

## **JOB SATISFACTION OF WOMEN TEACHERS WITH SPECIAL REFERENCE TO MALAPPURAM DISTRICT**

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### **ABSTRACT**

This study is conducted to examine the job satisfaction of women teachers in response to changing job profile. To fulfill these aims, 90 women teachers from 10 colleges in Malappuram district have been selected. Job satisfaction model also were used to analyse data. From the study it could understand that job satisfaction is an attitude which results from many factors. Thus the study can be concluded that overall satisfaction level of women teachers towards this profession is satisfactory and most of the teachers are not ready to share their innovative ideas and knowledge to other teachers too.

**KEYWORDS:** Job Satisfaction, Changing Job Profile, Attitude of Job

### **INTRODUCTION**

The Teachers are the vibrant force in a school. The future of children and the future citizens of the nation are in the hands of teachers. It depends on the quality of teachers and their assurance towards the profession. The teaching methods have been extended over a period of time and new techniques have been introduced. Job satisfaction is another important factor. It is related to attitude, motivation and perception of people, who are engaged with the profession. According to Gilmer 1966, "Job satisfaction or dissatisfaction is the result of various attitudes the person holds towards his job, towards related factors and towards life in general".

This study is conducted in specializing to women teachers. The double role of women teachers in the teaching profession is no less important than that of the men teachers. It is observed and believed that; woman can be a good teacher, due to her inherent qualities of motherly nature.

Teaching is the best profession. Teacher's attitude towards teaching may be positive or negative. But it is of great consequence for efficient and profitable functioning, of an institution. Teachers who have greater satisfaction with their job have positive attitude towards teaching and enjoy their work. On the other hand, those who have a negative attitude towards teaching will not enjoy it.

### **Job Satisfaction**

Job satisfaction can be defined as the extent to which, a worker is content with the rewards he or she gets out of his or her job. It is the attitude and feeling a person has, about their work.

These are various factors that affect job satisfaction, including personal factors. Job factors like type of work, skill status, etc., fringe benefits, pay, security, etc. This study is to explore the factors, satisfaction level, and attitude of teaching.

The profession is the most important aspect in our life and satisfied worker affects the sense of identity and feeling of personal development, on the other hand, if the worker is not satisfied it is likely to have created opposite results. Gosh and Ghorpade (1980) says that, job satisfaction is favorable or unfavorable, with which employee view their work. Job satisfaction is a widely acknowledged psychological aspect, in any profession. Job satisfaction is the most important issue. Each and every one does not easily get it. It does not automatically come to the employee. It depends on some internal and external factors of a mankind, that is directly or indirectly concerned with the man's efficiency, work motivation and job satisfaction. The most important building block which is internally concerned with the work motivation is job involvement. Its roots lie in the employee's attention.

### **STATEMENT OF THE PROBLEM**

Teaching is the highly gracious profession and the most appreciated profession in the world. His/ her presence is inevitable in a school or college. The teacher is the most powerful ingredient in the education. Many people have gotten good life with teachers. Although, the researcher need to check that, whether this teacher had got good in their life. Thus, the job satisfaction level of teachers should be measured. The satisfaction and dissatisfaction of teachers are important aspects. Job satisfaction is not only a criterion of the effectiveness of an organization, but also an important one for employees, employers and communities. Hence, it is relevant to study the satisfaction level of teachers. This study focuses on the satisfaction level of women teachers, especially in colleges. This study will help in knowing the satisfaction level, motivational factors and attitude of teaching of women teachers, in Malappuram District.

### **OBJECTIVES**

- To examine the attitude towards teaching of women teachers and changing job profiles.
- To measure the overall satisfaction level of women teachers.
- To ascertain the relationship between demographic features and overall satisfaction level of women teachers.

### **RESEARCH METHEDODOLOGY**

Samples are collected and statistics are calculated from the samples. In this study, 90 samples of college teachers are taken from the population of Malappuram district. A questionnaire was the tool used for the purpose of data collection. Descriptive research design was used.

### **TOOLS FOR ANALYSIS**

- Weighted average
- Chi-square test
- Percentage
- One way ANOVA, t test

**Table 1: Educational Qualification**

	Frequency	Percent	Valid Percent	Cumulative Percent
PG	24	26.7	26.7	26.7
PG with Mphil	18	20.0	20.0	46.7
PG with PhD	23	25.6	25.6	72.2
Graduates or Post Graduates with B.Ed/ TTC	25	27.8	27.8	100.0
<b>Total</b>	<b>90</b>	<b>100.0</b>	<b>100.0</b>	

(Source: Primary Data)

**Table 2: Employee Status**

	Frequency	Percent	Valid Percent	Cumulative Percent
Permanent	43	47.8	47.8	47.8
Temporary	47	52.2	52.2	100.0
<b>Total</b>	<b>90</b>	<b>100.0</b>	<b>100.0</b>	

(Source: primary data)

**A Study on the Satisfaction Level of the Qualities of Good Teachers with Their Educational Qualifications**

Null Hypothesis H<sub>0</sub>: There is no significant difference in the average level of satisfaction in the qualities of good teachers with different educational qualifications

**Table 3**

Sl. No.	Aspects	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Weighted Mean
1	Skill and Knowledge	56	31	3	0	0	4.59
2	No Partiality	23	39	17	9	2	3.80
3	Good Communication Skills	59	31	0	0	0	4.66
4	Friendly Approach	21	32	23	13	1	3.66
5	Ability to Manage Students	37	46	7	0	0	4.33
6	Presentation Skill	55	32	3	0	0	4.58
7	Mastery Over Content	66	24	0	0	0	4.73
8	Leadership	17	51	18	3	1	3.89
9	Punctuality	31	51	8	0	0	4.26
10	Contributes Positively in Learning	24	29	14	22	1	3.59

(Source: Primary Data)

**Table 4**

ANOVA					
Qualities of a Good Teacher					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	1.818	3	.606	4.570	.005
Within Groups	11.406	86	.133		
<b>Total</b>	<b>13.225</b>	<b>89</b>			

(Source: primary data)

**Interpretation**

From the table above, the results of ANOVA is that, it has the p value 0.005. It is less than the level of significant value '0.05'. Thus, reject the null hypothesis, which means the average levels of satisfaction of qualities of good teachers are different, on the basis of their different educational qualifications.

