

Job-Satisfaction of Private Secondary School Teachers in Aizawl City in Relation to Their Teaching Experiences and Educational Qualifications

Vanlalfana

Assistant Professor, IASE, Aizawl

Abstract: The Study was conducted to find out the level of Job-satisfaction of Private Secondary School teachers in Aizawl city in relation to their teaching experiences and educational qualifications. The sample size of the study comprises 100 teachers from the total population which is 25.12% of teachers who were selected from 12 Private High Schools in Aizawl city. Standardized Scale of Job Satisfaction Scale (JSS) by Dr.Amar Singh and Dr. T.R. Sharma, 2006 was used to collect the data. The findings of the study reveals that there is no significant difference in the degree of Job Satisfaction among Private Secondary School teachers in relation to their teaching experiences and Teachers of Private Secondary School in Aizawl city grouped according to age do not show any significant difference on the degree of Job Satisfaction.

Introduction:

To teach is to preach, to provide a tool, and to edify. Teachers are people who impart knowledge and skills to others. Any action, activity, or involvement that has a developmental effect on a person's intellect, character, or physical potential is considered education in the broadest meaning. The educator is the living ideal, the institution's main information administrator, and the potential direct to provide the mandate for the improvement and development of students so that they will become worthy citizens of the future. A teacher is, in essence, the architect of society, the designer of people, and the backbone of the educational system. The teacher has the potential to be more competent and accountable than any other open worker. The first step in improving the quality of education is to advance teacher recruitment, preparation, social standing, and working conditions. In order to fulfil the expectations placed on them, teachers need the appropriate knowledge and abilities, as well as personal traits, career prospects, and motivation. The improvement of society is greatly aided by a teacher who enjoys their work. A good teacher can make a significant difference in the wellbeing of his or her students, whereas a depressed teacher may become irritable and put pressure on the students, which can be detrimental to their ability to study and thus harm their academic performance.

Private Secondary School in Mizoram:

Primary, Middle, Secondary / High School, and Higher Secondary School are the four divisions of schools in Mizoram. The third stage of it is the Private High School or Secondary School, and the students in this stage range in age from 14 to 16 years old. Therefore, teachers in private secondary schools are engaged and need to exercise caution because understudies often need complete attention or guidance. In most private secondary schools in Aizawl City, the language of instruction is English. Teachers must have a bachelor's degree or equivalent as a minimum qualification to teach in a private secondary school Despite the fact that the government requires all secondary school teachers to have a Bachelor of Education (B.Ed) degree but most of the teachers in private secondary schools are untrained teachers and do not have a B.Ed degree.

Job Satisfaction

Job satisfaction is the favorable and unfavorable way in which employees perceive their work. It means the overall understanding between one's desire to work and the rewards that work brings. Job satisfaction is described as "the degree to which individuals like (satisfied) or dislike (disappointed) their jobs". This definition suggests that job performance can be a general or global response to success that people roughly hold for their jobs. Job satisfaction is about an individual or a group within the organization. Job satisfaction may be more relevant to certain parts of an individual's job. It is influenced by many factors such as co-workers, compensation, working conditions, supervision, nature of work and benefits.

Rationale of the Study

The job satisfaction of organized secondary school teachers as a motivating variable has been recognized repeatedly. In this regard, the Committee on Secondary Education (1952-1953) recommended that "Service conditions of teaching personnel should be improved". JTeacher job satisfaction may be a predictor of teacher retention, which may be a determinant of teacher engagement and this has an impact on school sustainability . Teachers' job satisfaction also affects their job performance. The problems of high school teachers are many and varied. These can be proficient and academic in nature; personal and interpersonal problems, and general issues related to organization, management and general inspiration and generally to the accomplishment of the teacher's work. There is not a single hypothetical article on job satisfaction of private high school teachers in Aizawl that can highlight their problem and negotiate it. Incentives for teachers who teach at private high schools in the city of Aizawl in a variety of ways that can respond to and push them towards effective education are just as basic as those of persuasion. Students memorize and develop. This requires an in-depth study of the job satisfaction of private high school teachers in the city of Aizawl. It was in this context that the request to study the spectacle was formulated. Therefore, the investigator studied the job satisfaction among Private Secondary School teachers in Aizawl City.

Objectives of the Study

1. To study the degree of Job Satisfaction of Private Secondary School teachers in Aizawl City in relation to their teaching experiences.

2. To study the degree of Job Satisfaction of Private Secondary School teachers in Aizawl city in terms of their educational qualifications.
3. To highlight the educational implication from the present study.

Hypotheses of the Study

1. There is no significant difference in the degree of Job Satisfaction among Private Secondary School teachers in relation to their teaching experiences.
2. Teachers of Private Secondary School in Aizawl city grouped according to age do not show any significant difference on the degree of Job Satisfaction.

