



A STUDY ON JOB SATISFACTION OF TEACHERS WORKING IN COIMBATORE CITY

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ABSTRACT

In the field of human - specific activities, besides games, learning and creation it is the work. A significant part of a person life is dedicated to work and job satisfaction is a crucial indicator of employment. The purpose of this paper is to highlight the level of job satisfaction of the investigated teachers and its analysis followed by the main variables, such as specialty, age and gender. Results show, surprisingly - if we consider the conditions and state of the Romanian system of education, high levels of job satisfaction compared with British secondary school teachers and other professions.

KEY WORDS – job satisfaction, teaching profession.

INTRODUCTION OF THE STUDY

Job satisfaction is not a new phenomenon at all in organizational science and organizational behavior. It is one of the topics that have drawn interests among scholars in the field. This implies that there is more literature on teachers' job satisfaction from the developed countries than there is from developing countries and Coimbatore in particular.

Teaching is considered a dignified career, enjoying high esteem in society. Teaching offers a high level of satisfaction, as teachers transform their knowledge, skills and show a right path to the young citizens of a country. Teaching is not a job but a commitment because a teacher deals with young minds. He has to shape his students into better citizens. His actions and personality directly influence the lives of the students. Nowadays, many students prefer to enter the lucrative software field and to settle down comfortably. Hence, many people hesitate to choose this profession. But still, there are people who become teachers and have succeeded in their career. Teaching profession needs a great deal of patience and talent to deal with students.

There are many factors which play an important part in the success of educational institutions like faculty, infrastructure, other resources etc. But, from them "teachers" are the most important factors for the success rate of educational institutions. So, it is essential for every management

to effectively utilize their teachers. In an educational institution every teacher is assigned a certain set of tasks to perform and the skills he displays performing it defines him. Every management believes that "Satisfied teachers can bring their institution success." So, it is very important for every management to identify whether their respondents are really satisfied or not. And Job satisfaction survey is a tool to check whether a person is happy with his job or not.

It is important for every institution to know the job satisfaction level of their respondents because the success of the institutions is dependent to a great extent upon the satisfied respondents of the institution. Satisfaction refers to individual elements of one's job, like salary, growth prospects, physical environment, working hours and so on. Job satisfaction is the favorable or unfavorable subjective feeling with which respondents view their work. It results when there is congruence between job requirement, demands and expectations of respondents. It expresses the extent of match between respondents, expectation of the job and the reward that the job provides. The factors of physical conditions and social nature affect job satisfaction and productivity.

Job satisfaction is defined as an effective or emotional response towards various facts of one's job. Job satisfaction is in regard to one's



feelings or state-of-mind regarding the nature of their work. It can be influenced by a variety of factors, 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. Like many other countries of the world in India also, there is a general feeling that the teachers do not have satisfaction in their jobs. There seems to be a growing discontentment towards their job as a result of which standards of education are falling. Teachers are dissatisfied in spite of different plans and programs which have been implemented to improve their job. Job satisfaction consists of the total body of feelings-about the nature of the job promotion, nature of supervision etc. that an individual has about his job.

If the sum total of influence of these factors gives rise to feelings of satisfaction, the individual has job satisfaction. Teacher's job satisfaction which is „linked to teachers' work performance, includes teachers' involvement, commitment, and motivation in the job. It is not only important for teachers, but empirically influential on students and schools in general. Teacher's satisfaction with their career may have strong implications for student learning. Specifically, a teacher's satisfaction with his or her career may influence the quality and stability of instruction given to students. Satisfaction is almost important in teaching profession where he is to deal with another human being, the student, and the satisfaction and dissatisfaction of the teachers is likely to be transferred. Teacher's key role is to teach or help students and it depends on the ability and motivation of the teachers to teach as it does on the ability and motivation of the students to learn.

DETERMINANTS OF JOB SATISFACTION

While analyzing the various determinants of job satisfaction, we have to keep in mind that all individuals do not derive the same degree of satisfaction though they perform the same job in the same job environment and at the same time. Therefore, it appears that besides the nature of job and job environment, there are individual variables which affect job satisfaction thus all those factors which provide a fit among individual variables, nature of job, and the situational variables determine the degree of job satisfaction. Let us see what these factors are.

