



Research Paper

Job Satisfaction of Primary School Teachers in Performing Societal Relationship and Financial Satisfaction

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Abstract

The objective of the study was to investigate the job satisfaction of both government and private primary school teachers in performing societal relationship and financial satisfaction. A sample of 100 primary school teachers, 50 each from both government and private primary schools was selected randomly. Job satisfaction questionnaire for teachers developed by investigator was used for collection of data. Statistical analysis using percentage revealed that i) both government primary school teachers and private primary school teachers are satisfied with student's behavior; ii) both government and private primary school teachers were satisfied in their job relating to good interrelationship with teachers; iii) there were no differences in job satisfaction of both government and private primary school teachers in relating to their interrelationship with coworkers) teachers working in both government and private primary school teachers highly satisfied that teacher's role is most valuable and significant for the society; v) both government and private primary school teachers were highly satisfied that students deeply affected by teachers' love and affection; vi) there were no differences in job satisfaction of both government and private primary school teachers relating to schools' Headmaster and parents were cooperative in school work; vii) teachers working in both government and private primary school teachers were highly satisfied that they involved in parents-teachers meeting; viii) government primary school teachers satisfied in their job in relating to members of society given respect to teacher where as private primary school teachers were found difference; ix) there were found differences in both government and private primary school teachers in relating to their school working environment and present salary sufficient for their family; x) teachers working in government school primary teachers were feeling satisfied with their job than teachers working in private primary school teachers as compare to qualification; xi) both government and private primary school teachers were highly satisfied in their job relating to job is very needy from their financial condition; xii) there was found difference in teachers working in government and private primary school teachers in relating to getting salary in right time, annual increasement in right time, feel secure in job and getting bonus in job.

Key words: Societal, Financial, Relationship, Satisfaction

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I. Introduction

The education is the main or primary backbone for the progress of any nation in the world. It is the powerful tool which is basic needs for each society. Each society gives importance to the education because of it is a panacea for all evils. In providing education to all, the schools and its teachers plays an important role in building a nation and citizens of that nation. In this context, the satisfied teachers should provide better education to the students rather than dissatisfied teacher. Any work cannot be effectively done without satisfaction in that work. The performance of the teachers depends upon their satisfaction regarding the job. So, job satisfaction is an important aspect in every field especially in teaching profession.

Objectives of the Study

1. To study the job satisfaction of both government primary school teachers and private primary school teachers in societal relationship.
2. To study the job satisfaction of both government primary school teachers and private primary school teachers in financial satisfaction.

Hypotheses of the Study

1. There exists significant difference between government primary school teachers and private primary school teachers in societal relationship.
2. There exist significant difference government primary school teachers and private primary school teachers in financial satisfaction.

II. METHODOLOGY OF THE STUDY

Methods: Since the main objective of the study was to explore the job satisfaction of both government and private primary school teachers in performing societal relationship and financial satisfaction, so that descriptive survey method was used.

Sample: A sample of 100 teachers, 50 each from both government primary schools and private primary schools was selected randomly by using multistage sampling.

Tools and Techniques: Since the present study was designed to explore the present status on job satisfaction of primary school teachers, so job satisfaction questionnaire developed by investigator was used for collection of data. The questionnaire consisted item pertaining to different areas of job satisfaction regarding societal relationship and financial satisfaction.

III. RESULTS

The Table 1 shows, cent percent teachers working in both government and private primary school teachers opinioned that they were satisfied in their job relating to students satisfied with teacher's behavior. There found no differences in job satisfaction of both government and private primary school teachers relating to students satisfied with teacher's behavior. Further Table 1 shows that cent-percent of both government and private primary school teachers were satisfied in relating to their interrelationship with students. There found no differences in job satisfaction in relating to their interrelationship with students. As it can be seen Table 1 shows that cent-percent of both the government and private primary school teachers in relating to satisfied interrelationship with co-workers. There found no differences in job satisfaction in relating to satisfied with co-workers. It can be interpreted that teachers were highly satisfied in interrelationship with co-workers. The Table 1 shows that there were no differences in job satisfaction of government and private primary school teachers in relating to their role, both significant and valuable for society. It was revealed that cent percent of both government and private primary school teachers were highly satisfied in their role in significant and valuable for society. As can be seen Table 1, cent percent government and private primary school teachers highly satisfied in related to their students deeply affected by teacher's love and affection, character, competence and moral commitment. There did not found differences in job satisfaction level between government and private primary school teachers related to students were deeply affected by teacher's love and affection, character, competence and moral commitment. Further Table 1 shows that there were no differences in job satisfaction of government and private primary school teachers in relating to their school Headmasters' cooperative. It was revealed that cent percent of both government and private primary school teachers were satisfied with Headmasters' cooperative behavior.

