

Level of Job Satisfaction of Employees Working in Teaching Sector

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Abstract

Job satisfaction effect every employee working in any sector across the globe so it has received a lot of attention in the research literature. Which has lead to propounding of large number of definitions and theories. To achieve the objective of the study, two hundred (N=200) respondents 100 males and 100 females were selected conveniently and purposely from teaching sector conveniently from Sonapat district of Haryana as subjects. Questionnaire was used to assess the level of job satisfaction and its relation with different parameters such as age, gender, nature of work and experience. In order to examine the hypothesis of the present study one way ANOVA test was applied to compare the association between different variables with 5% level of significance

Key words -: Job satisfaction, Parameters, Theories

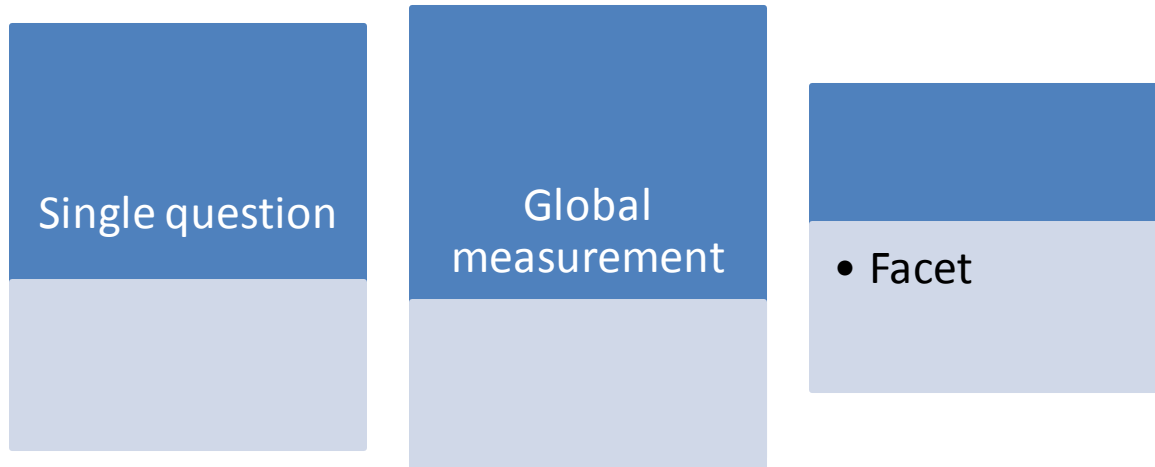
INTRODUCTION

Job satisfaction effect every employee working in any sector across the globe so it has received a lot of attention in the research literature. Which has lead to propounding of large number of definitions and theories .Job satisfaction is typically examined as a result of workplace stress and the job demand-control model. Every company is interested in knowing the level of job satisfaction of its employees so that it can take corrective measures because wealth of each company rest on its employees.

Type of measurement

The measurement of job satisfaction can be classified into three different methods

1. Single question
2. Global measurement
3. Facet measurement



The first approach which turns its attention to the characteristics of the job is called the "information processing model" (Hackman and Oldham 1976). According to this model employees gather information about the job, the workplace and the organisation and cognitively assess these elements in order to determine the level of satisfaction (Jex 2002 p.117).

Jae Vanden Berghe(2011) in his study compared the satisfaction scores between three different countries representing the same company in an attempt to account for the differences between the scores on the

basis of both theory and speculation to describe level of job satisfaction.

SEDA UNUTMAZ(2014) his thesis contributes to the understanding and ways of improving of job satisfaction factors of employees working in a major public institution.

Skeman(2014) findings indicate that employees of recreation tourism companies evaluate intrinsic rewards about their work as an important component of their job satisfaction. That gives administrators in the industry a hint of how to attract and retain the right talent to their organizations in order to keep up with the current and foretasted growth of tourism in Iceland.

Louise M. Iden(2014) From the analysis it was found that the employers should be aware of the variations in job satisfaction and organizational commitment among the employees, which may not necessarily determined by cultural differences. If one focus on the integration of the employees in the organization through communication and integration course works, it is likely that the staff will remain in the company.

