

A STUDY ON THE JOB SATISFACTION OF ASHRAMA SCHOOL TEACHERS

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Abstract

Teachers are the pillars of our nation. Teachers play an important part in developing the knowledge and skills of youth. This study made an attempt to know about the study on the Job Satisfaction of Ashrama School Teachers. The study is descriptive in nature and survey method was employed. Data was collected from Ashrama school teachers of Chamarajanagar district using Job satisfaction scale questionnaire constructed by the S.K Saxena. The collected data were analyzed by percentage analysis and 't' test and 'F' test. The study revealed that the level of Job satisfaction of Ashrama School teachers are very good.

Keywords: Job satisfaction, Ashrama school teachers

Introduction

The teacher in India has always been held in high esteem. Ashrama Schools Teachers play a very crucial role in Students Achievements, teachers who are not satisfied with their job could not be committed and productive and would not be performing at the best of their capabilities. Teaching profession is facing problems related to teachers' job satisfaction. Job satisfaction basically refers to a person's feeling towards their job which acts as a motivation to work. Job satisfaction is an individual's feeling regarding his or her work. It can be influenced by a various factors. Job satisfaction is under the influence of a series of factors such as: The nature of work, Salary, Advancement opportunities, Management, Work groups and Work conditions. Job satisfaction represents a combination of positive or negative feelings that workers have towards their work.

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Teachers should be qualified, experienced and be able to facilitate the learning of the student in an efficient manner. In order to facilitate learning and understanding it is vital for the teachers to improve upon their skills and abilities, knowledge, and instructional techniques. It is fundamental for the teachers to make provision of the suitable, amiable and a pleasant learning environment where students are able to enhance their learning.

Need and Importance of Job satisfaction of Ashrama school teachers:

Ashrama school is Just one item in the agenda, For the educational development scheduled castes and scheduled tribes. Special types of schools have been established by the government of Karnataka which are called Ashrama Vidyalayas, So these, “Ashrama Schools are residential schools providing free boarding and lodging facilities, free supply of books to tribal students”. In this ashram schools teachers are working very important role. Role of teachers in the society and in the education can change, but the importance of their position remains same. To attract and retain the quality teachers is a great challenge to the ashrama schools. School teachers are important in building the nation and budding citizens of the nation. Job satisfaction is the combination of emotional and psychological experience at any work. Job Satisfaction is the relationship between what everyone expects in accordance to what everyone achieves. Any work cannot be effectively done without satisfaction.

Job satisfaction is increasingly becoming important in the workplace. Employers now recognize that the “happier” their employees are, the better will be their attitudes towards the work, the higher their motivation and the better will be their performance. Job satisfaction in any field of work depends a lot on how conducive the work environment is. The work itself, the pay and the scope for promotion are only some of the factors which have an impact on job satisfaction. Job satisfaction depends on several different factors such as satisfaction with pay, promotion opportunities, fringe benefits, and job security, relationship with co-workers and supervisors and communication within the organization. Factors affecting job satisfaction are age, gender, working environment, experience satisfaction from their jobs , salary, growth opportunities, job security, Interpersonal relations responsibility, we must improve the working conditions and school environment so as to best promote effective learning and teaching, and enable teachers to concentrate on their professional tasks. Workload has to be fair to be able to carry or tasks effectively and must not have a negative impact on the health and safety of teachers. And school

climate, teacher's leadership, teacher's performance, so, job satisfaction is an important concept that is not only related to an individual but it is relevant for the society's well-being. Job satisfaction is one factor that will ensure class performance and productivity of schools. The teachers would get interested to teach their students effectively when they are satisfied with their jobs. Like India, other countries in the world are trying to improve their quality of education, so that it meets the demand of globalization. Teachers would perform to maximum capacity, only if they are satisfied with their jobs. So, job satisfaction is an important phenomenon in every sector especially in the teaching profession.

Statement of the Problems

The problem of the present study is stated as: **“A Study on the Job Satisfaction of Ashrama School Teachers”**.

Objective

1. To find the level of Job Satisfaction of Ashrama Schools teachers.
2. To find the significant difference in Job Satisfaction of Ashrama Schools teachers in terms of gender, age, qualification and teaching experience.

Hypothesis

1. There is no significant difference between male and female Ashrama School teachers in their Job Satisfaction.
2. There is no significant difference between Ashrama school teachers of the age group below 40 years and 41 and above years of age in their job satisfaction.
3. There is no significant difference among Ashrama School teachers with qualification PUC, undergraduate and post graduate in their Job Satisfaction.
4. There is no significant difference among Ashrama School teachers having the teaching experience below 10 years, 11-20 years and 21 and above years in their Job Satisfaction.

Design of the Study:

Methodology: Descriptive cum Survey method was used in the Study.

Sample: The sample of the Study consisted of 35 male teachers and 12 female Ashrama school teachers was selected randomly.

