



Received on 25th Feb. 2019, Revised on 28th Feb. 2019; Accepted 22nd Mar. 2019

RESEARCH PAPER

A Study of Work Satisfaction among Upper Primary School Teachers

* Dr. T.R. Patel

Assistant Professor
B.C.J. College of Education
(M.Ed.), Khambhat, Gujarat
Mob.- 7922866272

Key words: *Work Satisfaction, upper primary, school teachers etc.*

Abstract

Work satisfaction plays a big role in teaching learning sectors. In simple terms and definitions we believe that satisfied teachers may contribute to the society, schools and students a lot. This research is focused to see their work satisfaction and the dimensions of Male and Female expectations' in teaching sectors. The main objective of the study was to find out the relationship between work satisfaction of male and female teachers at upper primary level working in Ahmedabad district. Sample size of the study was 180 government upper primary teachers were selected. The survey method was used for this study. The finding of the study was that female teachers had higher means sowing they had more work satisfaction than male teacher in upper primary level.

Introduction

A best quality teaching faculty is the cornerstone of a successful teaching system. Teachers are both the largest cost and the largest human capital resource of a teaching system, particularly at the educational level. Attracting and retaining good quality teachers is thus a upper primary necessity for educational institutions. However, good teachers are difficult to recruit and almost impossible to retain if the rewards of teaching do not outweigh the possible frustrations on account of poor work conditions. The first step in developing a best educated staff is to understand the factors associated with teaching quality and retention. One of the important factors is work satisfaction, which has been studied widely by organizational researchers and has been linked to organizational commitment as well as to educational sectors performance. Satisfaction with teaching as a career, not merely as a job,

is an important policy issue since it is associated with teacher effectiveness, which ultimately affects student achievement. Thus, understanding the factors that contribute to teacher satisfaction (or dissatisfaction) is essential to improving the information base needed to support a successful educational system.

Title of the problem

A study of work satisfaction among Upper Primary School Teachers in Ahmedabad District

Objectives of the study

The main objectives of the study were as follows;

Find out the relationship between work satisfaction of male and female teachers at upper primary level working in Ahmedabad district.

Hypothesis

Ho.1 There will be no significant difference between the mean scores of male and female upper primary level teachers of Ahmedabad district

Sample and population

In this study, researcher had taken 25 government Gujarati Medium upper primary schools through random sampling. Total sample of the study was 60 teachers were selected through also random sample. From 180 teachers there was 90 Male and 90 Female teachers were selected through random sampling.

Limitation of the study

Limitations of the study are as follows;

- (1) The study was limited to the schools which is situated Ahmedabad district.
- (2) Researcher considered the upper primary level (Std.- 6 to 8) teachers as sample.
- (3) Only government Gujarati medium schools were selected in this study.

Methodology

Survey method was used in this study. Research also used Mean, SD and t-value in this study.

Tool

Researcher developed self made Work satisfaction scale (WSS). Work satisfaction scale consisted 25 items. Which statement of these had to respond on a 5 point scale as follows; (1)

Strongly Agree (2) Agree (3) Undecided (4) Disagree (5) Strongly Disagree. Students had to tick on any one scale, what they felt.

Data analysis and Interpretation

According to the objective and related hypothesis, the following data were collected through Data collection.

Table No-1

Level of work satisfaction of Male and Female upper primary teachers in Ahmedabad District

Group of Teachers	N	Mean	SD	t-value	Significant / Not Significant
Male	90	32.60	5.57	2.95	Significant
Female	90	34.10	5.52		

According to the table no-1, male teachers' mean score was 32.60 and female teachers mean scores was 34.10. The t-value of the study of above table $t=2.95$, was greater than the table value. Hence, the null hypothesis is rejected. So there is significant difference between the scores of work satisfaction of Male and Female teachers. Female teachers had higher means sowing they had more work satisfaction for their job.

Findings of the study:

Major findings of the study were as follows;

- (1) Female teachers had higher means sowing they have more work satisfaction than the male teachers in upper primary level.
- (2) Male and female both teachers had average below work satisfaction level.

Conclusion:

The purpose of the study was to explore how teachers' work satisfaction related to upper primary schools' male and female teachers. Female teachers had higher means sowing they have more work satisfaction than the male teachers in upper primary schools. The t-value of the study of above table $t=2.95$, was greater than the table value. Male and female both teachers were average below work satisfaction level.

References:

1. Rosenholtz, S J, 1985, 'Effective Schools: Interpreting the Evidence', American Journal of Education, pp352-388.
2. Ashton, P T, and Webb, R B, 1986, Making A Difference: Teachers' Sense of Efficacy and Student Achievement, New York: Longmann
3. Wanous, J P, and E E Lawler, 1972, 'Measurement and Meaning of Job Satisfaction, Journal of Applied Psychology, Vol 56, No 2, pp 95-105.
4. Schaps, E. (2005). The role of supportive school environments in promoting academic success. In Getting Results: Update 5, Student Health, Supportive Schools, and Academic Success (Chapter 3). California Department of Education Sacramento

*** Corresponding Author:**

Dr. T.R. Patel, Assistant Professor
B.C.J. College of Education (M.Ed.), Khambhat, Gujarat
Mob.- 7922866272