INDIVIDUAL FACTORS

Individuals have certain expectations from their jobs. If these expectations are met from the jobs, they feel satisfied. These expectations are based on an individual's level of education, age, and other factors.

Level of Education Level of education of an individual is a factor which determines the degree of job satisfaction. For example several studies have found negative correlation between the level of education, particularly higher level of education, and job satisfaction. The possible reason for this phenomenon may be that highly educated persons have very high expectations from their jobs which remain unsatisfied.

In their case, Peter's principle which suggests that every individual tries to reach his level of incompetence, applies more quickly.

Age individuals experience different degree of job satisfaction at different stages of their life. Job satisfaction is high at the initial stage, gets gradually reduced, starts rising up to certain stage, and finally dips to a low degree. The possible reasons for this phenomenon are like this. When an individual joins an organization. He may have some unrealistic assumptions about what they are going to derive from their work. These assumptions make them more satisfied. However, when these assumptions fall short of reality, job satisfaction goes down. It starts rising again as the people start to assess the jobs in right perspective and correct their assumptions. At the last, particularly at the fag end of the career, job satisfaction goes down because of fear of retirement and future outcome.

Other Factors besides the above two factors, there are other individual factors which affect job satisfaction. If an individual does not have favorable social and family life, he may not feel happy at the work place. Similarly other personal problems associated with him may affect his level of job satisfaction.

PROBLEM STATEMENT

Teachers' commitment and effectiveness solely depend on motivation, morale and job satisfaction. This implies that teacher motivation and job satisfaction are important phenomena for all organizations including schools in any country. A survey conducted recently on teachers' motivation and job satisfaction among school teachers in Coimbatore area about the influence of low teacher job satisfaction on teachers' absenteeism, lateness and lack of commitment to their work. Additionally, teachers' satisfaction is not only important to teachers themselves as civil servants, educational managers and leaders and employers but also to students in all types of schools.

The phenomenon of teacher job satisfaction has been widely studied for over six decades in the developed countries and thousands of articles have been published. However, there is a limited literature about teachers' job satisfaction in developing nations



south of the Coimbatore in particular.

NEED FOR THE STUDY

Job satisfaction refers to a person's feeling satisfaction on job which acts a motivation to work. It is not the self-satisfaction, happiness or self-contentment the satisfaction on the job. The term relates to the total relationship between an employee and employer. The needs and wants of employee differ from one to another. But there are some basic needs for every employee. Each employee wants to be satisfied with the following variables.

SCOPE OF THE STUDY

This study is principally aimed at examining the factors that are associated with teachers' job satisfaction. It determines the kind of factors or facets which teachers are satisfied with. It also determines whether teachers differ significantly in their job satisfaction in relation to personal or demographic factors such as gender, age, marital status, type of school, location of school, type of teacher, teaching experience, promotional position (leadership position) and educational qualification.

OBJECTIVE OF THE STUDY

- To identify the factors which are closely associated with job satisfaction.
- To study the level of job satisfaction of teachers in their work.
- To know the relationship between the teachers and their colleague.
- To study the effects of job satisfaction and job dissatisfaction on individual.
- To suggest some practical solutions which could increase job satisfaction.

RESEARCH METHODOLOGY

RESEARCH

Research is a process in which the researcher wishes to find out the end result for a given problem and thus the solution helps in future course of action. The research has been defined as "A careful investigation or enquiry especially through search for new fact in any branch of knowledge".

RESEARCH METHODOLOGY

The procedure using, which researchers go about their work of describing, explaining and predicting phenomena, is called Methodology. Methods comprise the procedures used for generating, collecting, and evaluating data. Methods are the ways of obtaining information useful for assessing explanation.

UNIVERSE AND SAMPLING

This study was restricted to the blue collar respondents. 160 respondents was selected by simple

random sampling method. All the opinions expressed herein are the contribution by the respondents only.

DATA COLLECTION METHOD

Survey method is considered the best method for data collection and the tool used for data collection are Questionnaire. Private individuals, research workers, private and public organizations and even government are adopting it. In this method a questionnaire is collected through personal interview. A questionnaire consists of a number of question involves both specific and general question related to employee job satisfaction among teachers in Coimbatore.

