

A COMPARATIVE STUDY OF JOB SATISFACTION AMONG GOVERNMENT AND PRIVATE SCHOOL TEACHERS

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Abstract:

The main aim of the present study was to examine the Job satisfaction among government and private male teachers of senior secondary school. A sample of 60 male teachers (30 Government and 30 Private School Teachers) was drawn randomly from Ghaziabad proper. Job Satisfaction Scale by Dr. Amar Singh and Dr. T. R Sharma was used for data collection. Mean, standard deviation (S.D) and t-test were used for statistical analysis. Results indicate significant difference between Government and Private male school teachers in terms of their scores on job satisfaction.

Keywords: Job Satisfaction, School Teachers

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I. INTRODUCTION

Job satisfaction is the contribution of two words -‘job’ and ‘satisfaction’. Job is an occupational activity performed by an individual in return for reward. Job satisfaction portrays the perception of the person towards his or her job, job related activities and environment. It is a combination of psychological and emotional experiences at work. Satisfaction refers to inner containment or happiness for the person engaged in any job. It shows the relationship between ‘what one expects’ and ‘what one achieves’. No task can effectively be accomplished unless a person derives enough of satisfaction out of it because the work plays an important role in the life of a man. Ivancevich et al. (1997) defined job satisfaction as “the feeling and perception of a worker regarding his/her work and how he or she feels well in an organization”.

Literature on job satisfaction reveals that the level of job satisfaction differs in person to person according to his/her age, education, marital status, family structure, socio-economic status and so on. Needless to mention that the nature of job is also a significant factor in determining the level of job satisfaction among the individuals. Keeping this point in view, the present study was undertaking to compare private and government school teachers in terms of their level of job satisfaction. A number of studies conducted in India and abroad indicate that the teachers of two types of school management (Private and Government) differ significantly in terms of their job satisfaction.

Ahmed, Raheem, and Jamal (2003) have found that the teachers working in the government school showed higher satisfaction than the teachers working in the private schools. Sharma and Jeevan Jyoti (2006) found a contrast results as from Ahmed Raheem and Jamal

(2003). They found that the pvt school teachers are highly satisfied in comparison to the government teachers. Mehta (2012) and Zilli (2012) conducted a survey regarding the teachers’ job satisfaction in different types of organizations. The results observed that there is a significant difference in the level of satisfaction of government and private teachers. Same results are also found by Raj and Lalita (2013). Review of literature clearly showed that there are very contradictory results in terms of school organization and job satisfaction. The present study is clear cut verification in this direction.

II. OBJECTIVE OF THE STUDY

To undertake a comparative study between the teachers of government and private schools with regards to their job satisfaction.

Hypothesis: There is no significant difference in the job satisfaction of private and government school teachers.

Sample: The present study consisted of 60 teachers dichotomized between Private (N=30) and Government (N=30) schools located at Ghaziabad proper. In this direction, the two groups design was used.

Limitations of the Study:

1. The present study has limited sample size (N=60).
2. The present study is based only on male teachers.
3. Study area is limited only on Ghaziabad city proper.

III. RESULTS AND DISCUSSION

To address the objective of the present study an independent t-test was conducted to compare the Job satisfaction of govt. and Private teachers. Where fewer score indicates poor Job satisfaction and high score indicates healthy and high Job satisfaction of subjects in

the study. Results discussions of present study are as under:

Table no.1: Comparison of Private and Government School Teachers in terms of Job Satisfaction Scores.

Occupation	Mean	SD	t-ratio
Government Teachers	88.7	5.47	13.3*
Private Teachers	9.9	5.50	

* Significant at .01 level of confidence.

Table-1 indicates that the government school teachers have scored significantly higher (Mean=88.70) on Job Satisfaction Scale in comparison to their counterparts (Mean= 69.90). The comparison between two means has yielded a t –value of 13.30 which is significant beyond chance ($t=13.30$, $df = 58$, $p < .01$).

Results of the present study is not in hypothesized direction, however, it is supported by our day today observation and also some previous research findings. We can observe in present Indian societies that the teachers of the government schools are more satisfied due to job security and high wage opportunities.

To conclude, it can be said that the government teachers are more satisfied with their job in comparison to their counterparts and that the null hypothesis formulated in the present context is being rejected.

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