

## **Job Satisfaction of B. Ed., College Teachers in Puducherry Region**

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### **Structured Abstract**

**Purpose:** Job satisfaction seems to be the predominant factor of a teacher towards his profession. Only a professionally job satisfied teacher will alone be having higher values and good attitudes. Only a professionally job satisfied teacher will alone render healthy contribution towards the welfare of the students in all dimensions like physical, emotional, mental and social. In this paper attempt is made to analyze the job satisfaction of the B. Ed., college teachers.

**Design / Methodology / Approach:** In this paper panel data anova and t-test analysis is used to study the job satisfaction of the B. Ed., college teachers. Normative survey method is employed by the investigator for the present study. The scale constructed and standardized by the investigator is used to measure the job satisfaction of B. Ed., teachers. A sample of 271 B. Ed., Teachers from four Colleges has been chosen for the present study using simple random sampling technique.

**Findings:** This research analysis reveal significant difference in job satisfaction with respect to Gender, Locality, Type of Management, subject at graduate level, Experience wise, Parental education, Parental income and not significant in the case of Marital status.

**Originality / Value:** in Indian perspective, many studies explored the job satisfaction of B. Ed., College teachers. With regard to Puducherry region very few studies explored the job satisfaction of B. Ed., College teachers. Inadequacy of research study regarding job satisfaction of B. Ed., College teachers prompted to conduct the study on job satisfaction of B. Ed., College teachers so as to add further to the existing perception.

**Keywords:** Job satisfaction, Teachers, College, Profession, Puducherry.

### **Introduction**

Teachers are seems to be in the highest profession since they are the creators of the tomorrow's world. The entire system of education is shaped by the teacher who plays significant role in the system of education. The young minds of the students are trained by the teachers in turn they become the efficient and productive citizens of the future society.

Job satisfaction seems to be the predominant factor of a teacher towards his profession. Only a professionally job satisfied teacher will alone be having higher values and good attitudes. Only a professionally job satisfied teacher will alone render healthy contribution towards the welfare of the students in all dimensions like physical, emotional, mental and social. Only a person with good job satisfaction can render his duties with full heart.

The various attitudes of teacher are the result of good job satisfaction. These attitudes are connected to important factors such as salary, job security, work conditions, peer relations etc. In total job satisfaction is a function of a teacher's level of aspiration. This implies, a teacher with much satisfaction towards his job will be of with higher level of aspiration. On the other hand, teacher with moderate or low job satisfaction will have low level of aspiration and this result in less happiness and unsatisfied in their profession.

### **Literature Review**

Sharma, R. D., & Jyothi, J. (2008) conducted study on university teachers which revealed opportunities for further study, growth and training intrinsically contribute to the job satisfaction. Societal and professional recognition positively affects job satisfaction. The contribution of other dimensions namely pay, colleagues, students and working conditions is insignificant. It also reveals that teachers' satisfaction declines in middle years as indicated by age-wise, experience-wise and occupational level wise analysis that needs to be tackled by the organizations.

Sen, K. (2007) conducted study on secondary teachers, the results of which suggest that the greater the Job satisfaction, the lower the stress. The variable leading to stress at job for teachers could be poor student results, student indiscipline, management related issues which have an adverse relationship with job satisfaction experienced. Variables leading to job satisfaction could be ease of job, comfortable working environment, peer relationships and lack of internal competition.

### **Need and Significance of the Study**

Teacher's role is inevitable in the society. A famous saying goes "Future destiny is being shaped in the classroom". This is true because it is teachers who are constructing the education in the minds of the learners. Job satisfaction is the impact of various attitudes towards his profession and also in his life in general.

Teaching profession holds the highest place because they are the transmitters of the knowledge, traditions and skills to the future generation. It is the teachers who are the creators, they are to be satisfied with their job. If he is really satisfied, he gives out his best in producing a quality and productive students with all values and intelligences who are supposed to be the tomorrow's architect of the society.

The aim of education is to bring out the best in every child. Here the teacher's role is inevitable. The teachers job satisfaction, competencies, mental health, attitude, qualities are found to be influenced by various factors like socio economic status, educational qualification, intelligence, age, sex, birth order, etc. Teacher's job satisfaction can be assessed well in their achievement and in challenging assignment whether he is really happy with the job or not.

