

Job satisfaction among government and private teachers

Dr. Sangeeta Sharma

Assistant Professor, AMM, Bhiwani, Haryana, India

Abstract

The present study is made to focus of job satisfaction among government and private teachers. The sample consisted of 110 (55 government and 55 private teachers) selecting by the random sampling. The results showed that there were significant differences in job satisfaction between government and private teachers. Government teaches are more satisfied with their educational qualifications, nature of work, pay, job security, promotional opportunities and family and work life balance of job satisfaction. Private teachers were not satisfied due to salary and job security.

Keywords: satisfaction, opportunities, educational, government

The high quality teachers and education in any country of the world have been very essential part of the different civilization of the world in historical perspectives, so the level satisfaction of teachers towards their job is very important to study. The job satisfaction is very broader concept tin every profession. Locke (1976) [5]. Defined job satisfaction as “a pleasurable or positive emotional state, resulting from the appraisal of one’s job experiences.” In most studies job satisfaction is described as how people feel about their jobs and its different aspects.

According to Herberg (1959) [3]. “Job satisfaction is collection of feelings that an individual holds toward his or her job.” The same was contributed by “Job satisfaction is defined as a general attitude toward one’s job. It is in regard to one’s feelings or state-of-mind regarding the nature of their work.”

The factors affecting job satisfaction can be broadly categorized as environmental, psychological or demographic. The role and responsibilities of private and government sector are currently a focus of major government concern. The problems of recruitment and staff retention particularly within the teaching profession have recently encouraged a reappraisal of the workload and job satisfaction association with many jobs in the government and private sectors.

The job satisfaction is essential pre-requisite for effective and efficient workforces because “Dissatisfied workforce causes immediate problems only to their particular institutions.” Boltes *et al.* (1995) [1]. And Bowen *et al.* (1994) [2]. Job satisfaction is related to multiple factors as the job satisfaction is multi dimensional as Smith, Kendall and Hulin (1969) [7]. argue that “Job satisfaction is multidimensional; that is one may be more or less satisfied with one’s supervisor, pay or workplace etc.”

Objectives

The study starts with the following objectives:

- There will be positive relationship between government teachers and private teacher on job satisfaction.

Hypothesis

The following hypothesis was formulated:

- There will be significant difference in government teachers and private teachers.

Method

Selection of sample

The sample consisted 110 (55 government and 55 private teachers) selection by using the Random sampling. Participants were selected from Deharadun.

Measuring tool

Standardized tool was used in present investigation. Teacher’s job satisfaction questionnaire was used.

Procedure

All the participant were appointed individually at their place during the school time prior permission of the principal on the earlier fixed appointment the questionnaire was collected back from the participant, who have fully completed. The scoring of the questionnaire was done according to the respective norms.

Results and Discussion

The obtained results for investigating co-relation between government and private teachers on job satisfaction were positively correlated (.48, >.01). The t vale was 2.4, which is significant at .05 levels. It indicated that government teachers are more satisfied than private teachers. Earlier formulated objective and hypothesis were supported by present results.

Table 1: showing the mean and standard deviation of two groups on job satisfaction.

Group	Govt. teschers	Private teacher
Mean	26.03	22.5
N	55	55

Table 2: Summary of government teachers and private teachers on job satisfaction

Group	N	Mean	SD	df	t	p
Govt. Teacher	50	26.03	4.2	98	2.04	>.05
Private teacher	50	22.5	6.4			

References

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