

**JOB SATISFACTION OF SELECT SCHOOL TEACHERS IN COIMBATORE
DISTRICT**

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ABSTRACT

Retaining, sincere and committed teachers, is in the hands of management by fulfilling their expectations and keeping them satisfied. Satisfied teachers may not switch over to other institutions and contribute their level best for the betterment of institution and students as well. Thus, a study has been carried out to determine factors which influencing job satisfaction of teachers' who residing in Coimbatore district. Findings of the study disclosed that teachers are satisfied with regards to salary revision, frequency of salary revision, grievance redressal mechanism, infrastructure, working hours etc.

Keywords: Teachers, Job Satisfaction, Salary, Grievance

INTRODUCTION

A strong brand is built on strong talent. Job satisfaction is the most important factor for teachers' satisfaction, which would make the teachers establish a long term association with an educational institution. Job satisfaction among teachers makes them deliver the best. So the need to make the faculty feel satisfied is by treating each one as an indispensable resource for the institution by training them and reassuring them that the institution will provide adequate space and freedom to take their own decision. This in turn makes them highly satisfied in their job. The highly satisfied human resource will tend to raise higher and handle pressure with ease which is an added advantage when it comes to the image of the institution, which in turn builds the brand that leads to success. The three main factors that facilitate job satisfaction are training, remuneration and retention. The prime objective of each institution is to make all faculty members feel that they are a part of a strong, efficient team whose objective is to deliver quality education. Rewards and monetary benefits play a very crucial role in retaining the employees who are ready to render the skills and talent pool that the management expects. Above all, the "care factor" plays a significant role which is the psychological aspect of the teachers that the management should always take care of and do the needful to protect their interests. When there is a positive working environment, the faculty team will nurture and visualize the committed vision which the institution stands for. This is possible only when there is a continuous communication between the management and the faculty team based on the continuous feedback of the principal. Appreciating them on their accomplishments and tuning and correcting them on the areas of underperformance can be the two ways to do the process. Also, providing them with opportunities to grow will make the teachers feel that they are a part of a strong progressive growth oriented system where both the individual and the institution develop and flourish.

REVIEW OF LITERATURE

Herzberg (1959) in his study observed that recognition for work and opportunity for career advancement raise teachers' job satisfaction. Latham (1998) in his study identified that sense of achievement, opportunity for development are the intrinsic factors that raise teachers' job satisfaction. Shann (2001) in his study noted that students discipline and job security determine job satisfaction of teachers. Woods and Weasmer (2002) in their study ascertained that support from colleagues and superiors determine teachers' job satisfaction. Malik (2010) in his study ascertained nature of work and opportunity for career advancement increase teachers' job satisfaction. Oparanma (2011) in his study ascertained that offering rewards and work recognition influence job satisfaction of teachers. Shah (2012) in his study pointed out that recognition, promotion and salary determine teachers' job satisfaction. Amaka S Obineli (2013) in his study pointed out that working environment significantly influences teachers' job satisfaction. Swarnalatha and Vasantham (2014) in their study identified that work atmosphere, facility of availing maternity leave and pay affect teachers' job satisfaction. Kingshuk Adhikari and Surajit Paul (2015) in their study observed that colleagues co-operation and

support increase teachers' job satisfaction. Fozia Fatima and Sabir Ali (2016) in their study observed that recognition for work, support from senior teachers and salary increase their job satisfaction. Salem Saleh Khalf Ibnian (2016) in his study mentioned that female teachers have high job satisfaction than male teachers. Saira Naz (2017) in her study ascertained that teachers' job satisfaction is associated with his / her self-efficacy and working condition. Sims (2018) in his study ascertained that cooperation among teachers and students discipline positively related with teacher satisfaction. Enock Nyisingize (2019) in his study observed that recognition for work, supervision and job nature influence teachers' job satisfaction. Genelyn Rible Baluyou et al. (2019) in their study observed that job security and welfare facilities offered at work place influence teachers' job satisfaction. Anna Toropova (2020) in her study identified that students' discipline, cooperation among faculty and school working condition are associated with teachers' job satisfaction. Maheswari et al. (2021) in her study ascertained that timely redressal of staff grievances increases job satisfaction. From the earlier studies, it is ascertained that not much more studies have been carried out in determining factors which influencing teachers' satisfaction in Coimbatore district. Hence, in order to fill this research gap, the present study has been carried out.

