

A COMPARATIVE STUDY OF JOB SATISFACTION BETWEEN GOVT. AND NON GOVT. SECONDARY SCHOOL TEACHERS IN MUMBAI

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Abstract

The aim of present study was to investigate of the job satisfaction between govt. & non govt. secondary school teachers. The sample comprises of 200 secondary school teachers equally distributed between both govt. and non govt. secondary school teachers selected through simple random sampling technique. Required information was collected by using job satisfaction scale developed by Meera Dixit. The findings revealed that there is no significant difference of job satisfaction between urban & rural, male & female secondary school teachers and there is significance difference of job satisfaction between govt. & non govt. secondary school teachers. This means urban & rural and male & female secondary school teachers has associated with job satisfaction but govt. and non govt. secondary school teachers has not associated with job satisfaction.

Keywords: Job Satisfaction, Govt. & Non Govt. and Secondary School Teachers.

Introduction

John Dewey stated that education is a tri polar process. Therefore in education process student, teacher and curriculum are playing an important role. Teacher is the main pillar of this process but question is that Is teacher satisfied with their job? Because job satisfaction is a set of favorable or unfavorable feelings with which employees view their work. It is a worker's sense of achievement and success and is generally perceived to be directly linked to productivity as well as to personal well being. The happier people are within their job, the more satisfied they are said to be Job satisfaction implies doing a job one enjoys, doing it well, and being suitably rewarded for one's efforts. Job satisfaction can be influenced by a variety of factors, e.g., the quality of one's relationship with their supervisor, the quality of the physical environment in which they work, degree of fulfillment in their work, etc.. Job satisfaction further implies enthusiasm and happiness with one's work Job satisfaction; describes how satisfied an individual is with his or her job. Job satisfaction is not the same as motivation, although it is closely linked, but satisfaction includes the management style and culture, employee involvement, empowerment and autonomous work groups. Job satisfaction is a very important attribute which is frequently measured by organizations.

Job Satisfaction

(Davis et al., 1985) Job satisfaction is closely linked to that individual's behavior in the work place. (Statt, 2004) Job satisfaction can be defined also as the extent to which a worker is

content with the rewards he or she gets out of his or her job, particularly in terms of intrinsic motivation.

Secondary School Teachers

A simple definition of secondary school teachers is anyone who teaches in 10th to 12th. It includes all who involved in teaching process.

Govt. and Non govt. Secondary Schools

Secondary schools are the places wherever teachers are working and which are governed by govt. and non govt. organization.

Review of related literature

Mehta (2012) investigated on job satisfaction among teachers to know 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 showed that there would be significant difference in the level of job satisfaction of Govt. and private school teachers.

Significance of Study

This research paper throws light on the comparison of job satisfaction between govt. and non govt. secondary school teachers. The need of paper states that which teachers have more satisfied with their job govt. or non govt. secondary school teachers and whether there is any discretion between secondary school teachers while selecting the job.

Objectives of the Study

1. To compare of job satisfaction between urban and rural secondary school teachers.
2. To compare of job satisfaction between male and female secondary school teachers.
3. To compare of job satisfaction between govt. and non govt. secondary school teachers.

Hypotheses

1. There is no significant difference of job satisfaction between urban and rural secondary school teachers.
2. There is no significant difference of job satisfaction between male and female secondary school teachers.
3. There is no significant difference of job satisfaction between govt. & non govt. secondary school teachers.

Sample of the Study

Random sampling technique was employed in the present study. The research investigation was carried out 200 govt. and non govt. secondary school teachers.

Tool Used

In the present study, the following tool was used Job satisfaction scale by Meera Dixit.

Method

Descriptive survey method of research was employed for the present study. The tool employed in the study was administered on 50 male (25 urban and 25 rural) and 50 female (25 urban and 25

rural) from govt. secondary school teachers & 50 male (25 urban and 25 rural) and 50 female (25 urban and 25 rural) from non govt. secondary school teachers.

