



## A study on job satisfaction of rural and urban high school teachers

Irshad Ahmad Najar, Wahid Ahmad Dar

Research Scholars, University of Kashmir, Jammu and Kashmir, India

### Abstract

The present study was carried out to compare rural and urban high school teachers both male and female on the level of job satisfaction. The sample of the study consisted 200 Govt high school teachers i.e., 100 rural and 100 urban high school teachers. Job satisfaction of teachers was measured by using Amar Singh and T.R. Sharma's Job satisfaction scale. Results indicate that rural high school teachers have more job satisfaction than their urban counterparts. No difference was seen among male high school teachers both of urban and rural background. However, rural females differ significantly in comparison to the urban female teachers.

**Keywords:** job satisfaction, high school teachers, rural and urban teachers

### Introduction

The issue of job satisfaction, what it is and why it is important, brings with it a great deal of research and opinion accompanied by a vast store of written material. However, the topic job satisfaction lacks clarity and is sometimes controversial. The term "job satisfaction" is understood to mean everything from "making all aspects of a job easy for employees" to "making the job meaningful, significant and challenging." Research on the importance of job satisfaction can be equally confusing with some research clearly indicating no correlation between job satisfaction and job effectiveness while other research indicates there is a definite connection between the two. The likely reason for this confusion, beyond a lack of understanding on the topic, is that all factors associated with job satisfaction are not understood, agreed upon, measured or correlated. The concept of job satisfaction was first introduced to social sciences by Hoppock (1935) [6] he defined job satisfaction as any combination of psychological, physiological and environmental circumstances that cause a person truthfully to say I am satisfied with my job. Job satisfaction improves the performance as well as effectiveness of an individual irrespective of the nature of work. Job satisfaction is closely linked to the individual's behaviour in workplace (Davis & Newstrom, 1989) [4] it entails the overall adjustment to work situation. Specific attitude, namely, job specific factors, individual features and relationships existing in groups help in developing general attitude of teachers towards their job. The managers are the most resourceful persons to bring quality in any organisation. And, level of satisfaction in job is very important for managers to produce effective outcome and bring quality in service sector. Therefore, the success of any system depends upon the job satisfaction of its managers.

Locke (1976) [8] created the most quoted job satisfaction definition describing it as a pleasurable or positive emotional state resulting from the appraisal of one's job or job experiences. (Porter *et al.* 1974) [13] after a longitudinal study

among psychiatrists argued that job satisfaction is critical for organizational turnover in initial years of working in an organization but at latter stages organizational commitment better determines turnover. Shin and Reyes (1995) [18] found that teacher job satisfaction is a determinant of teacher commitment and urged that school administrators need to work on teacher job satisfaction before teachers develop a sense of commitment to the organization. In Indian context Mehta, (2012) [9] observed that government school teachers appeared to be more satisfied than the private school teachers, though gender was not able to predict job satisfaction. Job satisfaction is critical Teacher-pupil relationships (Shann, 1998) [17]. Greater job satisfaction contributes significantly towards an increase in organizational commitment (Nagar, 2012) [12].

Gender has frequently been examined as a predictor of teacher job satisfaction (e.g. Crossman and Harris, 2006; Michaelowa, 2002) [2, 10]. However, the nature of this relationship remains unclear. Some studies report that female teachers are more satisfied in their work than male teachers (De Nobile and McCormick, 2008) [5]; whereas, others (e.g. Mwamwenda, 1997) [11] report the opposite, or no association (e.g. Sargent and Hannum, 2005) [16]. Studies examining the relationship between age and job satisfaction have also reported conflicting results. Several studies have found a positive relationship between job satisfaction and age (Lee and Wilbur, 1985). Others suggest a U-shaped or non-significant relationship (Crossman and Harris, 2006) [2]. Raj & Lalita (2013) [14] study revealed that there is no significant difference in the level of satisfaction of male and female teachers. Furthermore, it was again revealed that there is no significant difference in the level of satisfaction of Govt. and Private school teachers. Azim *et al.* (2013) [1] found that Bangladeshi employees, irrespective of gender and marital status, are 'moderately satisfied'. No statistically significant evidence is observed indicating differences in job satisfaction level between 'male' and 'female' or between 'married' and

‘unmarried’. Tulen & Eyupoglu (2013) [15] investigation have highlighted that job satisfaction of married academics is on the whole higher than not married academics. Results further indicate that the female academics (married and not married) are more satisfied when compare to the male academics (married or not married). In this study we will see whether rural and urabn; male and female high school teachers differ on job satisfaiton or not.

**Objectives**

The following objectives have been formulated for the present study

1. To study the job satisfaction of rural and urban high school teachers
2. To compare rural and urban high school teachers on job satisfaction
3. To compare urban and rural male high school teachers on job satisfaction
4. To compare urban and rural female high school teachers on job satisfaction
5. To compare rural male and rural female high school teachers on job satisfaction
6. To compare urban male and urban female high school teachers on job satisfaction

**Hypothesis**

The following hypothesis have been formulated for the present study.