Tool Used: In the present study A Scale for Measuring Teacher's Job Satisfaction developed by S.K. Saxena (1990) was used.

Statistical Tool Used:

Data was analysed using Percentage analysis, t-test and F- test to analyze the collected data and verify hypotheses.

Analysis and Interpretation:

Objective: To study the level of Job satisfaction of Ashrama School teachers

Table-1**Level of Job satisfaction of Ashrama School teachers**

Level	Number of teacher	Percentage
Very good	39	83%
Good	7	14.9%
Average	1	2.1%
Total	47	100%

From the above table1 it is inferred that 83% of Ashrama school teachers have very good level of Job satisfaction, 14.9 % have good level of Job Satisfaction and 2.1 % have average level of job Satisfaction.

Hypothesis-1 There is no significant difference between male and female Ashrama School teachers in their Job Satisfaction.

Table-2

Difference between male and female Ashrama School teachers in their Job Satisfaction.

Gender	N	Mean	SD	Calculated 't' Value	Remarks at 0.05 level
Male	35	21.46	1.55	2.48	Significant
Female	12	22.67	1.07		

From the above table2 it is inferred that the obtained t-value is more than the table value at 0.05 level. Hence the null hypothesis is rejected and alternate hypothesis is selected. That means there is a significant difference in the Job satisfaction between male and female Ashrama school teachers. The mean scores of male and female Ashrama school teachers reveals that female are better than male in their job satisfaction.

Hypothesis-2 There is no significant difference between Ashrama school teachers of the age group below 40 years and 41 and above years of age in their job satisfaction.

Table-3

Difference between ashrama school teachers of the age group below 40 years and 41 and above years of age in their job satisfaction.

Age	N	Mean	SD	Calculated 't' Value	Remarks at 0.05 level
Below 40 years	25	21.64	1.22	0.59	Not significant
Above 41 years	22	21.91	1.84		

From the above table 3, it is inferred that the obtained t-value is less than the table value at 0.05 level. Hence null hypothesis is accepted. That means there is no significant difference between ashrama school teachers of the age group below 40 years and 41 and above years of age in their job satisfaction.

Hypothesis-3 There is no significant difference among Ashrama School teachers with qualification PUC, undergraduate and post graduate in their Job Satisfaction.

Table-4

Difference among Ashrama School teachers with qualification PUC, undergraduate and post graduate in their Job Satisfaction.

Qualification	N	Mean	SD	Calculated 'F' Value	Remarks at 0.05 level
PUC	25	21.64	1.72	0.35	Not significant
Under Graduate	21	21.95	1.32		
Post Graduate	1	21.77	1.53		

From the above table4, it is inferred that the obtained t-value is less than the table value at 0.05 level. Hence null hypothesis is accepted. That means there is no significant difference among Ashrama School teachers with qualification PUC, undergraduate and post graduate in their Job Satisfaction.

Hypothesis-4 There is no significant difference among ashrama School teachers having the teaching experience below 10 years, 11-20 years and 21 and above years in their Job Satisfaction.

Table-5

Difference among ashrama School teachers having the teaching experience below 10 years, 11-20 years and 21 and above years in their Job Satisfaction.

Experience	N	Mean	SD	df	Calculated 'F' value	Remarks at 0.05 level
Below 10 Years	23	21.64	1.020	44	4.95	Significant
11-20 Years	13	21.95	1.780			
21 & above years	11	22.82	1.662			

From the above table5 it is inferred that the obtained t-value is more than the table value at 0.05 level. Hence null hypothesis is rejected. That means there is a significant difference among ashrama School teachers having the teaching experience below 10 years, 11-20 years and 21 and above years in their Job Satisfaction. While comparing the mean scores the Ashrama school teachers having teaching experience 21 and above years have more job satisfaction than their counterparts.

Findings

1. The present study shows that the level of Job satisfaction of Ashrama School teachers is at very good level.
2. The present study shows that, there is a significant difference between male and female Ashrama school teachers in which female teachers have better job satisfaction.
3. The present study shows that, there is no significant difference in Job Satisfaction of ashrama School teachers in terms of their age.
4. The present study shows that, there is no significant difference in Job Satisfaction of ashrama School teachers in terms of their educational qualification.
5. The present study shows that, Ashrama school teachers having teaching experience 21 and above years have more job satisfaction than teachers having the teaching experience below 10 years, and 11-20 years.

Conclusion

The secondary school teachers included in this study are generally satisfied with their teaching Job. The study also found that the level of Job satisfaction of ashrama school teachers are very good. And there is a significant difference in Job satisfaction between the male and female ashrama school teachers, there is no significant difference in Job Satisfaction between ashrama School teachers who are above 40 years and below 40 years, there is no significant difference in Job Satisfaction between ashrama School teachers when their qualification is considered and there is a significant difference in Job satisfaction between the ashrama school teachers who have different experience level.

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