



Factors Affecting Job Satisfaction of the Teachers Serving in Secondary Schools: Evidence from Rural Areas

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Abstract— The investigator has taken attempt to study the views of the secondary school teachers from rural areas towards the factors affecting job satisfaction. Descriptive survey method has been undertaken in order to find out the views of the secondary school teachers. A sample of 100 secondary school teachers of rural areas consisting of 50 males and 50 females has been taken through random sampling method from Sheosagar Block of Rohtas district of Bihar. The investigator used self-made questionnaire and a five-point standard job satisfaction scale of Meera Dixit (1993) which have been administered over the secondary school teachers. The collected data have been analyzed using the statistical techniques like mean and percentage. The findings of the study reveal that the factors such as age, salary, experience, qualification, gender, content knowledge, supervision of higher authorities, promotion, co-workers' behaviour and distance are affecting the job satisfaction of secondary school teachers serving in rural areas.

Keywords— *Job satisfaction, secondary school, teachers, rural area*

I. INTRODUCTION

Job Satisfaction of a teacher is influenced by a number of factors. Generally most of the time, job satisfaction or dissatisfaction of a teacher is influenced by pay, promotion, benefits, supervisor, co-workers, working conditions, communication, security or safety, productivity, and the work itself. Each of these factors figures into an individual's job satisfaction differently. Job satisfaction and job dissatisfaction are seen as function of perceived relationship between the one wants from job and what are perceived it as offering or entailing. Job satisfaction may be global or specific. Sometimes job satisfaction is referred to as overall feeling of satisfaction. At some other point of times job satisfaction refers to person's feeling towards specific dimensions of the work. Teachers work harder and perform better if satisfied in their jobs, knowing the factors related to jobs satisfaction could help prevent staff frustration and low job satisfaction. The evidence from the views of the teachers has been collected, analyzed and interpreted through statistical techniques and tables.

II. REVIEW OF LITERATURE

The relevant reviews of literature on the study area of have been studied and collected in decreasing the gap between the present and the past.

Biswas (2017) studied the impact of Human Resource Management policies and practices in a globalized Indian economy and subsequently their outcome with respect to individual behaviour and performances. The data were collected from 357 managerial level employees of Indian Organizations. The result of the study found that the Job Satisfaction significantly correlated with employee performance and also showed that although discrepancies were abounding regarding individual reactions to a hitherto closed and controlled economy. The findings indicated that human resource practices in India need to adapt to contemporary practices and procedures worldwide, while at the same time maintain in its unique cultural ethos.

Ramayah (2018) examined the relationship between mentoring and employee's job satisfaction among employees from small and medium enterprises in Malaysia. A total of 156 Malaysian executives from 21 selected small and medium enterprises were participated in this study. The results show that there was a positive relationship between career mentoring and all dimensions in job satisfaction such as co-workers, job itself, promotions and supervisors. On the other hand, no significant relationship was found between psychosocial mentoring and three aspects of employee's job satisfaction, namely co-workers, job itself and promotion.

Javed and Premarajan (2011) examined the influence of distributive and procedural justice on pay and Job Satisfaction. They provided that distributive justice and procedural justice had differentiating impact on Job Satisfaction and four facets of pay satisfaction i.e. level, raise benefits and administration. The survey carried out among 122 Indian managers. It was found that the distributive justice as a more important predictor of all four dimensions of pay satisfaction and job satisfaction. Procedural justice was also found to be a statistically significant predictor of pay structure and Job Satisfaction.

Mallaiah (2018) discussed the key issues of Organisation like job rotation, promotion policy, reward system, employee frustration, leadership qualities and superior and subordinate relations. The primary data was collected from 188 library professionals in Karnataka through a pre-tested structured comprehensive questionnaire. The paper reported on the views and perceptions of University Library Professionals in Karnataka in respect of their job, job environment and organization in addition to identifying and analysing the



key individual, work and organizational characteristics influencing their job satisfaction. Findings of the study had implications for human resource management research and practice in university libraries.

Natarajan (2012) conducted a study in a public sector organisation with an all India presence. This study explored the relationship of personal and organisational values with Job Satisfaction. 220 participants from a large public sector organisation were asked to rate on a 7 point scale the 24 items value taxonomy developed by McDonald and Gandz. Results revealed that perceived organizational values emerge as potent predictor of all the three components of job satisfaction as compared to personal values.

