

**Study of Job Satisfaction of Secondary School Teachers of Amritsar**

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**Abstract**

This study aims to explore the job satisfaction levels of secondary school teachers concerning their gender, locale, and type of institution. The job satisfaction scale developed by Dr. Meera Dixit (2013) was employed for data collection. The sample comprised 100 secondary school teachers, including 40 males and 60 females, 42 from rural areas, and 58 from urban areas, with 45 teaching in government schools and 55 in schools located in Amritsar District. Data analysis was conducted using the "t" test. The findings indicate significant differences in job satisfaction mean scores between male and female secondary teachers, between rural and urban secondary teachers, and among different types of institutions.

*Keywords:* Job Satisfaction, Teachers, Secondary Schools.

**Introduction**

Job satisfaction among secondary school teachers is important for the quality of teaching, student outcomes, and the overall educational environment. Teachers' effectiveness, motivation, and commitment to the profession are significantly influenced by their job satisfaction levels. Understanding the factors contributing to teacher job satisfaction is essential for educational institutions, policymakers, and stakeholders. A satisfied teaching workforce is more likely to exhibit enthusiasm, dedication, and innovation in their teaching practices, which positively impacts student engagement and achievement. The multifaceted nature of job satisfaction among teachers, including factors like gender, geographical location, and institution type, has been recognized. Understanding these factors is essential for designing targeted interventions and strategies to enhance teacher well-being and improve educational outcomes. Job satisfaction is the satisfaction and fulfillment individuals derive from their work, encompassing aspects such as job security, work-life balance, salary, opportunities for advancement, relationships with colleagues,

and alignment with personal values and goals. It is crucial for both employees and employers as it directly impacts organizational success, employee well-being, and overall job performance.

### **Importance for employees**

Importance for employees is that job satisfaction is closely linked to overall well-being and mental health, leading to lower stress, anxiety, and burnout, improved quality of life. Satisfied employees are more likely to be motivated, engaged, and committed to their work, contributing positively to organizational goals and objectives. Retention is another important aspect of job satisfaction, as satisfied employees are less likely to seek employment elsewhere, reducing turnover rates and associated costs. Job satisfaction also offers opportunities for learning, growth, and advancement, leading to investment in professional development and career progression. Research shows that job satisfaction is linked to better physical health outcomes, including lower rates of chronic diseases and improved overall well-being.

### **Importance for employers**

Job satisfaction is crucial for both employees and employers as it contributes to productivity, retention, and recruitment. Satisfied employees are more committed and dedicated to their work, leading to increased output and performance. A positive work environment characterized by high job satisfaction attracts top talent and retains skilled employees, reducing turnover rates and minimizing costs associated with recruitment, training, and onboarding. It fosters a positive organizational culture, promoting the organization's values and mission. Satisfied employees are more likely to think innovatively and creatively, contributing fresh ideas and perspectives to the organization. This enhances adaptability and competitiveness in today's dynamic business environment. Lastly, satisfied employees provide better customer service, leading to increased customer satisfaction and loyalty. Therefore, fostering a work environment that prioritizes job satisfaction can lead to a more motivated, engaged, and productive workforce, ultimately driving sustainable growth and success for the organization.

### **Job Satisfaction Factors**

#### ***Work Environment:***

- Promotes feelings of comfort, security, and well-being.
- A congenial work environment promotes job satisfaction.

#### ***Job Security:***

- Refers to perceived stability and continuity of employment.
- Employees who feel secure in their jobs experience higher job satisfaction.

***Work-Life Balance:***

- Achieves flexibility in work schedules, paid time off, and remote work opportunities.

***Compensation and Benefits:***

- Fair and competitive compensation, including salaries, bonuses, and benefits, is essential for job satisfaction.

***Career Development Opportunities:***

- Invests in professional growth through training programs, mentorship, and promotion prospects.

***Recognition and Appreciation:***

- Enhances job satisfaction by recognizing employees' achievements and rewarding exceptional performance.

***Relationships with Colleagues and Supervisors:***

- Fosters a sense of belonging and camaraderie.

***Autonomy and Decision-Making Authority:***

- Allows employees to exercise creativity, innovation, and problem-solving skills.

***Job Design and Task Variety:***

- Offers a variety of tasks, challenges, and opportunities for skill utilization and growth.

***Organizational Values and Mission:***

- Aligns with the organization's values, mission, and purpose.

**Review of related studies**

The role of teachers has evolved significantly due to changing time and increasing responsibilities. This has impacted job satisfaction among secondary school teachers, which significantly impacts their performance, student outcomes, and overall educational quality. This review of related studies provides an overview of factors influencing job satisfaction, differences based on demographic variables, and insights from studies conducted in India and similar contexts. **Tripathi (2023)** reveals that private teachers' job satisfaction is significantly lower than government teachers, urging the government to implement proactive policies to enhance their working conditions. **Chauhan (2022)** revealed that both male and female school teachers have similar job

satisfaction levels, with similar satisfaction levels in urban and rural schools. However, granted teachers have better job satisfaction, and teachers in schools with higher age levels have higher job satisfaction. **Abdunnazar (2020)** revealed that permanent secondary school teachers have higher job satisfaction than contractual teachers, with no significant difference found between trained and untrained teachers. **Medhi (2018)** revealed that female teachers generally have higher job satisfaction levels than their male counterparts, with a notable difference based on their school type. **Ghosh and Joshi (2017)** concluded that private educational institutions showing moderate job satisfaction compared to government institutions.

### **Objectives of the Study**

- To compare the mean scores of job satisfaction among Secondary teachers in relation to their Gender.
- To compare the mean scores of job satisfaction among Secondary teachers in relation to locale.
- To compare the mean scores of job satisfaction among Secondary teachers in relation to their type of institution.

