

Job Satisfaction among Female Teachers: A comparative study

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Abstract

Teachers are building block of a nation. Teacher's role is very crucial in the growth of a country so that there is need to assess for improvement of their skills. The aim of this paper is to compare the job satisfaction of female teachers between private and government schools regarding the facilities provided them and find out the factors which affect the job satisfaction. The area of research is Fatehabad district. It is exploratory cum descriptive study. A sample of 200 respondents has been collected from various private schools and Government schools at Fatehabad district in Haryana. A self structured questionnaire has been used for data collection. For the analysis of data SPSS is used by which descriptive statistics and t-test has been applied. The findings revealed significant differences is found in satisfaction level of female teachers in relation to facilities provided by Government and private schools.

Key words: female teachers, facility, job satisfaction.

Introduction

A teacher is a backbone of a nation and its progress depends upon the education system. The role of teacher is very significant in the development of a country. He acts as a coach, mentor, trainer, and guide. But his performance totally depends on the working environment. Students learning ability and performance are the key judgment factors of a teacher's performance. Both Government and private schools plays an important role in the growth of nation. A high degree of Job satisfaction has been found when the characteristics of both employer and employees' expectation meet. Job satisfaction is how people feel about their job and different aspect of their

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jobs (Spector 1997). It is one of the most important variables which influence an individual as well as whole organization. It is closely related to elements such as productivity, absenteeism, and turnover. The quality work has been done by active, dedicated and satisfied teachers. A dissatisfied teacher can never perform his duty properly.

Review of Literature

Schaap *et al.* (2008) found that female employees want for progress into a senior level leadership position becomes more difficult because of the dominant “old-style role” assumptions.

Mabekoje (2009) examined the gender hypothesis, to determine if differences would exist along Spector’s (1985) nine dimensions of pay, promotion, supervision, fringe benefits, contingent rewards, operating procedures, co-workers, nature of work and communication with 338 sample size and was selected randomly ten secondary schools in Ijebu North Education Zone of Ogun State, Nigeria. Analysis was done using the independent t-test and results indicated that no gender differences existed in all the dimensions of job satisfaction as well as the overall job satisfaction of teachers.

Rahman *et al.* (2012) conducted a study to know the satisfaction level of female employees in Bangladesh in 10 private banks in Chittagong. Sample has been selected randomly. 200 structured questionnaires were delivered among the female employees and among delivered questionnaires only 120 respondents gave their responses. No missing values were found in the questionnaires so all 120 responses has been selected for analysis. SPSS 17.0 and Excel have been used to process and analyze the data. ANOVA has been used to know the relationship of job satisfaction factor & overall satisfaction of employees where result reveal 12 driven forces relevant to job satisfaction and needed to be addressed properly for this banking sector development.

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Mehta (2012) tried to know job satisfaction among teachers whether the perception of job satisfaction among teachers was affected by the type of organization (private vs. Govt.) and the gender (male vs. female). Descriptive analysis was made to study the perception of job satisfaction of male vs. female and t-test was used. Result revealed significant difference in the level of job satisfaction of Govt. and private schools teachers.

Iqbal & Akhtar (2012) compared the level of job satisfaction between male and female secondary school teachers in all public sector secondary school teachers working in district Lahore, Pakistan. Questionnaire was used for data collection and Job Satisfaction Scale for Teachers (JSST) was used for this purpose. One way ANOVA and t-test were applied to compare the satisfaction. Data analysis results showed that Female teachers were more satisfied with work and supervision aspects of job as compared with male teachers and also there is no significant difference in the job satisfaction between science & arts and urban & rural school teachers.

Alam (2013) conducted a research on the Job satisfaction of female workers in different garment factories in Dhaka city and concluded the level of satisfaction is positively correlated with level of wages they get.

Raj & Lalita (2013) investigated the level of job satisfaction among the private and Govt. schools teacher with sample size of 100. From the 100 respondents, 50 belong to Government schools and 50 belong to private schools. Data analyzed based on the descriptive statistics using SPSS Version 16. No significant difference was found in the level of satisfaction level of male and female teachers.

