



## A STUDY ON JOB-SATISFACTION AMONG TEACHERS OF PRIVATE SECONDARY SCHOOL IN AIZAWL CITY

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### **Abstract**

*The attitude of the teachers towards the tasks he is assigned to perform greatly affects the organizational function of the school. In any educational institutions if the teachers feels that he can get a set of conditions which will lead him not only to what is called achievement of the aims and objectives of the system but also such situation where his personal desires are fulfilled in order to get the fullest satisfaction of life, then only his link with the institution can be claimed to be complete. A study aimed at locating distinguishing characteristics of satisfied and dissatisfied teachers is greatly needed and if a satisfactory factor description of the satisfied and dissatisfied teachers of Private Secondary School in Aizawl City (Capital of Mizoram) could be devised, it will be a valuable contribution to the process of education in Mizoram, as a favourable job satisfaction will result in his positive mental health which will eventually promotes the progress and development of the students in their academic life. A study on a broad spectrum attempting to examine aspects of teaching conditions pertaining to job – satisfaction is greatly needed, for it may yield some useful data of practical utility.*

**Key Words:** *Job-Satisfaction, Private Secondary School, Satisfaction of Teachers, Practical utility.*

### **Introduction**

Teaching means to preach, to give instrument and to enlighten. Teachers are those who impart and transmit knowledge and skills to others. Education in the largest sense is any act/activity or experience that has a formative effect on the mind, character or physical ability of an individual. The teacher is the living ideal, the foundation head of knowledge and the potential guide to provide directive for the growth and development of students to be worthy citizens of tomorrow. In brief, a teacher is the backbone of the educational system, the maker of mankind and the architect of the society. The teacher is apt to be more responsible and more accountable than any other public servant. Improving the quality of education depends on first improving the recruitment, training, social status and conditions of workplace of teachers, they need the appropriate knowledge and skills, personal characteristics, professional prospects and motivation if they are to meet the expectations placed upon them. A teacher, who is happy with his/her job, plays a vital role in the upliftment of society. A satisfied teacher can contribute a lot to the well being of his/her students whereas a dissatisfied teacher can become irritable and may create tensions which can have negative influence on the students' learning process and it consequently affects their academic growth.

### **Structure of Private Secondary School**

Under the Development of Education in Mizoram, the schools are divided into four categories – Primary, Middle, Secondary / High School and Higher Secondary School. The Private High school / Secondary School is the third stage of it and the students in this stage are about 14 – 16 years of age. So, the teachers in Private Secondary School are busy and need to be carefully as the students needed to pay full attention or guide.

In most of the Private Secondary School in Aizawl city, Medium of Instruction is English. The teacher should have Bachelor Degree and its equivalent degree as a minimum qualification to teach in the Private Secondary School. Though the government insists the entire teacher in Secondary School should have Bachelor of Education (B.Ed) degree but most of the teacher in Private Secondary School were untrained teacher and did not have a B.Ed degree.

### **Brief Educational Scenario of Mizoram**

The State of Mizoram, perching on the high hills in the North – eastern corner of India is flanked by Bangladesh on the west and Myanmar on the east and south. It has an area of 21,087 sq.km and a 630 km. long international boundary. Mizoram is situated between 21.580 north to 24.350 north latitude and 92.150 east to 93,290 east latitude. The length of the state stretching north to south is 277 km, while the width from east to west is 121 km. The line of Tropic of Cancer runs through the heart of Mizoram. It became the 23<sup>rd</sup> State of the Indian Union in 1986. The state is divided into eight district namely, Aizawl, Champhai, Mamit, Lunglei, Saiha, Lawngtlai, Serchhip and Kolasib.

Formal education in Mizoram was introduced by the Christian missionaries for the first time in 1894. Remarkable educational development has been achieved in the post – independence period partly because of the part played by the Government in the



field of education . The numbers of schools as well as the enrolment of students have increased and this has an a binding impact on the rate of literacy. The literacy percentage of Mizoram in 2011 was 91.58 .

The first High School/ Secondary School was started in Aizawl in the year 1944 through public donations and collaboration. It was provincialised in January 1950. Within a very short span of time and its existence, the school was able to produce a number of matriculates. In order to propose improvement in the education system in Mizoram the Education Reform Commission was established in April 2009. The Commission began its work by examining the present status of education system from the Pre-School up to Higher and Technical Education in the state.

In Mizoram, the Secondary School teachers are recruited as general state service Group ‘A’ (Gazetted) with a minimum qualification of a Bachelors degree and a Bachelor of Education (B.Ed) or its equivalent or 4years integrated Bachelor of science (B.Sc), Bachelor of Education (B.Ed) or an equivalent course from recognized University and a working knowledge of Mizo language upto Middle school standard. But, in most of the Private Secondary School the recruitment rules by the government is not followed and majority of the teacher were untrained. According to the School Education Statistics at a glance (2013-2014) a total number of 1115 teachers are teaching in 164 Private (Unaided) Secondary schools of Mizoram, out of which 723 are male and 392 are female.

