

JOB SATISFACTION AMONG FEMALE TEACHERS OF PROFESSIONAL INSTITUTES OF NAVI MUMBAI

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Abstract

This study investigated the factors behind job satisfaction among women teachers of professional institutes of Navi Mumbai. The researcher chose professional institutes because these are the centres of higher education where expectations from teachers are the highest and where their work performance is under constant review. The researcher decided to make women teachers as the subject of her study because they form the backbone of the profession and have high career aspirations. The major findings of the study showed that there is no significant difference in the job satisfaction dimensions of women teachers of professional institutes of Navi Mumbai with respect to age and years of experience.



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A teacher occupies a pivotal role in the educational system of a country or society. He/she plays the role of a mediator of learning and an agent of change. A teacher puts into practice the educational policies designed by the policy makers and experts and converts the policies into the practical reality of classroom situation. A teacher's dedication to his or her profession and job satisfaction are important educational factors.

It is ironical that while the quality of teaching and job satisfaction of teachers are inter-dependent, the latter aspect is grossly neglected when it comes to educational planning and implementation in our country. A lot of stress is laid on quality of education but one of the biggest factors that determines the very quality, i.e., job satisfaction, is conveniently forgotten

or sidelined. Job satisfaction as a factor for quality education becomes all the more prominent in the case of teachers of professional institutes where there is a cut-throat competition to excel and attract the best students. As the institutes try to outperform one another and students' expectations continue to grow, the burden of ensuring academic excellence falls on teachers. This study takes into account various aspects that determine or influence job satisfaction among women teachers of professional institutes in Navi Mumbai. While job satisfaction depends on both intrinsic and extrinsic factors, this study has taken into account largely the intrinsic factors, i.e., how a woman teacher derives job satisfaction through her work motivation or own level of occupational aspiration.

The investigator wanted to find out as to how job satisfaction of female teachers of professional institutes depends on age and experience and if those from different age groups and experience levels have different job satisfaction with respect to the Quality of teaching, Innovative teaching, Responsibility for teaching, Cooperative teaching behaviour, Teaching attitude, Group relationship, Job acceptance, Classroom Behaviour, Social Behaviour and Observational skills dimensions of Job Satisfaction.

Objectives

- 1) To compare the Job Satisfaction dimensions of women teachers of Professional Institutes of Navi Mumbai of more than and less than 40 years of age.
- 2) To compare the Job Satisfaction dimensions of women teachers of Professional Institutes of Navi Mumbai having more than and less than 10 years of teaching experience.

Hypotheses of the Study

The null hypotheses for the above objectives are formulated as stated below:-

Ho1-There is no significant difference in the Job Satisfaction dimensions of women teachers of Professional Institutes of Navi Mumbai of more than and less than 40 years of age

Ho2- There is no significant difference in the Job Satisfaction dimensions of women teachers of Professional Institutes of Navi Mumbai having more than and less than 10 years of teaching experience.

Sample

Considering the above mentioned objectives of the study, 280 female teachers from professional institutes of Navi Mumbai were taken as the sample of the study. The Researcher used Correlational Descriptive Survey method and Purposive Sampling for the present study.

Tool Used

Teachers Job Satisfaction Questionnaire (TJSQ-NAA) by Nasrin & A Annes (2014) was used to assess, analyse and compare Job Satisfaction among Women teachers of professional Institutes of Navi Mumbai in terms of Job Satisfaction Dimensions i.e. Quality of teaching, Innovative teaching, Responsibility for teaching, Cooperative teaching behaviour, Teaching attitude, Group relationship, Job acceptance, Classroom behaviour, Social behaviour and Observational skills. The scale comprised total 42 statements consisting of 39 positive and 3 negative statements.

Scoring

The scheme scoring responses categories involved differential weighting such that the response category, strongly Agree carried a weight of 5, Agree a weight of 4, Undecided a weight of 3, Disagree a weight of 2 and Strongly Disagree was given a weight of 1 in respect of response pertaining to positive statements. The scoring was reversed for the statements that were negative. Marks according to the positive and negative statements were given on all the 42 items.

Statistical Analysis

The data was analysed through descriptive as well as inferential statistics. The normality of data (Job Satisfaction Scores) was assessed by calculating the values of Mean and S.D. In order to study the significant differences in Job Satisfaction Dimensions of women teachers of Professional Institutes of Navi Mumbai having more than and less than 40 years of age and having more than and less than 10 years of teaching experience, t-test was employed. True level of significance was considered that is 0.05 and 0.01 level of significance as the two arbitrary standards for accepting or rejecting null hypothesis.

