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Publications Under UGC of India Care and SCOPUS Norms / Volume: 05 Issue No: 17 March-May 2021/33-39 pp

## A STUDY ON JOB SATISFACTION OF PRIMARY SCHOOL TEACHERS IN TIRUVALLUR DISTRICT

**S.Nathiya<sup>1</sup>, I.Thenmozhi<sup>2</sup> and Dr.P.Karnan<sup>3</sup>**

1. M.Ed Student, GRT College of Education.
2. Assistant Professor, GRT College of Education.
3. Associate Professor, GRT College of Education.

### ABSTRACT

The study was examined that the study on Job satisfaction of Primary School Teachers in Tiruvallur District. These study adopted normative survey methods of research participant's were 240 Primary school Teachers s randomly selected from various schools in Thiruvallur District. The Research Instruments used for data collection was Job satisfaction inventory developed and standardized structured by S.Sathiyagirirajan tested at 0.05 and 0.01 level of significance. The main objectives of the find out the level of Job satisfaction among the Primary school teachers. It is concluded that the low level Job satisfaction of primary school teachers is 22.50%, High level is 17.91% and Moderate level is found to be 59.58%. Hence the Job satisfaction of primary school teachers is Moderate.

### History of Article

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**Corresponding Author** :


**Email** :

### INTRODUCTION

The hallmark of a teacher is verified if only the potentiality of a student is converted into a well accepted behaviour. So, understanding the psychology of the learner is important and significant. The ability to inspire and motivate the students is one of the greatest assets of a teacher. The teacher, thus, is the most vital factor in education. The success of education of a student depends on him/her initiative. Therefore, other than being expert in his/her area of specialization, the teacher should be able to read the minds of

students understanding the nuances of individual differences.

Our ancestors gave the third place to the teacher in society; the first being the mother, the second father and the inevitable for each and every child in their home atmosphere and then only the children proceed to the next sacred place of learning, i.e. school, and where they are being affected by the various situations of classrooms. So, that is why, it is said that, the parent is the first teacher of a child and the teacher is the second

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parent of the child. Now –a days, each pupil is being taught by a number of teachers who

differ in their way of teaching and in the same way the pupils also vary in their achievements, either in one subject or in different subject or in different subjects taught by different teachers in the classrooms.

### **NEED AND SIGNIFICANCE OF THE STUDY**

The constitution provides equal opportunity for all citizen of India irrespective of their sex, creed, race, structure and emphasises the right to live. All though provision has been made in the constitution, the measures initiated by the government have been inadequate due to the inherent problem in providing equal opportunity to the children with educational needs.

Teaching is a stressful profession, and those stresses may eventually affects teachers enthusiasm and engagement in teaching, understanding their capacity to meet students needs and eventually leading with the everyday demands and challenges associated with the teaching profession over time, not only to protect teachers from burnout, but also as a way to promote their engagement ,learning, and mastery. Many literature and researches have revealed that these several areas affect the job stress and job satisfaction of Primary school teachers. Various factors are associated with job stress and job satisfaction of teachers in the primary schools. Since the purpose of the present study is to develop a training model for minimising job stress and enhancing job satisfaction of teachers who are working in special school.

### **STATEMENT OF THE PROBLEM**

“A study on Job satisfaction of Primary School Teachers in Tiruvallur District .”

### **OPERATIONAL DEFINITIONS**

#### **JOB SATISFACTION**

In this study job satisfaction is defined as the measure of pleasure or gladness


associated with the job. It refers to teachers’ status of level of satisfaction, as a result of his /her various interests and attitudes as a person towards his/her job.

### **PRIMARY TEACHERS**

Primary school teachers, also known as national school teachers, are involved in the social, intellectual, physical and moral development of pupils in their class. A teacher works with one single class for an entire academic year and is responsible for teachinga wide range of subjects on the National Curriculum.

### **OBJECTIVE OF THE STUDY**

1. To find out the level of Job satisfaction among the Primary school teachers is moderate in nature.
2. To find out significant difference between Male and Female Primary school Teachers based on their Job satisfaction.
3. To find out significant difference between Rural and Urban area Primary school Teachers based on their Job satisfaction.
4. To find out significant difference between Married and Unmarried Primary school Teachers based on their Job satisfaction.
5. To find out significant difference among Primary school Teachers Job satisfaction based on their Type of Management.
6. To find out significant difference between Primary school Teachers Job satisfaction based on their Education Qualification.
7. To find out significant difference between Primary school Teachers Job satisfactions based on their Teaching experience.
8. To find out significant difference between Primary school Teachers Job satisfactions based on their Teaching Language.

