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Job Satisfaction of High School Teachers in Trichy District

Abstract

Objectives: In the current investigation, look at the degree of occupation fulfillment of secondary teachers and to contemplate the huge contrast in the work fulfillment of secondary teachers. **Methods:** The examiners have received, overview technique for research. The sample consists of 600 high school teachers working in high schools are selected by stratified random sampling technique. **Research Tool:** The investigators used the research instrument namely Job Satisfaction Scale (JSS) constructed and validated by Vasudevan, R., and Babu, R., (2017). Internal validity was found 0.84, reliable is found to be 0.71. To test the hypothesis formulated the data were analyzed using the SPSS 11.5. **Findings:** The finding shows that greater part of the high school teachers show average job satisfaction, it also has no significance for job satisfaction high school teacher's, (i) Sex, (ii) School locality, (iii) Residence, (iv) Medium of instruction, (v) Teaching Experience, (vi) Age limit, (vii) Management type and (viii) School type in their job satisfaction. **Novelty/Application:** Teachers currently working in high school contributing to job satisfaction and it enhance the quality of teaching and developing good students in classroom and in future.

Keywords: Job Satisfaction, High School Teachers, Medium of Instruction, Teaching Experience, Management Type.

Introduction

Job satisfaction portrays how content a private is along with their work. It is a by large continuous term since in prior the years the open position on a particular has been continuously advanced by the care of that person's. there are grouping of factors that can affect a person's level of job satisfaction; the perceived reasonableness within conditions. The many more cheerful people are inside work self-efficacy, the many more teachers satisfied "they are said to be" work satisfaction is not a comparable as equivalent as motivation, despite the reality its clearly associated. the management style and culture and employee involvement, autonomous and work groups. Work fulfill is a crucial characteristics, as frequently as measured by 'associations'. The notable of measurement is

that use of 'rating scales' where employees, report their responses to their work.

The term job satisfaction figures perceptibly in any conversations on administration of HR. Occupation fulfillment insinuates a person's tendency of satisfied on the job, which goes probably as a motivation figure. It isn't just – satisfaction, joy or self-happiness however the satisfied at job. Job satisfaction is an individual's felling concerning their work. It might be influenced with respect to their work.

Need for the Study

There is need of job satisfaction of high school teachers; were teachers fulfill their work, recompense is not a alternative for job fulfill. Even clarified idea which crafted by person with their qualification are expert to good outcome than the

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other individuals working in the state. Valuable are over seeing, physical plant conditions, a advantages, and employer stability, management policies, interpersonal relations among employees, managing practices, uses and job protection. Now a days due to technological advancement and competition are increasing, to balance the students' issues there is need of job satisfaction to teachers.

been reversed for the statements that were negatively worded with regard to job satisfaction, i.e., 1,2,3,4 and 5 for the responses that were strongly agree to strongly disagree. The score ranges from 30 to 150. The maximum score that one can get in this is 150. The ranges score 30 to 150. The validity and reliability of Job Satisfaction Scale are 0.84 and 0.71 respectively. Thus, the Job Satisfaction Scale is valid and highly reliable.

Objectives

The study's aims framed as follows.

1. To investigate high school teacher's job satisfaction.
2. To investigate the significant difference in high school teacher's job satisfaction in terms of their work in (i) Sex, (ii) School locality, (iii) Residence, (iv) Medium of instruction, (v) Teaching Experience and (vi) Age limit.

Hypotheses

The hypotheses derived from the framed objectives are listed below.

1. The level of job satisfaction among high school teachers is high.
2. There is no significant difference in the job fulfillment of high school teacher's in respect their (i) Sex, (ii) School locality, (iii) Residence, (iv) Medium of instruction, (v) Teaching Experience and (vi) Age limit.

Method

Normative survey method has been adopted.

Sample

Using stratified random sampling technique, 600 high school teachers have been selected as the sample.

Tool

A standardized tool used in the present study was job satisfaction scale (JSS) for the high school teachers constructed. This tool is a five-point scale with statement on it, 13 statements were positively worded, remaining 17 were negatively worded, each, statement has five options; strongly agree, strongly disagree, agree, disagree, undecided. The subject's response were scored by assigning numerical values or arbitrary weights to the two sets of items, which are the statements, which were positively worded and the statements which were negatively worded in respect of the job satisfaction. The statements which were positively worded with respect to job satisfaction have the scoring 5,4,3,2,1. It has

This Study Made Use of Statistical Techniques

For the job satisfaction scores of high school teacher's, the mean and standard deviation for the entire sample and its subsample were calculated. The significance tests the 't' test was used to determine the significance of the difference between the means of the satisfaction score, the collected data were computed using spss11.5 and the results are shown in the table-1.

The Significance of the Difference 't' value in the Overall Sample, and Its Subsample's Job Satisfaction Scores of the Entire Sample and Its Sub Samples

s.no	samples	Sub-samples	N	Mean	SD	't' Value	Significant at 0.05 level
1	Entire-sample		600	78.22	31.59	-	-
2	Sex	Male	312	80.74	32.39	0.38	Not Significant
		Female	288	79.70	33.56		
3	Locality of the school	Rural areas	354	82.37	34.58	1.95	Not Significant
		Urban areas	246	77.17	30.20		
4	Residence	Rural areas	332	80.66	33.90	0.35	Not significant
		Urban areas	268	79.71	31.74		
5	Medium of instruction	Tamil	267	80.57	34.69	0.22	Not Significant
		English	333	79.97	31.50		
6	Teaching experience	Up to 15 years	370	81.46	34.07	1.17	Not Significant
		Above 15 years	230	78.28	30.99		
7	Age limit	Up to 40 years	328	122.97	5.75	1.00	Not Significant
		Above 40 years	272	123.44	5.62		

Discussion

This study gives a view about the current status of teachers. The greater of high school teachers shows average level of job satisfaction. It could be due to increased social and personal pressure. The current study's subsamples show no statistically significant differences in job fulfillment. So, government and educational administration should ensure the teachers job satisfaction by empowering the participation and bunch activities in school. Education system

should cater the needs of ever-growing population. People desired to uplift their quality of life by educating themselves. One of the objectives, of the present 'investigation' to study the work fulfillment. the table 1, it's deduced that the mean and standard deviation of the whole example is observed to be 80.24-32.93. Additionally, the mean of the sub-sample goes 77.17 and 82.37, the teacher's job fulfillment, in the standard deviation of the sub-sample goes from 29.51 to 35.27. The maximum mark for job satisfaction scale is 150. One who scores 'up to 68' were said to have the low degree of job satisfaction, one who scores (above 69 up to 125) were said to have average level of job satisfaction and one who scores above 125 were said to have the high level of work fulfillment. The findings reveal that greater of the high school teachers have an average level of job satisfaction and this pattern is seen in regard of the sub samples as well.

Conclusions

The finding shows greater of the high school teachers have an average level of job satisfaction. Also found, no significant difference in the job fulfillment of high school teachers in respect of their (i) Sex, (ii) School locality, (iii) Residence, (iv) Medium of instruction, (v) Teaching Experience and (vi) Age limit. If the teachers are satisfied in their job, the quality of work will be good enough and they will be dedicated. So, the educational institutions should take care about the teachers, to produce good citizens of future who are now in class rooms as students. **Limitations of the study:** This study is confined to the Trichy district of Tamil Nadu State. It is confined to the 600 high school teachers working in the schools at Trichy only. It is restricted to selected demographic variables. **Future scope:** This study could be done in other states of India. A study made on the influence of home environment, and job fulfillment among the high school teachers. A study could be made on leadership skills and job work fulfillment among the high school teachers.

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