



STUDY OF JOB SATISFACTION OF PRIVATE AND GOVERNMENT SCHOOL TEACHERS

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Abstract

The aim of this study was to analyze the Job satisfaction of Private and Govt. School Teachers. In this present study sample consisted of total 100 (50 Private and 50 Government) School Teachers selected randomly from different schools of Tehsil Abohar. The data was collected by using Job satisfaction scale by Singh and Sharma (1986). The data was analyzed by employing Mean, SD and t-ratio. The study revealed that there was significance difference in job satisfaction between Private and Govt. School Teachers.



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INTRODUCTION

Work occupies an important place in the life of an individual and nobody is ever fully satisfied with the work he does. Though satisfaction or dissatisfaction with the work in hand is a personal matter, to a great extent, yet it exerts a strong influence upon the efficiency of the worker and with persistent dissatisfaction with his job, the worker loses faith in him as well in the job.

Teacher is an integral component of the society, and is conditioned by the ethos and culture of the society in which he lives. The constitutional goals, the directive Principles of the State Policy, the socio economic problems, the growth of knowledge, the emerging expectations and the changes operating in education, etc. influence the teacher to a large extent in building up of his efficiency. The job of teaching profession is as important as the other profession rather it is considered more valuable and honest profession. A teacher, who is happy with his job, plays a pivotal role in the uplift of society. A teacher, who is dissatisfied, can become irritable and may create tension which can have negative influence on the student learning process.

JOB SATISFACTION:

Term Job satisfaction refers to an individual's general attitude towards his or her Job. A person with a high level of Job satisfaction holds positive attitude towards the Job. Person who is dissatisfied with his or her Job holds negative attitude about the Job.

Job Satisfaction is a combination of two words '**Job**' and '**Satisfaction**'

The Word 'Job' refers to collection of task and responsibilities , which as a whole is regarded as the established assignment to individual employees. The word 'Job' also includes occupational activity performed by an individual in return for a monetary reward. Group of homogeneous tasks related y similarity of functions when performed by an employee in an exchange for pay. From a wider perspective, a job is synonymous with a role and includes the Physical and Social aspects of a work environment, often individual identity with self with their job role and derive motivation from its uniqueness and usefulness.

The Teacher plays a central role in the learning process of the pupil. Without good Teachers it is not possible to improve education. In the schools and colleges job satisfaction in teachers is essential for the purpose of effective teaching is the result of job satisfaction. The teacher who is unable to motivate his pupils to attain learning remains dissatisfied with his work.

In case of job satisfaction of teachers there are many factors. These factors are :

- a. Intrinsic aspect
- b. Salary, service conditions and promotion
- c. Physical facilities
- d. Institutional plans and policies
- e. Satisfaction with authorities
- f. Social status and family welfare
- g. Report with the students.
- h. Relationship with co-workers.

SIGNIFICANCE OF THE STUDY:

Successful and effective teacher are not only know to their pupils but they should also have favorable attitude and mental satisfaction towards one's profession is known as job satisfaction.

As we generally observe, job satisfaction is relate with the psychology of the individual. Everyone should be satisfied from the job or work, he/she is doing otherwise individual could not draw out his best. In case of teachers, it is more essential to be satisfied as teachers have to create nation builders; those are more effective, intelligent and creative to make the society better and progressive.

This study is an evaluative attempt to discover the nature of job satisfaction of private and govt. school teachers. Hence the present investigation has been entitled as study of job satisfaction of private and govt. school teachers.

OBJECTIVE

To study the job satisfaction of private and government school teachers.

HYPOTHESIS :

There will be no significant difference in job satisfaction between private and government school teachers.

DELIMITATIONS :

- The study was delimited to private and government school teachers of Abohar Tehsil only.
- Only 100 teachers were selected for present study.

METHOD

Description Survey Method was used in the present study for the investigation.

SAMPLE :

For the present study sample consisted of 100 private and government school teachers selected randomly from different school of Tehsil Abohar.

TOOL :

Job satisfaction scale by Singh and Sharma (1986) was used for the present study.

RESULT AND DISCUSSION :

Table 1 Showing t-ratio between Private and Government School Teachers

Sr .No.	Variable	N	Mea n	S.D.	SE d.	t-ratio	Interpretation at different levels of significance
1.	Private Teachers	School 50	85.7	1.63	1.9	6.26	Significant
2.	Govt. Teachers	School 50	97.7	7.05	2		

The result shows the t-ratio between Private and Govt. School teachers is 6.26. The t-value in order to be not significant at .05 and .01 level should be less than 1.98 & 2.63 respectively. The obtained t-value is greater than the values at both the levels of significance. Hence hypothesis 1 that there will no significance difference in job satisfaction between private and Govt. school teachers is not accepted.

EDUCATIONAL IMPLICATIONS

For having more job satisfaction the load should be less on teachers, misbehavior of the students and poor colleague relationship are the factors of dissatisfaction which should be stopped. Good pay scale, promotional opportunities for more job satisfaction of the teachers should be done. The private school teachers should get the some pay scale and other facilities that of the government school teachers. The aged experienced teachers should share their knowledge with the newly aged teachers, promotion and other facilities should be provided to the teachers according to their qualification. The institutional head should be cooperative, impartial and problem solving with the teachers for increasing job satisfaction. The teacher should have freely friendly nature, able to express their views, not having hesitation to talk with others. The teachers should take interest in life and felt productive and creative.

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