STATEMENT OF THE PROBLEM

The Problem selected for investigation in the present study has been titled as “Level of job satisfaction of employees working in teaching sector”

OBJECTIVES OF THE STUDY

Why study Job satisfaction

1. To know relation between employee age and level of job satisfaction
2. To know relation between employee gender and level of job satisfaction
3. To know relation between employee nature of job and level of job satisfaction

4. To know relation between employee no. of experience and level of job satisfaction

Research

questions

The **research Questions** derived from these areas are as follows:

1. Is there any relation between employee age and level of job satisfaction?
2. Is there any relation between employee gender and level of job satisfaction?
3. Is there any relation between employee nature of job and level of job satisfaction?
4. Is there any relation between employee no. of years of experience and level of job satisfaction?

Hypothesis

H0 There is no significant difference between age of employees and their level of job satisfaction.

H1 There is significant difference

between age of employees and their level of job satisfaction.

H0 There is no significant difference between gender of employees and their level of job satisfaction.

H1 There is significant difference between gender of employees and their level of job satisfaction.

H0 There is no significant difference between nature of job of employees and their level of job satisfaction.

H1 There is significant difference between nature of job of employees and their level of job satisfaction.

H0 There is no significant difference between no. of years of experience of employees and their level of job satisfaction.

H1 There is significant difference between no. of years of experience of employees and their level of job satisfaction.

MATERIALS AND METHODS

To achieve the objective of the study, two hundred (N=200) respondents 100 males and 100 females were selected conveniently and purposely from teaching sector conveniently from Sonapat district of Haryana as subjects. Questionnaire was used to assess the level of job satisfaction and its relation with different parameters such as age, gender, nature of work and experience. In order to examine the hypothesis of the present study one way ANOVA test was applied to compare the association between different variables with 5% level of significance

TABLE 1
 Showing level of job satisfaction with age groups

ANOVA

LEVEL OF JOB SATISFACTION

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	1948.509	2	974.255	5.537	.005
Within Groups	34660.486	197	175.942		
Total	36608.995	199			