Nilufar Ahsan (2009) investigated the relationship between job stress and job satisfaction. The study conducted in a Public University in Klang Valley area in Malaysia and 300 respondents were selected as a sample of the study. The determinants of job stress that have been examined under this study include management role, relationship with others, work load pressure, homework interface, role ambiguity and performance pressure. The results of the study revealed that the association between relationship with others and job stress is not significant. The relationship between workload pressure and job stress, role ambiguity and job stress is significant. .

Panigrahi and Lakshmikanta (2021) studied Job Satisfaction among Non- Government College Librarians in West Bengal. It was based on 200 Non-Government College Librarians out of 275. The objectives of the study were: 1. Identification of the factors involved in Job Satisfaction and dissatisfaction among Non-Government College Librarians in West Bengal, 2. providing some suggestions on the basis of findings for their satisfaction in their Jobs. Both questionnaire and interview procedures were used in data collection. The analysis revealed that the respondents felt positive towards their job, whereas, 49.61 per cent expressed negative towards their job. 61.97 per cent of the respondents showed their negative attitude and 38.03% showed their positive attitude towards the work environment factors. 67% of respondents expressed their negative attitude and 33% expressed positive approach on their need factor. He suggested that the librarians need to give attention to the constantly changing technology.

Pors (2003) explores the concept of job satisfaction and its relation to stress, job content and job conditions based on a survey of British and Danish Library Managers. This research paper evokes the theories of Hofstede as a tentative explanation of national differences. It sets out to analyse job satisfaction in relation to a range of demographic variables. On the basis of multitude of questions and statements the author forms several composite variables. They concern factors such as stress, freedom in the job, perception of management style and the actual job content. It is also evident that

nationality plays a significant role in relation to factors such as stress and freedom in making decisions.

Raghunatha Reddy and Krishna Sudheer (2011) studied the employee involvement and job satisfaction in Indian Corporate sector. This study meant to find out the employee's attitude towards job satisfaction and job involvement. The findings of the study show that the managerial level of employees has low level of satisfaction and Engineers have low level of job involvement and supervisors have low level of commitment towards the organisation.

Rajkatoch (2012) states job satisfaction is the extent to which one feels good about the job. Major constituents of the job satisfactions are good salaries, work environment, job as per academic qualification, desired profession, job security and fringe benefits. The study concluded that female teachers are more satisfied than male teachers.

Ram and Choudhury (2020) examined the relationship between organisational climate and Job Satisfaction in academic libraries in Delhi. 228 questionnaires were collected from professional, technical and administration people from different libraries. The finding of this study is that Job Satisfaction is highly correlated with organisation climate.

Shilpa Verma, et.al. (2019) dealt with the Job Satisfaction among Library professionals of Govind Ballabh Pant University of Agriculture and Technology Library, Pantnagar. Study the Satisfaction level of library staff from their job, know about the status of library and to check its impact on the users, assess the inter-personal relationship among the personnel of library, study about the performance level of the personnel in library, and study about personnel role in decision making were the objectives of the study. They adopted questionnaire method to study the problem. The important finding of the study was the strength of the University library staff was fair but the librarian was not satisfied with the strength for providing efficiency in the services of library and stressed that the library need to work more on Total Quality Management, for improving the functioning of library and achieving the fully job satisfaction. Whereas the job satisfaction level of most of the library professionals was very high in the library.

OBJECTIVES OF THE STUDY

- 1) The followings are the objectives of the study.
 1. To study the factors affecting job satisfaction of the secondary school teachers serving in rural areas.
 2. To compare the job satisfaction between the male and female teachers.

III. METHODOLOGY OF THE STUDY

The methodology used for the study is stated below.

Research Method: Descriptive survey method is undertaken to find out the views of the secondary school teachers towards the factors affecting job satisfaction.



Sample: A sample of 100 secondary school teachers consisting of 50 male teachers and 50 female teachers from Sheosagar Block of Rohtas district of Bihar has been taken using random sampling method.

Tools used for the study: The investigator has developed a questionnaire for the factors affecting job satisfaction and a five-point standard job satisfaction scale of Meera Dixit (1993) to collect data from the secondary school teachers.

Analysis and Interpretation: The investigator has used the statistical techniques like mean and percentage for analysis and interpretation of data. The responses of the secondary school teachers collected are analysed in the table.