Moorthy (2013) conducted an empirical study based on survey to examine the level of satisfaction of female employees. The information for analysis was collected with the help of an

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interview schedule. On the basis of analysis of data it is found that job satisfaction of female teacher in Theni District is only at moderate level.

Achanta & Reddy (2014) compare the level of job satisfaction among primary school teachers in Krishna District. After comparing data the ratio was 50:50, in this 50 teacher were males and 50 were females selected randomly. Results depicted that Male teachers got high mean score as compared to female teachers in their job satisfaction scores.

Varshney & Malpani (2014) identified the levels of job satisfaction among employees of public sector banks and the factors contributing to job satisfaction and explain the concept and factors affecting job satisfaction and their significant relationship with all these factors.

Neog & Barua (2014) found some factors which are responsible for employee's job satisfaction, relationship between fair compensation and job satisfaction, supervisor support and job satisfaction, working environment and job satisfaction and between Job Security and job satisfaction. Data was collected from ten automobile manufacturer's companies and the sample size was 100 respondents. Basic findings showed that salary was very important factor for influencing the job satisfaction of employees and also showed that the job satisfaction level of employees is on an average.

Research Methodology

On the basis of literature review it is found that many studies has been attempted to measure the job satisfaction of employees. There is not a single study that compares the teachers of private and government schools.

Statement of the problem: **Job Satisfaction among Female Teachers: A comparative study**

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RESEARCH DESIGN

The present study is exploratory cum descriptive. The aim of this study is to compare the satisfaction level of female employees regarding various facilities among private & Government schools.

To carry out the research, primary as well as secondary data has been used; primary data has been collected through self structure questionnaire which was design on five point likert scale ranging from highly satisfied (1) to highly dissatisfied (5). In the questionnaire there are 19 statements and five statements are related to demographic profile of respondents and rest of 14 related to facilities provided by the schools. There are total 200 respondents (female teachers) and out of them 100 from private schools and 100 from Government schools.

SAMPLE DESIGN

In the field of research it becomes impossible to examine the entire universe so there is solution of sampling technique. So researcher tries to make a feasible sample for collecting the data neither too big nor too small. The convenience sampling has been used for selecting the sample. For the purpose of study, target population was female teachers from government and private schools.

Objectives of the study

The present study is done with the objective of assessing the job satisfaction in various Government & private schools.

1. To know the level of job satisfaction among female teachers in schools.
2. To find out the working environment provided by the schools.
3. To compare the satisfaction level of female employees between private and Government schools.

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Scope & Relevance of the study

The study is mainly confined to know the job satisfaction level of female teachers in various private and government school at Fatehabad in Haryana. For this purpose some schools are selected to know the types of facilities provided to their employees. And on the basis of the data analysis, researchers found the various gaps in the area of research. This small study will be helpful in policy making to improve the working conditions in the schools at different levels.

This research study will be beneficial for knowing the satisfaction level of female employees in private and Government schools.

- What types of facilities they required at the work place?
- How to increase the motivation level of the employees for their job?
- Beneficial in fixation of pay for their employees.
- Up to what extent the facilities should be increased?

Limitation of the study

All work done under this study is done with very care but there are some limitations of this research.

- It is very difficult hard to pursue an employee to share his feelings about his institution.
- There may be some chances of biasness.

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Data analysis and Interpretations

Table 1

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Infrastructure of school	200	1.00	5.00	2.835	1.1017
Location of school	200	1.00	5.00	3.075	1.2152
Good will of school	200	1.00	4.00	2.100	.8020
Pay scale given by school	200	1.00	5.00	2.420	.9423
Work load among the teachers	200	1.00	5.00	3.380	.9902
Appreciation or award system for teachers	200	1.00	5.00	3.690	.9994
Extracurricular activities	200	1.00	5.00	2.995	.9536
Coordination between staff and principal	200	1.00	5.00	2.860	.8329
Transport and leave facilities	200	1.00	5.00	3.455	1.0114
Promotion policies	200	1.00	5.00	3.265	.9429
Recreational facilities provided by school	200	1.00	5.00	3.230	1.0307
Job timing	200	1.00	5.00	3.025	1.1228
Training session for teachers	200	1.00	5.00	2.805	1.0968

