

Job Satisfaction of Male and Female Teacher at Primary Level of District Shopian, Kashmir (J&K)

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Abstract: The present study was to assess the job satisfaction of male and female teachers at primary level of District Shopian, Kashmir (J&K). The sample for the present study were comprise of 300 primary school teacher primary school to get selected in the sample. Out of 300 total sample, 150 will be government male and female (75 male and 75 female) primary teachers and 150 were be private male and female (75 male and 75 female) primary teachers. In order to find their job satisfaction a self constructed information blank was prepared by the investigator in order to collect data about: a) type of school b) gender c) teaching experience and job satisfaction of teacher educators, Amar Singh and T.R Sharma's job satisfaction scale have been administered. The study revealed that government primary school teacher have high job satisfaction than private primary school teachers and also found that female primary school teacher have high job satisfaction than male primary school teachers.

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Introduction

The skills of teaching are acquired by the teachers with experience. They should also have necessary aptitude and temperament for teaching and who can be indulgent and patient. A teacher with suitable education and training in the science learning and art of teaching cannot practice the profession of teaching effectively. The training should acquaint the teacher by all dimensions, how, when, to whom and what to teach. All methods thus orders to these two mentally dependent aspects of cognition. The methods of teaching adopted should enable exploration, accumulation, education and consolidation of information in a group setting or individually. Teachers need to know, how they can use instructional materials and audio-visual aids as supplementary to verbalization in their teaching to be effective and sustain the interests of the learners.

Job Satisfaction is broadly defined as an individual's general attitude towards his/her job. A substantial amount of research has been conducted on this topic. Hawthorne and Harwood's studies highlighted the importance of working conditions on one hand and social environment on the other, which effect human performance. The former led to the studies emphasizing the importance of motivational factors within the individual workers and the latter to the study of organizational and environmental climate of work situation. Job satisfaction is a positive emotional state that occurs when a person's job seems to fulfill important job values provided these values are compatible with one's needs. It is an individual's emotional reaction to the job itself. It is a

person's attitude towards the job. People spend a sizeable amount of their time in work environment. Job satisfaction is related to but distinguishable from morale and job involvement. Since job is not an entity or physical thing but a complex of inter-relationships of likes, roles, responsibilities, interactions, incentives and rewards, job satisfaction has to be intimately related to all of them.

Job satisfaction is an emotional affective personal response as a result of his estimation of the degree to which some fact of job reality is congruent or incongruent with his values. It is therefore important to have a good understanding of an individual's total personality and value system in order to understand and desirable his job satisfaction.

According to Kochhar (1978) Job satisfaction is the whole matrix of job satisfaction that makes a person like his work situation and be willing to head for it without distaste at the beginning of his work day.

Hoppock (1935) states that, "Job satisfaction depends upon the extent to which we hold meets that we feel it should meet. The degree of satisfaction is determined by ratio between what we have and what we want.

The teacher's role in education has not received as it deserves. In recent times, the problem of teacher absenteeism is becoming acute. This obviously relates to lack of commitment to the job. While job satisfaction has attracted the attention of researchers. Job commitment has been neglected. If it is found empirically that such commitment is lacking, the

reasons have to be made to remedy the state of affairs.

Objectives

The purposed study will be conducted with the following objectives:

1. To study job satisfaction of teachers with reference to type of school.
2. To study job satisfaction of teachers with reference to gender.
3. To study job satisfaction of teachers with reference to teaching experience.

Hypotheses

The purposed study will be conducted with the following hypotheses:

1. There is significant difference in mean scores of job satisfaction of government and private primary school teachers
2. There is significant difference in mean scores of job satisfaction of male and female primary school teachers.
3. There is significant difference in mean scores of job satisfaction of male and female government primary school teachers.
4. There is significant difference in mean scores of job satisfaction of male and female private primary school teachers.
5. There is significant difference in mean scores of job satisfaction of teachers having less than 5 years and more than 10 years experience.

Operational Definition of Variables

1. Job Satisfaction: Job Satisfaction refers to individual's general attitude towards his/her job. A person with a high level of job satisfaction holds positive attitude about the job, while a person who is dissatisfied with his/her job holds negative attitude

about the job. In the present study job satisfactions refers to the scores obtained by the subjects on the Amar Singh and T. R Sharma's Job Satisfaction Scale (JSS).

Selection of the Sample

The sample for the present study were comprise of 300 primary school teacher primary school to get selected in the sample. Out of 300 total sample, 150 will be government male and female (75 male and 75 female) primary teachers and 150 were be private male and female (75 male and 75 female) primary teachers. The sample for the study was selected randomly from the different government and private primary level schools of district Shopian.

Measurement Tools Used

In order to collect evidence or data for a study the researcher has to make uses of certain tools and techniques. The instruments used to collect means and called tools. The researcher must be well versed in the development and use of these tools and techniques and full aware of their merits and demerits.

On the basis of above mentioned facts the selection of tools, the researcher has selected appropriate tools for the present study:

- a). Information Blank: Self constructed information blank was prepared by the investigator in order to collect data about: a) type of school b) gender c) teaching experience
- b). Job Satisfaction Scale (JSS): In order to assess the job satisfaction of teacher educators, Amar Singh and T.R Sharma's job satisfaction scale have been administered.

