



JOB SATISFACTION AMONG NIYOJIT SCHOOL TEACHERS IN BIHAR

(With special reference to Muzaffarpur District)

Dr. Ranjana Mall

Post Doctoral Fellow (ICSSR), Department of Home Science, B.R.A. Bihar
University Muzaffarpur, Bihar, India

ABSTRACT

The teaching is one of most respectable profession and plays a vital role in development of societies. The teachers help students to acquire knowledge, information for their development and to shoulder the responsibility of taking the nation towards development, therefore the teachers are considered as the pillars of the society. Low job satisfaction has been cited as a possible cause of the current teaching crisis in the Bihar. This study is an evaluative and diagnostic attempt to discover empirically the nature of independent aspects of job satisfaction. The sample comprised 120 Niyojit school teachers working in government schools. In this study a self designed 5 Likert scale survey instrument was employed in collecting data. The questionnaire covered demographic and seven variables of the job satisfaction. The study finding revealed that Niyojit teachers are not satisfied with the pay, regularity or delay of salary, diversity of departmental rules & related Mid Day Meal work. Study also revealed that teachers are satisfied with their teaching work & Departmental training/conference/seminars.

KEYWORD: Niyojit Teachers, Job Satisfaction, Salary

INTRODUCTION

Job satisfaction or employee satisfaction is a measure of workers' contentedness with their job, whether or not they like the job or individual aspects or facets of jobs, such as nature of work or supervision. Job satisfaction has many dimensions. Commonly noted facets are satisfaction with the work itself, wages, and recognition, rapport with supervisors and coworkers, and chance for advancement. Each dimension contributes to an individual's overall feeling of satisfaction with the job itself. The study of job satisfaction enriches management with a range of information pertaining to job, employee, environment etc. which facilitated it in decision making and correcting the path of organizational policies and behavior. It indicates the general level of satisfaction in the organization about its programmes, policies etc. The teaching is one of most respectable profession and plays a vital role in development of societies. The teachers help students to acquire knowledge, information for their development and to shoulder the responsibility of taking the nation towards development, therefore the teachers are considered as the pillars of the society. The need of every teacher is independence, recognition, security and new experience. Needs are important for everyone, if the needs of teachers are not met, the

unrest and dissatisfaction among teachers is increased which is very unhealthy for not only teachers but also for students. The job is a vital component of life and also a main source of income. The job of a teacher requires a major part of day and is also a source of contribution in the society; hence the satisfaction of job is necessary for a teacher as well as overall wellbeing.

The purpose of this research was identified the Niyojit School Teachers' job satisfaction level. It has been investigated whether job satisfaction levels show any differences in terms of various variables i.e. pay & pay raised, regularity of pay/salary, promotion opportunity, diversity of departmental rule & regulation, teaching work, M.D.M work & Departmental training.

METHODOLOGY

The collection of data for this study was done from the 23rd January to 12 February 2018. A total 120 (65 male & 55 female) respondents were purposely selected from 45 schools of two blocks (Kurhani & Bochahan). Interview-schedule was conducted for collection of data. In this study a self designed 5 Likert scale survey instrument was employed in collecting data. The instrument consisted two parts, the first part consists of 6 questions related to demographic and second part of the survey was job satisfaction survey which consisted of 7 questions. The Likert scale range (1=strongly disagree, 2=disagree, 3=neutral, 4=agree & 5= strongly agree) was used for the collection of data. Online Socscistatistics software was used for the analysis of data.