STATEMENT OF THE PROBLEM

Success of an educational institution not only depends on provision of state-of-the-art infrastructure facility, offering training on various life skills but mainly depend on quality of teachers and their job satisfaction. Teachers with high job satisfaction will be sincere, dedicated and committed to their work and towards their institution and put their maximum input and efforts for upliftment of students and institution as well. Hence, it is management duty to look after their teachers' satisfaction by fulfilling their expectations. Thereby, efficient and committed teachers may be retained and qualified teachers may be attracted towards their institution. Thus, in this study, an initiation has been made to determine factors determining teachers' job satisfaction in Coimbatore district.

OBJECTIVES OF THE STUDY

- ❖ To study the socio-economic and job profile of teachers
- ❖ To determine factors which influencing job satisfaction of teachers

SCOPE OF STUDY

The present study has been carried out within Coimbatore district. Moreover, teachers personal and job profile and factors which influencing their job satisfaction alone have been studied.

RESEARCH METHODOLOGY

The present study is descriptive and analytical in nature. The following paragraph narrates about nature of data used for the study, sampling procedure adopted for data collection and tools employed for analysis.

Data

By distributing questionnaire, primary data have been collected.

Sampling

By employing Simple Random Sampling technique, questionnaire distributed to 175 teachers residing at Coimbatore district. Of which, 21 questionnaires have not been returned and nine questionnaires are partially filled and unfit for use. Hence, final sample forms are 145.

Data Reliability

Data reliability has been ascertained by employing Cronbach's Apha test. The result of test discloses that data is fit for analysis.

Table 1

Reliability Statistics

Cronbach's Alpha	N of Items
.911	33

Tools Employed

Simple percentage and factor analysis statistical tools are employed for analysis.

SIGNIFICANCE OF THE STUDY

The study will be beneficial to the teachers and school management. Management may understand the significant factors that raise their faculty job satisfaction. Accordingly, management may offer necessary facilities to keep their faculty satisfied. Furthermore, teachers may avail required facilities for smooth handling of classes and free from stress and derive high level of job satisfaction.

FINDINGS

The following paragraph discusses about Socio Economic Profile of select teachers in Coimbatore district.

Table 2

Socio Economic Profile

Particulars	Numbers (n=145)	Percentage
Age		
Up to 25 years	21	14.5
26-40 years	92	63.4
Above 40 years	32	22.1
Area of Residence		
Urban	45	31.0
Semi urban	30	20.7
Rural	70	48.3
Gender		
Male	20	13.8
Female	125	86.2
Marital Status		
Married	119	82.1
Unmarried	26	17.9
Educational Qualification		
Under Graduate	47	32.4
Post Graduate	98	67.6
Monthly Income		
Up to Rs. 15000	85	58.6
Above Rs. 15000	60	41.4

- ❖ Majority of teachers' age ranges from 26 to 40 years and reside at rural area
- ❖ Majority of teachers are female and married
- ❖ Majority of the teachers were Post Graduates and their monthly income ranges up to Rs. 15000

Table 3

Job Profile

Particulars	Numbers (n=145)	Percentage
First Job		
Yes	126	86.9
No	19	13.1
Teaching Experience		
Up to 5 years	40	27.6
6 to 10 years	49	33.8
Above 10 years	56	38.6
No. of Subjects		
Up to Two	93	64.1
Above Two	52	35.9
Classes Handled		
Below 10 th standard	116	80.0
10 th standard	12	8.3
12 th standard	17	11.7
Average Class Strength		
Up to 35 students	66	45.5
Above 35 students	79	54.5

- ❖ For majority of teachers, teaching is their first job
- ❖ Most of the teachers have more than 10 years of teaching experience and handles up to two subjects
- ❖ Majority of the teachers handle classes less than 10th standard
- ❖ In most of the schools', class strength of students ranges above 35

Job Satisfaction of Teachers

Factor analysis is employed to ascertain significant factors that affect teachers' satisfaction. KMO and Bartlett's Test of Sphericity are computed to ascertain whether data is sufficient for carrying out factor analysis. As the calculated P value of KMO and Bartlett's Test is less than 0.05, the data and sample are appropriate for factor analysis.

