Job Satisfaction among Women Teachers in Purba Medinipur District of West Bengal: An Assessment

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Abstract: A teacher's optimistic outlook is crucial in the classroom. In order to find fulfillment in their profession, teachers must be able and willing to do their duties with the highest dedication. Feeling emotionally and mentally fulfilled in one's work is what we call "job satisfaction. In this study an attempt has been made to find out the job satisfaction among women teachers in Purba Medinipur, West Bengal, to find out the job satisfaction among women teachers in respect of age group, Educational Qualification and teaching experience. For this purpose a sample of 480 women teachers have been selected randomly from Purba Medinipur district. Job Satisfaction Scale Dr. A. R. Annamalai's (1998) Job Satisfaction Scale was employed. There are 40 questions on the teacher work satisfaction scale, each with five possible answers. One of these concerns the happiness of female educators in their jobs. The final score is the sum of all the individual point totals. Findings of the study indicate that Women teachers of Purba Medinipur district have high level of job satisfaction and age does not matter in the job satisfaction of women teachers.

Keywords: Happiness, Satisfaction, Women Teachers, Job, Profession.

Introduction: The need for the socially responsible organization, irrespective of its size, in any country is to accomplish the effective and judicious utilization of human resources available in the organization.

The functioning of any organization hinges on its men, money, materials, machinery and management. Among these, the human resource forms the basis and commands much significance as it is the basic and inevitable source which tangibly contributes to the successful functioning or otherwise of any organization.

Due to the rapid changes in the socio, economic, religious, cultural and technological development and adaptation through innovation, the study of human resources at work has turned out to be a critical issue perceived and analyzed by the organizational behavioural scientists. Human resource-employees at all levels - look up to their organization for the gratification of their biological and other important needs.

However, the gratification of biological needs directly depends on the nature of organization. Many studies in this area have indicated and highlighted that a higher degree of job satisfaction, moderate stress and well adjustment promotes more satisfaction and improve high level job performance of the human resources in the organization.

REVIEW OF LITERATURE:

Gulsum Bastug (2021) a large difference was discovered between the representatives' pre- and post-workout levels of life satisfaction and professional stress. Representatives engaging in routine office work have decreased levels of occupational stress. Female workers reported less stress on the job than their male counterparts. Employees' levels of life satisfaction and job stress were shown to be linked. Stress in the workplace decreased as employee satisfaction rose.
Haris and Jeya Prabha (2018) Educators in both the public and commercial sectors had their job satisfaction and body mass index analyzed. The inquiry concluded with the findings of Word-related stress is strongly correlated with lower levels of work satisfaction among instructors at private schools that provide such programmes. Educators in secondary education report different degrees of stress associated to words and lower levels when considering the kind of school (public vs. private) and the instructors' sexual orientation. Teachers who are unhappy in their professions are more likely to experience stress connected to their work, therefore increasing job satisfaction is an effective strategy for reducing this kind of anxiety. Word-related stress should be reduced and work pleasure should be increased. Occupational stress was shown to have a significant negative association with work performance, job satisfaction, and life satisfaction, and a substantial positive association with turnover targets. Additionally, a significant difference was discovered between school speakers who were married and those who were not (Ahmed khan et al., 2014).

Mrs. T. Shenbhaga Vadivu (2017) studied the connection between textile management stress and contentment in their jobs. This article surveys textile managers in Tirupur to assess their levels of occupational stress and levels of job satisfaction in connection to demographic variables including age, gender, marital status, years of experience, and annual salary. 553 Managers in the textile industry were asked to fill out a survey. This research employed a cross-sectional design to analyze the correlation between work stress and contentment. The data was analyses using descriptive statistics, Pearson's correlation, and multiple regressions. The results also showed a correlation between job stress and contentment in the workplace.