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9. To find out significant relationship between Government and Aided Primary school teachers based on their Job satisfaction.
10. To find out significant relationship between Government and Private Primary school teachers based on their Job satisfaction.
11. To find out significant relationship between Aided and Private Primary school teachers based on their Job satisfaction.

9. There is no significant relationship between Government and Aided Primary school teachers based on their Job satisfaction.
10. There is no significant relationship between Government and Private Primary school teachers based on their Job satisfaction.
11. There is no significant relationship between Aided and Private Primary school teachers based on their Job satisfaction.

#### **HYPOTHESIS OF THE STUDY**

1. The level of Job satisfaction among the primary school teachers in moderate in nature.
2. There is no significant difference between Male and Female Primary school Teachers based on their Job satisfaction.
3. There is no significant difference between Rural and Urban area Primary school Teachers based on their Job satisfaction.
4. There is no significant difference between Married and Unmarried Primary school Teachers based on their Job satisfaction.
5. There is no significant difference among Primary school Teachers Job satisfaction based on their Type of Management.
6. There is no significant difference between Primary school Teachers Job satisfaction based on their Education Qualification.
7. There is no significant difference between Primary school Teachers Job satisfactions based on their Teaching experience.
8. There is no significant difference between Primary school Teachers Job satisfactions based on their Teaching Language.

#### **RESEARCH DESIGN**

##### **Methodology**

The study was conducted through the Survey Method of Research and also it turned out to be the most suitable method for the present study.

##### **Sample size and Sampling Techniques of the study**

A stratified random sampling technique was adopted for the selection of sample 240 Primary school Teachers only.

#### **RESEARCH TOOL USED IN THE STUDY**

To test the hypotheses framed following tools have been used in the present research.

- Job satisfaction inventory developed and standardized structured by **S.Sathiyagirirajan.**

#### **STATISTICAL TECHNIQUES**

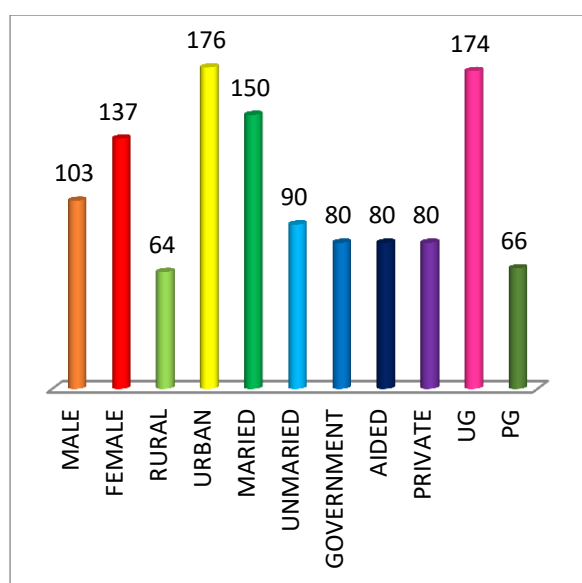
Suitable descriptive and inferential statistical techniques were used in the interpretation of the data to draw more meaningful pictures of results from the collected data. In the present study the following statistical techniques were used.

1. MEAN.
2. STANDARD DEVIATION.
3. CRITICAL RATIO.
4. ANALYSIS OF VARIANCE.
5. CORRELATION COEFFICIENT.
6. QUARTILE DEVIATION.

**Table-1**  
**Sampling Distribution Based on Gender, Marital Status, Education Qualification and Location**

<b>GENDER</b>	MALE	103
	FEMALE	137
<b>LOCATION</b>	RURAL	64
	URBAN	176
<b>MARITAL STATUS</b>	MARIED	150
	UNMARRIED	90
<b>MANAGEMENT</b>	GOVERNMENT	80
	AIDED	80
	PRIVATE	80
<b>EDUCATION QUALIFICATION</b>	UG	174
	PG	66

