



A STUDY OF JOB SATISFACTION OF HIGHER SECONDARY TEACHERS IN RELATION TO LOCALITY AND MARITAL STATUS

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Abstract

The present study aims at investigating the job satisfaction of higher secondary teachers in relation to gender and age. The sample consists of 600 teachers from Kanchipuram, Vellore and Thiruvannamalai Districts of Tamilnadu, India. Non- Random sampling technique has been used in the selection of schools and samples for the present study. The present research work has been carried out on a non-random sample of 600 teachers working in rural and urban areas of Kanchipuram, Vellore and Thiruvannamalai Districts of Tamilnadu employing non-random sampling technique. Teachers were selected on the basis of Locality, Marital status.

Keywords: *Job satisfaction – Locality – Marital status.*

1. Introduction

Job satisfaction is a complex phenomenon involving various personal, institutional and social aspects. If the teachers attain adequate job satisfaction, they will be in a position to fulfil the education objectives and national goals. According to *Blum and Naylor (1968)*, job satisfaction in the result of various attitudes possessed by an employee, the present study is undertaken to quantify the job satisfaction

2. Review of Related Literature.

Fathimah Halim (2011) undertook a study to examine the relationship between organizational justice and organizational citizenship behaviour with job satisfaction among secondary school teachers and identified effects of the dimensions of organizational justice and organizational citizenship on job satisfaction. The results showed significant relationship between organizational justice and job satisfaction, organizational citizenship behaviour and job satisfaction. Organizational justice was found to have a positive significant relationship with job satisfaction where organizational citizenship behaviour acted as the moderator between the two variables

Lam and Yan (2011) explored the job satisfaction and career development of beginning teachers. The beginning teachers were initially interviewed after graduation from the teacher training programme and then after gaining a two-year teaching experience. The school factors such as volume of non-teaching workload, equitability in the distribution of work, and professional autonomy were reported to influence the job satisfaction and teaching motivation of teachers significantly

3. Methodology

The investigator employed the Normative Survey Method in the present study. According to *Gay (1976)* “Descriptive research involves collecting data in order to test the hypothesis or to answer questions concerning the current status of the subject of the study”.

4. Location of The Study

The present study is conducted in Kanchipuram, Vellore and Thiruvannamalai districts in the state of Tamilnadu, India.



6. Sample and Sampling Techniques of The Present Study

Non Random sampling technique has been used in the selection of schools and samples for the present study.

The present research work has been carried out on convenience sample of 600 teachers working in rural and urban areas of Kanchipuram, Vellore and Thiruvannamalai Districts of Tamilnadu employing non random sampling technique. Teachers were selected on the basis of gender, age, type of school, Locality of school and marital status. The sample consists of 600 teachers among them 214 are male teachers and 386 are female teachers.

7. Tools Used in the Present Study

In order to collect the necessary data to achieve the objectives of study the following psychological tools were used.

- i. Job satisfaction scale by Yudhivendra Mudgil, Prof.I.S. Muhar, Prabha Bhatia (1991).

8. Objectives

1. To find out if there is any significance between rural and urban higher secondary teachers in their job satisfaction.
2. To find out if there is any significance between married and Unmarried higher secondary teachers in their job satisfaction.

9. Hypothesis

H0₁ – Satisfaction level of rural and urban school teachers are equal

H0₂ – Satisfaction level of married and unmarried school teachers are equal

Table: 1 ,Distribution of respondents on the basis of locality

Locality	No of respondents	Percentage
Rural	169	28.2
Urban	431	71.8
Total	600	100.0

The above table exhibits the details about the distribution of the respondents. It is inferred from the table that based on locality, 28.2 percent of the respondents are from rural and 71.8 percent of the respondents are from urban. So majority of the respondents are urban teachers.

