



A STUDY OF JOB SATISFACTION OF TEACHERS IN RELATION TO GENDER AND AGE

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Abstract

The present study aims at investigating the job satisfaction of higher secondary teachers in relation to gender and age. The sample consists of 600 teachers from kanchipuram, vellore and Thiruvannamalai Districts of Tamilnadu, India. Non- Random sampling technique has been used in the selection of schools and samples for the present study. The present research work has been carried out on a non-random sample of 600 teachers working in rural and urban areas of Kanchipuram, Vellore and Thiruvannamalai Districts of Tamilnadu employing non-random sampling technique. Teachers were selected on the basis of gender, age.

Keywords: *Job Satisfaction, Gender, Age.*

1 .Introduction

Job satisfaction is a complex phenomenon involving various personal, institutional and social aspects. If the teachers attain adequate job satisfaction they will be in a position to fulfil the education objectives and national goals. According to *Blum and Naylor* (1968), job satisfaction is the result of various attitudes possessed by an employee, the present study is undertaken to quantify the job satisfaction.

2. Review of Related Literature.

Azhar et al. 2015 conducted a study on job satisfaction of secondary school Teachers. He concluded that females were more satisfied with their job than male teachers. School location had no impact on job satisfaction of urban and rural school teachers. Most of the teachers were less satisfied with advancement, compensation, supervision, human-relation and working conditions.

Anari (2012)¹ investigated the relationship between emotional intelligence, job satisfaction and organizational commitment and examined the role of gender and age on the three variables. A positive significant relationship between emotional intelligence and job satisfaction, between emotional intelligence and organizational commitment and between job satisfaction and organizational commitment was found. The study reported that there were no significant differences among high-school teachers of different genders and ages concerning their job satisfaction and organizational commitment. But concerning emotional intelligence, the females reported significantly higher emotional intelligence, but the results showed no age differences among the participants.

Subhas H. Ronad (2013) has conducted a study of teachers values and their relationship with teachers attitude and job satisfaction. The simple random sampling technique has been utilized to select a sample of 500 secondary school teachers in Dharwad. The study revealed that the female teachers have got more favourable attitude than that of the male teachers. The teachers working in private schools have got more favourable attitude than that of the aided and government school teachers. The teachers more than 21 years experience have got more favourable attitude than that of the 11-20 years and 0-10 years experience teachers. The post graduate teachers have got more favourable attitude than that of the undergraduate school teachers. Further the study revealed that the 45 and above age teachers have got



more attitude than the 33-44 years and 25-34 years age school teachers. The urban area school teachers have got more attitude than that of the rural school teachers. The teachers who are unmarried have got more attitude than that of the married school teachers.

3. Methodology

The investigator employed the Normative Survey Method in the present study. According to Gay (1976) "Descriptive research involves collecting data in order to test the hypothesis or to answer questions concerning the current status of the subject of the study".

4. Location of The Study

The present study is conducted in Kanchipuram, Vellore and Thiruvannamalai districts in the state of Tamil Nadu, India.

5. Sample and Sampling Techniques of The Present Study

Non-Random sampling technique has been used in the selection of schools and samples for the present study.

The present research work has been carried out on convenience sample of 600 teachers working in rural and urban areas of Kanchipuram, Vellore and Thiruvannamalai Districts of Tamilnadu employing non random sampling technique.

Teachers were selected on the basis of gender, age, type of school, Locality of school and marital status. The sample consists of 600 teachers among them 214 are male teachers and 386 are female teachers.

6. Tools Used in The Present Study

In order to collect the necessary data to achieve the objectives of study the following psychological tools were used.

- Job satisfaction scale by **Yudhivirendra Mudgil, Prof.I.S. Muhar, Prabha Bhatia (1991).**

7. Objectives of The Study

1. To study the demographical profile of the higher secondary teachers.
2. To find out the level of job satisfaction of the higher secondary teachers.