Table 1: Age factor affecting job satisfaction of secondary school teachers

Sl. No.	Various Ages	Males	Females	Total	%
a.	Getting job during the age during 25 years to 30 years of age	36	37	73	73.00
b.	Getting job during the age during 31 years to 40 years of age	14	13	27	27.00
c.	Getting job during the age during 41 years to 50 years of age	0	0	0	0
d.	None of the above	0	0	0	0

The table shows that 73.00% of the secondary school teachers serving in rural areas respond that the age factor affects the job satisfaction for those teachers, who get job during the age of 25 years to 30 years. They are not satisfied because they try for other jobs rather than teaching profession. On the other hand only 27.00% of the secondary school teachers serving in rural areas respond that the age factor affects the job satisfaction for those teachers, who get job during the age of 31 years to 40 years. They are not satisfied because they need more money for maintaining their family as salary is not sufficient to them.

Table 2: Salary factor affecting job satisfaction of secondary school teachers

Sl. No.	Level of satisfaction	Males	Females	Total	%
a.	Satisfied with the present	3	4	7	7.00

	salary				
b.	Not satisfied with the present salary	47	46	93	93.00
c.	Neutral with the present salary	0	0	0	0
d.	None of the above	0	0	0	0

The table shows that 93.00% of the secondary school teachers serving in rural areas respond that the salary factor affects the job satisfaction. They are not at all satisfied because of low salary. On the other hand only 7.00% of the secondary school teachers serving in rural areas respond that they are satisfied with the present salary.

Table 3: Experience factor affecting job satisfaction of secondary school teachers

Sl. No.	Experience factor	Males	Females	Total	%
a.	More experienced teachers	0	0	0	0
b.	Less experienced teachers	0	0	0	0
c.	Newly appointed teachers	50	50	100	100
d.	None of the above	0	0	0	0

The table shows that all the secondary school teachers serving in rural areas express their views that the experience factor affects the job satisfaction. The newly appointed teachers are not at all satisfied because they are new to the teaching profession.

Table 4: Qualification factor affecting job satisfaction of secondary school teachers

Sl. No.	Qualification factor	Males	Females	Total	%
a.	More qualified teachers	0	0	0	0
b.	Less qualified teachers	50	50	100	100

The table shows that all the secondary school teachers serving in rural areas express their views that the less qualification of the teachers affects job satisfaction due to their inferiority complex created among them.

Table 5: Gender factor affecting job satisfaction of secondary school teachers

Sl. No.	Gender factor	Males	Females	Total	%
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a.	Male teachers not getting job satisfaction	50	15	65	65
b.	Female teachers not getting job satisfaction	0	35	35	35

The table shows that 65% of the male secondary school teachers serving in rural areas give their views that they are not satisfied in their teaching profession whereas 35% of female secondary school teachers are not satisfied in their teaching profession.

Table 6: Content knowledge factor affecting job satisfaction of secondary school teachers

Sl. No.	Content knowledge factor	Males	Females	Total	%
a.	Teachers with more content knowledge affects job satisfaction	0	0	0	0
b.	Teachers with less content knowledge affects job satisfaction	50	50	100	100

The table shows that all the secondary school teachers serving in rural areas express their views that the less content knowledge of the teachers affects job satisfaction and they do not prepare to develop it through preparation.

Table 7: Supervision factor affecting job satisfaction of secondary school teachers

Sl. No.	Supervision factor	Males	Females	Total	%
a.	Frequent supervision of the class by the Principal affects job satisfaction	50	50	100	100
b.	Frequent supervision of the class by the higher authority affects job satisfaction	50	50	100	100

c.	The parents interfere in the school	0	0	0	0
d.	None of the above	0	0	0	0

The table shows that all the secondary school teachers serving in rural areas express their views that the frequent supervision of the class by the Principal and higher authority affects job satisfaction because of their interference during teaching learning process.

Table 8: Promotion factor affecting job satisfaction of secondary school teachers

Sl. No.	Promotion factor	Males	Females	Total	%
a.	Quick promotion in job	0	0	0	0
b.	Delay promotion in job	50	50	100	100
c.	Not promoting at all	0	0	0	0
d.	None of the above	0	0	0	0

The table shows that all the secondary school teachers serving in rural areas say that the Government is delaying in promotion of job which affects job satisfaction because of the negligence of the Government.

