

A STUDY ON THE JOB SATISFACTION OF HIGHER SECONDARY SCHOOL TEACHERS IN KERALA

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Abstract

Education is the process, which should develop the required ability, attitude and other forms of behaviour for the full development of personality. Job satisfaction can be defined as extent of positive feelings or attitude that individuals have towards their jobs. Job satisfaction is the level of contentment a person feels regarding his or her job. This feeling is mainly based on an individual's perception of satisfaction. Job satisfaction can be influenced by a person's ability to complete required tasks, the level of communication in an organization, and the way management treats employees.

Key words: *job satisfaction, Esteem needs, Self-Actualization need*

I. INTRODUCTION

Job is not only a main source of income but also an important component of life. Work takes away a large part of each worker's day and also contributes to one social standing. Frameworks for understanding the production of academic achievement and the labour force outcomes of schooling often consider teacher quality to be a key input. The distribution of quality teacher is an essential factor driving the transmission of inequality. Job satisfaction is an integral component of organizational health and an important element in industrial relations. The level of job satisfactions seems to have some relations with various aspects of

work behavior such as accidents, absenteeism, turnover and productivity. It is generally assumed that satisfied employees are more productive.

Objectives

1. To study the job satisfaction of teachers.
2. To identify the factors which influence the job satisfaction of teachers.
3. To study the respondents perception about their job.

II. REVIEW OF LITERATURE

1. Natesan and Khaja Rahamathulla (2003) studied the teaching profession perception, teaching aptitude, and personality factors of secondary grade teachers. The sample consisted of 200 men secondary grade teachers and 200 women secondary grade teachers. The tools used were teaching profession perception scale, teaching aptitude scale and Cattell's 16 PF Questionnaire. There was no significant difference between secondary grade assistant teachers and secondary grade headmasters in teaching profession perception and all the areas of teaching aptitude except Interest and Scholarly Taste (TST) and fair-mindedness and Impartiality (FMI).

2. Lam Peter (2001) studied 350 teacher trainees of Singapore's teacher training institution in their relationship among quality of work life, carrier commitment, job satisfaction and withdrawal cognition. Carrier commitment perceptions of the

social status of teaching strongly related to commitment to and satisfaction with teaching.

3. Clarke Robert (1996) found out the teachers job satisfaction instrument by brainstorming session with 81 teachers in Pennsylvania and the results were converted in to numerical scores and the findings revealed that pay did not appear to be a satisfier or dissatisfied, that interaction with students was the most satisfying factor and that majority of the subjects should approve of their children following in their factor and teachers were not happy with the state mandated innovations of outcome based education(OBE) and inclusion(NAV).

4. Kulsum N (1995) correlated a relationship between the dependent and independent variables. Teachers working in corporation schools were highly satisfied than those who were working in other types of schools.

III. METHODOLOGY OF THE STUDY

This study is descriptive in nature. Various dimensions taken for the study are age ,gender, motivation,experience,designation,salary,recognition, job security and benefits.The sampling technique adopted in this study is random sampling. Data was collected from both primary and secondary source.Primary data was collected through questionnaire and personal interviews. Books, magazines, website, journals and newspapers are used to collect secondary data.The collected data has been analysed with the help of relevant statistical tools such as percentage analysis, Satisfaction Index and Chi square test.

Major theories of job satisfaction

Major theories of job satisfaction and their impacts on workers are

1.Maslow's Theory

2.Herzberg's Two-Factor Theory

Maslow's Theory

Abraham Maslow a well known psychologist by profession believes that in the quest to fulfill the needs, individuals behaves and exhibit in a certain manner. Human get satisfaction only when there needs are fulfilled .Maslow has divided the needs into five levels with the lower-order needs to higher – order needs

Herzberg's Two-Factor Theory

According to the Two-Factor theory of Frederick Herzberg ,people are influenced by two factors. Satisfaction and psychological growth was a factor of motivation factors. Dissatisfaction was a result of hygiene factors. Hygiene factors are needed to ensure an employee does not become dissatisfied. They do not lead to higher levels of motivation ,but without them there is dissatisfaction .Motivation factors are needed in order to motivate an employee into higher performance. These factors result from internal generators in employees.

Factors Affecting Job Satisfaction

Working Conditions

Because employees spend so much time in their work environment each week, it's important for companies to try to optimize working conditions. Such things as providing spacious work areas rather than cramped ones, adequate lighting and comfortable work stations contribute to favorable work conditions. Providing productivity tools such as upgraded information technology to help employees accomplish tasks more efficiently contributes to job satisfaction as well.

