



A Critical Analysis of Government and Private Teachers of Primary Level in Context of their Job Satisfaction

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Abstract: The present study is conducted to find out the job satisfaction of government of private teachers of primary education. Eighty teachers of 50 primary schools of Bulandshahr district were selected as samples. The Job satisfaction scale (JSS) developed by Dr. Meera Dixit was used for the collection of data. In this study no significance difference is found between the job satisfaction of Government and private teachers at primary level of Bulandshahr district.

Introduction:-

The future of modern India depends on the quality of its education which, in turn, depends on the intellectually competent and trained teachers. The fast moving educational scenario demands highly efficient and result-oriented teachers. Education is no more about imparting of information; it is the process through which the teachers prepare the upcoming generation to achieve individual and social goals. The performance of the teacher is greatly influenced by the related psycho- social satisfaction that he/she derives from his /her job. A satisfied teacher, with high academic and professional qualification, certainly can raise the standard of the student's understanding. Dissatisfied teacher, in spite of having a sound academic qualification, will not be able to perform his/her job of facilitator whole-heartedly.

Importance of the study: Teaching faculty is the most important group of professionals for our nation future. They are producing good leaders, economists and scientists etc. to the nation. It is an important thing to understand the factors behind the retention of the high quality faculty in primary education. They play the role of making the foundation more strong. One such factor is job satisfaction.

Statement of the Problem:

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Job Satisfaction

Objective of the Study:

To study the job satisfaction level of teachers in government and private school at primary level.



Hypothesis:

There is no significant difference between job satisfaction level of teachers working in government and private school at primary level.

Limitation:

The present study has its delimitation with regards to the variable i.e. job satisfaction and sample taken. Only teachers of Bulandshahr district at primary level were taken as sample.

Definition of Operational key Words:

Job satisfaction: Job satisfaction is set of feeling; emotion and Intention within the teacher view their work.

Government School: Those school that get aid/funds from the government.

Private School: This school that does not get aid/funds from the government.

Review of related Literature:

1. **Nagar, K. (2012)** in her study of organizational commitment and job satisfaction among teacher during time of burnout, has focused to final out three parameters of burnout that are reduced personal achievement, depersonalization and emotional tiredness.
2. **Wing,E.S.K & Heng, T.N.(2009)** have found that this research reveals that all motivator aspects are related to job discontent, at the same time same of the hygiene factors, really, lead to job contentment. In addition, the disclosing factors that affect faculty member's job contentment should be recognized to sustain with universal and long-term strategy for development.
3. **Chung, K.C., Song, J.W., et.al(2010)** have found that more importance must be positioned on faculty members' wellbeing at both the institutional level and at the level of departmental management.

Population and sample:

80 teachers of 50 government and private schools were taken as sample. 40 Teachers were of government and 40 were of private school.

Sampling technique: In the present study stratified random sampling method is used for the collection of sample.

Tools of the Study:

The tool developed by Dr. Meera Dixit which was the job satisfaction scale (JSS) used for the study.



Statistical Technique: Mean, S.D., and t-test was used for data analysis.

Analysis and Interpretation:

There is no significant difference between job satisfaction level of teachers working in government and private school at primary level.

Table-1

Sr.No.	Sample	No of Sample	Mean	S.D.	' t' test
1.	Teachers of Government School	40	212.7	7.9	0.45
2.	Teachers of Private School	40	211.9	7.7	

Interpretation: The table display that the mean of 40 government teachers is 212.7 and S.D. is 7.9 and the mean of private teachers is 211.9 and S.D. is 7.7. The calculated value of “t” is 0.45 while the tabulated value at 0.5 level is 1.99 and value at 0.01 level is less than 2.64.

Conclusion: Thus we accept our null hypothesis which shows that “There is no significant difference between job satisfaction levels of teachers working in government and private school at primary level.

Educational Implications of the Study:

1. Job satisfaction level of teachers working in private school may be improved by providing them a good increment in their salaries.
2. Healthy working environment should be given to the teachers.
3. Government school should provide same financial aid to the private school so that schools can provide better facilities to the teachers.

Suggestion:

1. A study may be done to compare the job satisfaction level of teachers and other employees of the school.
2. A study may be done to analyses the job satisfaction of secondary and higher teachers level of education.



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