SOURCES OF DATA

The two sources of data collection are namely **primary & secondary**.

- **Primary data** Primary data are fresh data collected through survey from the respondents using questionnaire.
- **Secondary data** Secondary data are collected from books, internet and various journals, magazines etc.

REVIEW OF LITERATURE

Lakshmi Narayan and Prabhakaran (2004) states that textile workers with less job satisfaction have more job stress and who have more job satisfaction have less job stress. Job satisfaction and job stress are inversely related, i.e., the more job satisfied individual will have less job stress. They suggested that employee counselling should aim at coping strategies to reduce job stress.

Rothausen (2004) argued that depending upon one's parental status the factors that influence or determine job satisfaction would differ. Rothausen reported unique factors do appear to determine overall job satisfaction for parent workers.

Thomas and Ganster (2005) examined the effects of two contextual elements, family supportive policies and family supportive supervisors on work family conflict and individual level strain variables. They found direct and indirect support for the effect of family supportive supervisors on job satisfaction. Their findings indicate work family conflict and control partially mediated the relationship between the contextual elements and job satisfaction.

Dayanandan (2007) in his study of Human Resource Management in co-operative banks found that satisfaction with co-respondents was favourable among both the senior and junior level respondents. He also states that increased satisfaction was noticeable among the senior level respondents with regard to environment and working conditions of banks in comparison with junior level respondents.

Thomas (2008) in his study found that job satisfaction level is much higher in managers of non-



credit co-operatives. They also found that majority of managers in co-operatives are unsatisfied with the present salary structure. In a study conducted by Thomas and Sasikumar (2002) to determine factors which are important in deciding job satisfaction of managers in co-operative sector, the following were found to be important— job security, opportunity to use knowledge and skill, opportunity to participate in decision making connected with job, variety in job and challenge in job.

Bruck (2009) examined whether there would be differential relationship across the job satisfaction facets. These tests revealed no significant differences across facets for any of the conflict measures. These results provide important implications for practitioners who are implementing organizational interventions designed to combat work family conflict. In a study on work ethics of the industrial work force in selected public and private sector enterprises in Kerala, Wilson (2003) found that workers in the private sector are not satisfied with the reward system, as compared to their counterparts in the public sector.

Jha and Pathak (2010) in their study of the nature of differences in the levels of job satisfaction among executives of four public and private sector organizations of Eastern and Northern part of India

Sharma and Kumari (2013) found that public sector respondents are in a position in terms of their job satisfaction than the respondents of private sector organizations. Top management respondents are more satisfied than the middle and lower level respondents.

Tzinier, Waismal, Netanel and Broadman (2017) state the extent to which personality traits for the unique variance in job satisfaction and organizational commitment. Analysis of data showed that 58 and 44 per cent of the explained variance in job satisfaction and organizational commitment respectively, were accounted for by factors in this personalogical framework.

Mosadighrad (2017) indicated that hospital respondents are moderately satisfied with their jobs and committed to their organization. Job satisfaction and organizational commitment were closely interrelated and correlated with turnover intention.

Graham and Nafukho (2017) seek to introduce a conceptual model that illustrate presumed association among work climate relationships, job satisfaction, organizational commitment, turnover intentions, retentions, crash rates, and numerous residual costs. They state that organizational commitment when

found the differences in different aspects of job satisfaction, viz., job itself, pay and security were felt by the executives. These aspects were found to be significantly higher in the case of private sector organizations as compared to public sector organizations.

Ilies and Judge (2011) attempted to identify personality traits that might mediate the relationship between genetics and job satisfaction. They found that personality traits only partially mediated this relationship and suggested that perhaps other heritable traits, such as intelligence, may better explain this relationship.

Yadav (2011) states that nature of work or the job content also influences the level of job satisfaction of respondents in the organization. Rao (2011) in his article stated that reward systems have undergone a sea change since globalization. In today's talent market place, one can retain one's best people only by differentiating in their favour and by offering a mix of monetary and non-monetary rewards.