Null hypothesis H<sub>0</sub>: there is no significance difference in the average level of satisfaction and employee status.

Table 5

Sl. No	Items	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Weighted Mean
1	University or Board Educational Policies are Satisfactory	2	41	29	18	0	3.30
2	Get Sufficient Grants	0	44	28	18	0	3.29
3	Prompt Actions for Misconduct of Faculty	1	39	47	3	0	3.42
4	Management Decision Making	3	28	38	21	0	3.14
5	Over all working condition in Department is satisfactory	6	65	11	5	3	3.73
6	Availability of Medical Facilities	1	9	33	35	12	2.47
7	Rewarded Fairly for Experience	0	33	42	12	3	3.17

(Source: Primary Data)

Table 6

	Levene's Test for Equality of Variances		t-test for Equality of Means				
	F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference
Equal Variances Assumed	2.821	.097	4.616	88	.000013	.36608	.07931
Equal Variances Not Assumed			4.677	84.441	.000011	.36608	.07827

(Source: Primary Data)

### Interpretation

The table no: 6 shows the results of t test. It is found that, the p value is 0.000011, which is less than 0.05 that it is clear that, the hypothesis  $H_0$  is rejected. i.e., there is difference in the average level of satisfaction and employee status.

### A Study on the Level of Teaching Profession and Changing Job Profiles with Age

Null Hypothesis  $H_0$ : There is no significant difference in the average level of attitude in teaching profession and changing job profiles with age group.

Table 7: Changing Job Profiles

Sl No	Items	Excellence	Good	Average	Poor	Very Poor	Weighted Mean
<b>1</b>	<b>TEACHING PROFESSION :</b>						
	a)Students	14	43	26	3	4	3.67
	b)Co-Workers	25	61	4	0	0	4.23
	c)Management	4	41	45	0	0	3.54
	d)Teaching Environment	14	35	35	6	0	3.63
	e)Teaching Equipments Available	1	23	21	36	9	2.68
<b>2</b>	<b>CHANGING JOB PROFILE :</b>						
	a)Changes in Syllabus	17	31	20	22	0	3.48
	b)Changes in Regulations	1	44	36	9	0	3.41
	c)Changes in Salary Scale	26	37	10	11	6	3.73
	d)Changes in Work Load	5	46	21	3	15	3.26
	e)Changes in Evaluation Systems	14	31	30	9	6	3.46

(Source: primary data)

Table 8

ANOVA					
Attitude Towards Teaching Profession And Changing Job Profile					
	Sum of Squares	Df	Mean Square	F	Sig.
Between Groups	1.236	3	.412	1.408	.246
Within Groups	25.171	86	.293		
<b>Total</b>	<b>26.407</b>	<b>89</b>			

(Source: primary data)

### Interpretation

From the results of ANOVA, tabulated in the table No.8, it is clear that, in the hypothesis the p value is .246 which is more than 0.05.

### Conclusion

From the result of the ANOVA, tabulated in the table no. 8 it is clear that, the hypothesis Ho is accepted, i.e., there is no significant difference in the average level of attitude in the teaching profession and changing job profiles, with age group.

### SUGGESTIONS

1. The library facilities provided to teachers in educational institutions can be improved and also should provide library hours to visit the library.
2. Infrastructural facilities of educational institutions can also be improved.
3. The payment scale of temporary employees in colleges can be increased.
4. The medical facilities available in educational institutions have to be improved.
5. Provide first aid box facilities in the classroom and staffroom, for the easy availability to teachers as well as students.
6. Job security and working condition of teachers can be improved to some extent.
7. Workload of teachers can be reduced. They are very busy with work and life. They do the things with extra effort. Relaxation time is less.
8. Management has to consider the opinions of their employees while decision making. Organizational behavior is the most important element, that needs an attention.
9. Promotional activities provided to teachers must be increased. They should be well informed about such details.
10. Working environment in educational institutions can be improved.
11. The periodic changes being made on the syllabus, regulations, workload, evaluation systems can be managed to some extent. And will consider them as a part of the system

### CONCLUSIONS

Job satisfaction is an attitude, which results from a balancing and summation of many specific likes and dislikes, in connection with the job. It is an occupational activity performed by an individual, in return for a monetary reward.

Teaching as a women's profession is now becoming popular in many states and with the passage of time, it will be more prominent.

From the research it is found that, the majority of them are interested in the job and have a good family support, but through the study it is understood that, a few of them are not satisfied because, they have less pay and allowances. The majority of the respondents are satisfied with the job and various factors related to it.

The study can be concluded that, almost majority teachers are satisfied with the job. But a small percent is dissatisfied due work load payment and job security factors. This can be improved, which brings a good output from teachers to the students.

The study also reveals that, there is no significant difference in the average level of attitude of women teachers, towards teaching profession and changing job profiles with the variable age group. The important motivational aspects that mainly influence the teachers are job security, social status and services and salary. Thus, the overall satisfaction level of women teachers towards this profession is satisfactory.

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