



Employee Motivation and Job Satisfaction in Indian Education System

Nandni Joshi, Research Scholar,

Dr. Ghanshyam Saini, Research Supervisor,

Department of Management, Lords University, Alwar

Abstract:-

Education is basically the influence which teachers exert on the students entrusted to their care. In order to perform his role of paramount and vital significance effectively, teachers should be well aware of professional demands and obligations placed on them by the profession. Nowadays, there is, however, a general feeling that teachers do not find satisfaction in their job. Teachers are dissatisfied in spite of different plans and programs, certain incentives and conditions. Job satisfaction consists of a total body of feeling about the nature of job promotion, nature of supervision etc. that an individual has about his job.

This study hopes to introduce a new perspective and sheds new light into the job satisfaction levels of education sector, thus taking us closer to identifying problems there, if any, and help move towards solutions, to maintain and improve the satisfaction levels in this area, which will ultimately lead towards a better and brighter tomorrow for all.

Key Words: - Job satisfaction, Private Education Sector, and Government Education Sector.

Introduction:-

Job satisfaction is the satisfaction perceived by an individual about his job. It represents a combination of positive and negative feelings of an individual towards his own work. Locke (1976) defined job satisfaction as “a pleasurable or positive emotional state resulting from the appraisal of one’s job or job experiences”. It implies enthusiasm and happiness with one’s work. Job satisfaction is the key component that leads to recognition, income, promotion and the achievement of goals that lead a feeling of fulfillment. It is an attitude which is the result of many specific attitudes in three areas, viz. specific job factors, individual characteristics and group relationships outside the job. Job satisfaction plays an important role in imparting excellent education to the students as it acts as a motivating factor. It is essential for the individuals engaged in teaching

profession because effective teaching depends upon various factors associated with it.



Objective of the Study:-

Considering the important role of the teachers in the school, the investigator is interested to find out the level of job satisfaction among School teacher's and difference in the level of job satisfaction between male and female School teacher's working in private and government schools located in Alwar city.

1. To undertake a study of job satisfaction level of School teacher's working in different schools in Alwar city.
2. To find out difference in the job satisfaction of male and female School teacher's.

Hypothesis of the Study:-

1. There no specific level of job satisfaction of School teacher's working in different school in Alwar city.
2. There is no significant number of School teacher's having low level of job satisfaction.
3. There is no significant difference in the degree of job satisfaction of male and female School teacher's working in different schools in Alwar city.

Research Methodology:-

Researcher has randomly selected 360 School teacher's working in private and



government schools in Alwar, Rajasthan. Out of 360 School teacher’s, 180 are selected from 10 government schools and 180 from 10 private schools. From each school 09 males and 09 females School teachers are selected (Table: 1).

Table: 1 Distribution of Sample

School Type	No. of Schools	Number and Location of Schools in Alwar City					School Teachers	
		North	South	East	West	Centre	Male	Female
							09+09 from each school	
Private	10	2	2	2	2	2	90	90
Government	10	2	2	2	2	2	90	90
Total	20	20					180	180

Procedure of Data Collection:-

Data was collected in a period of 50 days. The researcher personally visited the selected schools on the schedule date and met the teachers. The instructions were explained and doubts were clarified. They were suggested to give free frank and honest responses without any hesitation. The scales were collected only after responded by the subjects.

Tools Used:-

Dixit’s ‘job satisfaction scale’ (DJSS), Standardized Psychological Scale developed by Dr. Meera Dixit (1993) was used to analyze job satisfaction.

Data Analysis:-

As per the norm of the test, job satisfaction level of the teachers is classified into five different levels. For job satisfaction, descriptive statistics like frequency, percentage, mean and standard deviation were used to describe the nature of the sample and the inferential statistics like t-test was used to test the significance of mean differences.

