



Job satisfaction in secondary school teachers of Chhattisgarh: With reference to place of work and gender

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Abstract

The present study was conducted to assess job satisfaction of male and female secondary school teachers working in urban and rural areas of Chhattisgarh. To conduct the study 100 male (Ave. age 36.11 yrs) and 100 female secondary schools teachers (Ave. age 34.11) were selected as sample. Out of these, 50 male and 50 female teachers were giving their services in schools operational in urban areas of Chhattisgarh. The remaining 50 male and 50 female teachers were posted at secondary schools operational in rural areas of Chhattisgarh. Job Satisfaction of the selected subjects was assessed by Job Satisfaction Scale prepared by Singh and Sharma (1999). 2x2 factorial design was used for data analysis. Results reveal significant main effect of place of work and gender on job satisfaction of secondary school teachers but the two factor interaction effect of place of work and gender was not found to be statistically significant. It was concluded that place of work and gender alone but not with interaction with each other create variance upon job satisfaction of secondary school teachers.

Keywords: secondary school teachers, job satisfaction, place of work, gender

Introduction

Despite the relevance and importance in every field and extensive research, job satisfaction do not have a conventional definition. Mbua (2003) ^[5] defined job satisfaction as the the fulfilment acquired by experiencing various job activities and rewards. Robbins (2005) ^[7] defined the concept of job satisfaction in terms of employee's feelings about their job. Robbins also documented that job satisfaction means positive feeling about his/her job. Locke (1980) ^[4] defined job satisfaction as a "pleasurable or emotional state resulting from the appraisal of a person's job experience. Given the theoretical framework of job satisfaction it is equally important in educationally settings. Since teaching being regarded as noble profession and it is necessary that teachers are satisfied with their jobs so as to contribute in their maximum efficiency for future human resource development of country. Keeping the importance of job satisfaction in educational settings, researchers like Wu and Wu, 2001 ^[11], Singh R. *et al.* 2009 ^[9], Mousavi, S.H. *et al.* 2012 ^[6], Tilak and Lalita (2013) ^[10], Kaur, S.P. and Sharma, Sandhya (2015) ^[3] have conducted studies on job satisfaction of teachers. They also found meaningful relationship of job satisfaction with working, pay scale, social networks, job characteristics, type of institution etc. Despite the importance of job satisfaction in teaching profession, impact of work place and gender has not been observed jointly on job satisfaction of secondary school teachers. The study is more meaningful because 80% of the population of Chhattisgarh resides in rural areas. Hence keeping the importance of this topic and lack of scientific studies in this regard, the researcher decided to find out the impact of place of work and gender on job satisfaction of secondary school teachers of Chhattisgarh.

Objective

The objective of the present study is to assess main and interaction effect of place of work and gender on job satisfaction of secondary school teachers of Chhattisgarh.

Hypothesis

It was hypothesized that place of work (urban-rural) and gender (male-female) alone and interaction with each other will significantly job satisfaction in secondary school teachers of Chhattisgarh.

Methodology

Sample

To conduct the study 100 male (Ave. age 36.11 yrs) and 100 female secondary schools teachers (Ave. age 34.11) were selected as sample. Out of these, 50 male and 50 female teachers were giving their services in schools operational in urban areas of Chhattisgarh. The remaining 50 male and 50 female teachers were posted at secondary schools operational in rural areas of Chhattisgarh. Purposively sampling was used for selection of sample.

Tools

Job Satisfaction of the selected subjects was assessed by Job Satisfaction Scale Prepared by Singh and Sharma (1999) ^[9]. It consists of 30 statements. The reliability of this scale is 0.81 while the validity is 0.74.

Procedure

First of all 100 male and 100 female secondary school teachers from schools operational in urban and rural areas of Chhattisgarh were selected. Equal weightage was given while

selecting secondary school teachers from urban and rural areas. Job Satisfaction Scale Prepared by Singh and Sharma (1999) ^[9] was administered to each subject. After scoring of the responses according to author's manual, obtained data was

tabulated. Fourfold ANOVA table on the basis of place of work (urban-rural) and gender (male-female) was formed to analyse the data. The obtained results are presented in table 1.

Results

Table 1: Effect of Place of Work (A) x Gender (B) on Job Satisfaction of Secondary School Teachers' (N=200)

		Gender (B)		Marginal Mean
		Male (b ₁)	Female (b ₂)	
Place of Work (A)	Rural (a ₁)	N=50 M=44.48 S.D.= 9.20	N=50 M=48.06 S.D.=13.21	46.27
	Urban (a ₂)	N=50 M=50.28 S.D.=11.87	N=50 M=53.08 S.D.=11.17	51.68
Marginal Mean		47.38	50.57	

ANOVA Summary

Source of	SS	df	MS	F
A	1463.41	1	1463.41	11.14**
B	508.805	1	508.805	3.87*
AB	7.605	1	7.605	0.05(NS)
Within treatment (Error)	25731.1	196	131.281	

* Significant at .05 level; ** Significant at .01 level; NS Not significant

Table 1 reveals the following facts

- The main effect of place of work on job satisfaction was statistically significant at .01 level (F=11.14, p<.01). It reveals that job satisfaction of teachers working in secondary schools operational in urban areas of Chhattisgarh (M=51.68) was significantly better as compared to that of teachers working in secondary schools operational in rural areas of Chhattisgarh (M=46.27).
- F=3.87, an indicator of the main effect of gender on job satisfaction of secondary school teachers was found to be statistically significant at .05 level. It reveals that female secondary school teachers was significantly more satisfied with their jobs (M=50.57) as compared to that of male secondary school teachers (M=47.38).
- The two factor interaction effect of place of work and gender was not found to influence job satisfaction of secondary school teachers. [F=0.05, p>.05]

Discussion

Results reveal significant impact of place of work on job satisfaction of secondary school teachers. Rural areas in Chhattisgarh still lack basic health and modern facilities. The teachers working in rural area may feel that they are not getting better amenities despite being equal on terms with teachers working in urban areas. In a similar study Ghosh (2013) ^[2] reported better job satisfaction in urban teachers while Azar and Asdaque (2011) ^[1] reported non-significant difference in job satisfaction level of urban and rural teachers. In the light of these findings the results of the present study need to be examined more carefully. The significant main effect of gender on job satisfaction among secondary school teachers was also observed. Saiti & Papadopoulos, 2015 in their study also reported the impact of gender on job satisfaction. The non-significance of two factor interaction effect of place of work and gender on job satisfaction was not surprising in the context of two significant main effects.

Conclusion

1. Secondary school teachers working in urban settings were significantly more satisfied with their jobs as compared to secondary school teachers working in rural settings.
2. Female secondary school teachers were more contented with their jobs as compared to male secondary school teachers.

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