### **Hypotheses of the Study**

- There is no significant difference between mean scores of job satisfaction among Male and Female secondary teachers.
- There is no significant difference between mean scores of job satisfaction among secondary teachers of Rural and Urban areas.
- There is no significant difference between mean scores of job satisfaction among secondary teachers of Government and private schools.

### **Research design**

In the present study, descriptive method is used by the researcher.

### **Sample**

The sample of the present study comprised of 100 secondary teachers (50 male and 50 female, 42 rural and 58 urban, 35 Government and 65 private) by using simple random sampling technique.

### **Variables**

Dependent Variable: Job Satisfaction Score. Independent Variable: Gender, locale and Types of Institution.

**Tools**

Job Satisfaction Scale prepared by Dr. (Mrs.) Meera Dixit (2013) was used. In this scale, there are 52 items. The scoring is on a five-point scale viz., strongly agree, agree, undecided, disagree and strongly disagree. Reliability was assessed by using the split-half method is 0.93. Reliability of the test computed by the test-retest method is 0.87.

**Statistical techniques**

Mean, Standard Deviation and t-test were used for analyzing and interpretation of the data.

**Analysis and interpretation**

**Table-1**

**Comparison of mean scores of job satisfaction among male and female secondary teachers.**

Gender	N	M	S.D.	t value	Result	Decision
Male	40	132.91	19.6	1.98	Significant at 0.05 level	Null Hp.
Female	60	138.26	22.8			Rejected

From Table-1 it is inferred that the mean scores of job satisfaction among Male and Female secondary teachers are 132.91 and 138.26 and values of S.D. are 19.6 and 22.8 respectively. The calculated t-ratio between the mean scores is 1.98 which is significant at 0.05 levels of significance. Hence, the null hypothesis H01. "There is no significant difference between mean scores of job satisfaction among Male and Female secondary teachers" is rejected.

**Table-2**

**Comparison of mean scores of job satisfaction among male and female secondary teachers.**

Locale	N	M	S.D.	t value	Result	Decision
Rural	42	135.5	18.61	2.098	Significant at 0.05 level	Null Hp.
Urban	58	143.4	19.32			Rejected

From Table-2 it is inferred that the mean scores of job satisfaction among Rural and Urban secondary teachers are 135.5 and 143.4 and values of S.D. are 18.61 and 19.32 respectively. The calculated t-ratio between the mean scores is 2.098 which is significant at 0.05 levels of significance. Hence, the null hypothesis H02. "There is no significant difference between mean scores of job satisfaction among Rural and Urban secondary school teachers" is rejected.

**Table - 3**

**Comparison of mean scores of job satisfaction among male and female secondary teachers.**

Type of Institute	N	M	S.D.	t value	Result	Decision
Government	45	141.7	22.6	3.124	Significant at 0.01 level	Null Hp.
Private	55	132.7	19.48			Rejected

From Table-3 it is inferred that the mean scores of job satisfaction among Government and Private secondary school teachers are 141.7 and 132.7 and values of S.D. are 22.6 and 19.48 respectively. The calculated t-ratio between the mean scores is 3.124 which is significant at 0.01 levels of significance. Hence, the null hypothesis H03. "There is no significant difference between mean scores of job satisfaction among Government and Private secondary school teachers" is rejected.

**Findings**

- There is a significant difference in the mean scores of job satisfaction among secondary teachers with respect to their Gender.
- There is a significant difference in the mean scores of job satisfaction among secondary teachers with respect to their locale.
- There is a significant difference in the mean scores of job satisfaction among secondary teachers with respect to their type of institution.

**Discussion**

The results of the study revealed that there is a significant difference in the mean scores of job satisfaction among secondary teachers with respect to their Gender. In line with the findings of the study, previous literature by Sharma and Bala (2023), Dey and Mohapatra (2021) and Kumari and Chaudhary (2019) revealed that there is significant difference in job satisfaction of male and female, teachers of secondary schools. The result is not in accordance to the earlier work done by Chaudhari and Pragna (2022), Chauhan (2022), Mahapatra (2021), Wagh and Desai (2019), Upadyay (2015) and Mabekoje (2009), who explored that both male and female were equally satisfied with their jobs. The results of the study explored that there is a significant difference in the mean scores of job satisfaction among secondary teachers with respect to their locale. The results are in accordance with earlier work done by Kumari and Chaudhary (2019) who concluded that rural teachers were more satisfied than that of urban teachers. The results are not in accordance with earlier work done by Wagh and Desai (2019), Sharma and Bala (2023) and Upadyay (2015)

who concluded that job satisfaction of urban Higher Secondary School teachers were not found significantly higher than the rural. The results of the study revealed that there is a significant difference in the mean scores of job satisfaction among secondary teachers with respect to their type of institution. The results of the study are supported by previous research by Tripathi (2023), Chauhan (2022), Wagh and Desai, Mahapatra (2021) and Kumari and Chaudhary (2019) who revealed that government school teachers were scored significantly higher mean scores than private school teachers. The results of the study are not supported by Chaudhari and Pragna (2022) who found that there is no significant difference between in the mean score of the Job Satisfaction among types of the school teachers.

### Conclusion

The study on job satisfaction among secondary school teachers in Amritsar reveals significant differences based on gender, location, and institution type. Female teachers report higher job satisfaction than male teachers, suggesting gender plays a crucial role in influencing job satisfaction. Urban teachers report higher job satisfaction than rural teachers, possibly due to better infrastructure, resources, and support systems. Government secondary school teachers report higher satisfaction than private teachers, possibly due to better job security, benefits, and working conditions. Addressing these disparities is crucial to enhance job satisfaction among all secondary school teachers in Amritsar. Policymakers and educational administrators can work towards creating a more supportive and satisfying work environment for all educators.

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