

## **Job satisfaction of secondary school teachers of district Srinagar and Ganderbal**

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### **Abstract**

The present study was conducted to examine the Rural and Urban secondary school teachers in Degree Colleges of two Districts Srinagar and Ganderbal. The sample for the present investigation consisted of 60 secondary school teachers (30 rural and 30 urban) and (30 senior and 30 junior) selected randomly from the different secondary school of two district viz, Srinagar and Ganderbal. Job Satisfaction Scale (JSS, English version) used by Amar Singh and T.R. Sharma and has been published by National Psychological Corporation; Agra was used, in order to assess the job satisfaction of higher secondary school teachers. The study found that senior teachers are more satisfied than junior secondary school teachers Job satisfaction.

**Keywords:** job satisfaction, secondary school, teachers, Srinagar

### **Introduction**

Job satisfaction describes how content an individual is with his or her job. It is a relatively recent term since in previous centuries the jobs available to a particular person were often predetermined by the occupation of the person's parent. There are a variety of factors that can influence a person's level of job satisfaction. Some of these factors include the level of pay and benefits, the perceived fairness of the promotion system within a company, the quality of the working conditions, leadership and social relationships, the job itself (the variety of tasks involved, the interest and challenge the job generates, and clarity of the job description/requirements).

Job satisfaction is a pleasurable emotional state of an employee in relation to his job. It also can be termed as affective reaction to a particular job and an attitude towards the job. It is necessary to ensure the job satisfaction level of an employee in the organization since working environment, pay, promotions, job achievements, co-workers, supervisors and other benefits- all go to determine the job satisfaction. This study is highly relevant to the work environment since satisfied employees will voluntarily take up a variety of tasks and also bring in quality difference to their performance. Employees also require challenging environment to carry out tasks other than the routine. This research study would definitely help to motivate employees to high quality performance. Unhappy employees who experience fears of job loss will not give out their best performance. Job satisfaction helps to reduce complaints, grievances, absenteeism, turnover, termination and it helps to improve healthy work force and found to be good indicator of longevity.

Job satisfaction is very complex and comprehensive phenomena, it refers to the satisfaction of a worker in his work it can hardly be seen in isolation from life situation. Job satisfaction is widely accepted psychological aspects of functioning in any profession. The credit of bringing this term into currency goes to Hoppock (1935). He reviewed a little over 30-contemporary studies and concluded that there was much opinion about job satisfaction, yet there was not much factual work done in the field. Job satisfaction involves liking

for the work and acceptance of the pressures and aspirations connected with that work (Anganeyulu, 1970). Job satisfaction is most adequately conceptualized as a personalistic evaluation of conditions existing on the job. (Work, Supervision) or outcomes that arise as a result of having a job (Pay, Security) Job satisfaction is the perception of internal responses i.e. feelings (Schneider and Snyder, 1975). Glimmer (1966) is of the opinion that job satisfaction or dissatisfaction is the result of various attitudes the person holds towards his job. Towards related factors and towards life in general. Blum and Naylor (1968) state job satisfaction is the result of various attitudes possessed by an employee. In a narrow sense, their attitudes are related to the job and are concerned with such specific factors as wages, supervision, and steadiness of employment, conditions of work, opportunities for advancement, recognition of ability, fair evaluation of work, social relations on the job, prompt settlement of grievances, fair treatment by employees and other similar factors. However, other aspects such as employee's age, health, temperament and level of aspiration should be considered. Again his family relationships, social status and activities in organizations like labour, political or social contribute ultimately to job satisfaction.

### **Objectives**

Following objectives were formulated for the present proposal

1. To Study the Job Satisfaction of rural and urban secondary school teachers.
2. To Study the Job Satisfaction of senior and junior secondary school teachers.
3. To compare rural and urban secondary school teachers on their job satisfaction.

### **Hypothesis**

The following hypothesis was formulated for the present study

1. Rural and Urban secondary school teachers do not differ significantly on job satisfaction.
2. Senior and Junior secondary school teachers do not differ significantly on job satisfaction.

**Operational definitions of terms and variables**

1. *Job Satisfaction* is the amount of overall positive effect or feelings that the individuals have towards their job.  
Job satisfaction for the present study refers to the scores obtained by the subjects on job satisfaction scale by “Dr. Amar Singh and Dr. T.R. Sharma”.

**Sample**

The sample for the present investigation consisted of 60 secondary school teachers (30 rural and 30 urban) and (30 senior and 30 junior) selected randomly from the different secondary school of two district viz, Srinagar and Ganderbal.