8. Hypothesis of The Study

H0₁ – Satisfaction level of male and female school teachers are equal.

H0₂ - Satisfaction level of all the age group school teachers are equal.

Table: 1, Distribution of respondents on the basis of Gender

Gender	No of respondents	Percentage
Male	214	35.7
Female	386	64.3
Total	600	100.0

The above table exhibits the details about the distribution of the respondents. It is inferred from the table that based on gender, 35.7 percent of the respondents are male and 64.3 percent of the respondents are female.



Fig. 1, Distribution of respondents on the basis of Gender

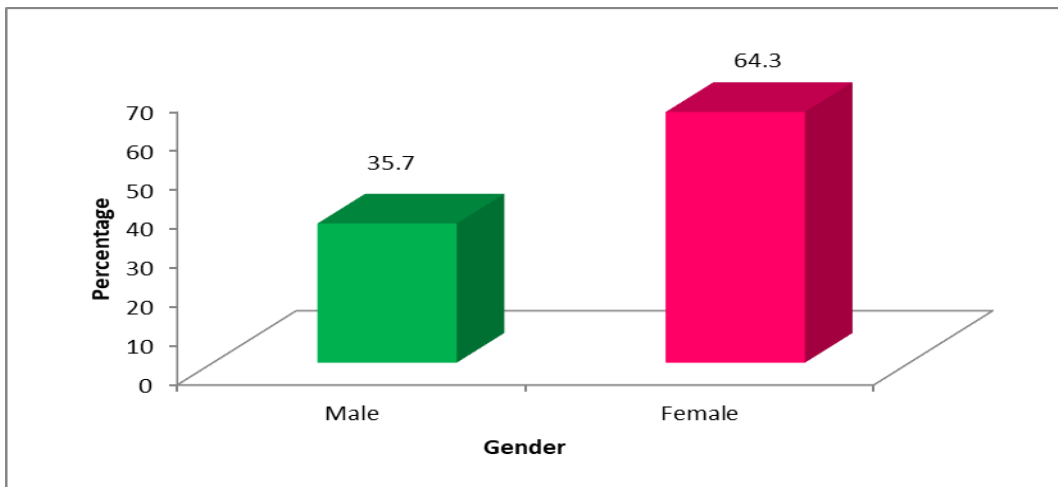
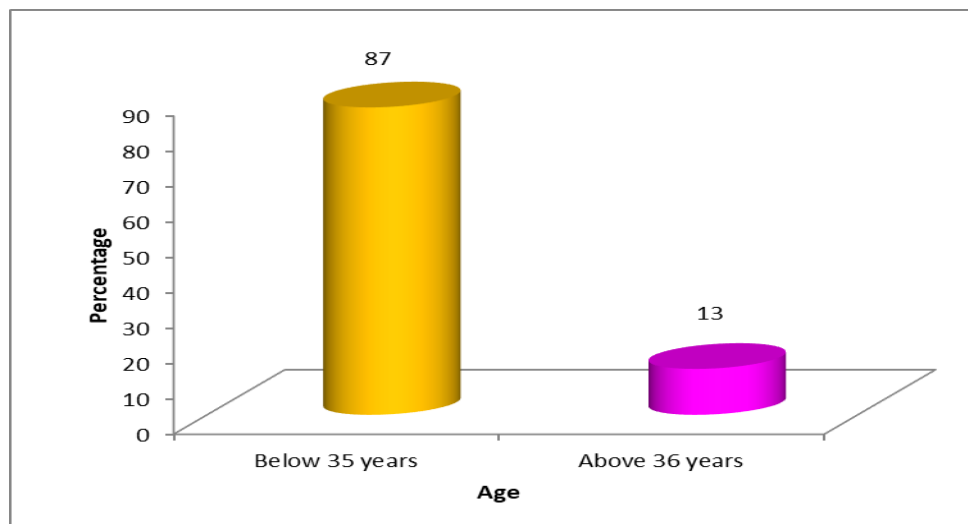


Table: 2, Distribution of respondents on the basis of age

Age	No of respondents	Percentage
Below 35 years	522	87.0
Above 36 years	78	13.0
Total	600	100.0

The above table exhibits the details about the distribution of the respondents. It is inferred from the table that based on age, 87 percent of the respondents are below 35 years of age and 13 percent of the respondents are above 36 years of age group. So, majority of the respondents are below 35 years of age group.

