

A Study Measuring Job Satisfaction of Public and Private School Teachers in Visakhapatnam City by

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Abstract

The article is a Measuring Job Satisfaction in public and private school teachers. 'Job satisfaction' refers to the attitudes and feelings people have about their work. Positive and good attitudes towards the job show job satisfaction. Negative and adverse attitudes towards the job show job dissatisfaction. There has also been significant interest in the complicated relationship among an individual's job satisfaction and satisfaction with other aspects of his or her life. It was put forwarded to study of job satisfaction in public and private school teachers. To test this hypothesis the researcher conducts this study to examine the teacher's job satisfaction. A questionnaire was developed with 25 items and 5 options. A sample of 400 public and private school teachers was selected for the study.

Keywords: Job satisfaction; public and private school teachers.

Introduction

Job satisfaction is characterized as the degree to which an employee feels self-propelled, content and happy with his/her work. Job satisfaction happens when a representative feels the individual in question is having position strength, profession development and an agreeable equilibrium between fun and serious stuff. This infers that the worker is having fulfillment at work as the work meets the assumptions for the person.

A satisfied employee is consistently significant for an association as he/she plans to convey the best of their capacity. Each worker needs a solid vocation development and equilibrium between fun and serious stuff at work environment. In the event that a worker feels content with their organization and work, they hope to reward the organization with every one of their endeavors.

The beneficial outcomes of Job satisfaction include:

1. More productivity of representatives of work environment in the event that they are happy with their work.
2. Higher worker dedication prompting greater responsibility.
3. Job satisfaction of employees ultimately provides higher profits for organizations.
4. Retention of employee is possible if employee personnel are happy

Review of Literature

Mohdsuki and Suki (2011) analysed on job satisfaction and organizational commitment: The impact of sexual orientation on worker impression of job satisfaction and authoritative responsibility. Study uncovered that employee's sexual orientation has no huge impact on his/her view of job satisfaction and people have a similar degree of hierarchical responsibility.

Kumar and Bhatia (2011) referenced that the degree of job satisfaction and attitude of the instructors towards educating is least influenced by the gender, the conjugal status, least capability and pay gathering of actual Training educators to analyse the job satisfaction among Actual Schooling educators and their mentality towards educating.

Kumari and Jafri (2011) referenced an examination on degree of Hierarchical Responsibility of Male and Female educators of Auxiliary School to research the general degree of Authoritative Responsibility of Male and Female instructors of Optional School of Aligarh Muslim College. Information investigated by utilizing t-test result uncovered that general level of female educators Authoritative Responsibility was a lot higher than male instructors.

Zilli and Zahoor (2012) directed an investigation to discover the authoritative responsibility among male and female advanced education educators and to think about the hierarchical responsibility among male and female advanced education instructors. Result uncovered that the females had essentially more elevated level of association responsibility.

Mehta (2012) explored on job satisfaction among instructors to know whether the impression of job satisfaction among educators was influenced by the kind of association (private versus Govt.) and the sexual orientation (male versus female). Illustrative examination was made to consider the impression of job satisfaction of male versus female and t-test was utilized. Result showed that there would be huge distinction in the degree of job satisfaction of Public and tuition-based school instructors.

Nagar (2012) embraced an examination on "Authoritative responsibility and job satisfaction among instructors during seasons of Burnout for creating and tests a model for Burnout and its impact on job satisfaction on hierarchical responsibility" Exploration showed that in term of job satisfaction and authoritative responsibility the mean score for female educators was higher than male instructors

Objectives of the Study

- 1) To measure the job satisfaction in regards to public and private teachers.
- 2) To understand the job satisfaction of public and private teachers

Research Methodology

The sample comprises of educators working openly and tuition-based school limited to Visakhapatnam City in the Province of Andhra Pradesh. A sample of 400 instructors comprising 50 Government funded teachers and 50 non-public school educators were mulled over. The sample does exclude all people in general and tuition-based school instructors from everywhere Visakhapatnam City.

Distribution of respondents basing on their responses on the different statements / questions relating to the Measuring Job satisfaction:

In this section the responses given by the respondents on the different statements under Measuring Job satisfaction were presented. The responses are in dichotomous in nature. Since there are thirteen statements under this Measuring Job satisfaction, there will be thirteen tables each corresponds to the responses of the respondents against those statements.

The responses on the statement “Salary and Allowances” under Measuring Job satisfaction are presented in Table 5.1.

Table 5.1
Distribution of Respondents basing on their responses on the statement “Salary and Allowances”

Response	Frequency	Percent
Dissatisfied	196	48.9
Satisfied	205	51.1
Total	401	100.0

From Table 5.1, it can be observed that 48.9 percent of the respondents are dissatisfied with the Salary and Allowances they paid in measuring Job satisfaction and 51.1 percent of them are satisfied. That is almost half of them are died and half of them are satisfied.

