



A STUDY ON JOB SATISFACTION OF TEACHERS IN RELATION TO THEIR GENDER AND LOCALITY

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Abstract

The present study aims at investigating the job satisfaction of teachers in relation to their gender and locality. The sample consist of 400 teachers from Kanchipuram, Vellore and Thiruvannamalai. District of Tamilnadu. India. Job satisfaction scale for school teachers, 1985 prepared and standardized by Meera Dixit. Used for collecting the data. Normative survey method was adopted for the present study. The data was analyzed using Descriptive analysis. The study reveals that there is a significant relationship gender and locality of teachers.

Keywords : Job Satisfaction, Teachers, Gender and Locality.

Introduction

Education helps man to make a deliberate and conscious effort to live comfortably and happily in his physical and social environment. Considered from this point of view, education is a lifelong process and it has two aspects - the individual and social aspects.

Man as an individual is born with certain innate potentialities which when fully developed will enables him to interact effectively and successfully with his environment which will fulfill his needs and make his life worth living .Hence the present study to find out the a study on statisfaction of teachers in relation to their gender and locality.

Concept of Job Satisfaction

The term job satisfaction has been defined in several ways. Blum (1955) defined it as the result of various attitudes the person holds towards his job, towards related factors, and towards life in general. For DuBrins job satisfaction is the amount of pleasure or contentment associated with a job. If you like job intensely, you will experience high job satisfaction. If you dislike your job intensely, you will experience job dissatisfaction.

Review of Literature

Philip M. Podsakoff, Scott B. MacKenzie, Mike Ahearne, and William H. Bommer (1995) studied on Searching for a Needle in a Haystack: Trying to Identify the Illusive Moderators of Leadership Behaviors. Because the notion that various individual, task, or organizational-level variables moderate the relationships between leader behaviors and subordinate criterion variables is a fundamental assumption of most situational approaches to leadership, it is not surprising that a number of studies have been conducted in order to test these effects. Unfortunately, no systematic assessment of this research has been conducted to determine: (a) the nature of the tests for moderation that have been used, or (b) the degree to which the findings actually support the hypothesis that the effects of leader behaviors are moderated by situational variables. For the purposes of this review, we identified studies designed to test the moderators specified by two related theories of leadership: House's (1971) Path-Goal Approach, and Kerr and Jermier's (1978) Substitutes for Leadership Model. We then examined the methods used by researchers who tested for the moderating effects predicted by these models, the percentage of moderating effects actually found, and the nature of the moderating effects identified, The results indicate that: (1) although the percentage of moderators identified is clearly better than chance; (2) many of the tests conducted to identify moderating effects in this leadership area are inappropriate; (3) most of the results reported in this domain have not been replicated; and (4) the information reported by many of the authors is incomplete. The implications of the results of the review for both researchers and practicing managers are then discussed.

Nancy P. Rothbard, Katherine W. Phillips, and Tracy L. Dumas(2005) studied on Managing Multiple Roles: Work-Family Policies and Individuals' Desires for Segmentation. As workers strive to manage multiple roles such as work and family, research has begun to focus on how people manage the boundary between work and nonwork roles. This paper contributes to emerging work on boundary theory by examining the extent to which individuals desire to integrate or segment their work and nonwork lives. This desire is conceptualized and measured on a continuum ranging from segmentation (i.e., separation) to integration (i.e., blurring) of work and nonwork roles. We examine the fit between individuals' desires for integration/segmentation and their access to policies that enable boundary management, suggesting that more policies may not always be better in terms of job satisfaction and organizational commitment. Using survey methodology and a sample of 460 employees, we found that desire for greater segmentation does moderate the relationship between the organizational policies one has access to and individuals' satisfaction and commitment. People who want more segmentation are less satisfied and committed to the organization when they have greater access to integrating policies (e.g., onsite childcare) than when they have less access to such policies. Conversely, people who want greater segmentation are more committed when



they have greater access to segmenting policies (e.g., flextime) than when they have less access to such policies. Moreover, the fit between desire for segmentation and organizational policy has an effect on satisfaction and commitment over and above the effects of demographic characteristics such as age, gender, marital status, income, number of children, and the ages of those children.

Sara B. Marcketti, Linda S. Niehm, and Ruchita Fuloria (2006) studied on An Exploratory Study of Lifestyle Entrepreneurship and Its Relationship to Life Quality. This exploratory study examined the relationship between lifestyle entrepreneurship and life quality. The researchers defined lifestyle entrepreneurs as individuals who owned and operated businesses closely aligned with their personal values, interests, and passions. Researchers used a systems theory perspective to examine the role and impact of lifestyle entrepreneurship on life quality for individual business owners, their families, and communities. Through 12 descriptive case studies, researchers examined characteristics of lifestyle entrepreneurs, their businesses, and their perceived life quality. Many of the entrepreneurs owned and operated businesses related to family and consumer sciences, including apparel retail, interiors, food service, and hospitality firms. Two common themes emerged from the data: enhancement of business owners' quality of life as a result of the entrepreneurial venture and a perception of the entrepreneurial venture providing enhanced quality of life to employees, customers, and the community.