RESULTS & DISCUSSION

Part-1 Demographic profile

Table -1

Demographic Profile of the Respondents

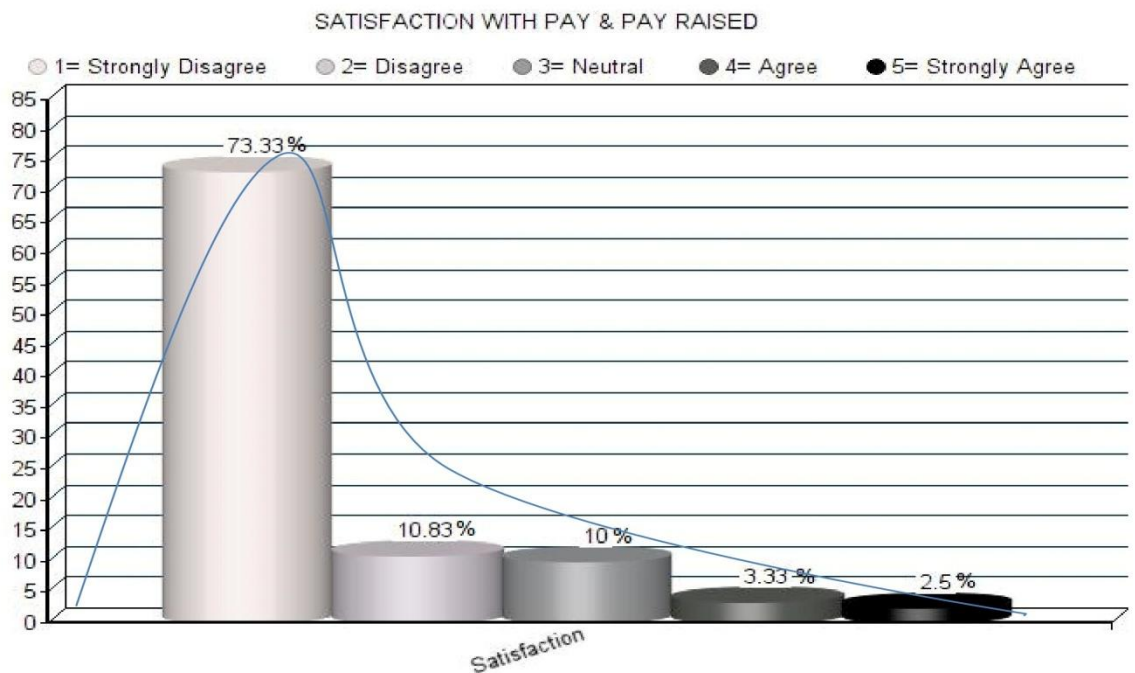
Sr. No.	Demographic Characteristic	Respondents	
		Frequency	%
1	Age (in years)		
	<ul style="list-style-type: none">• 20-35• 36-50	91 29	78.83 24.17
2	Age at Joining of service (in years)		
	<ul style="list-style-type: none">• 18-25• 26-35• 36-45	51 47 22	42.50 39.17 18.33
	3	Type of Teacher	
	<ul style="list-style-type: none">• Trained• Untrained	32 88	26.67 73.33
4	Marital Status		
	<ul style="list-style-type: none">• Single• Married• Widow/divorce	47 70 03	39.17 58.33 02.50
	5	Area of working Place	
	<ul style="list-style-type: none">• Rural• Urban	26 94	21.67 78.33
6	Types of School		
	<ul style="list-style-type: none">• Primary school (Class I-V)• Middle school (Class I-VIII)	39 81	32.50 67.50

Table-1 revealed the data of demographic characteristic of the Niyojit Teachers. According to the data majority of the respondents (78.33%) were between 20-35 years old, while 24.17% of them were 36-50 years. It is also clear from the table that 42.5% of the Niyojit Teachers get job between ages of 18-25 years. 39.17% and 18.33% of the respondents get job between ages of 26-35 years % 36-45 years respectively. Table also revealed that the 26.67% of the respondents were trained (B.Ed., D.El.Ed, etc.) teachers, while majority (73.33%) of them were untrained. Demographic data on marital status revealed that the 39.17% of the Niyojit Teachers were single, more than half (58.33%) were married, while 2.5% of them were widow/divorcee. Table also indicated that the majority (78.33%) of the respondents were working in urban area while 21.67% of them were working in schools those were in rural area. Majority (67.5%) of the Niyojit teachers were working in Middle schools, while 32.5% of them were working in Primary schools.

Part-2 Job Satisfaction

**Table-2
Pay & Pay Raised**

Characteristic	1= strongly disagree	2= disagree	3= neutral	4= agree	5= strongly agree	Mean	St.Dev.
Satisfaction with Pay and Pay raised	88	13	12	04	03	1.46	0.84