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Opportunities of further development	200	1.00	5.00	3.155	1.0228
Valid N (listwise)	200				

Source: Primary Data

Note: M= Mean

Table 1.1 shows the overall satisfaction's level of female teachers regarding facilities provided by the government and private schools. In some cases such as; infrastructure of school M= 2.835, Good will of school M= 2.100 and pay scale given by the school M= 2.420 shows that overall response regarding these facilities is falling in satisfied category. It means all female teachers are satisfied with these facilities whether they belong to private or Government schools. Further workload among the teacher M= 3.380, Appreciation or award system for teacher M=3.690, transport and leave facilities M=3.455, promotion policies M=3.265 shows that the overall response of teachers from both school are in the favour of dissatisfied level. Further response regarding job responsibility of teachers towards school M= 3.065, recreational facilities provided by school M= 3.230 and Job timing M= 3.025 revealed that over all responses falling under the neutral category.

Table 2

t-test statistics for satisfaction female teachers on the basis of Government and private schools

Statement	Nature of Organization	N	Mean	SD	t-value (p-value)
Infrastructure of school	Private	100	1.900	.4820	-22.781 (0.000)*
	Govt.	100	3.770	.6644	
Location of school	Private	100	2.120	.8075	-18.000

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	Govt.	100	4.030	.6883	(0.000)*
Pay scale given by school	Private	100	2.880	.9242	7.896
	Govt.	100	1.960	.7095	(0.000)*
Work load among the teachers	Private	100	3.070	1.0372	-4.651
	Govt.	100	3.690	.8372	(0.000)*
Appreciation or award system for teachers	Private	100	3.060	.9300	-11.473
	Govt.	100	4.320	.5839	(0.000)*
Extracurricular activities	Private	100	3.020	1.1632	.370
	Govt.	100	2.970	.6883	(0.712)
Coordination between staff and principal	Private	100	2.930	1.0274	1.190
	Govt.	100	2.790	.5737	(0.236)
Transport and leave facilities	Private	100	2.890	.9523	-9.511
	Govt.	100	4.020	.7103	(0.000)*
Promotion policies	Private	100	3.030	.9369	-3.631
	Govt.	100	3.500	.8933	(0.000)*
Recreational facilities provided by school	Private	100	3.030	.9582	-.137
	Govt.	100	3.030	.9582	(0.891)
Job timing	Private	100	2.560	.9568	-6.422
	Govt.	100	3.490	1.0870	(0.000)*
Opportunities of further development	Private	100	2.730	1.0622	-6.447
	Govt.	100	3.580	.7808	(0.000)*

***Significant at 0.05 level**

Note: M=Mean

Table 1.2 highlights the difference between private and Government school female employees with respect to 13 statements related to facilities provided by schools. Here significant difference

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is found in 9 statements and rest of the 4 statements found insignificant. As far as the significant value is less than 0.05, null hypothesis is rejected at the 0.05 significant level. On the basis of mean scores, it may be concluded that female employees belong to private schools $M=1.900$, $SD=.4820$ are more satisfied than female employees belong to Government schools $M= 3.770$, $SD=.6644$ with respect to **infrastructure**. Here p value (0.000) is less than significant level at the 0.05. Null hypothesis not accepted.

$M=2.120$, $SD=.8075$ of private schools & $M= 4.030$, $SD=.6883$ of Government schools regarding **location of the school** show that private school female teachers are satisfied and govt. school female teacher found dissatisfied. The main reason behind that govt. school situated in rural area and transport facilities is not good from their residence but in case of private school transport facility is provided by school for their students as well as staff members. Here null hypothesis is rejected because p value (0.000) is less than significant level at the (0.05).

$M= 2.880$, $SD=.8075$, $M=1.960$, $SD=.7095$ of private and Government school respectively in case of **pay scale given by the school** and significant difference is found in the satisfaction level of female teachers. Salary is very important factor to motivate the employees and teachers who belong to private school are not satisfied with the salary. There is not any structure for fixation the salary and private schools management gave them salary according to their capacity and in case of govt. school pay scale is decided by the govt. which is implementing in well manner. It shows that Government schools female teachers are more satisfied and they are more satisfied. Here null hypothesis is also rejected because p value is 0.000 that is less than significant level 0.05.