Methodology

The investigator employed the normative survey method in the present study. According to Gay (1976) "descriptive research involves collecting data in order to test the hypothesis or to answer questions concerning the current status of the subject of the study"

Statement of The Problem

The investigator is interested in the study of job satisfaction of school teachers. Job satisfaction of school teachers may play a vital role on their teaching competency in all aspects of teaching. The problem stated for the present study is **"A STUDY ON JOB SATISFACTION OF TEACHERS IN RELATION TO THEIR GENDER AND LOCALITY."**

Objectives of The Study

The present study has been carried out with the following objective.

1. To find out the job satisfaction of the school teachers.
2. To find out the job satisfaction of male and female teachers.
3. To find out the job satisfaction of the rural and urban school teachers.

Hypotheses of The Study

The following hypotheses were formulated from the above objectives.

1. The school teachers have average job satisfaction.
2. The job satisfaction of male and female teachers is average.
3. The job satisfaction of the rural and urban school teachers is average.

Sample

Random sampling technique has been used in the selection of schools and samples for the present study.

The present research work has been carried out on a random sample of **400** teachers working in rural and urban areas of Kanchipuram, Vellore and Thiruvannamalai Districts of Tamilnadu employing random sampling technique.

Tools Used For The Study

In order to collect the necessary data and to achieve the objectives of study the following tools were used.

- I. Job satisfaction scale for school teachers - (1985) prepared and standardized by Meera Dixit.

Result and Discussion

Analysis of job satisfaction of school teachers

Table -1, The mean and standard deviation of job satisfaction scores of school teachers

Sample	Number	Mean	S.D
Job Satisfaction	400	184.51	37.26

One of the important objectives of the present study is to find out the job satisfaction of school teachers. For this, the investigator administered a research tool consist 52 statements. The scores in this scale ranges from 52 to 260 Anyone who gets a score upto 147 indicates that low job satisfaction and a score 148-220 indicates average job satisfaction and above 221 indicates high job satisfaction of school teachers.

In order to find out the job satisfaction of school teachers, the mean and S.D have been calculated. They were found to be 184.51 and 37.26. Its presented in Table No-1. So the calculated mean value (184.51) is 148- 220. Hence, it is concluded that the job satisfaction of the school teachers is average.

Analysis of job satisfaction scores of school male and female teachers.

Table 2,The mean and standard deviation of job satisfaction scores of school male and female teachers

Gender	Number	Mean	S.D
Male	181	187.56	37.04
Female	219	181.98	37.34

One of the important objectives of the present study is to find out job satisfaction of male and female school teachers. In order to find out the job satisfaction of school male and female teachers, the mean value have been calculated. They were found to be 187.56 and 181.98 and S.D was found to be 37.04 and 37.34. It is presented in Table No 2. So that the calculated mean values of both male and female fall in 148-220. Hence, it is concluded that the job satisfaction of male and female teachers is average.

Analysis of job satisfaction scores of school teachers based on the locality of the institution.

Table -3,The mean and standard deviation of job satisfaction scores of school teachers based on the locality of the institution

Locality of the Institution	Number	Mean	S.D
Rural	206	186.99	35.00
Urban	194	181.90	39.34

One of the important objectives of the present study is to find out job satisfaction of school teacher based on the locality of the institution. In order to find out the job satisfaction of school teacher based on the locality of the institution, the mean value have been calculated. They were found to be 186.99 and 181.90 and S.D values were found to be 35.00 and 39.34. It is presented in Table No 3. So the calculated mean values of job satisfaction of high school teachers based on the locality of the institution is average (148-220). Hence, it is concluded that the job satisfaction of school teachers belongs to rural and urban locality of the institution is average.

Findings

1. The school teachers have average job satisfaction.
2. The job satisfaction of male and female teachers is average.
3. The job satisfaction of school teachers belongs to rural and urban locality of the Institution is average.

Conclusion

The present study aims to find out the teachers job satisfaction in relation to their gender and locality . The researcher framed objectives and hypothesis on the basis of the above context. The research was carried out in Kancheipuram, Vellore and Thiruvannamalai district. 400 samples were selected randomly. The standard questionnaire was used to collect the relevant data. After collecting the data they were analyzed using Descriptive analysis. The result concluded that the teachers have average level of job satisfaction. Further it is inferred that gender is an influential factor of job satisfaction of teachers and locality do not have any impact on the job satisfaction of teachers.

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