### **Job Satisfaction**

Job Satisfaction is the favorableness and Unfavorableness with which employees view their work (Bruneberg, 1976). It signifies the amount of agreement between one’s expectations of the job and the rewards the job provides. Job satisfaction is defined as “the extent to which people like (satisfaction) or dislike (dissatisfaction) their jobs.” This definition suggests that job satisfaction is a general or global effective reaction that individuals hold about their job. Job Satisfaction is concerned with a person or a group in the Organization. Job Satisfaction can be applicable more to parts of an individual’s job. It is affected by many factors like co-workers, pay, job conditions, supervision, nature of the work and benefits.

### **Rationale of the Present Study**

Job Satisfaction of the teachers at the secondary stage as a motivating factors has been acknowledged time and again. In this regard, the Secondary education commission (1952-1953) has recommended that “Service conditions of teaching personnel should be improved”. The teacher’s job satisfaction is a predictor of teacher retention which is a determinant of teacher commitment and this has an effect on school effectiveness. Teacher’s job satisfaction also influences his job performance

Secondary School teachers problems are many and various. These could be professional and academic in nature; personal and interpersonal problems, and problems generally related to administration, management and the general motivation and overall job satisfaction of the teachers. There is no single theoretical literature on the job satisfaction of Private Secondary School teachers in Aizawl City which would highlight their problem and deal with it. Incentives to teachers teaching in the Private Secondary Schools of Aizawl City in various ways which will satisfy and motivate them towards effective teaching are as essential as those which motivate students to learn and prosper. This necessitates a comprehensive study on the job satisfaction of Private Secondary School teachers of Aizawl city. It is in this context that the need of the present study has been established. The investigator has, therefore, studied the job satisfaction among the teachers of Private Secondary School in Aizawl City.

### **Objectives of the Study**

1. To study the degree of Job Satisfaction among Private Secondary School teachers.
2. To study the degree of satisfaction of Male and Female Private Secondary School teachers in Aizawl City.
3. To study the influence of age on the degree of Job Satisfaction of Private Secondary School teachers in Aizawl city .
4. To suggest measures for improving the job satisfaction of Private Secondary School teachers in Aizawl city.

### **Hypotheses of the Study**

1. Teachers of Private Secondary School in Aizawl city have different degree of Job Satisfaction.
2. There is a significant difference between male and female teachers of Private Secondary School in the degree of Job Satisfaction.
3. Teachers of Private Secondary School in Aizawl city grouped according to age do not show any significant difference on the degree of Job Satisfaction.

### **Sample**

The sample of the present study comprises of 100 teachers (57 male and 43 female) selected at random from different Private Secondary Schools in Aizawl City.



**Tools and Techniques used for data collection :**

- 1) Primary source : Readymade tool – Job Satisfaction Scale (JSS) by Dr. Amar Singh and Dr. T.R. Sharma, 2006.
- 2) Secondary source : For collection of secondary data Annual Publication of School Education Statistics 2013-2014 Prepared by Statistical Cell, Directorate of School Education. Govt. of Mizoram was used.

**Analysis and Interpretation of Data**

Analysis and interpretation is done in accordance with the objectives of the study as follows:

**Objective No.1** – To study the degree of Job Satisfaction of Private Secondary School teachers in Aizawl city.

The following table shows the number and percentage of the 100 teachers who are teaching in the different Private Secondary Schools of Aizawl City along with their degree of satisfaction.

**Table – 4.01, Job Satisfaction among the Private Secondary School Teachers of Aizawl City (N = 100)**

Score	Number	Percentage	Degree of Satisfaction
75 and above	16	16%	Extremely Satisfied
63 -73	32	32%	Very Satisfied
56 – 62	22	22%	Moderately Satisfied
48 – 55	28	28%	Not Satisfied
47 or below	2	2%	Extremely Dissatisfied

The first objective of the investigation was to study the degree of Job Satisfaction of Private Secondary School Teachers in Aizawl city. This was done using the Job Satisfaction Scale developed by Dr. Amar Singh and Dr. T.R. Sharma.

Based on the table of degree of satisfaction shown in the manual of the scale, Table – 4.01 reveals that out of the 100 Private Secondary School teachers in Aizawl city, 16% were identified as extremely satisfied with their teaching job while 32% of them were found to be very satisfied, 22% of the teachers were moderately satisfied, 28% were not satisfied and the rest 2% of Private Secondary School teachers in Aizawl city were found to be extremely dissatisfied. This implies that a considerable percentage of the Private Secondary School Teachers (32%) were very satisfied with their job.

**Objective No. 2** - To study the degree of Job Satisfaction of Male and Female Teachers of Private Secondary School in Aizawl city.