Methodology of the Study:

The study mainly belongs to the category of descriptive research and also involve survey method.

Population and sample of the study:

The population of the present study comprises of all the teachers teaching in all the Private High Schools of Aizawl City. There are 66 Private High Schools in Aizawl city. The total number of teachers teaching in such schools is 398.

In the beginning, it was decided to select 50 percent of the total population of teachers in Government Secondary Schools in Aizawl city. But keeping in view some practical constraints like long distance of the schools and time limit duration, it was decided to select 100 teachers from the total population of the teachers. Hence, the final sample size of the teachers was 25.12% who were selected from 12 Private High Schools in Aizawl city.

Tools and Techniques used for data collection :

- 1) Primary source: Readymade tool – Job Satisfaction Scale (JSS) by Dr. Amar Singh and Dr. T.R. Sharma, 2006.
- 2) Secondary source: For collection of secondary data Annual Publication of School Education Statistics, prepared by Statistical Cell, Directorate of School Education. Govt. of Mizoram was used.

Analysis and Interpretation of Data

Analysis and interpretation are done in accordance with the objectives of the study as follows:

Objective No.1: To study the degree of Job Satisfaction of Private Secondary School teachers in Aizawl City in relation to their teaching experiences.

The score of teachers based on teaching experience were compared in the present study. The sample was divided into two groups. Teachers who are having below 5 years of teaching experience are grouped as less experience, and teachers who had a teaching experience of 5 years and above are grouped as high experience. Comparison of the scores of the two are given in Table – 1

Table – 1 Teaching Experience

Teaching Experience	N	Mean	SD	SE	t	Significant Level
Less experience (Below 5 years of teaching experience)	70	61.56	9.27	1.11	1.4158	Not Significant
High experience (5 years and above of teaching experience)	30	64.63	11.43	2.09		

The study examined the hypothesis that experience in teaching has no significant effect in the degree of Job Satisfaction of teachers.

The result shown in Table - 1 reveals that there is a slight difference in mean scores between the two groups, but the difference is not statistically significant as the calculated 't' value is lower than the criterion 't'. Therefore, the hypothesis that states there is no significant difference in the level of Job Satisfaction of teachers between the less experience in teaching and high experience in teaching is accepted.

Objective No.2: To study the degree of Job Satisfaction of Private Secondary School teachers in Aizawl city in terms of their educational qualifications.

The score of teachers based on the educational qualification were compared in the present study. The sample was divided into two groups. Teachers who are having Mater degree and its equivalent degree (M.A., M.Sc., M.Com., M.Ed etc) are grouped as High Educational qualification, and teachers who had a Bachelor degree and its equivalent degree (B.A., B.Sc., B.Com., B.Ed etc) are grouped as Less Educational qualification. Comparison of the scores of the two are given in Table - 2

Table -2 Educational Qualification

Teachers	N	Mean	SD	SE	t	Significant Level

High Educational Qualification (Master degree and above)	43	62.81	9.82	1.50	0.2885	Not Significant
Less Educational Qualification (Bachelor degree)	57	62.23	10.23	1.35		

Table - 2 reveals that the 't' value for the significance of difference between the mean of High Educational qualification of teachers and Less Educational qualification of teachers is not statistically significant. Therefore, it can be concluded that there is no significant difference between High Educational qualification of teachers and Less Educational qualification of teachers in Private High School in Aizawl city with regard to their Job Satisfaction.

Therefore, the hypothesis that assumes there is no significant difference between High Educational qualification of teachers and Less Educational qualification of teachers of Private High School in Aizawl City with regard to their Job Satisfaction is accepted.

Major Findings:

1. From the present study the investigator found that there is no significant difference in the level of Job Satisfaction of teachers between the less experience in teaching and high experience in teaching.
2. It was also found that there is no significant difference between High Educational qualification of teachers and Less Educational qualification of teachers of Private High School in Aizawl City with regard to their Job Satisfaction

Educational Implications

No research effort can be considered valuable if it does not generate some important educational significance. As mentioned earlier, this study focused on exploring teachers' satisfaction with their work as secondary school teachers in the city of Aizawl. The results of this study can be used in a variety of ways. The educational implications of this study are presented as follows:

1. The findings of the present study can be used by education planning and management agencies to assess teacher job satisfaction and develop strategies to invigorate the educational atmosphere in schools.
2. The findings of the study could be beneficial to teacher training institutions interested in innovating their administrative and academic practices to produce satisfied teachers for educational institutions across the country.
3. The study can provide some thoughts and ideas for improving the organizational environment in schools.
4. The present study may be beneficial to teachers and school administrators to get feedback on their performance to improve their performance and practice.
5. The study will motivate research in education and will encourage future researchers to think in new ways about teacher job satisfaction to make a significant contribution to the body of knowledge.

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