Table- 1
Summary of percentage (%) values for job satisfaction of government and private primary school teachers in societal relationship (N = 100)

Types of school	Government school primary teachers				Private school primary teachers			
	YES	%	NO	%	YES	%	NO	%
Statement								
Are students satisfied with your behavior?	50	100%	0	00%	50	100%	0	00%
Are students satisfied interrelationships with teachers?	50	100%	0	00%	50	100%	0	00%
Are you satisfied interrelationship with coworkers?	50	100%	0	00%	50	100%	0	00%
Is your role both significant and valuable for society?	50	100%	0	00%	50	100%	0	00%
Are students deeply affected by your love and affection, character, competence and moral commitment?	50	100%	0	00%	50	100%	0	00%
Is there school headmaster cooperative?	50	100%	0	00%	50	100%	0	00%
Do the members of the society give respect to teachers?	50	100%	0	00%	25	50%	25	50%
Are parent's cooperative in your school	50	100%	0	00%	50	100%	0	00%

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work?								
Are you involving in parents-teachers meeting?	50	100%	0	00%	50	100%	0	00%

As it can be seen Table 1 shows that there was found differences in both government and private primary school teachers in relating to members of society give respect to the teachers. It revealed that cent percent of government primary school teachers were satisfied in relating to members of society give respect to the teachers where as 50% of private primary teachers were satisfied with thatfield. Therestult alsoshows that the cent percent teachers working in both government and private primary school were satisfied in their job relating to parents co-operate in school work. There was no difference between government and private primary school teachers in related to parents were cooperative in school work. Furtherit was found out that bothgovernment and private primary school teachers highly satisfied in their job relating to involves in parents-teachers meeting. There did not found differences in job satisfaction level between government and private primary school teachers highly satisfied with involving parents’ teachers meeting.

Table-2
Summary of “%” values for job satisfaction of government and private primary school teachers in financial benefit(N=100)

Types of school Statements	Government primary school teachers				Private primary school teachers			
	YES	%	NO	%	YES	%	NO	%
Are you satisfied in this job as compare to your qualification?	33	66%	17	34%	16	32%	34	68%
Are you satisfied with your school working environment?	50	100%	0	00%	45	90%	5	10%
Is present salary sufficient for your family?	48	96%	02	04%	0	00%	50	100%
Are you getting salary in right time?	5	10%	45	90%	45	90%	5	10%
Do you think this is very needy from financial condition?	50	100%	0	00%	50	100%	0	00%
Are you getting annual incensement in right time?	10	20%	40	80%	39	78%	11	22%
Are you feeling secure in your job?	50	100%	0	00%	0	00%	50	100%
Are you getting bonus in your job?	0	00%	50	100%	0	00%	50	100%

The Table 2 shows that there was found difference between government and private primary school teachers in relating to satisfied with job as compare to their qualification. It was found that 66% government primary school teachers were satisfied and 34% not satisfied where as 32% private primary school teachers satisfied and 68% teachers were not satisfied in relating to job as compare to their qualification. Further Table 2 shows that cent percent government primary school teachers satisfied with their job relating to satisfied with school working environment. It was found that 90% private primary teachers were satisfied where as 5% teachers were not satisfied with their job relating with school working environment. As it can be seen in Table 2 there was found difference in both government and private primary school teachers in relating to present salary sufficient for their family. It was found that 96% government primary school teachers satisfied whereas cent percentage private primary school teachers were not satisfied in relating to present salary is not sufficient for their family. Further, it was found that teachers working in private primary school teachers opinioned that they were satisfied in their job relating to getting salary in right time where as 90% working in government primary school teachers were dissatisfied on their job. As it can be seen in Table 2, cent percent teachers working in both government and private primary schools’ teachers satisfied in their job relating to this is very needy from financial condition. There did not found any differences in job satisfaction level between government and private primary schools’ teachers satisfied in their job relating to this is very needy from financial condition.