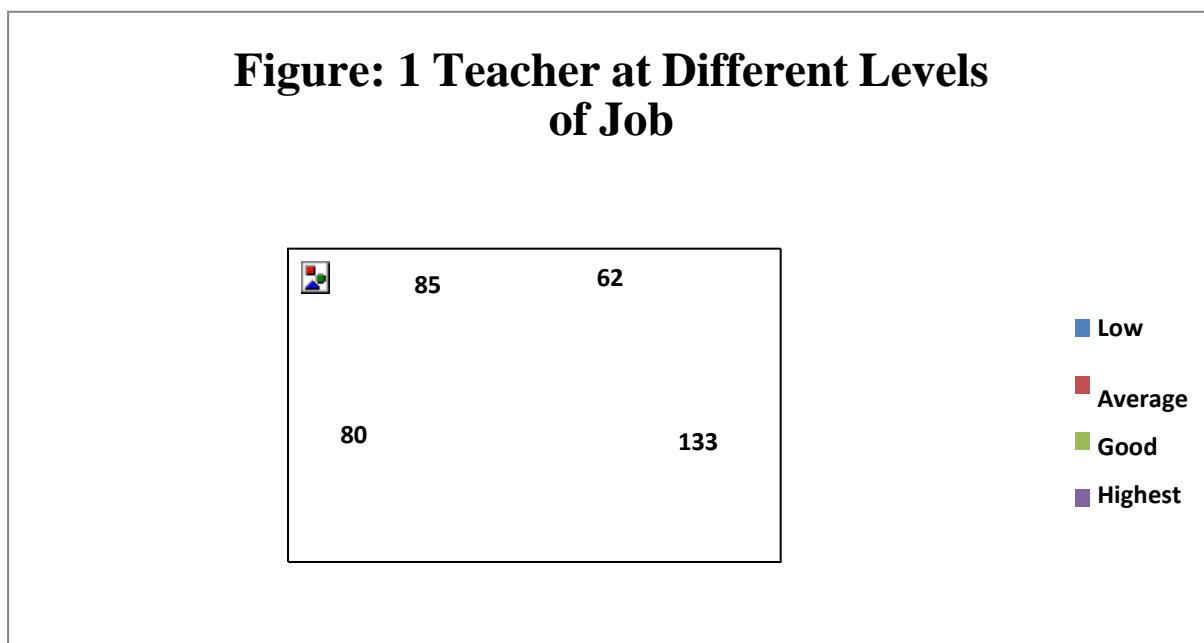
It is observed that there is no teacher in job satisfaction score below 140 and above 239. Among the teachers, 18.05 per cent are between scores 170 and 209, 13.89 per cent between 210 and 239 and the rest between 140 and 169 in job satisfaction scale (68.06%).

Table: 2 School teachers with Different Levels of Job Satisfaction as Per Scores

Level of	Total	Males	Females
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Job Satisfaction	Teacher	%	Total	%	Total	%
Very Low Below 137	00	00	00	00	00	00
Low (138-144)	62	17.22	38	21.11	24	13.33
Average (145-154)	133	36.95	68	37.78	65	36.11
Good (155-175)	80	22.22	35	19.44	45	25
Highest (176-240)	85	23.61	39	21.67	46	25.56
Total	360	100	180	100	180	100

It is observed that out of 360 School Teachers, 85 are at highest level of job satisfaction, 80 are at good level, 133 are at average level and 62 are at very low level (Figure 1).