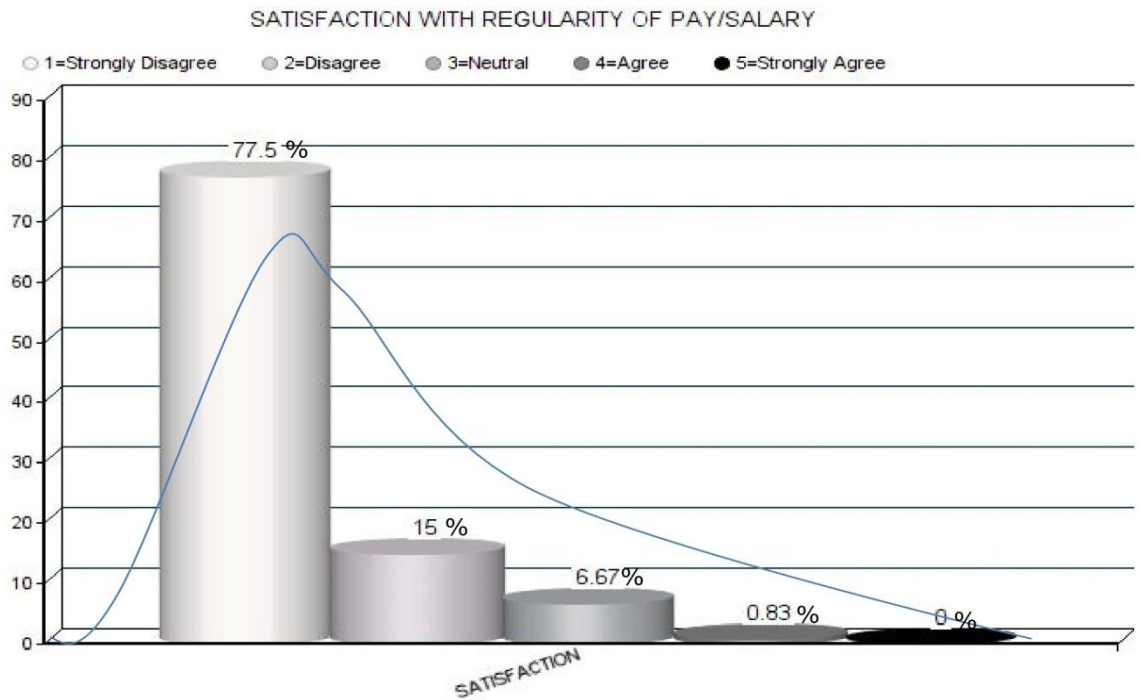


Graph - 1

Table-2 revealed that the majority of the respondents indicated low satisfaction (Mean=1.46 & St. Dev=0.84) about the pay & pay raised. The curve is skewed toward the left side (Graph-1) indicating low satisfaction with pay & pay raised, while negligible of them were satisfied with the pay & pay raised.

Table-3
Regularity of Pay/Salary

Characteristic	1= strongly disagree	2= disagree	3= neutral	4= agree	5= strongly agree	Mean	St.Dev.
Satisfaction with Regularity of Pay/Salary	93	18	08	01	-	1.31	0.63