Further, it was found that there was difference in both government and private primary schools in job satisfaction relating to getting annual increment in right time. 78% private primary schools' teachers satisfied in getting annual increment whereas 88% government primary schools' teachers did not satisfy with this. Table 2 shows that cent percent teachers working in government primary schools opinioned that they were satisfied in their job relating to feeling secure in job where as cent percentage of private primary school teachers dissatisfied with this. It was found that government primary teachers were highly satisfied than private primary school teachers relating to feeling secure in job. Further table 2 shows that cent percent teachers working in private primary school teachers opinioned that they were satisfied in their job relating getting bonus in job where as cent percentage of government primary school teachers did not get any bonus in their job.

IV. MAJOR FINDINGS

The main findings of the study were as follows

- 1) Both government primary school teachers and private primary school teachers are satisfied with student's behavior.
- 2) Both government and private primary school teachers were satisfied in their job relating to good interrelationship with teachers.
- 3) There were no differences in job satisfaction of both government and private primary school teachers in relating to their interrelationship with co-workers.
- 4) Teachers working in both government and private primary school teachers highly satisfied that teacher's role most valuable and significant for the society
- 5) Both government and private primary school teachers were highly satisfied that students deeply affected by teacher's love and affection
- 6) There were no differences in job satisfaction of both government and private primary school teachers relating to school's headmaster and parents are cooperative in school work
- 7) Teachers working in both government and private primary school teachers were highly satisfied that they involved in parents-teachers meeting
- 8) Government primary school teachers satisfied in their job in relating to members of society give respect to teacher where as private primary school teachers were found difference
- 9) There was found difference in both government and private primary school teachers in relating to their school working environment and present salary sufficient for their family
- 10) Teachers working in government school primary teachers were feeling satisfied with their job than teachers working in private primary school teachers as compare to qualification
- 11) Both government and private primary school teachers were highly satisfied in their job relating to job is very needy from their financial condition
- 12) There was found difference in teachers working in government and private primary school teachers in relating getting salary in right time, annual increasement in right time, feel secure in job and getting bonus in job.

V. DISCUSSION

The present study attempted to explore the job satisfaction of both government and private primary school teachers in performing curricular and co-curricular activities. The finding revealing that teachers working in government primary schools and private primary schools were highly satisfied with students-teacher relationship, relationship with coworker, Headmaster and members of the school, where as teachers working in government primary schools were more satisfied than the teachers working in private primary schools relating to societal respect. The societal respect determined the behavior of the teachers in society and private primary schools' teachers were unable to satisfy the members of society with their behavior. In this cases government primary school teachers provided free of services and smooth dealing with societal members. The findings also revealing that teachers working in government primary schools were more satisfied than the private primary schools with respect to job security, present salary, educational qualification and working environment. The salary or money is a great parameter of satisfaction in present time and also security of that also determined the greatest satisfaction in life. The teachers working in government primary schools are enjoying the job security as well as incensement of salary time to time as per government term and conditions where as teachers working in private secondary schools are getting salary in right time as compare to teachers working in government primary schools. Further, Teachers working in government primary schools are more satisfied with their job than teachers working in private primary school teachers as compare to qualification.

Educational Implications

1. The present study indicates that government primary school teachers are feel satisfied with their job as compared to qualification, but private primary school teachers are not feeling satisfied. It recommended that the

center and state should give promotion to high qualified teachers or take necessary steps for highly qualified teachers.

2. The finding of the study reveals that private primary school teachers are satisfied with their getting salary in right time and annual increment in right time but government primary school teachers are not satisfied. So that the state and center government should take necessary steps for salary gives the teachers in right time and provide annual increment in right time. So that teachers are satisfied.

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