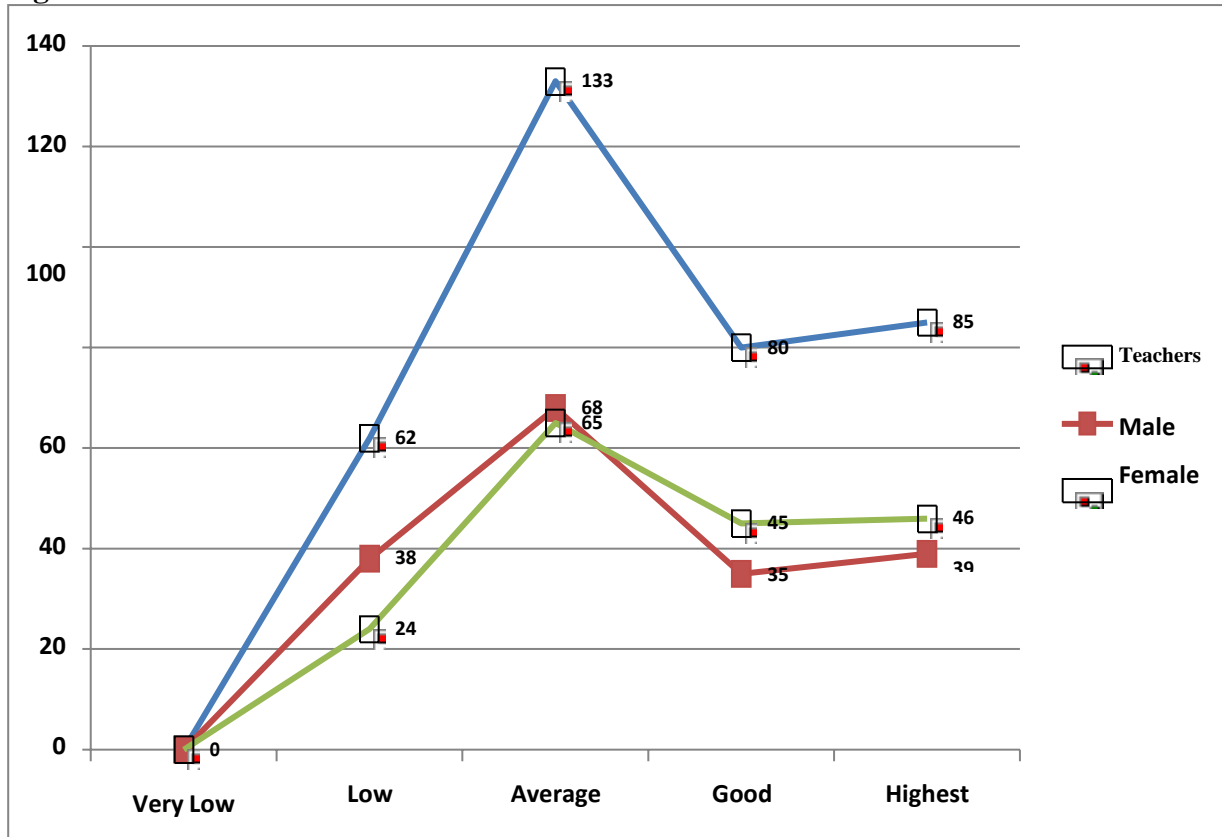


17.22 % School Teachers are at low level of job satisfaction, 36.95 % School Teachers are within average level of satisfaction, 22.22 % are at good level of satisfaction and 23.61 % are at the highest level of satisfaction. Thus, it is observed that 45.83 % School Teachers as a whole are above the average level of job satisfaction. Therefore, it can be concluded that the level of job satisfaction School Teachers working in Alwar, is more towards average. A great number of School Teachers (54.11%) are low and average satisfied (Table 2).

Among male and females, more males are in the categories of average level of job satisfaction (37.78%) and low level (21.11%) as compared with 13.33% low level and

36.11 % average level of females. A greater difference is observed at low level. Overall, 41.11% male School Teachers are above average level as compared to 50.56 % females. In the same way a greater difference can be observed at good and high levels which are represented by figure 2.

Figure: 2 School Teachers at Different Levels of Job Satisfaction



Job Satisfaction among School Teachers in Relation to Their Gender Type

To find out job satisfaction among male and female School teachers working in private and government school in Alwar city, the scores obtained on job satisfaction scale were computed. Mean score and its standard deviation have been calculated and t-test was applied to find out significant difference.

The mean score of job satisfaction of male and female School teachers are 166.72 and 171.72 respectively. The standard deviation score of job satisfaction of male and female School teachers are 25.21 and 26.09 respectively. Thus, it can be concluded that there is difference in mean scores as well as standard deviation scores of job satisfaction of the teachers. (Table 3).

Table 3: Mean, Standard Deviation and t-value of Job Satisfaction Scores of Male



and Female Teachers:-

Teachers	Number (N)	Mean (M)	Standard Deviation	Variance	Degree of Freedom	t-value
Male	180	166.72	25.21	635.2651	358	1.8491**
Female	180	171.72	26.09	680.5167	SED* :2.704	

* SED Standard Error of Difference ** Significant at 95 % level

The calculated t-value at 95 % level of significance is 1.8491 which is higher than the table value; we can reject the null hypothesis and conclude that there is difference in the job satisfaction level of the male and female teachers working in Alwar.

DISCUSSION:-

The following findings were drawn on the basis of analysis and interpretation of the data:-

1. There is a significant level of the job satisfaction of School teachers working in private and government schools in Alwar city.
2. There was significant difference in job satisfaction between male and female School teachers working in private and government schools.
3. The female teachers were found more satisfied in their job as compared to their male counterpart.
4. More female School teachers have better job satisfaction as compared with male School teachers.

Major Findings of the Study:-

A significant difference is observed in the job satisfaction among School teachers working in private and government schools in Alwar. Males School teachers have less job satisfaction as compared with females. Reason as discussed with School teachers is that male School teachers are less recognized and acknowledged.

CONCLUSION

From this study it is concluded that there is a specific level of the job satisfaction of School teachers. Similar difference is observed in job satisfaction relating to gender base. A teacher should be well satisfied in the teaching profession. Teachers should be well satisfied in their profession to give the best possible to students for the development of a nation. To improve these conditions, management should take proper steps for goodwill of teaching staff.

Therefore, necessary facilities should be made available for increasing well satisfied



quality teachers and creating an effective teaching-learning environment in every institution.

Suggestions

1. Study may be conducted on large population to increase its comprehensiveness.
2. Work stress of junior teachers could have been assessed to make it a comparative one.

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