The scores of male and female teachers on Job Satisfaction are computed and compared on the sample of 57 male and 43 female teachers. The mean, standard deviation and ‘t’ value computed for the comparison of mean scores on job satisfaction are shown in Table - 4.02

**Table - 4.02 Gender**

Gender	N	Mean	SD	SE	T
Male	57	63.63	10.20	1.35	1.2854
Female	43	61.05	9.62	1.47	

A perusal of the result vide Table - 4.02 reveals that the ‘t’ value for the significance of difference between the mean Job Satisfaction scores of male Private Secondary School teachers and female Private Secondary School teachers is not statistically significant. Therefore, it can be concluded that there is no significant difference between the male and female Private Secondary School teachers in Aizawl city with regard to their Job Satisfaction. Therefore, the hypothesis that assumes there is significant difference in Job Satisfaction of Private Secondary School teachers in Aizawl city with reference to their gender is rejected.



**Objective No.3** - To study the influence of age on the degree of Job Satisfaction of Private Secondary School teachers in Aizawl city.

Teachers were divided into two groups as low and high age. Teachers of 30 years of age and below are grouped as low age group and teacher who attained more than 30 years of age are grouped as high age group. The scores are compared, and the table 4.03 indicates mean, standard deviation and 't' value computed for the study.

**Table - 4.03, Age**

Age	N	Mean	SD	SE	T
<b>Low Age group (30 years and below)</b>	60	64.43	9.76	1.26	2.4502
<b>High Age group (Above 30 years)</b>	40	59.55	9.77	1.54	

Regarding age and Job Satisfaction the 't' value 2.4502 is statistically significant at 0.05 level. Therefore, the hypothesis that there is no significant differences in the level of Job Satisfaction between the low and high age group of teachers is rejected.

### Discussions

Among 100 Private Secondary School teachers in Aizawl city, it was identified that 16% of them are extremely satisfied, 32% are very satisfied, 22% satisfied, 28% were not satisfied and the rest 2% are identified as extremely dissatisfied. The percentage of teachers identified as extremely satisfied and very satisfied among the 100 Private Secondary teachers of Aizawl city is 48%. This indicates that considerably the Private Secondary school teachers in Aizawl city finds satisfaction with their teaching job. These teachers are found to have positive attitude towards their profession. This result may be explained on the ground that the Private Secondary school teachers in Aizawl city with their professional qualification believe that they are not deprived of required facilities, competitive spirit, room for innovation and creativity and job security and above all appreciation of creditable works done by them. In respect of their gender, among Private Secondary School Teachers in Aizawl city there is no significant differences in the Job-Satisfaction of male and female teachers. With regard to the age, the difference is considered to be statistically significant in the degree of Job Satisfaction between the low and high age group of teachers teaching in Private Secondary Schools in Aizawl city and it was found that teacher with low age group i.e 30 years and below were found more satisfied than the teachers belong to high age group i.e below 30 years.

### Suggestions

According to the findings of the present study, majority of the teachers teaching in the Private Secondary Schools of Aizawl city were found to be satisfied with their teaching job. Although these teachers are on the whole found to be satisfied there can be some aspects in their job which may cause dissatisfaction. The Investigator has given suggestions for improvement of Job Satisfaction among the Private Secondary School Teachers.

1. Teaching is a very important profession which needs special recognition. It is suggested that the Government should give a special category and special status.
2. The Government or concerned authority should supply sufficient teaching aids and learning materials to the Private Schools recognised under the Government. It is also advisable to check whether the Education system brought progress and improvement in the present system.
3. It is also suggested that the system and the syllabus should be modified, if the Education system is not good enough, the teacher's effort and hand work will not proved meaningful. Therefore, to have a qualitative education, it is necessary to look the syllabus and the Educational System.
4. The teacher education programme should be revitalized to gear teachers to the needs of teaching profession so that their satisfaction to the profession is ensured.
5. A teachers's work does not mean just teaching in the classroom. He is also assign various other duties which are of non-teaching nature. The school administrators, especially the principal or the headmaster of the school should try to convince them that non-teaching duties are also part and parcel of a teacher's work and have their own importance. Teachers should be made interest in these responsibilities. The school are often faced with many difficult problems, some of which are arising from the whole country's problems. There should be strict measures taken to forestall and curb indiscipline among the students since students indiscipline may become one of the reasons for causing



6. dissatisfaction among the teachers. The workload of the Principal should not be such that keeps him too engrossed with the administrative work, he should have enough time to give academic guidance to the teachers. Parents – teachers associations should be strengthened and revitalized to achieve school's closer contact and rapport with parents. This will make them feel interest in their wards' studies and appreciate teachers' work in turn will surely bring satisfaction to the teachers.
7. Monitoring and Inspection of Private Secondary School should be done regularly by the Government to ensure the condition and functioning of the school and also for their progression in the educational system.
8. It seems that the value of teaching as well as the importance of the teachers has been scaling down in the present society. It is thus advisable to recognize and look into importance of the teachers in the society. They will then be happy and satisfied in their job and regard their profession as a prestigious job.

With these few suggestions, the Investigator closes the report of his present study. He also hopes that the suggestions given by the teachers as well as the Investigator himself may be considered useful for improving the on-going practices of teaching-learning process. Therefore, it is hope that research study of this kind may also be fruitful in future.

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