Shyam (2012) states that among health professionals working in public sector, there are enough reasons to experience dissatisfaction. There is disparity in income/salary, between those working in public sector and private sector.

compared to turnover, has received limited attention in transportation safety research among truckload organization. This study raises the level of awareness that there is much work to do related to gaining a comprehensive knowledge of variables that influence driver safety outcomes and the appropriate interventions necessary to elevate organizational commitment and retention.

Chakraborty (2014) in a case study on job satisfaction among teachers in educational institutions of Katwa Municipality in the district of Burdwan, in West Bengal found that teachers' job satisfaction not only depends on nature of job but also on institutional scenario, facilities, salaries and standard of the students. In a study on employee attitude and job satisfaction, Saari and Judge (2014) found that job dissatisfaction appears to be related to other withdrawal behaviours including lateness, unionization, grievances, drug abuse and decision to retire.

Wayne, Musisca and Fleeson (2014) found that work to family conflict was negatively related to job satisfaction, while work family facilitation was positively related to job satisfaction.

**DATA ANALYSIS****EXPERIENCE AS TEACHER**

| S. No. | Experience | No. of Respondents | Percentage (%) |
|--------|------------------|--------------------|----------------|
| 1 | Less than 2 year | 83 | 52 |
| 2 | 2-5 years | 32 | 20 |
| 3 | 6-10 years | 27 | 17 |
| 4 | More than 10 | 18 | 11 |
| | TOTAL | 160 | 100% |

Interpretation

The above table shows the salary wise classification of the respondents.

The classification indicates that the majority of the respondents i.e., 52% of the respondents have Less

than 2 year experience, similarly 20% of them are having 2-5 years' experience, and 17% of them are having 6-10 years' experience and remaining 11% of the respondents having experience of more than 10 years.

RANKING OF PRIORITY REGARDING THE EXPECTATION FROM JOB

| FACTORS | 8 | 7 | 6 | 5 | 4 | 3 | 2 | 1 | TOTAL | RANK |
|-------------------------|-----|-----|-----|-----|-----|----|----|----|-------|------|
| Job Satisfaction | 33 | 17 | 32 | 13 | 6 | 11 | 15 | 6 | 733 | 2 |
| | 264 | 119 | 192 | 65 | 24 | 33 | 30 | 6 | | |
| Salary | 14 | 14 | 22 | 11 | 20 | 12 | 15 | 6 | 549 | 8 |
| | 112 | 98 | 132 | 55 | 80 | 36 | 30 | 6 | | |
| Job security | 31 | 31 | 17 | 11 | 23 | 6 | 6 | 6 | 750 | 1 |
| | 248 | 217 | 102 | 55 | 92 | 18 | 12 | 6 | | |
| Personal security | 19 | 19 | 8 | 9 | 22 | 21 | 15 | 6 | 565 | 7 |
| | 152 | 133 | 48 | 45 | 88 | 63 | 30 | 6 | | |
| Appreciation from other | 28 | 28 | 14 | 18 | 10 | 22 | 4 | 4 | 721 | 3 |
| | 224 | 196 | 84 | 90 | 40 | 66 | 8 | 13 | | |
| Flexible Work hours | 21 | 21 | 12 | 31 | 13 | 2 | 15 | 6 | 636 | 5 |
| | 168 | 147 | 72 | 155 | 52 | 6 | 30 | 6 | | |
| Working conditions | 21 | 21 | 15 | 12 | 33 | 4 | 15 | 0 | 639 | 4 |
| | 168 | 147 | 90 | 60 | 132 | 12 | 30 | 0 | | |
| Subject combination | 21 | 21 | 14 | 15 | 11 | 17 | 3 | 7 | 582 | 6 |
| | 168 | 147 | 84 | 75 | 44 | 51 | 6 | 7 | | |

INTERPRETATION

From the above ranking analysis, it was found that Job security ranks 1, Job Satisfaction ranks 2, Appreciation from other ranks 3, Working conditions ranks 4, Flexible Work hours ranks 5, Subject combination ranks 6, Personal security ranks 7 and

Salary ranks 8.

INFERENCE

Majority of the respondents say Job security ranks 1.