In respect to **recreational facility provided by school** p value is (0.891) more than significant level. It means that there is insignificant difference found in satisfaction level of private and Government schools female teachers and null hypothesis is rejected. $M= 3.030$, $SD=.9587$ of government schools female employees and $M= 3.030$, $SD=.9582$ of private school female

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employees shows that in both schools there is not any types of facilities provide them by the schools.

M= 2.930, SD= 1.0274 of private and M= 2.790, SD= .5737 of government schools regarding **‘coordination between staff and principal’** and p value is 0.236 more than significant level shows that there is not any difference is found. Here null hypothesis is not rejected. Reason behind that there is egoistic problem between them.

In case of **extracurricular activities** M= 3.020, SD= 1.1632 of private schools and M= 2.970, SD= .6883 of government schools revealed that both schools female employees are neutral in respect of these facilities. Significance values are more than (0.05) in this case so there is significant difference between them and null hypothesis is accepted. During the data collection it is found that whether school is belong to government or private, there is not any facilities which is helpful in increase the knowledge level of teachers.

M= 3.070, SD= 1.0372 of private schools and M= 3.690, SD= .8372 of Government schools in respect to **Work load among the teachers** show that teachers belong to private school feels that the distribution of work is high as compare to Government schools. The reason is rule of “minimum and maximum workload” should be distributed to the teachers but in case of private school there is no a specific rule while distributing the work among the employees. p value 0.000 demonstrated that significant difference is found. Here a null hypothesis is rejected.

In case of **Appreciation or award system towards the teachers** M= 3.060, SD= .9300 of private Schools and M= 4.320, SD= .5839 in government schools shows that private schools female teachers are neutral and government school teachers are dissatisfied in respect to award system. In private school there is some chances of appreciate the good work done by the female employees. School’ management provide them appreciation letter for their good work but in case of Government schools there is a little chance of appreciate the work. There is not any specific

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rule for selecting the best teachers. p value is less than 0.05 shows that there is significant difference between them. Here null hypothesis is rejected.

The results come after the analysis of data regarding **transport and leave facilities** $M= 2.890$, $SD= .9523$ of private schools and $M=4.020$, $SD= .7103$ of government schools shows that female teachers from private schools is more satisfied than government schools employees because they received transport facilities from their schools and government school don't provide these types of facilities. p value is 0.000 show that there is significant difference is found and null hypothesis is rejected.

Further $M= 3.030$, $SD= .9369$ of private schools and $M= 3.500$, $SD= .8933$ of Government schools in respect to **Promotion policies** demonstrated that private schools teachers are in the favour of neutral and the teachers belong to Government schools are dissatisfied. The main reason is that p value is less than 0.05 then null hypothesis is rejected. In Government schools the promotion is based on seniority. So the chance of promotion is low.

In respect to **Job timing** $M= 2.560$, $SD=.9568$ of private schools and $M= 3.490$, $SD= 1.0870$ of government schools, data revealed that female employees from private schools are more satisfied than government schools female employees. Significant difference is found here and null hypothesis is rejected.

It is interesting thing found in respect to **Opportunities of further development** ($M= 2.730$, $SD=1.0622$) of private schools and ($M= 3.580$, $SD= .7808$) of government schools asserted that private schools female employees think there are chances of opportunities of further development and in case of govt. schools there are some low chance of development.

After analysis of data and applied t-test statistics on given data, one thing is clearly come out that there is totally difference when we analysis data separately and when we analyzed combine.

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Conclusion

The purpose of this study has been achieved as a very significant difference has been found in almost every facility. Pay scale, location of school and opportunity for further development are those factors which are deciding factors of satisfaction level of teachers. On the other hand extracurricular activities, coordination between staff and principal, Job responsibility of teachers towards school and recreational facilities provided by school teacher's response is almost same, here no significant difference has been found. On the basis of response received from female teachers it can be said that overall environment of schools is close to good whether it is Government or private.

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