- H<sub>01</sub>**: urban and rural high school teachers don’t differ significantly on job satisfaction.
- H<sub>02</sub>**: urban and rural male high school teachers don’t differ significantly on job satisfaction.
- H<sub>03</sub>**: urban and rural female high school teachers don’t differ significantly on job satisfaction.
- H<sub>04</sub>**: rural male and rural female high school teachers don’t differ significantly on job satisfaction.
- H<sub>05</sub>**: urban male and urban female high school teachers don’t differ significantly on job satisfaction.

**Methodology**

**Sample**

The present study was conducted upon 200 Govt high school teachers (100 male and 100 female). The sample was chosen purposively from two Districts of Kashmir Division- District Budgam and District Srinagar.

**Procedure**

The data was collected with the help of job satisfaction scale constructed by Dr. Amar Singh & Dr. T. R. Sharma. The scale was administered to the respective sample in order to collect the date for the study. The scoring was done as per the instructions set by the respected authors in the manual.

**Statistical treatment**

The data was analysed with the help of mean, SD and t test with the help of SPSS.

**Results and Interpretation**

**Table 1:** Showing mean comparisons of rural and urban high school teachers on job satisfaction. (N=100 in each group)

Type	Mean	S.D	t-value	Significance
Urban	71.96	5.75	4.81	Significant at 0.01 level
Rural	75.97	5.97		

Table 1 shows the mean comparison of urban and rural high school teachers on job satisfaction. The table reveals that urban and rural high school teachers differ significantly at 0.01. The results reveal that there is a significant difference between urban and rural high school teachers on job satisfaction. The mean of rural high school teachers is greater than the urban counterparts. It further reveals that rural high school teachers have more job satisfaction than urban high school teachers. Therefore, the hypothesis H<sub>01</sub>, which reads as “urban and rural high school teachers don’t differ significantly on job satisfaction” stands rejected.

**Table 2:** Showing mean comparison of urban and rural male high school teachers on job satisfaction. (N=100 in each group)

Type	Mean	S.D	t-value	Significance
Urban	72.99	6.47	2.87	Significant at 0.01 level
Rural	76.85	6.60		

Table 2 depicts mean comparison of urban and rural male high school teachers on job satisfaction. The table indicates that urban and rural high schoolteachers differ significantly at 0.01 level. The mean of rural male high school teachers is greater than urban high school teachers. The results reveal that there

is a significant difference between urban and rural male high school teachers on job satisfaction. It further indicates that rural male high school teachers are more satisfied than urban male high school teachers. Therefore, hypothesis H<sub>02</sub>, which reads as “urban and rural male high school teachers don’t differ significantly on job satisfaction” stands rejected.

**Table 3:** Showing mean comparison of urban and rural female high school teachers on job satisfaction. (N=100 in each group)

Type	Mean	S.D	t-value	Significance
urban	70.97	5.00	2.92	Significant at 0.01 level
rural	74.90	5.11		

Table 3 shows mean comparison of urban and rural female high school teachers on job satisfaction. The table reveals that urban and rural high school teachers differ significantly at 0.01 level on job satisfaction. The mean of urban female high school teachers is less than rural female high school teachers. The table further reveals that urban female high school teachers are less satisfied than the rural counterparts. Therefore, hypothesis H<sub>03</sub>, which reads as, “urban and rural female high school teachers don’t differ significantly on job satisfaction” stands rejected.

**Table 4:** Showing mean comparison of rural male and rural female high school teachers on job satisfaction. (N=100 in each group)

Type	Mean	S.D	t-value	Significance
male	76.80	6.70	1.25	Insignificant
female	74.90	5.10		

Table 4 shows mean comparison of rural male and female high school teachers on job satisfaction. The table reveals that there is no significant difference between rural male and female high school teachers on job satisfaction. The table further reveals that both the groups have similar job satisfaction. Therefore, the null hypothesis H04, which reads as, “rural male and female high school teachers don’t differ significantly on job satisfaction” stands accepted.

**Table 5:** Showing mean comparison of urban male and urban female school teachers on job satisfaction. (N=100 in each group)

Type	Mean	S.D	t-value	Significance
male	72.82	6.48	1.64	Insignificant
female	70.88	5.01		

Table 5 mentions mean comparison of urban male and urban female high school teachers on job satisfaction. The table indicates that there is no significant difference between urban male and urban female high school teachers on scores obtained on job satisfaction. The table further indicates that urban male and female high school teachers have almost similar scores on job satisfaction, so also equal means. Therefore, our null hypothesis H05, which reads as there is no significant difference between urban male and female high school teachers on job satisfaction” stands accepted.

**Conclusions**

On the basis of statistical analysis and interpretation of data the following conclusions have been drawn:

1. The rural high school teachers are more satisfied than their urban counterpart. The rural teachers consider work as an act of worship.
2. The study shows that urban male high school teachers are less satisfied than rural male high school teachers.
3. The rural female high school teachers are less satisfied than the urban females on job satisfaction.
4. It is evident from the study that there is no such difference in job satisfaction of rural male and female high school teachers on job satisfaction.
5. The study further reveals that both the groups urban male and female have similar job satisfaction.

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