The responses on the statement “Other benefits and services” under Measuring Job satisfaction are presented in Table 5.2.

Table 5.2

Distribution of Respondents basing on their responses on the statement “Other benefits and services”

Response	Frequency	Percent
Dissatisfied	216	53.9
Satisfied	185	46.1
Total	401	100.0

From Table 5.2, it can be observed that 53.9 percent of the respondents are dissatisfied with the Other benefits and services they paid in measuring Job satisfaction and 46.1 percent of them are satisfied.

The responses on the statement “Job freedom” under Measuring Job satisfaction are presented in Table 5.3.

Table 5.3**Distribution of Respondents basing on their responses on the statement “Job freedom”**

Response	Frequency	Percent
Dissatisfied	190	47.4
Satisfied	211	52.6
Total	401	100.0

From Table 5.2, it can be observed that 47.4 percent of the respondents are dissatisfied with the job freedom they paid in measuring Job satisfaction and 52.6 percent of them are satisfied.

The responses on the statement “Training impaired” under Measuring Job satisfaction are presented in Table 5.3.

Table 5.4**Distribution of Respondents basing on their responses on the statement “Training impaired”**

Response	Frequency	Percent
Dissatisfied	45	11.2
Satisfied	356	88.8
Total	401	100.0

From Table 5.4, it can be observed that 11.2 percent of the respondents are dissatisfied with the Training impaired they paid in measuring Job satisfaction and 88.8 percent of them are satisfied.

The responses on the statement “Opportunities available for personal development” under Measuring Job satisfaction are presented in Table 5.5.

Table 5.5**Distribution of Respondents basing on their responses on the statement “Opportunities available for personal development”**

Response	Frequency	Percent
Dissatisfied	78	19.5
Satisfied	323	80.5
Total	401	100.0

From Table 5.5, it can be observed that 19.5 percent of the respondents are dissatisfied with the Opportunities available for personal development in measuring Job satisfaction and 80.5 percent of them are satisfied.

The responses on the statement “Personal relationship with public” under Measuring Job satisfaction are presented in Table 5.6.

Table 5.6

Distribution of Respondents basing on their responses on the statement “Personal relationship with public”

Response	Frequency	Percent
Dissatisfied	100	24.9
Satisfied	301	75.1
Total	401	100.0

From Table 5.6, it can be observed that 24.9 percent of the respondents are dissatisfied with the Personal relationship with public in measuring Job satisfaction and 75.1 percent of them are satisfied.

The responses on the statement “Organization policies” under Measuring Job satisfaction are presented in Table 5.7.

Table 5.7

Distribution of Respondents basing on their responses on the statement “Organization policies”

Response	Frequency	Percent
Dissatisfied	59	14.7
Satisfied	342	85.3
Total	401	100.0

From Table 5.7, it can be observed that 14.7 percent of the respondents are dissatisfied with the Organization policies in measuring Job satisfaction and 85.3 percent of them are satisfied.

The responses on the statement “Job freedom” under Measuring Job satisfaction are presented in Table 5.8.

Table 5.8

Distribution of Respondents basing on their responses on the statement “Union activities”

Response	Frequency	Percent
Dissatisfied	232	57.9
Satisfied	169	42.1

Total	401	100.0
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From Table 5.8, it can be observed that 57.9 percent of the respondents are dissatisfied with the Union activities in measuring Job satisfaction and 42.1 percent of them are satisfied.

The responses on the statement “Working conditions in the school” under Measuring Job satisfaction are presented in Table 5.9.

Table 5.9

Distribution of Respondents basing on their responses on the statement “Working conditions in the school”

Response	Frequency	Percent
Dissatisfied	63	15.7
Satisfied	338	84.3
Total	401	100.0

From Table 5.9, it can be observed that 15.7 percent of the respondents are dissatisfied with the “Working conditions in the school” in measuring Job satisfaction and 84.3 percent of them are satisfied.

The responses on the statement “Safety and welfare measures” under Measuring Job satisfaction are presented in Table 5.10.

Table 5.10

Distribution of Respondents basing on their responses on the statement “Safety and welfare measures”

Response	Frequency	Percent
Dissatisfied	179	44.6
Satisfied	222	55.4
Total	401	100.0

From Table 5.10, it can be observed that 44.6 percent of the respondents are dissatisfied with the “Safety and welfare measures” in measuring Job satisfaction and 55.4 percent of them are satisfied.

The responses on the statement “Transfer policy” under Measuring Job satisfaction are presented in Table 5.11.

Table 5.11

Distribution of Respondents basing on their responses on the statement “Transfer policy”

Response	Frequency	Percent
Dissatisfied	119	29.7
Satisfied	282	70.3
Total	401	100.0

From Table 5.11, it can be observed that 29.7 percent of the respondents are dissatisfied with the “Transfer policy” in measuring Job satisfaction and 70.3 percent of them are satisfied.