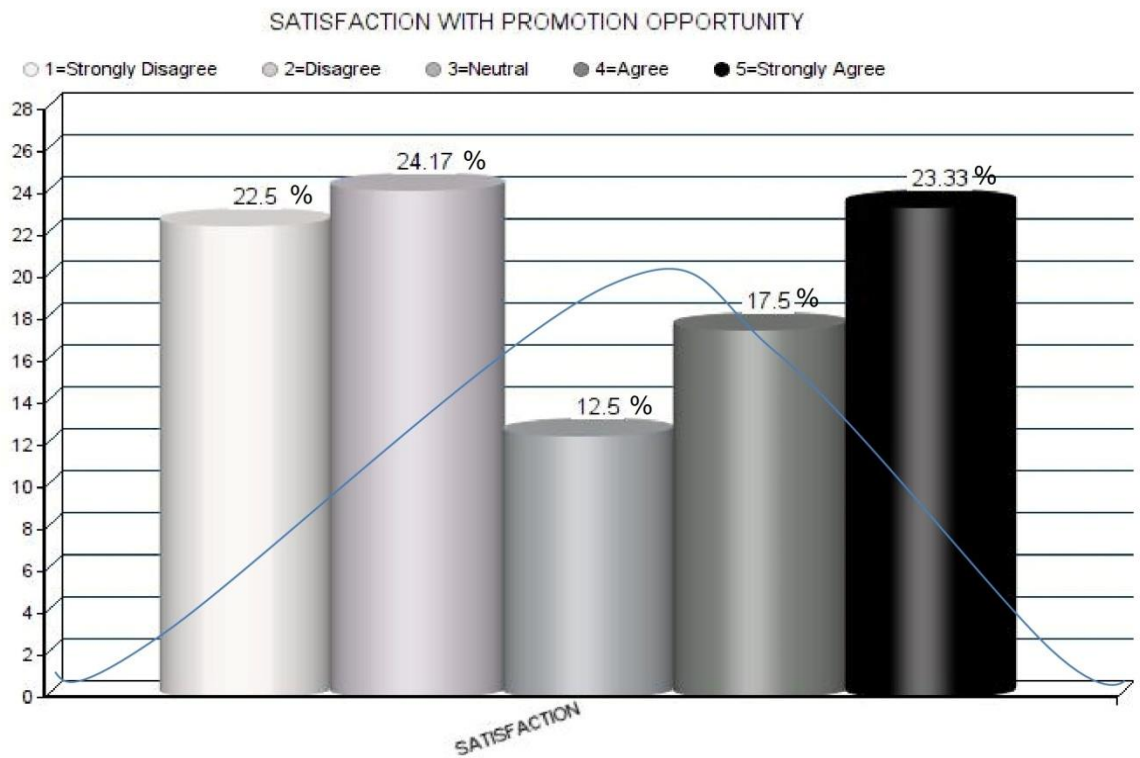


Graph - 2

The descriptive statistical method (Table-3) revealed that the majority of the respondents indicated very low satisfaction (Mean 1.31 & St. Dev. 0.63) about the regularity of pay/salary. The curve is very much skewed toward the left (Graph-2) indicating low satisfaction. However no one strongly satisfied with the regularity of pay/salary. It shows the critical condition of payment schedule.

Table-4
Promotion opportunity

Characteristic	1= strongly disagree	2= disagree	3= neutral	4= agree	5= strongly agree	Mean	St.Dev.
Satisfaction with Promotion opportunity	27	29	15	21	28	2.95	1.51



