

JOB SATISFACTION AMONG SENIOR SECONDARY SCHOOL TEACHERS: A CASE STUDY OF MEERUT REGION

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ABSTRACT

Attracting and retaining high quality teachers is a primary necessity, as well as challenge for Educational Institutions. A teacher plays a crucial role in molding pupil towards education. Since a teacher is a role model for the students, job satisfaction has become very important in the field of education. Various researches have been done in a number of countries, and it is found that job satisfaction of teachers is critical aspect for all Educational Institutes and affects the performance of teachers and the quality of education in the education sector. The aim of the study was to examine job satisfaction among private senior secondary school teachers in Meerut region, India. The study is important from the point of view of teachers, because their performance on satisfaction in their role which affects the whole community. It groups the factors into four themes: Salary structure and working conditions, management support, promotion and recognition and cordial relationship with management, colleagues and parent. In the empirical investigation, the primary data were collected to help of structured questionnaires from Senior Secondary school teachers. The convenience sampling method was adopted for choosing the sample. A total of 165 questionnaires was collected, out of which, 150 were finally used for further analysis. The responses of teachers were processed and analyzed by the computation of mean, standard deviation and chi-square test. It was found that most of the school teachers in Meerut had better job satisfaction in terms of salary and working conditions, which increase their morale and assist to accomplish their assigned tasks. Also, other factors of promotion, recognition and relation with management influenced teachers, positively. The study suggested a number of recommendations for local and national education authorities in Meerut. Government authorities and management should come forward to implement the suggestions made by researchers to render positive change among higher Senior Secondary School teachers.

KEYWORDS: Job Satisfaction, Senior Secondary School Teachers, Salary and Working Conditions