

# A Comparative study of Job Satisfaction of Elementary School Teachers of Sonapat district of Haryana State

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**Abstract:** Job satisfaction is either a global feeling about the job or a related constellation of attitudes about various aspects of facets of the job. The facet approach is used to find out which parts of the job produce satisfaction or dissatisfaction. The more important factors conducive to job satisfaction include mentally challenging work, equitable rewards, supportive working conditions and supportive colleagues. For most employees work also fills the need for social interaction and so, friendly supportive employees also lead to increased job satisfaction (Drago and others, 1992). The present study endeavour aimed to find out the job satisfaction of elementary teachers. The sample of the study consisted of 100 elementary teachers from Sonapat district of Haryana state. Out of which 50 were male and other 50 were female from government sector. For collection of data Job Satisfaction Scale by Singh and Sharma was used. Mean, S.D. and t-test were used for the analysis of data. The results indicated that there is no significant difference exists between job satisfaction of elementary school teachers.

**Key Words:** Job satisfaction, Elementary teachers, male, female.

## 1. INTRODUCTION:

### Job Satisfaction

Job satisfaction is either a global feeling about the job or a related constellation of attitudes about various aspects of facets of the job. The facet approach is used to find out which parts of the job produce satisfaction or dissatisfaction. The more important factors conducive to job satisfaction include mentally challenging work, equitable rewards, supportive working conditions and supportive colleagues. For most employees work also fills the need for social interaction and so, friendly supportive employees also lead to increased job satisfaction (Drago and others, 1992). Job satisfaction is the attitude, which an employee feels regarding his job. It may be positive or negative. It is a mental condition of a person to any type of work. So, it totally depends on an individual's mind. In simple language, job satisfaction means level of contentment which an individual feels about his or her job or how content someone is with their job. It may be defined as the pleasurable emotional state resulting from the appraisal of one's job as achieving or facilitating the achievement of one's job values.

The term job-satisfaction was first of all brought up by Hoppock(1935). Job satisfaction is a very complex and comprehensive phenomena. It can hardly be seen in isolation from life situation. Job satisfaction is widely accepted psychological aspect of functioning in any profession. Hoppock (1935) reviewed over 30 contemporary studies and concluded that though there was much opinion about job satisfaction, yet there was much factual work done in the field. The term "Job Satisfaction" is commonly used in the context of human behavior at work. In the words of Feldman and Arnold "Job satisfaction is the amount of overall positive effect or feelings that individuals have towards their jobs".

**Keith Davis** stated as "Job satisfaction is a set of the favourable or unfavourable feelings with which employees view their work".

**Locke** defined as "Job satisfaction may be defined as a pleasurable positive emotional state resulting from the appraisal of one's job or job experiences. It results from the perception that one's job fulfils or allows the fulfillment of one's important job values providing and to the degree that these values are congruent with one's needs".

## 2. REVIEW OF THE LITERATURE:

**Türkoğlu, M.E. (2017)** examined the relationship between teachers' self-efficacy beliefs and their job satisfaction. A sample of 489 elementary, middle and high school teachers from Beyoğlu, İstanbul was selected for the study. 295 (61%) of the participants were female and 194 (39%) were male. The results revealed there exist a significant positive relationship between teacher self-efficacy and job satisfaction, and teacher self-efficacy.

**Chamundeswari, S. (2013)** examined the job satisfaction and performance of teachers in different categories of schools following different systems of education. A sample of 196 teachers from state board schools, 198 teachers from matriculation board schools and 194 teachers from central board schools were drawn. The result showed that

teachers in central board schools were significantly better in their job satisfaction and performance compared to their counterparts in matriculation and state board schools. This may be attributed to the fact that central board school teachers enjoy better infrastructure facilities and congenial working environment than the matriculation and state board teachers.

**Dar, M. D. (2013)** investigated the job satisfaction among teachers working in government and private schools. For this study a sample of 100 teachers was selected from government and private schools of district Ganderbal. It is a descriptive type of research. The questionnaire prepared by Sanghi was used to measure the job satisfaction among teachers of government and private schools at elementary level. Data was collected from the related teachers and was analysed using Means, S.D's and t -test. The findings of the study indicated that Government teachers at elementary level enjoy better as compared to Private school teachers.