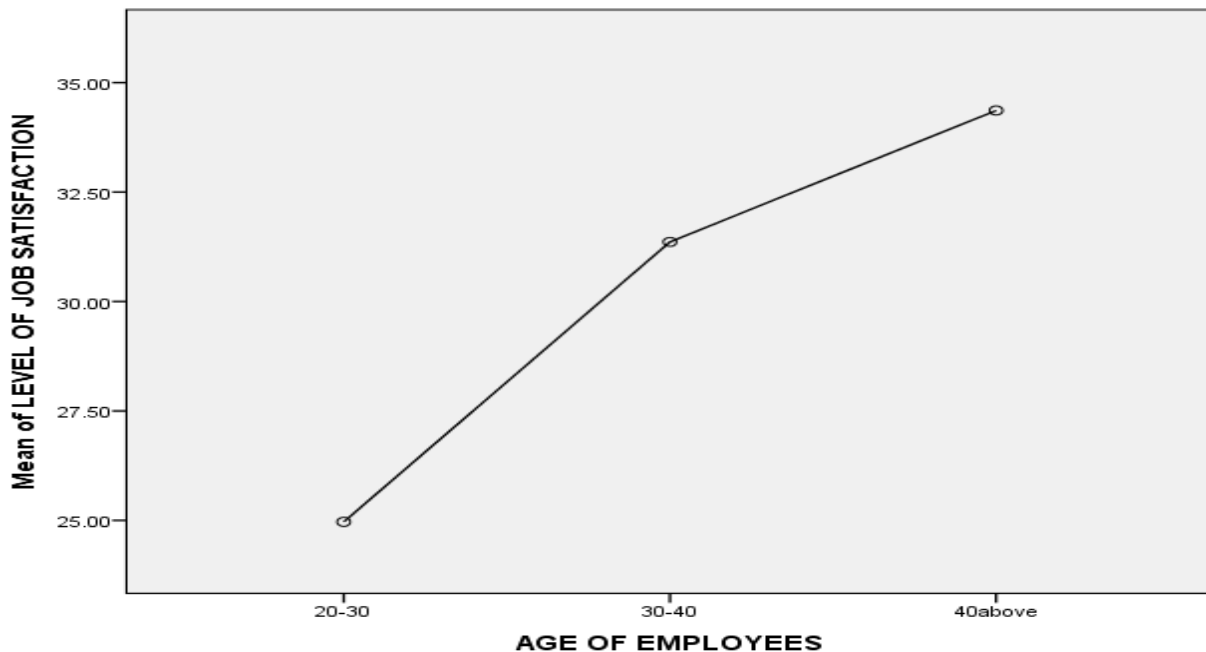
Multiple Comparisons

Dependent Variable: LEVEL OF JOB SATISFACTION

Tukey HSD

(I) AGE OF EMPLOYEES	(J) AGE OF EMPLOYEES	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
					Lower Bound	Upper Bound
20-30	30-40	-6.39593	2.86125	.068	-13.1529	.3611
	40above	-9.39812*	2.84012	.003	-16.1052	-2.6910
30-40	20-30	6.39593	2.86125	.068	-.3611	13.1529
	40above	-3.00219	2.02956	.303	-7.7951	1.7907
40above	20-30	9.39812*	2.84012	.003	2.6910	16.1052
	30-40	3.00219	2.02956	.303	-1.7907	7.7951

*. The mean difference is significant at the 0.05 level.



There was a statistically significant difference between groups as determined by one-way ANOVA ($F(2,197)=5.537, p=.050$). A turkey post hoc test revealed that age group of 20-30 have significant difference

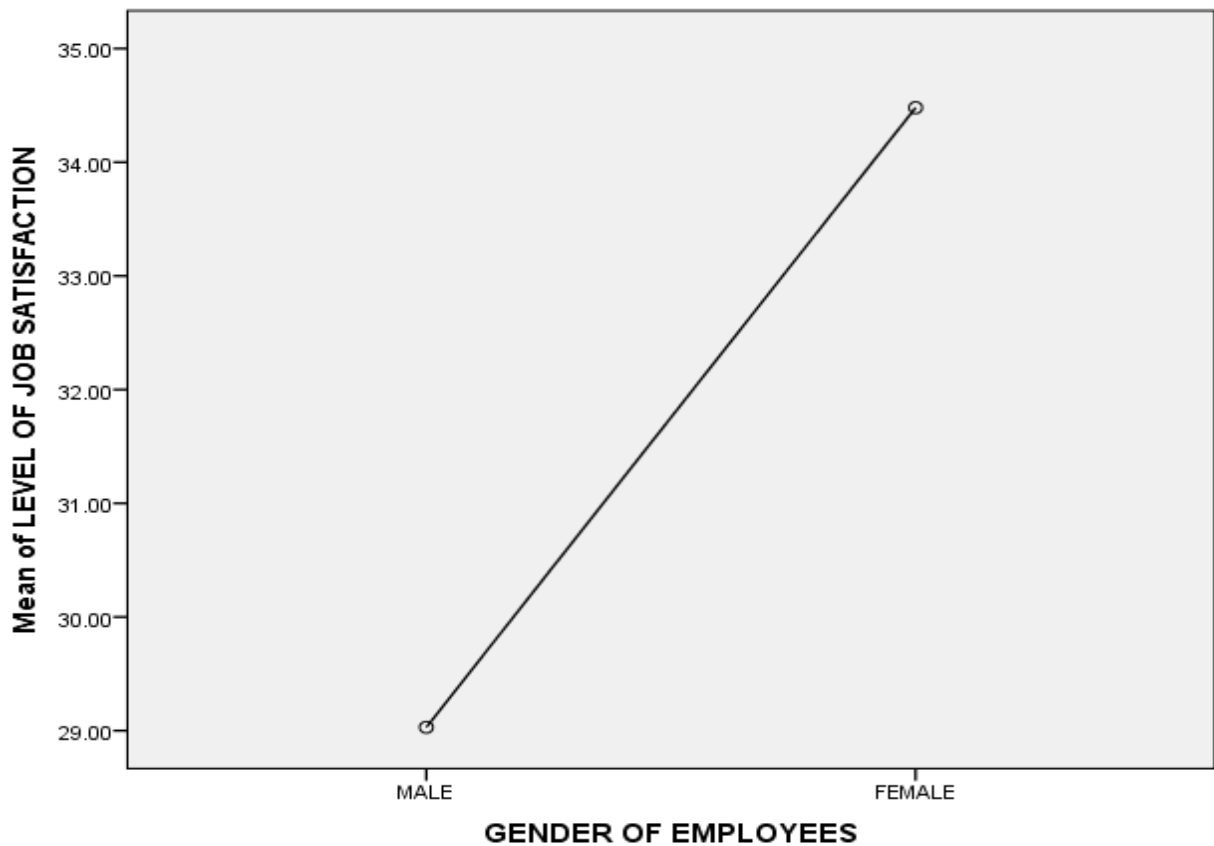
between age group of 40 above but no such difference with above 30-40 age. Age group of 30-40 revealed no significant difference with 40 above age.