Result and discussion

Table-1: Descriptive Statistics (Mean) of Job Satisfaction dimension among female teachers of Professional Institutes of Navi Mumbai of more than and less than 40 years of age

Job Satisfaction Dimensions	QT	IT	RT	CB	TA	GR	JA	CB	SB	OS
Female Teachers <=40 years	48.04	29.42	16.12	12.38	22.0	11.76	10.58	9.17	12.23	2.04
Female Teachers >40 years	48.09	29.52	16.53	12.50	22.28	11.71	10.41	9.09	12.17	2.02

- QT=Quality of Teaching**
- IT= Innovative Teaching**
- RT= Responsibility for teaching**
- CB=Cooperative Teaching Behaviour**
- TA=Teaching Attitude**
- GR=Group Relationship**
- JA=Job Acceptance**
- CB=Classroom Behaviour**
- SB=Social Behaviour**
- OS=Observation Skill**

From the above table, it is observed that (Mean) of Job Satisfaction dimension among female teachers of Professional Institutes of Navi Mumbai of more than and less than 40 years of age shows very small mean score difference. It shows that Female Teachers of both age groups demonstrate Quality Teaching, Responsibility for teaching, Responsibility for teaching, Cooperative Teaching Behaviour, Teaching Attitude, Group Relationship, Job Acceptance, Classroom Behaviour, Social Behaviour and Observation Skill in almost equal measure.

Table-2: Descriptive Statistics (Mean) of Job Satisfaction dimension among female teachers of Professional Institutes of Navi Mumbai of upto 10 and above 10 years of Teaching Experience

Job Satisfaction Dimensions	QT	IT	RT	CB	TA	GR	JA	CB	SB	OS
Female Teachers <=10 years	47.94	28.86	16.12	12.46	21.88	11.68	10.43	9.06	12.29	2.08
Female Teachers <10 years	48.11	29.67	16.53	12.45	22.26	11.74	10.49	9.14	12.17	2.01

- QT=Quality of Teaching**
- IT= Innovative Teaching**
- RT= Responsibility for teaching**
- CB=Cooperative Teaching Behaviour**
- TA= Teaching Attitude**

GR= Group Relationship

JA= Job Acceptance

CB= Classroom Behaviour

SB=Social Behaviour

OS=Observation Skill

From the above table it is observed that (Mean) of Job Satisfaction dimension among female teachers of Professional Institutes of Navi Mumbai with more than and less than 10 years of teaching experience shows very small mean score difference .It shows that Female Teachers of both age group demonstrates Quality Teaching, Responsibility for teaching, , Cooperative Teaching Behaviour, Teaching Attitude, Group Relationship, Job Acceptance, Classroom Behaviour, Social Behaviour and Observation Skill in almost equal measure.

Table- 3: Mean, SD, the ‘t’ value and the level of significance of Job satisfactions dimensions used by female teachers of Professional Institutes of Navi Mumbai of more than and less than 40 years of age

Job Satisfaction Dimension	Female Teachers	Mean	SD	N	T Value	Level of Significance
Quality of Teaching	<=40 Years	48.04	5.39	111	-0.091	Not Significant
	>40years	48.09	4.25	169		
Innovative Teaching	<=40 Years	29.42	3.53	111	-0.252	Not Significant
	>40years	29.52	2.88	169		
Responsibility for teaching	<=40 Years	16.12	2.23	111	-0.208	Not Significant
	>40years	16.53	1.88	169		
Cooperative Teaching Behaviour	<=40 Years	12.38	1.70	111	-0.643	Not Significant
	>40years	12.50	1.37	169		
Teaching Attitude	<=40 Years	22.00	2.45	111	-1.120	Not Significant
	>40years	22.28	1.79	169		
Group Relationship	<=40 Years	11.76	1.97	111	0.836	Not Significant
	>40years	11.71	1.76	169		
Job Acceptance	<=40 Years	10.58	1.39	111	0.968	Not Significant
	>40years	10.41	1.36	169		
Classroom Behaviour	<=40 Years	9.17	0.94	111	0.733	Not Significant
	>40years	9.09	0.91	169		
Social Behaviour	<=40 Years	12.23	1.53	111	0.387	Not Significant
	>40years	12.17	1.17	169		
Observation Skill	<=40 Years	2.04	0.90	111	0.119	Not Significant
	>40years	2.02	0.82	169		

Table 3 depicts that ‘t’ ratio for the difference between the Mean scores of female teachers of Professional Institutes of Navi Mumbai with more than and less than 40 years of age with respect to Job satisfactions dimensions of Quality Teaching ,Responsibility for teaching, Cooperative Teaching Behaviour, Teaching Attitude,Group Relationship , Job Acceptance , Classroom Behaviour ,Social Behaviour and Observation Skill is not significant at .05 level.The Mean scores of Job satisfactions dimensions used by female teachers of Professional Institutes of Navi Mumbai of more than and less than 40 years of age clearly indicates that the difference is insignificant.