### 3. OBJECTIVES:

- To assess the job satisfaction of elementary teachers of Sonapat district.
- To assess the job satisfaction of male elementary teachers of Sonapat district.
- To assess the job satisfaction of female elementary teachers of Sonapat district.
- To compare the job satisfaction of male and female elementary teachers of Sonapat district.

### 4. RESEARCH HYPOTHESES:

There exists no significant difference between the job satisfaction of male and female elementary teachers of Sonapat district.

#### 4.1 Sample

The sample of the present study was drawn from elementary schools Sonapat District of Haryana state. A sample of 100 elementary teachers comprised 50 male and 50 female was selected for this study.

#### 4.2 Tool Used

In this study Job Satisfaction scale developed by Singh and Sharma. Job Satisfaction Scale (JSS) intends to assess the job satisfaction of any category of professional. This scale was prepared by Singh and Sharma from Patiala. The scale has both positive and negative statements. There are total 30 items.

#### 4.3 Procedure of Data Collection

The investigator, in order to arrive at meaningful generalizations selected the representative sample of 100 from the population under Sonapat district. The teachers were approached personally for collecting the data. Then, the investigator administered the selected tool for measuring job satisfaction of the teachers. The responses to items of the tool were scored as per the method recommended by the constructor of the test.

#### 4.4 Statistical Techniques Used

The information/responses collected from the respondents were subjected to various statistical treatments. The data was analysed by using statistical techniques. Statistical techniques used for analyzing data were Mean, S.D. and t-test was used to study the significant difference of job satisfaction of male and female.

### 5. RESULTS AND DISCUSSION:

**Objective-1** To assess the job satisfaction of elementary school teachers of Sonapat district.

TABLE-1

S.No.	Range of z̄ Scores	Grade	No. of Elementary School Teachers		Level of job satisfaction
			Male	Female	
1	+2.01 and above	A	36	37	Extremely Satisfied
2	+1.26 to +2.00	B	03	03	Highly Satisfied
3	+0.51 to +1.25	C	04	00	Above Average Satisfied
4	-0.50 to +0.50	D	07	09	Average/ Moderate Satisfied
5	-0.51 to -1.25	E	00	01	Dissatisfied
6	-1.26 to -2.00	F	00	00	Highly

					Dissatisfied
7	-2.01 & below	G	00	00	Extremely Dissatisfied

Table 1 shows that out of 50 Male govt. teachers, only 36 are extremely satisfied, 03 are highly satisfied, 04 are above average satisfied, 07 are average satisfied. On the other hand, out of 50 Female govt. teachers, 37 are extremely satisfied and 03 are highly satisfied, 09 are average satisfied, 1 is dissatisfied.

**Objective- 2.** To compare the job satisfaction of male and female elementary school teachers of Sonapat district.

### Hypotheses

1. There exists no significant difference between the job satisfaction of male and female elementary school teachers of Sonapat district.

To verify this hypothesis, t-test was applied and the comparison was done. The t-value for it is given in table-2.

**Table - 2**  
**Mean, Standard Deviation and t-value of Job Satisfaction of Elementary School Teachers**

Elementary School Teachers	N	Mean	S.D.	df	t-value
Male	50	142.80	36.348	98	0.911*
Female	50	141.96	38.835		

### \*Not significant

Table 2 indicates that t-value is not significant. It means there is no significant difference between the job satisfaction of male and female elementary school teachers of Sonapat district. So, our null hypothesis, which stated that there is no significant difference between the job satisfaction of male and female elementary teachers of Sonapat district is accepted.

### 6. RESULT:

There exists no significant difference exists between the job satisfaction of male and female elementary school teachers of Sonapat district. It means they are satisfied with their jobs.

### 7. CONCLUSION

From the findings of the above study the researcher found that there exists no significant difference between the job satisfaction of male and female elementary school teachers of Sonapat district. It means male and female elementary school teachers of Sonapat district are satisfied with their jobs.

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