Table 4

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.812
Bartlett's Test of Sphericity	Approx. Chi-Square	2517.945
	Df	528
	Sig.	.000

Table 5

Factors influencing Teachers Job Satisfaction

Reasons	1	2	3	4	5	6	7	8	9
Revision of Salary	.891								
Frequency of Salary Revision	.818								
Increment	.644								
Grievance Redressal Mechanism	.547								
Increment for Additional Qualification	.513								
Water Facility		.752							
Ventilation		.660							
Toilet Facility		.614							
Infrastructure		.552							
Library Facility									
Leisure Hours			.716						
Workload			.688						
Canteen Facility			.628						
Working Time			.578						
Number of Holidays			.533						
Obedience				.742					
Students Co-operation				.727					
Attention				.706					
Promptness in Salary Payment				.516					
Good Management					.755				
Able leadership of principal					.700				
Layout					.591				
Subject Allotment						.808			
Allotment of Preferred Class						.780			
Strength of Class						.627			
Superior's Support							.822		
Colleague's Support							.795		
Team Spirit								.650	
Teaching Aid								.614	
Recognition from Superiors								.505	
Salary									.557

Work Autonomy									
Professional Growth									
Eigen Values	9.507	3.270	1.885	1.735	1.550	1.438	1.248	1.125	1.089
% of Variance	28.809	9.909	5.711	5.258	4.697	4.358	3.783	3.410	3.300
Cumulative % of Variance	28.809	38.718	44.429	49.687	54.385	58.743	62.526	65.935	69.235

Factors with 0.5 component loading and above are said to be significant factors that increase teachers' job satisfaction. The result of factor analysis discloses that "Revision of Salary" [Calvin et al. (2017), Timothy A. Judge et al. (2010)], "Frequency of Salary Revision", "Increment", "Grievance Redressal Mechanism" [Maheswari et al. (2021), Geetika Goel et al. (2014)], "Increment for Additional Qualification", "Water Facility" (Siva Kalyan Kumar et al., 2019), "Ventilation" (Anu Priya et al., 2021), "Toilet Facility" (Michael Syptak et al. 1999), "Infrastructure" (Joy Titi Agada and Isaac Zeb Obipi, 2018), etc. are the factors that affect teachers' job satisfaction. Further, all the significant factors collectively influence job satisfaction to a tune of 69.235 per cent.

SUGGESTIONS

Based on the findings of the study, the following suggestions are put forth for improving teachers' job satisfaction.

- ❖ Management has to revise teacher's salary in time. There should not be any disparity and discrepancy while carrying out salary revision. Management should follow transparency mechanism on faculty salary revision; thereby teachers may not be dissatisfied.
- ❖ Management should offer increment based on prevailing cost of living, thereby teachers may not find difficulties in meeting their family expenditure
- ❖ Management should draft and adopt appropriate grievance redressal mechanism to redress teachers' grievances at the earliest
- ❖ Sufficient monetary rewards may be offered to teachers, who obtained higher educational qualification
- ❖ Necessary infrastructure for teaching may be offered for smooth handling of classes. Similarly, sufficient, relevant and updated books are to be purchased and kept in library for teacher reference
- ❖ Sufficient leisure hours made available to teachers between two class for relaxation and for subject preparation
- ❖ School working timing may be convenient for both students and teachers and necessary leave may be offered to teachers to look after their personal work and life balanced

CONCLUSION

The result of study discloses that yearly salary revision, procedures followed for grievance redressal mechanism, increments offered by management for additional educational qualification acquired by the teachers, provision of necessary infrastructure facilities for teaching, etc. increase teachers' job satisfaction. Thus, it is the responsibility of management to offer necessary facilities to their teachers to keep them satisfied, free from stress and assist them to manage their work and life balanced; thereby efficient and committed teachers may be retained and new teachers may be attracted towards their educational institution. Teachers with high level of job satisfaction may extend their fullest support towards institution as well as students' development, which assists for a better building of nation.

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