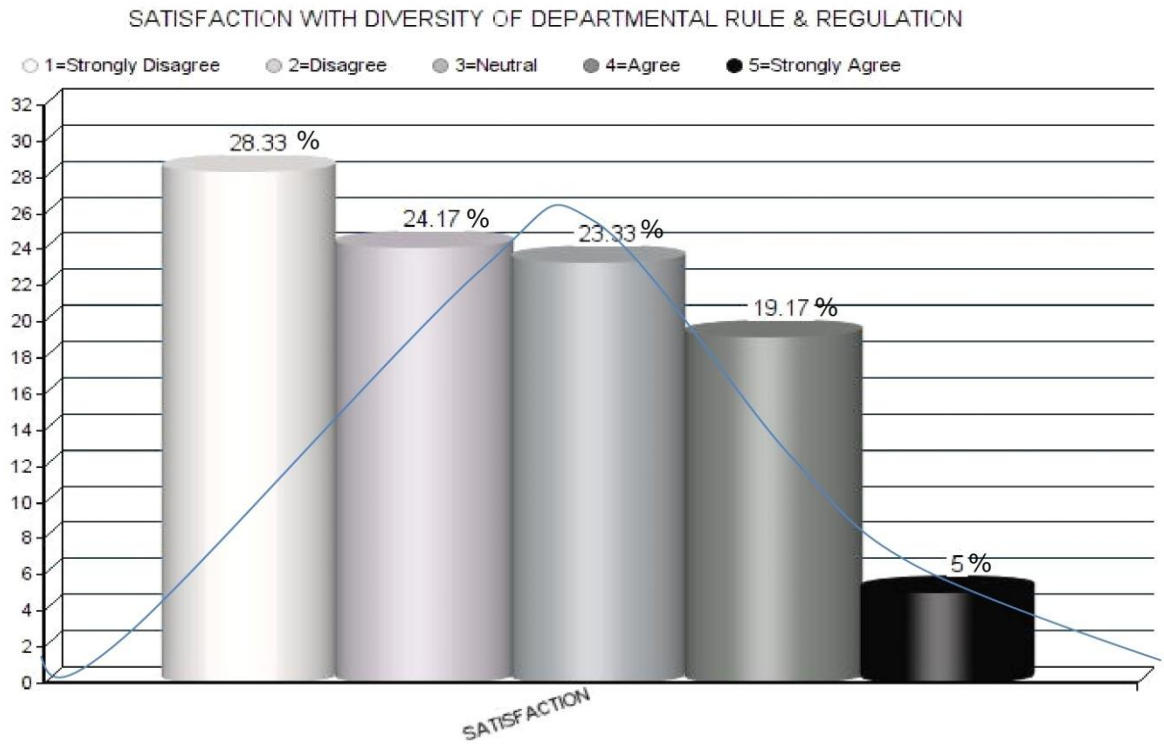
Graph - 3

Table-4 revealed that the respondents indicated neutral satisfaction (Mean=2.95 & St.Dev. =1.51) with the promotion opportunity. The curved skewed near about middle indicating neutral satisfaction with promotion opportunity (Graph-3). However, some of the Niyojit Teachers were strongly disagree while some of them were strongly agree with satisfaction toward promotion opportunity.

Table-5

Diversity of Departmental rules & regulations

Characteristic	1= strongly disagree	2= disagree	3= neutral	4= agree	5= strongly agree	Mean	St.Dev.
Satisfaction with Diversity of Departmental rules & regulations	34	29	28	23	06	2.48	1.23

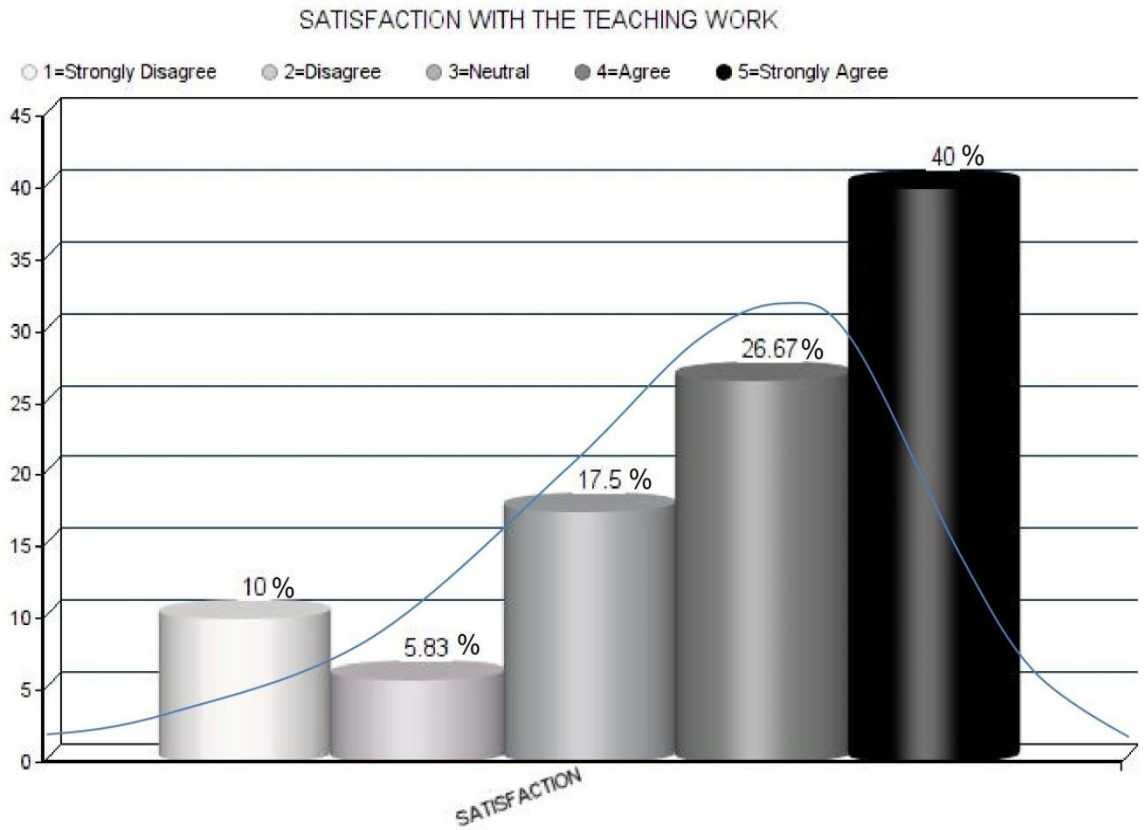


Graph - 4

Table-5 revealed the data of satisfaction with diversity of departmental rules & regulations. According to the data (Mean=2.48 & St.Dev. = 1.23) indicated neutral satisfaction with diversity of departmental rules & regulations. The curve is skewed toward middle indicating neutral satisfaction with diversity of departmental rules & regulations (Graph-4).