**Figure showing the Sampling Distribution Based on Gender, Marital Status, Education Qualification and Location**



### MAJOR FINDINGS

1. It is concluded that the low level Job satisfaction of primary school teachers is 22.50%, High level is 17.91% and Moderate level is found to be 59.58%. Hence the Job satisfaction of primary school teachers is Moderate.
2. It is concluded that there exists no significant difference between Male and Female Primary school Teachers based on their Job satisfaction.
3. It is concluded that there exists no significant difference between Rural and Urban area Primary school Teachers based on their Job satisfaction.
4. It is concluded that there exists significant difference between Married and Unmarried Primary school Teachers based on their Job satisfaction.
5. It is concluded that there exists significant difference among Primary school Teachers Job satisfaction based on their Type of Management.
6. It is concluded that there exists no significant difference between Primary school Teachers Job satisfaction based on their Education Qualification.
7. It is concluded that there exists significant difference between Primary school Teachers Job satisfactions based on their Teaching experience.
8. It is concluded that there exists significant difference between Primary school Teachers Job satisfactions based on their Teaching Language.
9. It is concluded that there is a significant relationship between Government and Aided Primary school teachers based on their Job satisfaction.
10. It is concluded that there exists a Positive relationship among Government and Private Primary

school teachers based on their Job satisfaction. Government and Aided Primary school teachers based on their Job satisfaction.

11. It is concluded that there exists a Positive relationship among

**TABLE -2**

**Table shows the significant difference between Male and Female Primary school Teachers based on their Job satisfaction using mean scores.**

VARIABLE	GENDER	N	MEAN	SD	t - value	L.S
Job satisfaction	Male	103	69.56	19.549	1.437	NS
	Female	137	65.88	19.701		

**TABLE -3**

**Table shows the significant difference between Rural and Urban area Primary school Teachers based on their Job satisfaction using mean scores.**

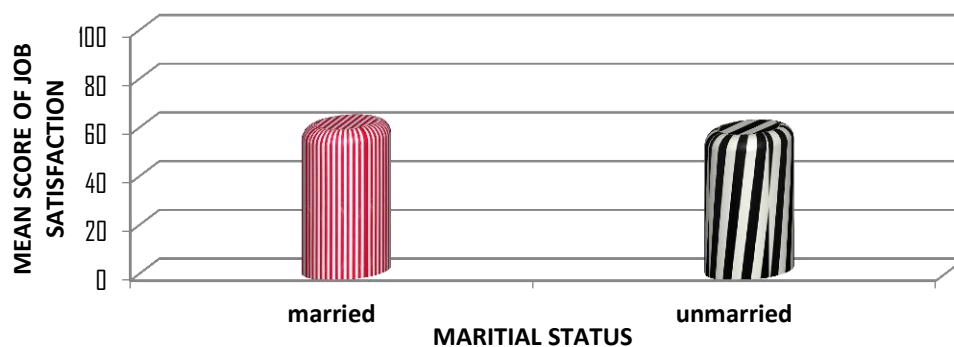
VARIABLE	LOCATION	N	MEAN	SD	t - value	L.S
Job satisfaction	Rural	64	68.30	18.806	0.395	NS
	Urban	176	67.16	20.031		

**TABLE -4**

**Table shows the significant difference between Married and Unmarried Primary school Teachers based on their Job satisfaction using mean scores.**

VARIABLE	MARITAL STATUS	N	MEAN	SD	t - value	L.S
Job satisfaction	Married	150	64.89	18.742	2.651	0.01
	Unmarried	90	71.76	20.546		

**Figure Showing Difference Between Married and Unmarried Primary School Teachers Based on their Job Satisfaction Using Mean Scores**



**Table-5**  
**Showing the relationship between Government and Private Primary school teachers based on their Job satisfaction.**

Variable	Number	Correlation
Government Vs Private	80	0.531

### RECOMMENDATIONS

Results of the study reveal that married primary teachers are most dissatisfied with their job. The teachers' economic situation should be made better, specifically for unaided school teachers. The authorities should think of hiking the emoluments and providing more Fringe Benefits. Increased financial benefits may prevent leaving of the qualified teachers to other destinations.

Male teachers satisfaction level on their job is better than the female primary school teachers. This may due to the social imbalance prevailing in the country. Irrespective of the gender female teachers must bold in establishing themselves and prove their role in society.

Private school management must fix the salary as per government rules to pay the teachers for run their family. Proper reward must introduce to the teachers who achieve good in their track record.

### CONCLUSION

The purpose of the present investigation was to study Job satisfaction of primary school teachers. The study is sure find some usefulness in the field of education and findings of the study can serve as a database for further research. Most classroom problems are people problems: Because of this, one must understand people in order successfully to teach. Organizational authorities may identify the ways and means through which teachers can be provided with facilitating work environment which influences their job satisfaction and commitment towards institution. Many teachers join teaching profession out of compulsion and always try to jump to other jobs as and when they get a chance. But with the passage of time, neither they are able to get a better job nor do they perform their duties with dedication which results in great harm to the students and to the teachers themselves. The topic of school



climate and its effects on teacher's behaviour and overall performance have attracted the attention of many researchers over decades as a result of its significant influence on educational outcomes.

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