Fig. 2, Distribution of respondents on the basis of age



H0₁ – Satisfaction level of male and female school teachers are equal



Table: 3, Showing Mean, S.D. and t-value for respondents' level of job satisfaction on the basis of Gender

Variables	Gender	Mean	S.D	t-value	p-value
Job satisfaction	Male	289.6	4.45	3.18	0.01 S
	Female	212.7	3.73		

S-Significant

The table 3 exhibits the details of Mean, S.D. and t-value for respondents' level of job satisfaction on the basis of gender. It is inferred from the obtained t-value there is a significant difference in respondents level of job satisfaction on the basis of gender. Since the calculated t-value (3.18) which is significant at 0.01 level. Therefore, the stated null hypothesis is rejected and alternate hypothesis is accepted. Therefore, it is concluded that respondents differ in their level of job satisfaction on the basis of gender. Hence it can be concluded that male respondents are more satisfied than female respondent secondary school teachers.

H02 - Satisfaction level of all the age group school teachers are equal.

Table: 4, Showing Mean, S.D. and t-value for respondents level of job satisfaction on the basis of age

Variables	Age	Mean	S.D	t-value	p-value
Job satisfaction	Below 35 years	198.2	3.17	6.17	0.01 S
	Above 36 years	237.6	3.69		

S-Significant

The table 4 exhibits the details of Mean, S.D. and t-value for respondent's level of job satisfaction on the basis of age.

It is inferred from the obtained t-value there is a significant difference in respondents level of job satisfaction on the basis of age. Since the calculated t-value (6.17) which is significant at 0.001 level. Therefore the stated null hypothesis is rejected and alternate hypothesis is accepted. Therefore it is concluded that respondents differ in their level of job satisfaction on the basis of age. Hence it can be concluded that above 35 years age group respondents are more satisfied than below 35 years age group respondents

9. Conclusion

Teachers are the pillars of the world. The future of the whole young generation depends upon them. In every culture throughout the world there is a lot of importance that is being given to the teachers. Particularly in the Tamil culture the teacher is given importance next to mother and father and a teacher is considered more important than God. But in reality they face a lot of problems. The job satisfaction level of most of the teachers is low. Therefore it must be the need of the hour to rectify that situation. Only then the young generation will be a better generation and future will be a better one. That is the reason, the present research focused on the relationship between the stress level of the teachers, their job satisfaction and their familial conditions. Not just the work environment, but the familial condition also plays a role in the stress levels of the teachers. If the family conditions are increased, it leads to the



decrease in stress level and increase job satisfaction of the school teachers. Thus it is also recommended that the teachers can pay more attention to this point that is serious view in education dimension. At the same time they should not be forced in doing non – academic matters instead of academic. Hence From the t test, there is a significant difference in respondents' level of job satisfaction on the basis of gender. Since the calculated t-value (3.18) which is significant at 0.01 level. Therefore the stated null hypothesis is rejected and alternate hypothesis is accepted. Therefore it is concluded that respondents differ in their level of job satisfaction on the basis of gender. Hence it can be concluded that male respondents are more satisfied than female respondents.

On the basis of age, t-value indicates there is a significant difference in respondents level of job satisfaction. Since the calculated t-value (6.17) which is significant at 0.001 level. Therefore, the stated null hypothesis is rejected and alternate hypothesis is accepted. Therefore, it is concluded that respondents differ in their level of job satisfaction on the basis of age. Hence it can be concluded that above 35 years age group respondents are more satisfied than below 35 years age group respondents

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