Table-6
Teaching work

Characteristic	1=strongly disagree	2=disagree	3=neutral	4=agree	5=strongly agree	Mean	St.Dev.
Satisfaction with teaching work	12	07	21	32	48	3.81	1.29

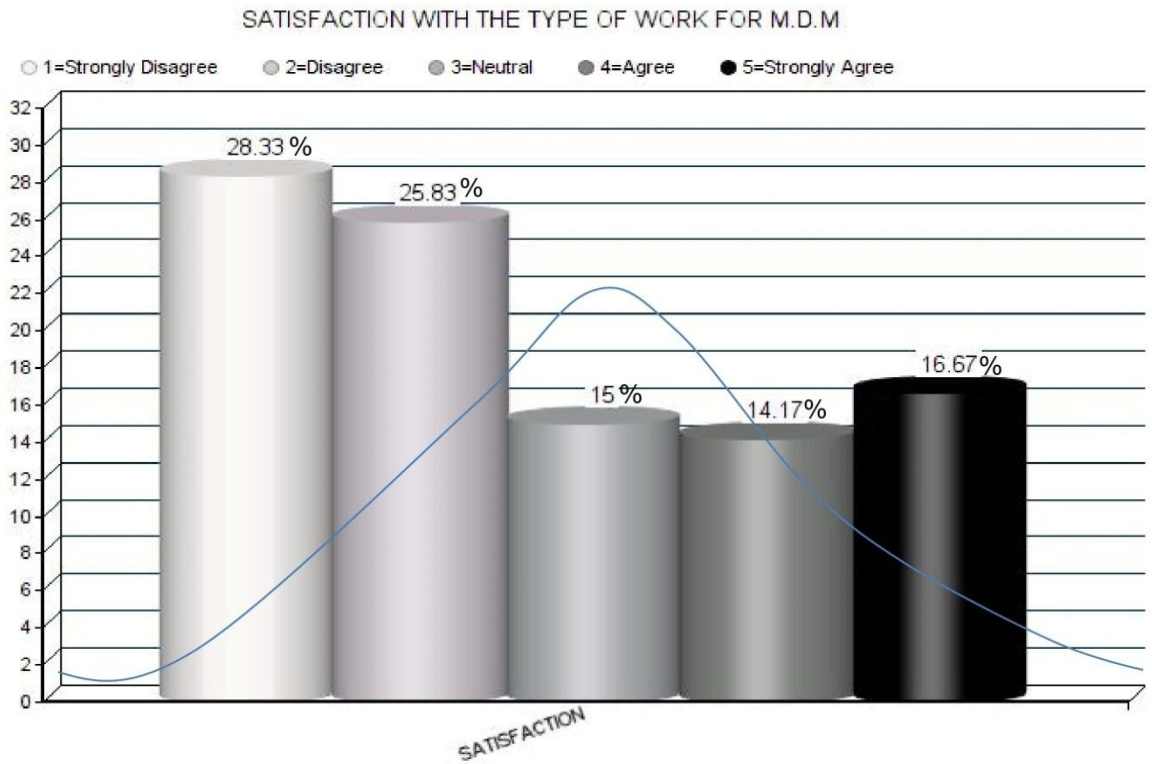


Graph - 5

Table-6 showed the data about satisfaction with the teaching work. Niyojit teachers indicated satisfaction (Mean=3.81, St.Dev=1.29) with the teaching work. The curved skewed toward right side indicating high satisfaction with the teaching work (Graph-7). However, some of the respondents were not satisfied with his/her teaching profession.

Table-7
Type of work done for the Mid Day Meal (MDM)

Characteristic	1=strongly disagree	2=disagree	3=neutral	4=agree	5=strongly agree	Mean	St.Dev.
Satisfaction with type of work done for the Mid Day Meal (M.D.M)	34	31	18	17	20	2.65	1.45