Hence the Hypothesis Ho1-There is no significant difference in the Job Satisfaction dimensions of women teachers of Professional Institutes of Navi Mumbai having more than and less than 40 years of age is Accepted.

Table- 4: Mean, SD, the ‘t’ value and the level of significance of Job satisfactions dimensions used by teachers of Professional Institutes of Navi Mumbai of above and below 10 years of Teaching Experience

Job Satisfaction Dimension	Female Teachers	Mean	SD	N	T Value	Level of Significance
Quality of Teaching	<=10 Years	47.94	5.83	65	-.252	Not Significant
	<10years	48.11	4.35	215		
Innovative Teaching	<=10 Years	28.86	3.75	65	-1.820	Not Significant
	<10years	29.67	2.93	215		
Responsibility for teaching	<=10 Years	16.12	2.23	65	1.460	Not Significant
	<10years	16.53	1.88	215		
Cooperative Teaching Behaviour	<=10 Years	12.46	1.62	65	.070	Not Significant
	<10years	12.45	1.48	215		
Teaching Attitude	<=10 Years	21.88	2.65	65	-1.306	Not Significant
	<10years	22.26	1.87	215		
Group Relationship	<=10 Years	11.68	2.15	65	-.257	Not Significant
	<10years	11.74	1.74	215		
Job Acceptance	<=10 Years	10.43	1.42	65	-.320	Not Significant
	<10years	10.49	1.36	215		
Classroom Behaviour	<=10 Years	9.06	1.03	65	-.599	Not Significant
	<10years	9.14	0.89	215		
Social Behaviour	<=10 Years	12.29	1.63	65	0.666	Not Significant
	<10years	12.17	1.22	215		
Observation Skill	<=10 Years	2.08	1.00	65	0.522	Not Significant
	<10years	2.01	0.80	215		

Table 4 depicts that 't' ratio for the difference between the Mean scores of female teachers of Professional Institutes of Navi Mumbai with more than and less than 10 years of experience with respect to Job satisfactions dimensions of Quality Teaching, Responsibility for teaching, Cooperative Teaching Behaviour, Teaching Attitude, Group Relationship, Job Acceptance, Classroom Behaviour, Social Behaviour and Observation Skill is not significant at .05 level. The Mean scores of Job satisfactions dimensions used by female teachers of Professional Institutes of Navi Mumbai with more than and less than 10 years of experience clearly indicates that the difference is insignificant.

Hence the Hypothesis Ho2-There is no significant difference in the Job Satisfaction dimensions of women teachers of Professional Institutes of Navi Mumbai having more than and less than 10 years of experience is Accepted

Conclusion

The results discussed above indicates that the job satisfaction dimension scores of women teachers of Professional Institutes of Navi Mumbai above and below 40 years of age does not show any significant difference. There is little difference when we consider the mean score of individual job satisfaction dimension. Women teachers of Professional Institutes of Navi Mumbai above 40 years of age use more Quality Teaching, Innovative Teaching, Responsibility Teaching, Cooperative Teaching Behaviour and Teaching Attitude as compare to Women teachers of Professional Institutes of Navi Mumbai below 40 years of age.

The reason of difference in the mean values might be because of the fact that with the advancement of age the Women teachers get more job satisfaction by using these above mentioned dimensions.

Women teachers of Professional Institutes of Navi Mumbai below 40 years of age use more Job Acceptance, Classroom Behaviour, Social Behaviour and Observation Skills dimension of Job Satisfaction as compares to Women teachers of Professional Institutes of Navi Mumbai of above 40 years of age.

The reason behind the difference in the mean values might be because of the fact that during the initial stages of their job women teachers get more job satisfaction by using these above mentioned dimensions and developing interest as well.

The result further indicates that the job satisfaction dimension scores of women teachers of Professional Institutes of Navi Mumbai with above and below 10 years of teaching experience does not show any significant difference .

There is little difference when we consider the mean score of individual job satisfaction dimension. Women teachers of Professional Institutes of Navi Mumbai below 10 years of teaching experience use more Quality Teaching, Innovative Teaching, Responsibility Teaching, Cooperative Teaching Behaviour and Teaching Attitude as compared to Women teachers of Professional Institutes of Navi Mumbai having more than 10 years of teaching experience.

The reason of difference in the mean values might be because of the fact that with the initial years of experience the women teachers get more job satisfaction by using these above mentioned dimensions.

Women teachers of Professional Institutes of Navi Mumbai with above 10 years of experience use more Cooperative Teaching Behaviour, Social Behaviour and Observation Skills dimensions of Job Satisfaction.

The reason behind the difference in the mean values might be because of the fact that with the increase in the teaching experience the women teachers get more job satisfaction by using these above mentioned dimensions.

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