TABLE 2
 Showing level of job satisfaction with gender

ANOVA

LEVEL OF JOB SATISFACTION

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	1485.125	1	1485.125	8.372	.004
Within Groups	35123.870	198	177.393		
Total	36608.995	199			



There was a statistically significant difference between groups as determined by one-way ANOVA ($F(1,198)=8.372, p=.004$).

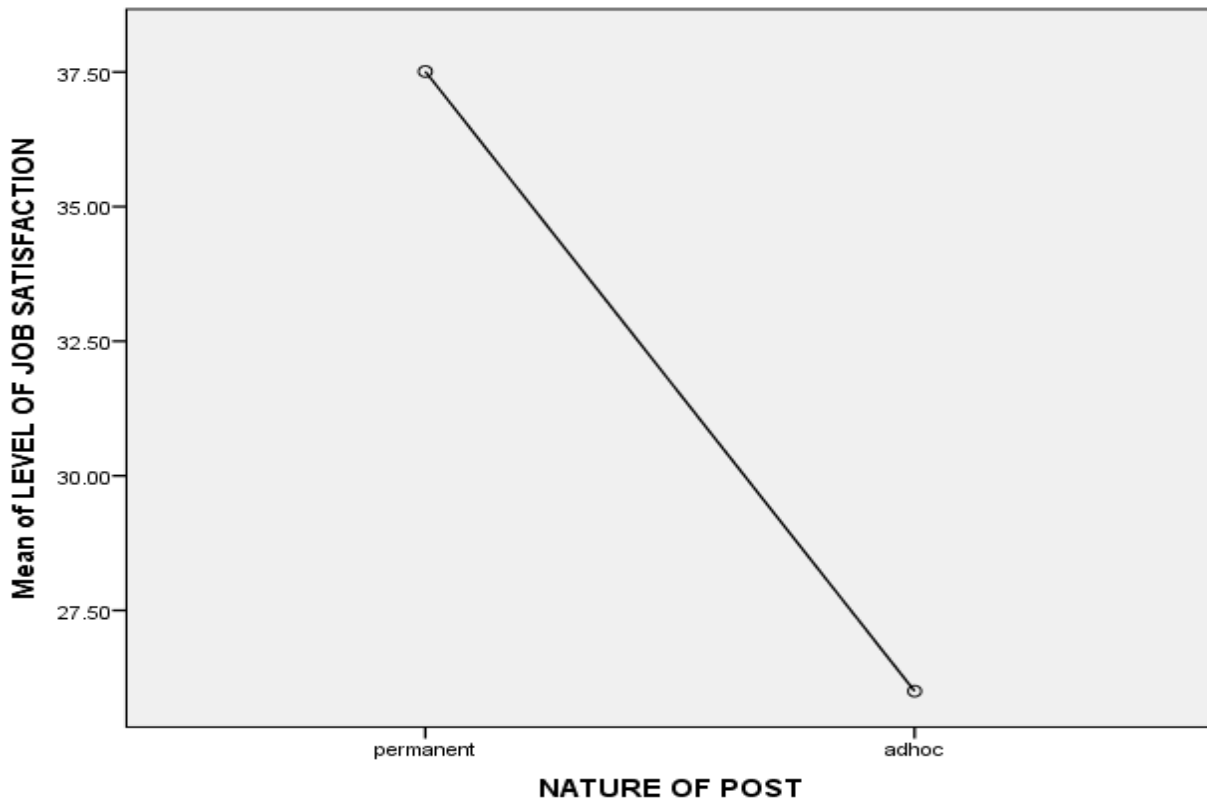
It was found that job satisfaction level of females was higher than males in teaching sector.