Fig. 1, Distribution of respondents on the basis of locality

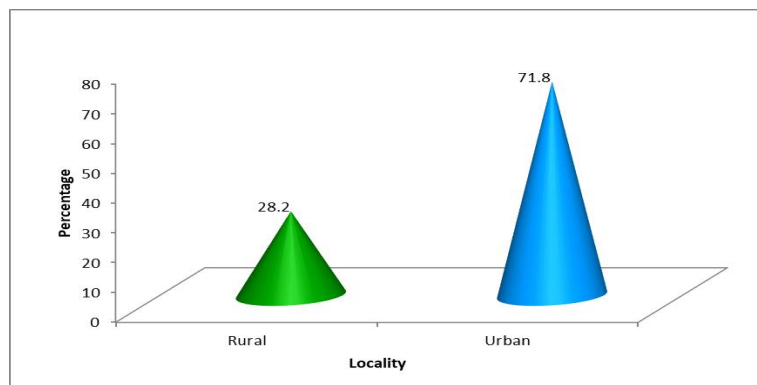


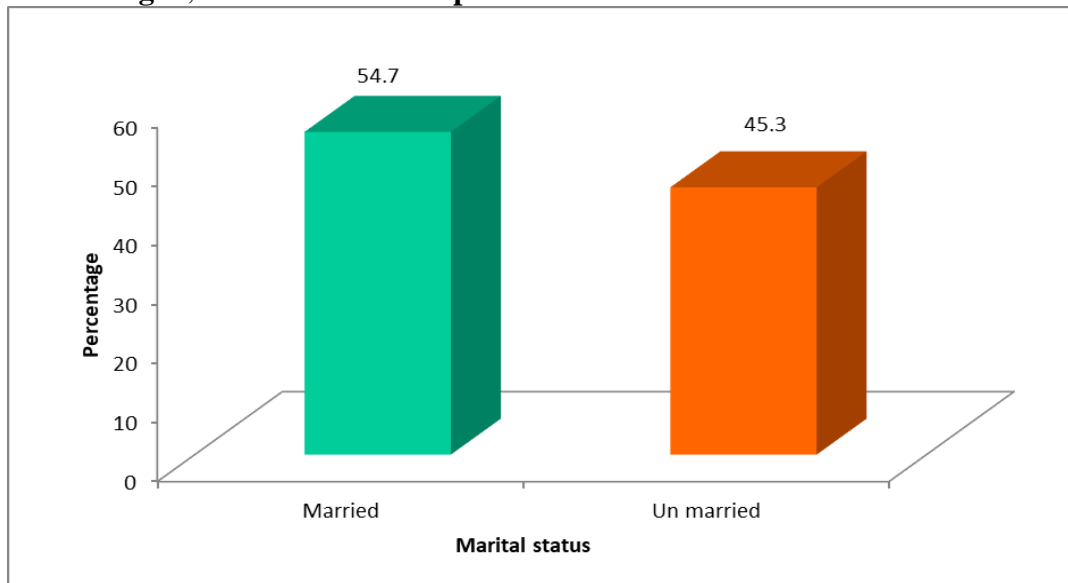


Table: 2, Distribution of respondents on the basis of marital status

Marital status	No of respondents	Percentage
Married	328	54.7
Un married	272	45.3
Total	600	100.0

The above table exhibits the details about the distribution of the respondents. It is inferred from the table that based on marital status, 54.7 percent of the respondents are married group and 45.3 percent of the respondents are unmarried group.

Fig. 2, Distribution of respondents on the basis of marital status



H01 – Satisfaction level of rural and urban school teachers are equal.

Table: 3, Showing Mean, S.D. and t-value for respondents level of job satisfaction on the basis of locality

Variables	Locality	Mean	S.D	t-value	p-value
Job satisfaction	Rural	218.6	6.17	1.35	0.48 NS
	Urban	210.5	5.78		

NS-Not Significant

The table 3 exhibits the Mean, S.D and t-value of job satisfaction on the basis of locality. The result reveals that rural respondents obtained a mean value of 218.6, and S.D Value 6.17, urban respondents obtained a mean of value 210.5 and S.D value 5.78.

The calculated t-value (1.35) is not significant. Therefore the stated null hypothesis is true and it is accepted. So it is concluded that there is no significant difference between rural and urban respondents in their opinion about job satisfaction.

H02– Satisfaction level of married and unmarried school teachers are equal.



Table: 4, Showing Mean, S.D. and t-value for respondents level of job satisfaction on the basis of marital status

Variables	Marital status	Mean	S.D	t-value	p-value
Job satisfaction	Married	288.6	4.18	7.23	0.01 S
	Un married	314.8	3.12		

S-Significant

The table 4 exhibits the details of Mean, S.D. and t-value for respondents level of job satisfaction on the basis of marital status.

It is inferred from the obtained t-value there is a significant difference in respondents level of job satisfaction on the basis of marital status. Since the calculated t-value (7.23) which is significant at 0.001 level. Therefore the stated null hypothesis is rejected and alternate hypothesis is accepted. Therefore it is concluded that respondents differ in their level of job satisfaction on the basis of marital status. Hence it can be concluded that unmarried respondents are more satisfied than married respondents.

Conclusion

Teachers are the pillars of the world. The future of the whole young generation depends upon them. In every culture throughout the world there is a lot of importance that is being given to the teachers. Particularly in the Tamil culture the teacher is given importance next to mother and father and a teacher is considered more important than God. But in reality they face a lot of problems. The job satisfaction level of most of the teachers are low. Therefore, it must be the need of the hour to rectify that situation. Only then the young generation will be a better generation and future will be a better one. That is the reason, the present research focused on the relationship between the stress level of the teachers, their job satisfaction and their familial conditions. Not just the work environment, but the familial condition also plays a role in the stress levels of the teachers. If the family conditions are increased, it leads to the decrease in stress level and increase job satisfaction of the school teachers. Thus it is also recommended that the teachers can pay more attention to this point that is serious view in education dimension. At the same time they should not be forced in doing non – academic matters instead of academic. Hence From the t test, there is a significant difference in respondents’ level of job satisfaction on the basis of locality. The result reveals that rural respondents obtained a mean value of 218.6, and S.D Value 6.17, urban respondents obtained a mean of value 210.5 and S.D value 5.78. The calculated t-value (1.35) is not significant. Therefore, the stated null hypothesis is true and it is accepted. So it is concluded that there is no significant difference between rural and urban respondents in their opinion about job satisfaction.

There is a significant difference in respondents’ level of job satisfaction on the basis of marital status. Since the calculated t-value (7.23) which is significant at 0.001 level. Therefore the stated null hypothesis is rejected and alternate hypothesis is accepted. Therefore it is concluded that respondents differ in their level of job satisfaction on the basis of marital status. Hence it can be concluded that unmarried respondents are more satisfied than married respondents.



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