**Analysis and interpretation**

**Table 1:** Showing the Degree of Job Satisfaction of Rural and Urban secondary school teachers

Degree of Satisfaction	Score	Rural	Urban
Extremely Satisfied	74 or above	23(76.67%)	27(90%)
Very Satisfied	63-73	5(16.6%)	26.67%)
Moderately Satisfied	56-62	2(6.67%)	1(3.33%)
Not Satisfied	48-55	0(0%)	0(0%)
Extremely dissatisfied	47 or below	0(0%)	0(0%)

The table no.1 shows the degree of Job satisfaction of Rural and Urban secondary school teachers on various degree of satisfaction levels. The above table shows that 76.67% rural secondary teachers of college were extremely satisfied and 90% urban secondary teachers of college were extremely

**Tools**

**Job satisfaction scale:** Job Satisfaction Scale (JSS, English version) used by Amar Singh and T.R. Sharma and has been published by National Psychological Corporation, Agra was used, in order to assess the job satisfaction of higher secondary school teachers.

**Statistical Treatment**

In order to accomplish, the objectives of the present study. The data thus collected from the selected sample was statistically analyzed by using Mean SD and t-value.

satisfied. While as, 16.6% Rural and 6.67 urban secondary teachers were very satisfied with their job. The above table also revealed that only 6.67% Rural and 3.37% urban secondary teachers college were moderately satisfied with their job.

**Table 2:** Showing the Degree of Job Satisfaction of Senior and Junior secondary school teachers

Degree of Satisfaction	Score	Senior	Junior
Extremely Satisfied	74 or above	28(93.3%)	24(80.0%)
Very Satisfied	63-73	4(13.33%)	3(10.0%)
Moderately Satisfied	56-62	2(6.66%)	1(3.3%)
Not Satisfied	48-55	0(0%)	0(0%)
Extremely dissatisfied	47 or below	0(0%)	0(0%)

The above table shows the degree of Job satisfaction of senior and junior secondary school teachers on various degree of satisfaction levels. The above table shows that 93.3% senior secondary teachers of college were extremely satisfied and 80% junior secondary teachers of college were extremely satisfied. While as, 13.33% senior and 10.0% junior secondary teachers were very satisfied with their job. The above table also revealed that only 6.66% senior and 3.3% junior secondary teachers college were moderately satisfied with their job.

**Table 3:** Shows Mean Comparison between Rural and Urban secondary school teachers on Job Satisfaction

Group	Mean	S.D	t-value	Significance
Rural	75.52	6.65	2.04	Significant at.05 level
Urban	73.82	5.06		

The above table shows the mean difference between Rural and Urban secondary school teachers on job satisfaction. The calculated t-value falls between 1.96 and 2.58. Thus the results show that there is significant difference between Rural and Urban secondary school teachers on job satisfaction. The difference is significant at.05 levels Job satisfaction. The mean of rural teachers 75.52 is greater than urban teachers 73.82. Rural teachers are more satisfied than urban secondary school teachers Job satisfaction. Therefore, hypothesis number 1st, which reads as “Rural and Urban higher

secondary school teachers does not differ significantly on job satisfaction” stand rejected.

**Table 4:** Shows Mean Comparison between senior and junior secondary school teachers on Job Satisfaction

Group	Mean	S.D	t-value	Significance
Senior	74.12	7.12	2.22	Significant at.05 level
Junior	72.34	6.74		

The above table shows the mean difference between senior and junior secondary school teachers on job satisfaction. The calculated t-value falls between 1.96 and 2.58. Thus the results show that there is significant difference between senior and junior secondary school teachers on job satisfaction. The difference is significant at.05 levels Job satisfaction. The mean of senior teachers (74.12) is greater than junior teachers (72.34). Senior teachers are more satisfied than junior secondary school teachers Job satisfaction. Therefore, hypothesis number 2<sup>nd</sup>, which reads as “Senior and junior secondary school teachers does not differ significantly on job satisfaction” stand rejected.

**Conclusion**

The following conclusions have been drawn for the present study:

- It was found that 76.67% rural secondary teachers of college were extremely satisfied and 90% urban

secondary teachers of college were extremely satisfied.

- It was found that 6.6% Rural and 6.67 urban secondary teachers were very satisfied with their job. The above table also revealed that only 6.67% Rural and 3.37% urban secondary teachers college were moderately satisfied with their job.
- It was found that 93.3% senior secondary teachers of college were extremely satisfied and 80% junior secondary teachers of college were extremely satisfied.
- It was found that 13.33% senior and 10.0% junior secondary teachers were very satisfied with their job. The above table also revealed that only 6.66% senior and 3.3% junior secondary teachers college were moderately satisfied with their job.
- It was found that there is significant difference between Rural and Urban secondary school teachers on job satisfaction.
- It was found that rural teachers are more satisfied than urban secondary school teachers Job satisfaction.
- It was found that there is significant difference between senior and junior secondary school teachers on job satisfaction.
- It was found that senior teachers are more satisfied than junior secondary school teachers Job satisfaction.

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