaction (40.66%) is lesser than the percentage of male teachers (71.43%).
- 6) The study revealed that there is significant difference of job satisfaction of male and female teachers. Female teachers are more satisfied than male teachers.

6. CONCLUSION

Job satisfaction is the fulfilment of one's expectations from the job. It is a pleasurable or positive emotional state resulting from the appraisal of one's job experience. But the expectations of people may not be homogeneous. It may differ from person to person, place to place, job to job, context to context, and organization to organization. So, job satisfaction cannot be generalized. From the academic perspective, workplace conditions, compensation, infrastructure, and professional development affect the job satisfaction of the teaching faculty.

The present study has tried to discover the level of job satisfaction among the teaching faculty of High Schools of Assam. The study made an important contribution to the High School of Assam to understand the job satisfaction level among the teaching faculty and help to increase the satisfaction level High School to retain good employees and ensure an increase in the performance of the teaching faculty.

CONFLICT OF INTERESTS

None.

ACKNOWLEDGMENTS

None.

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