TABLE 3
 Showing level of job satisfaction with nature of post

ANOVA

LEVEL OF JOB SATISFACTION

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	6624.005	1	6624.005	43.740	.000
Within Groups	29984.990	198	151.439		
Total	36608.995	199			



There was a statistically significant difference between groups as determined by one-way ANOVA ($F(1,198)=43.740$ $p=.000$). It was found that job satisfaction

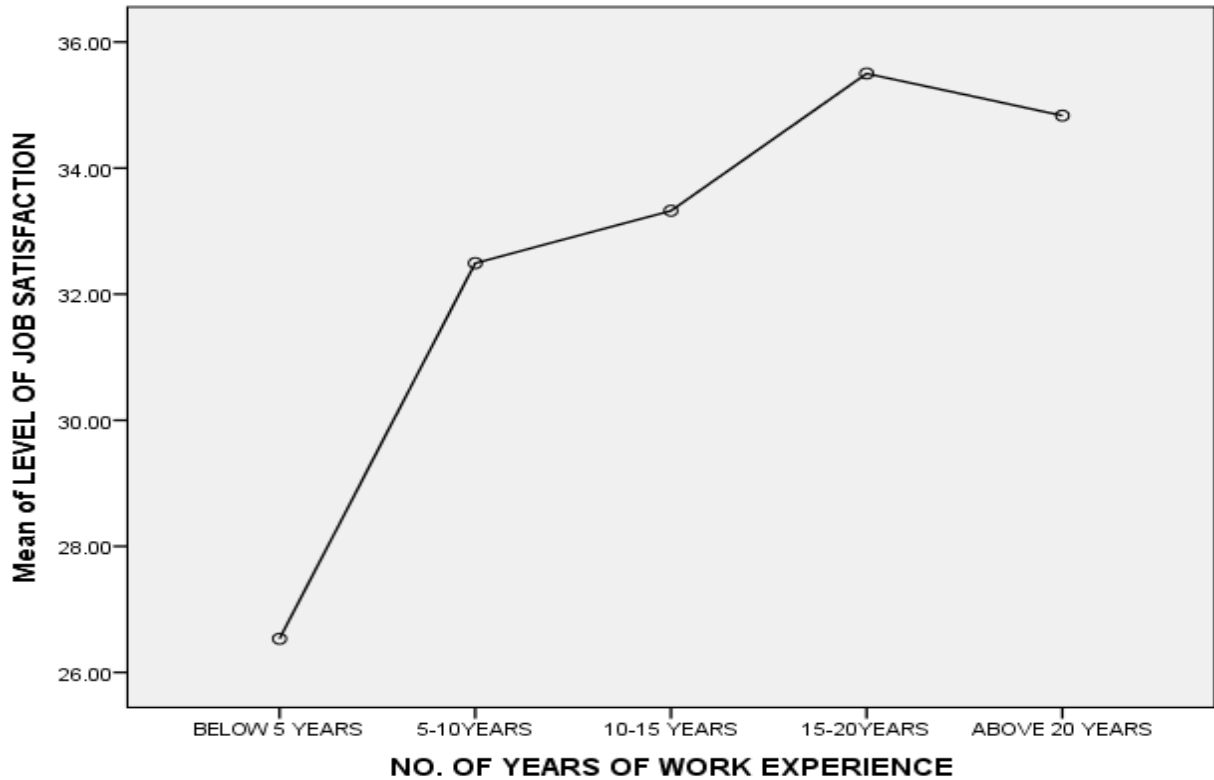
level of permanent employees was higher than employees working on adhoc basis in teaching sector.

TABLE 4
 Showing level of job satisfaction with years of experience

ANOVA

LEVEL OF JOB SATISFACTION

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	1710.500	4	427.625	2.389	.052
Within Groups	34898.495	195	178.967		
Total	36608.995	199			



There was no statistically significant difference between groups as determined by one-way ANOVA ($F(4,195)=2.389$ $p=.052$). It was found that job satisfaction level keep

on varying among different levels of no. of years experience.

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