The factors connected with the job satisfaction are management, motivation, etc. Job satisfaction is important to all; it may be teacher or the employer. The efficient and productive teacher will help in the national development. They are the producers of the productive future teachers. The ultimate expectation is their job satisfaction. An individual with good job satisfaction will be better in his profession. To this context, the present is an attempt made by the investigator to find out the job satisfaction of the B. Ed., college teachers in Puducherry region.

### **Statement of the Problem**

The problem of the present investigation is stated as "Job satisfaction of B. Ed., teachers in puducherry region".

### **Objectives of the Study**

The present study has the following objectives:

1. To study the job satisfactions of B. Ed., Teachers.
2. To examine whether there exists significant difference in the job satisfaction of B. Ed., Teachers with regard to Gender, Locality, Subject, Type of Management, Marital Status, Experience, Parental Educational, Parental Income.

## **Methodology**

Normative survey method was employed by the investigator for the present study. The scale constructed and standardized by the investigator was used to measure the job satisfaction of B. Ed., teachers. A sample of 271 B. Ed., Teachers from four Colleges has been chosen for the present study using simple random sampling technique.

## **Analysis and Findings**

Table 1 shows the 't' test analysis of all the variables used in the study. On comparing Mean job satisfaction scores significant differences are observed in all the sub variables as calculated 't' value are significant and not significant in the case of marital status. Therefore, there exists significant difference in job satisfaction with respect to Gender, Locality, Subject, Type of management, Marital status.

Table-2 presents the one-anova analysis of the study. The calculated F values (15.209, 3.292, 3.233) which is greater than the table value, hence the hypothesis is retained and concluded that there is significant difference in job satisfaction with respect to Experience, Parental Educational, Parental Income. Therefore from the result it is concluded that Experience, Parental Educational, Parental Income has influence on the job satisfaction of B. Ed., teachers.

## **Discussion**

From the present study, it is quite evident that B. Ed., teachers are having high job satisfaction. Significant differences was not observed in the case of marital status, this reveals that these sub variable does not have any influence on the job satisfaction of B. Ed., teachers. Further Gender, Locality, subject, Type of Management, Experience, Parental Educational, Parental Income have any influence on the job satisfaction of B. Ed., teachers.

## **Educational Implications**

The present study has got necessary implications and recommends the importance of giving better working atmosphere for increasing the job satisfaction of B. Ed., teachers. Therefore the results of the study can be applied in order to go forward our knowledge regarding teachers' job and life satisfaction which have emotional and social significance in educational organizations. Job satisfaction is a conclusion reached on the basis of evidence

from the attitude a teacher holds towards the job. If the attitude is positive, the teacher has better job satisfaction; if it is negative he will not be satisfied with his job. Job satisfaction is connected with many factors such as the behaviors of the principal, colleagues and other office peoples. The study recommends democratic and contributing atmosphere in the organization so as to enhance and promote better job satisfaction.

### **Conclusion**

The rationale of the study was to study the emotional intelligence of higher secondary students. This study had really contributed some strategies which can be applied to field of education and the findings also find also contributes to the future research.

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**Tables**

**Table-1: “t” test Analysis**

Variable		N	Mean	SD	‘t’	Sig.
Gender	Boys	102	17.4510	6.10247	3.841	S
	Girls	169	20.3491	5.96538		
Locality	Rural	104	18.8	5.31	2.708	S
	Urban	167	20.75	6.51		
Subject	Arts	107	17.9	6.21	4.266	S
	Science	164	21.1	5.91		
Type of Management	Government	149	18.1074	5.42783	3.463	S
	Private	122	20.6639	6.72679		
Marital status	Married	112	20.7	6.12	0.81	NS
	Unmarried	159	21.3	5.87		

Source: Author’s Compiled.

**Table-2: Anova Analysis**

Variable	Sub variable	Source of variance	Sum of squares	df	Mean squares	‘F’ value	Sig.
Job satisfaction	Experience wise	Between Groups	1047.246	2	523.623	15.209	.000
		Within Groups	9226.673	268	34.428		
		Total	10273.919	270			
	Parental education	Between Groups	484.643	4	121.161	3.292	.012
		Within Groups	9789.275	266	36.802		
		Total	10273.919	270			
	Parental income	Between Groups	476.300	4	119.075	3.233	.013
		Within Groups	9797.619	266	36.833		
		Total	10273.919	270			

Source: Author’s Compiled.