Statistical Techniques

The entire data of the study was statistically analyzed strictly in accordance with the requirements of the objectives and hypotheses of the study. For this purpose following statistical techniques were used:-

- 1 Mean
- 2 Standard deviation
- 3 t-ratio

Delimitation of the Study

1. Study confined to the 200 secondary school teachers of Faridkot district.
2. Study delimited to 100 govt. and 100 non govt. secondary school teachers.
3. Study delimited to 50 male (25 urban and 25 rural) and 50 female (25 urban and 25 rural) from govt. secondary school teachers & 50 male (25 urban and 25 rural) and 50 female (25 urban and 25 rural) from non govt. secondary school teachers.

Analysis and Interpretation of Data

Hypothesis 1: There is no significant difference of job satisfaction between urban and rural secondary school teachers.

Table-1

Difference of Job Satisfaction between Urban and Rural Secondary School Teachers

Variable	Urban			Rural			t-value	df	Level of Significant at 0.01
	N	Mean	S.D	N	Mean	S.D			
Job Satisfaction	100	213.49	29.01	100	218.54	29.83	1.14	198	Not Significant

By interpretation of data researcher found that the t-value of job satisfaction between urban and rural secondary school teachers is 1.14 and df is 198 which is not significant at level of 0.01. Therefore the hypothesis "there is no significant difference of job satisfaction between urban and rural secondary school teachers." is accepted.

Hypothesis 2: There is no significant difference of job satisfaction between male and female secondary school teachers.

Table-2

Difference of Job Satisfaction between Male and Female Secondary School Teachers

Variable	Male			Female			t-value	df	Level of Significant at 0.01
	N	Mean	S.D	N	Mean	S.D			
Job Satisfaction	100	213.37	28.11	100	214.88	16.75	0.48	198	Not Significant

By interpretation of data researcher found that the t-value of job satisfaction between male and female secondary school teachers is 0.48 and df is 198 which is not significant at level of 0.01. Therefore the

hypothesis "there is no significant difference of job satisfaction between male and female secondary school teachers." is accepted.

Hypothesis 3: There is no significant difference of job satisfaction between govt. & non govt. secondary school teachers.

Table-3

Difference of Job Satisfaction between Govt. & Non Govt. Secondary School Teachers

Variable	Govt.			Non govt.			t-value	df	Level of Significant at 0.01
	N	Mean	S.D	N	Mean	S.D			
Job Satisfaction	100	207.48	35.01	100	224.55	19.27	4.21	198	Significant

By interpretation of data researcher found that the t-value of job satisfaction between govt. & non govt. secondary school teachers is 4.21 and df is 198 which is not significant at level of 0.01. Therefore the hypothesis "there is no significant difference of job satisfaction between govt. & non govt. secondary school teachers." is rejected.

Result Discussion

1. The researcher found about job satisfaction between urban and rural secondary school teachers. Urban and rural secondary school teachers do not differ in case of job satisfaction therefore there is no significant difference of job satisfaction between urban and rural secondary school teachers.
2. The researcher found about job satisfaction between male and female secondary school teachers. Male and female secondary school teachers do not differ in case of job satisfaction therefore there is no significant difference of job satisfaction between male and female secondary school teachers.
3. The researcher found about job satisfaction between govt. and non govt. secondary school teachers. Govt. and non govt. secondary school teachers have differed in case of job satisfaction therefore there is significant difference of job satisfaction between govt. and non govt. secondary school teachers.

Educational Implications

1. The present study investigator found that the difference of job satisfaction between urban and rural secondary school teachers.
2. The present study investigator found that the difference of job satisfaction between male and female secondary school teachers.
3. In the present study investigator found that the difference of job satisfaction between govt. and non govt. secondary school teachers.

Suggestions for Further Research

1. The present study can be repeated by taking large sample of teachers to get more reliable and valid results.

2. It is suggested that researcher can research on the different areas of the job satisfaction.
3. The present study was conducted only on secondary school teachers. It can be conduct on other teachers.
4. A study of same nature can be conducted for other districts.

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