Need for the Study: Since a result of education democratization, the demand for teachers has skyrocketed worldwide since classrooms must now accommodate a far larger number of pupils from a wider variety of backgrounds than ever before. Learning is no longer confined to the classroom. The ability to work with students from a broad variety of urban and rural settings is essential for every educator. Commentators from every sector of the teaching profession and every area agree that teachers' standing has not improved since the 1966 ILO UNESCO Recommendation and, in many cases, has worsened. Teachers are reportedly disillusioned since their working circumstances haven't improved despite increased expectations from all directions. Job satisfaction and attitudes towards teaching were two of the examined factors. The goal is to assist female educators feel less pressure and establish a more positive outlook on their careers so that they may become more effective educators and, ultimately, enjoy their work more. In this way, we may encourage positive change in the brains of our future population. As a result, the field of education research may benefit from this study.

Objectives:
- To find out the job satisfaction among women teachers in Purba Medinipur, West Bengal.
- To find out the job satisfaction among women teachers in respect of age group
- To find out the job satisfaction among women teachers in respect of Educational Qualification
- To find out the job satisfaction among women teachers in respect of teaching experience

Hypothesis:
Hp1- The job satisfaction among the women teachers is high.
Hp2- There is no significant difference in the job satisfaction among women teachers in respect of age group
Hp3- There is no significant difference in the job satisfaction among women teachers in respect of educational Qualification.
Hp4- There is no significant difference in the job satisfaction among women teachers in respect of teaching Experience.
Methodology: The descriptive survey and Correlation method are used to conduct the current investigation.

POPULATION: Population for the present study consists of the women teachers working in different schools of Purba Medinipur, West Bengal.

SAMPLE: Sample for the present study will consist of 480 school teachers. Teachers will be selected randomly from both rural and urban schools of Purba Medinipur, West Bengal.

SOURCE OF DATA: The present study has used both primary sources and secondary sources. Primary sources are the selected samples of the study and the secondary sources are different books, journals, office records etc.

TOOLS:

Job Satisfaction Scale Dr. A. R. Annamalai’s (1998) Job Satisfaction Scale was employed. There are 40 questions on the teacher work satisfaction scale, each with five possible answers. One of these concerns the happiness of female educators in their jobs. The final score is the sum of all the individual point totals.

Statistical Techniques: Collected data were tabulated and analyzed with the help of descriptive statistics. ANNOVA and t test were used for data analysis. The complete procedure has been done through SPSS 20 version.

DATA ANALYSIS, INTERPRETATION

Table 1: Descriptive statistics of Job Satisfaction

<table>
<thead>
<tr>
<th>Variables</th>
<th>Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>N</td>
<td>480</td>
</tr>
<tr>
<td>Minimum</td>
<td>46</td>
</tr>
<tr>
<td>Maximum</td>
<td>196</td>
</tr>
<tr>
<td>Mean</td>
<td>115.38</td>
</tr>
<tr>
<td>Median</td>
<td>111.5</td>
</tr>
<tr>
<td>Mode</td>
<td>145</td>
</tr>
<tr>
<td>SD</td>
<td>39.84</td>
</tr>
<tr>
<td>Std Error of Mean</td>
<td>1.818</td>
</tr>
<tr>
<td>Skewness</td>
<td>0.208634562</td>
</tr>
<tr>
<td>Kurtosis</td>
<td>1.79246793</td>
</tr>
<tr>
<td>Coefficient of Variation</td>
<td>0.345352778</td>
</tr>
</tbody>
</table>

Table 1 shows that the mean and standard deviation of school teachers' levels of work satisfaction are 115.38 and 39.84, respectively. Overall, the mean score is higher than typical. This suggests a high level of contentment with one's employment.

Table 2: t test for Difference in the Job Satisfaction in respect of Age

<table>
<thead>
<tr>
<th>Group</th>
<th>N</th>
<th>Mean</th>
<th>SD</th>
<th>SEM</th>
<th>df</th>
<th>t</th>
</tr>
</thead>
<tbody>
<tr>
<td>Below age 30</td>
<td>222</td>
<td>117.15</td>
<td>41.66</td>
<td>2.7960</td>
<td>478</td>
<td>0.9046</td>
</tr>
<tr>
<td>Above age 30</td>
<td>258</td>
<td>113.85</td>
<td>38.22</td>
<td>2.3795</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

From the above table the calculated mean and standard deviation of the women teachers below 30 years is found to be 117.15 and 41.66 respectively. The calculated mean and standard deviation of the women teachers above 30 years is found to be 113.85 and 38.22 respectively. The 't' value is found to be 0.9046 at 95% confidence interval. So, the formulated hypothesis “There is no significant difference in the job satisfaction among women teachers in respect of age group” is accepted. Hence it is concluded that there is no significant difference between the
sub samples of age group in respect of job satisfaction and it is concluded that age does not matter in the job satisfaction of women teachers.