**RELATIONSHIP BETWEEN TEACHING EXPERIENCE AND CURRENT JOB SATISFACTION****Null Hypothesis (Ho)**

There is no significant relationship between teaching experience and current jobsatisfaction.

Alternative Hypothesis (Ha)

There is significant relationship between teaching experience and current job satisfaction.

| Preference Experience | Highly Satisfied | Satisfied | Neutral | Dissatisfied | Highly Dissatisfied | Total |
|--------------------------|------------------|-----------|---------|--------------|---------------------|-------|
| Less than 1 year | 21 | 7 | 13 | 2 | 1 | 44 |
| 1-5years | 17 | 5 | 2 | 1 | 4 | 29 |
| 6-10 | 19 | 16 | 6 | 4 | 3 | 73 |
| More than 10 | 2 | 13 | 8 | 11 | 5 | 39 |
| Total | 59 | 41 | 29 | 18 | 13 | 160 |

| | |
|---------------------------|--------|
| Calculated value χ^2 | 121.62 |
| Degree of freedom | 16 |
| Level of significant | 50% |
| Table value | 23.589 |
| Result | Reject |

CONCLUSION

Since the calculated value is higher than the table value and our hypothesis is proved, null hypothesis is rejected. Hence alternate hypothesis is accepted. So there is significant relationship between teaching experience and current job satisfaction.

FINDINGS

- It reveals that 78% of the respondents are male.
- 44% of the respondents are below 30 years.
- 68% of the respondents were married.
- 48% of the respondents were PG level.
- 42% of the respondents were Assistant Professor.
- 52% of the respondents have less than 2 year experience.
- 38% of the respondent's income range is between 15000-116000.
- 92% of the respondents were Permanent employee.
- 38% of the respondent's income range is between 15000-116000.
- 38% of the respondents entering job at the age of 31-35 years.
- 72% of the respondents didn't had job

transfer.

- 30% of the respondents got transfer one time.
- 49% of the respondents transfer because of low increment.
- 48% of the respondents got promotion three times.
- 49% of the respondents say generally creative in their Level of freedom in work.
- 39% of the respondents say Leave policy of profession compensates somewhat job profile
- 88% of the respondents say breaks hours are sufficient to refresh.
- 47% of the respondents strongly agree that Teaching provide financial security.
- 44% of the respondents strongly agree that Current job gives enough opportunity.
- 67% of the respondents say Friendly & co-operative
- 57% of the respondents strongly agree and Satisfied with the relationship with management.
- There is significant relationship between teaching experience and



current jobsatisfaction.

- Majority of the respondents say Responsibility ranks 1.
- Majority of the respondents say Job security ranks 1.

SUGGESTIONS

- Recruitment of high number of staff is necessary, since the daily wage labour may not at credit worthiness (or) faithfulness.
- Provision of precautionary and safety measures should be improved and adequately provided, and then only the respondents may work freely without any fear.
- Reward and award by way of promotion, cash award should be given to the respondents those who are working more and even after working hours. It will induce and creates to work hard among the respondents.
- Induction and motivational training should be provided to all the respondents and training center should be established at well surrounded place with good atmosphere.
- Possibilities of promotion to the higher cadre should be liberalized and skill oriented. It will reduce the dissatisfaction and frustration among the respondents.
- Industrial relations should be improved and properly maintained, congenial environment should be created. Whenever the problem arises the management should solve the problem and should not postpone. It will create the good atmosphere and harmonious industrial relations; it leads to growth and development of the textile industry.
- Management should create the good atmosphere and the awareness among the respondents to face the problem cordially and maintaining the smooth functions of the textile industry.

CONCLUSION

The study entitled "Job satisfaction among the respondents in Teaching profession, Coimbatore" was conducted with the following major objectives

1. To study the level of satisfaction among the respondents in P Teaching profession, Coimbatore
2. To find out the factors of which dissatisfy the respondents.

With the help of Diagnostic Research Design and Stratified Random Sampling method. The researcher comes out with the following major findings;

1. Many of the respondents are having job satisfaction in there organization.
2. Considering the welfare measures, many of the respondents were satisfied, although the corporation should concentrate more in the Respondents grievance handling procedure in the budding stage which is directly proportionate with the entire Job satisfaction.

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