Results and Discussion

Table 1: Showing the Mean Comparison of Government and Private Primary school teachers on Job Satisfaction

Group	N	Mean	S.D	t-value	Significance
Government Primary School Teachers	150	83.36	14.32	9.01	Significant at 0.01 level
Private Primary School Teachers	150	69.14	13.15		

The perusal of the above table shows the mean comparison between government and private primary school teacher on job satisfaction. The above tables depicts that there is a significant difference between government and private primary school teachers on their job satisfaction. The t-value is 9.01 which is significant at 0.01 level. However, the mean favours the government primary school teachers, which

implies that government primary school teacher have high job satisfaction than private primary school teachers. *On the basis of the above results, it is clear that our hypothesis No. 1, which reads as, "There is significant difference in mean scores of job satisfaction of government and private primary school teachers" stands accepted.*

Table 2: Showing the Mean Comparison of Male and Female Primary school teachers on Job Satisfaction

Group	N	Mean	S.D	t-value	Significance
Male Primary School Teachers	150	71.54	12.74	3.49	Significant at 0.01 level
Female Primary School Teachers	150	79.23	14.29		

The perusal of the above table shows the mean comparison between male and female primary school teacher on job satisfaction. The above tables depicts that there is a significant difference between male and female primary school teachers on their job satisfaction. The t-value is 3.49 which is significant at 0.01 level. However, the mean favours the female

primary school teachers, which implies that female primary school teacher have high job satisfaction than male primary school teachers. *On the basis of the above results, it is clear that our hypothesis No. 2, which reads as, "There is significant difference in mean scores of job satisfaction of male and female primary school teachers" stands accepted.*

Table 3: Showing the Mean Comparison of Male and Female Government Primary school teachers on Job Satisfaction

Group	N	Mean	S.D	t-value	Significance
Male Government Primary School Teachers	75	77.03	3.06	11.03	Significant at 0.01 level
Female Government Primary School Teachers	75	63.9	5.8		

The perusal of the above table shows the mean comparison between male and female government primary school teacher on job satisfaction. The above tables depicts that there is a significant difference between male and female government primary school teachers on their job satisfaction. The t-value is 11.03 which is significant at 0.01 level. However, the mean favours the female government primary school

teachers, which implies that female government primary school teacher have high job satisfaction than male government primary school teachers. *On the basis of the above results, it is clear that our hypothesis No. 3, which reads as, "There is significant difference in mean scores of job satisfaction of male and female government primary school teachers" stands accepted.*

Table 4: Showing the Mean Comparison of Male and Female Private Primary school teachers on Job Satisfaction

Group	N	Mean	S.D	t-value	Significance
Male Government Private School Teachers	75	77.03	3.06	2.85	Significant at 0.01 level
Female Government Private School Teachers	75	73.83	5.34		

The perusal of the above table shows the mean comparison between male and female private primary school teacher on job satisfaction. The above tables depicts that there is a significant difference between male and female private primary school teachers on their job satisfaction. The t-value is 2.86 which is significant at 0.01 level. However, the mean favours the female private primary school teachers, which

implies that female private primary school teacher have high job satisfaction than male private primary school teachers. *On the basis of the above results, it is clear that our hypothesis No. 4, which reads as, "There is significant difference in mean scores of job satisfaction of male and female private primary school teachers" stands accepted.*

Table 5: Showing the Mean Comparison of Primary school teachers on their experience on Job Satisfaction

Teaching Experience in years	N	Mean	S.D	t-value	Significance
5 years	100	66.83	12.74	2.77	Significant at 0.01 level
10 years	100	73.83	5.34		
5 years	100	66.83	12.74	7.44	Significant at 0.01 level
More than 10 years	100	78.52	9.36		
10 years	100	73.83	5.34	4.38	Significant at 0.01 level
More than 10 years	100	78.52	9.36		

The perusal of the above table shows the mean comparison primary school teacher with respect to their teaching experience on job satisfaction. The above tables depicts that there is a significant difference between teachers having less than 5 years and more than 10 years experience on job satisfaction. The t-value is (2.77, 7.44 and 4.38) which is significant at 0.01 level. The table reveals that there is significant difference of primary school teachers having 5 years teaching experience, 10 years teaching experience and more than 10 years teaching experience. *On the basis of the above results, it is*

clear that our hypothesis No. 5, which reads as, "There is significant difference in mean scores of job satisfaction of primary school teachers having 5 years teaching experience 10 years teaching experience and more than 10 years teaching experience" stands accepted.

Conclusion

The results have been presented as following conclusion:

1. On the basis of analysis it was found that there is significant difference in mean scores of job

satisfaction of government and private primary school teachers. However, it was also found that government primary school teacher have high job satisfaction than private primary school teachers.

2. On the basis of analysis it was found that there is significant difference in mean scores of job satisfaction of male and female primary school teachers. Further, it was found that female primary school teacher have high job satisfaction than male primary school teachers.

3. On the basis of analysis it was found that there is significant difference in mean scores of job satisfaction of male and female government primary school teachers. Further, it was also found that female government primary school teacher have high job satisfaction than male government primary school teachers.

4. On the basis of analysis it was found that there is significant difference in mean scores of job satisfaction of male and female private primary school teachers. However, it was also found that female private primary school teacher have high job satisfaction than male private primary school teachers.

5. On the basis of analysis it was found that there is significant difference in mean scores of job satisfaction of primary school teachers having 5 years teaching experience 10 years teaching experience and more than 10 years teaching experience.

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