Table 9: Co-workers' behavior factor affecting job satisfaction of secondary school teachers

Sl. No.	Behavior of the co-workers	Males	Females	Total	%
a.	Submissive behavior of the co-workers	0	0	0	0
b.	Aggressive behavior of the co-workers	0	0	0	0
c.	Moderate behavior of the co-workers	50	50	100	100
d.	None of the above	0	0	0	0

The table shows that all the secondary school teachers serving in rural areas say that the co-workers show moderate behavior which affects job satisfaction because of their feelings between senior and junior.

Table 10: Distant appointment factor affecting job satisfaction of secondary school teachers



Sl. No.	Distant appointment	Males	Females	Total	%
a.	Appointment in a more distant place from home	50	50	100	100
b.	Appointment near to home	0	0	0	0

The table shows that all the secondary school teachers serving in rural areas say that they are appointed in a more distant place from home which affects job satisfaction because of they are unable to look after their parents.

Table 11: Comparing the job satisfaction between the male and female teachers

Sl. No.	Category	N=Number	Mean (M)
1.	Male teachers	50	179.12
2.	Female teachers	50	165.73

It is found that the mean scores of the job satisfaction of the male teachers and female teachers are 31.12 and 68.88 respectively. So it indicates that the female secondary school teachers serving in rural areas are more satisfied in their teaching profession than that of the male secondary school teachers.

IV. MAJOR FINDINGS OF THE STUDY

- 73.00% of the secondary school teachers serving in rural areas respond that the age factor affects the job satisfaction for those teachers, who get job during the age of 25 years to 30 years. They are not satisfied because they try for other jobs rather than teaching profession. On the other hand only 27.00% of the secondary school teachers serving in rural areas respond that the age factor affects the job satisfaction for those teachers, who get job during the age of 31 years to 40 years. They are not satisfied because they need more money for maintaining their family as salary is not sufficient to them.
- 93.00% of the secondary school teachers serving in rural areas respond that the salary factor affects the job satisfaction. They are not at all satisfied because of low salary. On the other hand only 7.00% of the secondary school teachers serving in rural areas respond that they are satisfied with the present salary.
- All the secondary school teachers serving in rural areas express their views that the experience factor affects the job satisfaction. The newly appointed teachers are not at all satisfied because they are new to the teaching profession.
- All the secondary school teachers serving in rural areas express their views that the less qualification of the

teachers affects job satisfaction due to their inferiority complex created among them.

- 65% of the male secondary school teachers serving in rural areas give their views that they are not satisfied in their teaching profession whereas 35% of female secondary school teachers are not satisfied in their teaching profession.
- All the secondary school teachers serving in rural areas express their views that the less content knowledge of the teachers affects job satisfaction and they do not prepare to develop it through preparation.
- All the secondary school teachers serving in rural areas express their views that the frequent supervision of the class by the Principal and higher authority affects job satisfaction because of their interference during teaching learning process.
- All the secondary school teachers serving in rural areas say that the Government is delaying in promotion of job which affects job satisfaction because of the negligence of the Government.
- All the secondary school teachers serving in rural areas say that the co-workers show moderate behavior which affects job satisfaction because of their feelings between senior and junior.
- ALL the secondary school teachers serving in rural areas say that they are appointed in a more distant place from home which affects job satisfaction because of they are unable to look after their parents.
- It is found that the mean scores of the attitude of the male teachers and female teachers are 31.12 and 68.88 respectively. So it indicates that the female secondary school teachers serving in rural areas are more satisfied in their teaching profession than that of the male secondary school teachers.

VI. SUGGESTIONS FOR FURTHER STUDY

Some of the suggestions for further study are given.

- A study can be undertaken on the problems of the secondary school teachers serving in rural areas.
- A study can be taken up on the promotion of the secondary school teachers serving in rural areas.
- A study can be undertaken on the problems of the secondary school teachers serving in urban areas.
- A study can be undertaken on the promotion of the secondary school teachers serving in urban areas.

CONCLUSION

Teaching profession is a noble profession than other professions. On the basis of the findings of this study, it could be seen that the factors such as age, salary, experience, qualification, gender, content knowledge, supervision of higher authorities, promotion, co-workers' behaviour and distance are affecting the job satisfaction of secondary school teachers serving in rural areas. Besides, it indicates that the female secondary school teachers serving in rural areas are more satisfied in their



teaching profession than that of the male secondary school teachers. The findings of the study will help the learners, planners, policy makers, researchers, administrators to implement the results obtained from the problem for further researchers.

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