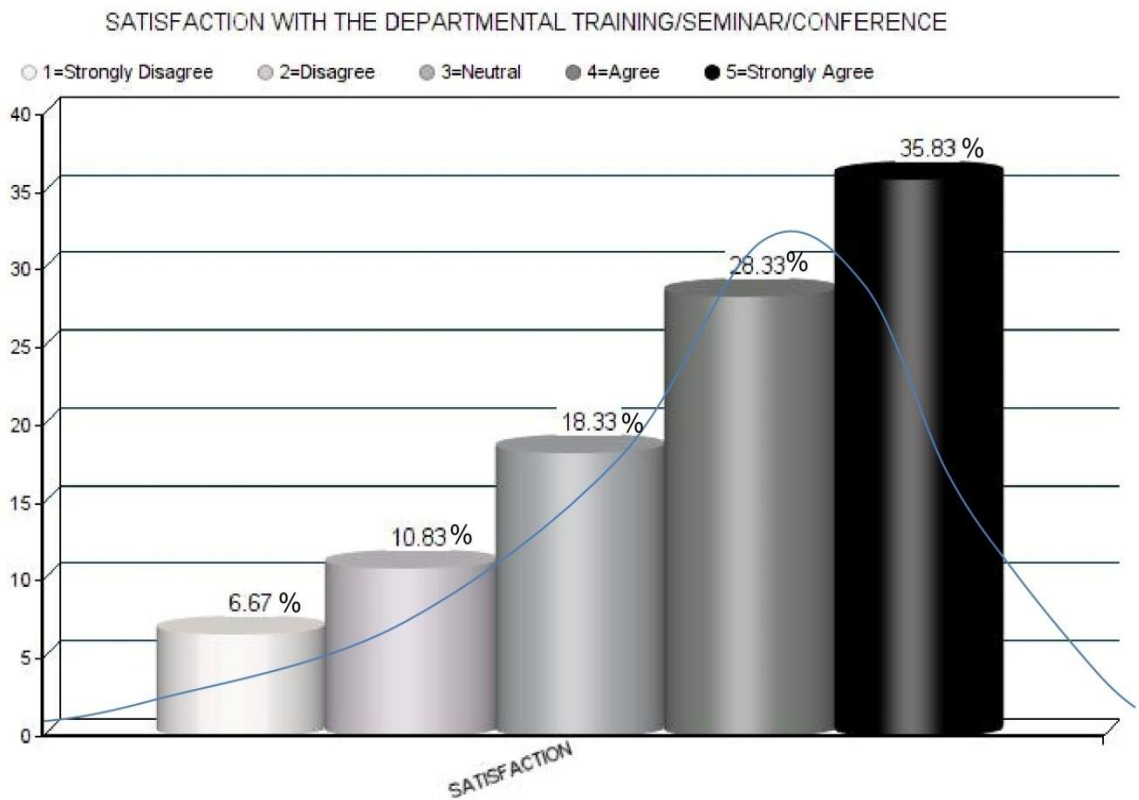
Graph - 6

The descriptive statistical method revealed that the respondents indicated neutral satisfaction (Mean=2.65, St.Dev=1.45) with the type of work done for the Mid Day Meal (M.D.M.) (Table-7). The curve skewed very middle indicating neutral satisfaction with the work related to M.D.M. (Graph-8). Table data also revealed that the 30.84% of the Niyojit teachers were satisfied with the M.D.M. work.

Table-8

Departmental training/conference/seminar

Characteristic	1= strongly disagree	2= disagree	3= neutral	4= agree	5= strongly agree	Mean	St.Dev.
Satisfaction with Departmental training/ conference/ seminar	08	13	22	34	43	3.76	1.24



Graph - 7

Descriptive statistics were calculated & they indicated that the majority of the respondents were satisfied (Mean=3.76 & St.Dev. =1.24) with the departmental training/conferences/seminars (Table-8). The curve is skewed toward the little right (Graph-7) indicating that the Niyojit Teachers are satisfied with the departmental training/conferences/seminars.

SUMMARY & CONCLUSION

The present study revealed that Niyojit teachers are not satisfied with the pay, regularity or delay of salary, diversity of departmental rules & related MDM work. Study also revealed that teachers are satisfied with their teaching work & Departmental training/conference/seminars. However some respondents are satisfied with promotion opportunities but some are not satisfied, there are few teachers who are not sure about satisfaction with promotion opportunities. Finally it is concluded that Due to stumpy salary, delay in salary, lack of appropriate facilities in the schools and work life imbalance majority of the niyojit school teachers were dissatisfied with their jobs.

Recommendations:

It is proposed that the pay, schedule delay of payment and promotion policy and diversity of departmental rules and regulations should be reviewed in-order to motivate them to work with more attention, dedication, hard work and commitment in the best academic interest.

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