The responses on the statement “Leave facility” under Measuring Job satisfaction are presented in Table 5.12.

Table 5.12**Distribution of Respondents basing on their responses on the statement “Leave facility”**

Response	Frequency	Percent
Dissatisfied	174	43.4
Satisfied	227	56.6
Total	401	100.0

From Table 5.12, it can be observed that 43.4 percent of the respondents are dissatisfied with the Leave facility in measuring Job satisfaction and 56.6 percent of them are satisfied.

The responses on the statement “Relationship with students” under Measuring Job satisfaction are presented in Table 5.13.

Table 5.13**Distribution of Respondents basing on their responses on the statement “Relationship with students”**

Response	Frequency	Percent
Dissatisfied	22	5.5
Satisfied	379	94.5
Total	401	100.0

From Table 5.13, it can be observed that 5.5 percent of the respondents are dissatisfied with the Relationship with students in measuring Job satisfaction and 94.5 percent of them are satisfied. As dissatisfied are less than 10 percent of the total, this classification corresponding to this statement “Relationship with students” was not considered for future analysis (since the data is almost one sided).

Findings

1. 48.9 % of the respondents are dissatisfied with the Salary and Allowances they paid in measuring Job satisfaction and 51.1 % of them are satisfied. That is almost half of them are died and half of them are satisfied.
2. 53.9% of the respondents are dissatisfied with the other benefits and services they paid in measuring Job satisfaction and 46.1% of them are satisfied.
3. 47.4 % of the respondents are dissatisfied with the job freedom they paid in measuring Job satisfaction and 52.6 % of them are satisfied.
4. 11.2 % of the respondents are dissatisfied with the Training impaired they paid in measuring Job satisfaction and 88.8 % of them are satisfied.
5. 19.5 % of the respondents are dissatisfied with the Opportunities available for personal development in measuring Job satisfaction and 80.5 % of them are satisfied.
6. 24.9 % of the respondents are dissatisfied with the Personal relationship with public in measuring Job satisfaction and 75.1 % of them are satisfied.
7. 14.7 % of the respondents are dissatisfied with the Organization policies in measuring Job satisfaction and 85.3 % of them are satisfied.
8. 57.9 % of the respondents are dissatisfied with the Union activities in measuring Job satisfaction and 42.1 % of them are satisfied.
9. 15.7 % of the respondents are dissatisfied with the “Working conditions in the school” in measuring Job satisfaction and 84.3 % of them are satisfied.
10. 44.6 % of the respondents are dissatisfied with the “Safety and welfare measures” in measuring Job satisfaction and 55.4 % of them are satisfied.

11. 29.7 % of the respondents are dissatisfied with the “Transfer policy” in measuring Job satisfaction and 70.3 % of them are satisfied.
12. 43.4 % of the respondents are dissatisfied with the Leave facility in measuring Job satisfaction and 56.6 % of them are satisfied.
13. 5.5 % of the respondents are dissatisfied with the Relationship with students in measuring Job satisfaction and 94.5 % of them are satisfied.

Suggestions

Work on The Way of life.

The way of life of an association is impacted by the practices of its authority. Representatives relate to one another and request conscious treatment, all things considered. Senior pioneers should set a model for these practices by showing regard toward others while considering individuals responsible for doing likewise. Regard for others can be exhibited through proficient correspondence and inward approaches that are respecting to representatives.

Set up Trust with Senior Administration.

Senior administration needs to set up trust with workers at all levels. Workers should have the option to believe the individuals who have been put in a place of power. Pioneers can set up this trust by showing believability and trustworthiness in all that they do. This implies doing what you say and saying what you do. Correspondence is frequently a critical factor in trust. Representatives can deal with awful news when it is shared. What they don't care for is the insight that there are mysteries.

Offer serious remuneration.

Take a gander at all parts of your remuneration technique. Assess worker pay grades, medical advantages, and retirement commitments to guarantee your pay bundle is serious. Benchmark like positions and work to keep pay runs in accordance with comparable positions.

Focus on representative commitment.

Put the time and assets in establishing a climate where representatives flourish and love to work.

Give freedoms to professional success.

Workers need to realize that there are openings inside the association to develop and propel their vocations. Develop employees through instructing and coaching programs, administration ability advancement, and progression wanting to help guarantee that workers are readied when more significant level employment opportunities become accessible.

Reinforce associations with supervisors.

The relationship with the quick chief has consistently been a solid pointer of occupation fulfilment. This implies associations need to put time and assets into reinforcing these connections.

Identify employee job performance.

Employees need to realize that administration perceives their commitments and achievements.

Positive criticism, that builds up execution practices, can affect improved occupation execution. Make perceiving workers a piece of everyday administration rehearses.

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