Opportunity for Advancement

Employees are more satisfied with their current job if they see a path available to move up the ranks in the company and be given more responsibility and along with it higher compensation. Many companies

encourage employees to acquire more advanced skills that will lead to the chance of promotion. Companies often pay the cost of tuition for employees taking university courses, for example. During an employee's annual performance review, a supervisor should map out a path showing her what she needs to accomplish and what new skills she needs to develop in order to be on a track to advancement within the organization.

Workload and Stress Level

Dealing with a workload that is far too heavy and deadlines that are impossible to reach can cause job satisfaction to erode for even the most dedicated employee. Falling short of deadlines results in conflict between employees and supervisors and raises the stress level of the workplace. Many times, this environment is caused by ineffective management and poor planning. The office operates in a crisis mode because supervisors don't allow enough time for employees to perform their assigned tasks effectively or because staff levels are inadequate.

Respect from Co-Workers

Employees seek to be treated with respect by those they work with. A hostile work environment -- with rude or unpleasant coworkers -- is one that usually has lower job satisfaction. In an August 2011 survey published by FoxBusiness.com, 50 percent of those responding said they had personally experienced a great amount of workplace incivility. Fifty percent also believe morale is poor where they work. Managers need to step in and mediate conflicts before they escalate into more serious problems requiring disciplinary action. Employees may need to be reminded what behaviors are considered inappropriate when interacting with coworkers.

Relationship with Supervisors

Effective managers know their employees need recognition and praise for their efforts and accomplishments. Employees also need to know their supervisor's door is always open for them to discuss any concerns they have that are affecting their ability to do their jobs effectively and impeding their satisfaction at the office.

Financial Rewards

Job satisfaction is impacted by an employee's views about the fairness of the company wage scale as well as the current compensation she may be receiving. Companies need to have a mechanism in place to evaluate employee performance and provide salary increases to top performers. Opportunities to earn special incentives, such as bonuses, extra paid time off or vacations, also bring excitement and higher job satisfaction to the workplace.

Causes of Job Dissatisfaction

Being underpaid:

Not being paid what you are worth is called being underpaid. This one issue is the most challenging one to work with because it can be driven by interpretation or perspective that is very personal or individually focused. If a person does not think they are being paid enough to do their job, then they perceive themselves to be underpaid - even if the wages they make are in line with that position. If they research the wages for that job (either on the Internet or by talking to others) and find they are indeed being underpaid, then their dissatisfaction is warranted. In addition, they could see someone who does the same job they are doing driving a better car or living in a better house - and thus, perceive that person to be making more money. And so, once again, they believe they are underpaid. You see, unless you know what others are making or research the wages that are

appropriate for a specific job function, then the dissatisfaction that comes from being underpaid is totally based on perception. From a company's perspective, it is a valuable and important perspective because individuals who are dissatisfied with the money they are making, for the job they do, will most likely leave the organization.

Limited career growth:

Not having the opportunity to climb the ladder and grow your career is another area that can foster dissatisfaction with a position. For this aspect, it is important to understand that not everyone wants to move up the ladder. However, for those who do, if the company does not afford them the opportunity of growth, they will become disenchanted and become dissatisfied with their job. This could mean that the employee will potentially leave for another position that might have better career growth opportunities.

Lack of interest:

A lack of interest is having a position that does not interest you. This is a very straightforward concept, but you might be wondering why anyone would take a job they were not interested in. Well, the first answer to that is typically money. People need to work and need jobs, so they might indeed take a position that does not interest them so they can pay the bills. Another answer could be that sometimes what a person is told a job is in the interview process does not materialize. The old joke is the company and the prospective employee are all Brad Pitt and Angelina Jolie during the interview process, but once the hiring is done, we can at times see the ugly side of a company or position and not want to stay.

IV. FINDINGS

- a) Most of the respondents are male.
- b) Majority of the respondents having 10– 20 years experience.
- c) 72 percent of the respondents are satisfied with working hours.
- d) 65 percent of the respondents feel good about Job security.
- e) Majority of the respondents are satisfied with their job.

V. CONCLUSION

The teaching profession requires in addition to professional skills, more dedication and sensitivity, availability of the educator to train, educate, manage, organize, improve and continually evaluates the formation and perfection of human qualities required of tomorrow. Job satisfaction is favorableness with which workers view their job: only satisfied and well-adjusted teachers can think of the well being of the pupil. This study reveals that majority of the respondents are satisfied with their job.

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