Table 3: One Way Annova for Difference in the Job Satisfaction in respect of educational qualification

Hp3- “There is no significant difference in the job satisfaction among women teachers in respect of educational Qualification”

Data Summary

<table>
<thead>
<tr>
<th>Group</th>
<th>N</th>
<th>Mean</th>
<th>Std. Dev.</th>
<th>Std. Error</th>
</tr>
</thead>
<tbody>
<tr>
<td>UG and B.Ed.</td>
<td>109</td>
<td>104.49</td>
<td>44.37</td>
<td>4.2505</td>
</tr>
<tr>
<td>PG and B.Ed.</td>
<td>287</td>
<td>118.64</td>
<td>37.25</td>
<td>2.1991</td>
</tr>
<tr>
<td>Diploma in Teachers</td>
<td>84</td>
<td>118.36</td>
<td>40.20</td>
<td>4.3873</td>
</tr>
<tr>
<td>Training</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Table 3 shows that at the 5% significance level, the 'F' value is 5.3598. Thus, the qualifying subsamples vary significantly from one another in terms of work satisfaction, and the null hypothesis is rejected. More specifically the mean score for women teachers having PG and B.Ed.(mean score-118.64) and Diploma in Teachers training(118.36) have higher job satisfaction.

Table 4: t test for Difference in the Job Satisfaction in respect of teaching Experience

Hp4- “There is no significant difference in the job satisfaction among women teachers in respect of teaching Experience”

<table>
<thead>
<tr>
<th>Group</th>
<th>N</th>
<th>Mean</th>
<th>SD</th>
<th>SEM</th>
<th>df</th>
<th>t</th>
</tr>
</thead>
<tbody>
<tr>
<td>Below 10 years</td>
<td>215</td>
<td>111.28</td>
<td>39.13</td>
<td>2.6686</td>
<td>478</td>
<td>2.0359</td>
</tr>
<tr>
<td>Above 10 years</td>
<td>265</td>
<td>118.70</td>
<td>40.17</td>
<td>2.4676</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

From the table 4, the calculated mean and standard deviation of the women teachers below 10 years teaching experience is found to be 111.28 and 39.13 respectively. The calculated mean and standard deviation of the women teachers above 10 years experience is found to be 118.70 and 40.17 respectively. The ‘t’ value is found to be 2.0359 at 95% confidence interval. So, the formulated hypothesis “There is no significant difference in the job satisfaction among women teachers in respect of teaching Experience” is rejected. Hence it is concluded that there is no significant difference between the sub samples of teaching experience in respect of job satisfaction and it is concluded that teaching experience is an important matter in the job satisfaction of women teachers.

FINDINGS:

- Teaching experience is an important matter in the job satisfaction of women teachers
- Women teachers having PG and B.Ed.(mean score-118.64) and Diploma in Teachers training(118.36) have higher job satisfaction.
- Age does not matter in the job satisfaction of women teachers
- Women teachers of Purba Medinipur have higher level of job satisfaction.

CONCLUSION: The success of the educational system is dependent on the dedication, contentment, and enthusiasm of the educators who work with the kids. Teachers serve as
examples for their pupils to follow since they are the "pillars of society" (Jyoti & Sharma, 2009) who prepare their students not just to become successful members of society but also to assume roles of leadership in the years to come. The importance of student satisfaction with the educational aspect cannot be overstated. That teachers are content, dedicated, and committed indicates that they are bringing their best selves to the classroom, which in turn benefits their pupils, their families, and the larger community.

REFERENCES:

