

FACTORS OF WORKPLACE SATISFACTION AMONG SCHOOL TEACHERS

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ABSTRACT:

It always has to be seen that the school teachers are comfortable in their workplace, so that they can deliver the education smoothly to their students. There should be nothing in the workplace of the school teachers which can disturb them and their method of delivery of knowledge and education. All factors necessary for maintaining workplace satisfaction has to be given importance. The factors existing outside the work place, that impact the factors existing within the work place, are to be treated as internal factors. A new vision of looking towards these factors has to be developed and implemented. There is a futuristic angle to this study. It is also the researcher's duty to predict the future factors of workplace satisfaction of school teachers. Under expert supervision it has to be seen that each one of those factors are getting adequate concentration. It is being recommended to take adequate measures for ensuring workplace satisfaction of the school teachers. There are various ways to do so. While ensuring workplace satisfaction of the school teachers a proper analysis of the situation and requirements of the concerned school teachers have to be pursued under expert supervision.

KEY WORDS: Work place, satisfaction, school teachers.

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INTRODUCTION:

School teachers are the teachers who provide education to the youngest minds of the human society and shape their lives for the future. So their work is of prime importance. It always has to be seen that they are comfortable in their workplace, so that they can deliver the education smoothly to their students. There should be nothing in the workplace of the school teachers which can disturb them and their method of delivery of knowledge and education. So, many different types of researches are being pursued around the world regarding this topic. The ultimate aim of those researches being designing and implementation of a workplace where there is no disturbance for the teachers. They can concentrate in their job. Students can get benefitted from them. If the reverse happens that school teachers are not satisfied in their work place, then there would be a severe and terrible impact of that job dissatisfaction in their performance. That would put an adverse effect on the growth and development of the school children which will not only ruin their future, but also slacken the rate of advancement and progress of the nation and then of the entire human civilization as a whole. Humans are standing at such a critical juncture of history where they cannot afford to relax on these grounds. So the matters of workplace satisfaction of school teachers cannot be neglected.

Among the factors of workplace satisfaction of school teachers are

- a well-designed career path,
- growth and recognition in the workplace,
- timely payment of salary,
- well designed and properly implemented salary hike systems,
- systems of promotions,
- health and hygiene factors,
- smooth operations and administration systems,
- proper and timely availability of stationery required for conducting classes and personal liberty.

Also it has to be ensured that enough free time is being given to the school teachers, so that they get enough time in their hands to study and think about the topics that they are supposed to teach. It is very much essential to make arrangements for “teacher development” programs; to help school teachers spent time with their students even after the classes – the objective being development of that special bond between the teacher and the student. The school teachers need to alter their delivery style from time to time to avoid the monotony factor and also to learn the modern teaching methodologies getting developed around the world.

Thus, there is an excellent opportunity to research on the factors of workplace satisfaction among school teachers. Naz (2017) wrote that teachers in Pakistan and across the world are generally not satisfied with their jobs. This leads towards high turnover and adverse performance. This study has measured the effects of work goals, self-efficacy, positive effect, working conditions, and goal support on teacher’s job satisfaction. The scope of the study was restricted to the school teachers of Karachi. A self-administered questionnaire from the literature was adapted for the study. The developed model was tested through SEM. Prior to estimating the hypothesized model, the

normality, reliability, and validity of the constructs on the present data set was checked. The results suggest that self-efficacy has a strong effect on job satisfaction followed by positive effect and working conditions.

King'oo (2016), pursued a study to the purpose of which was to determine the school factors determining teachers' job satisfaction in public secondary schools in Macahakos sub county, in Machakos County, Kenya. The research objectives sought to assess the relationship between job satisfaction and selected variables. The study was carried out using descriptive co-relational survey research design and data collection done using questionnaires and interview schedules. Random sampling was generated to generate a sampling of the schools for inclusion in the study. The study sample comprised of 225 teachers from a target population of 814 public secondary school teachers in the sub county. Findings on job satisfaction revealed that low levels of job satisfaction with 7 out of the 12 studied aspects. The study concluded that most teachers were not satisfied with the reward system and only loved their jobs because of the monetary rewards that came with the job. Job demands were found to be cumulatively influence the job satisfaction of teachers. The study further concluded that teachers prefer to work in conducive environments. Teachers of public secondary schools were found to have low levels of satisfaction. The study recommends the following: first that the employer of teachers and the government should put up measures to increase job satisfaction of teachers and prevent the loss of teachers to other areas to other areas like the private sector. TSC should deploy more teachers to Machakos town sub-county to ensure that teachers are not over loaded with work and the many responsibilities and demands of the teaching job. School managements should ensure that the school environment should be conducive.

ANALYSIS & CONCLUSIONS:

Workplace satisfaction is very important for school teachers.

The human society has realized that the job being done by the school teachers is of utmost importance. That is why; they have to be satisfied with their workplace. This is because, if the school teachers are not satisfied with their workplace, it will be difficult for them to carry on performing.

All factors necessary for maintaining workplace satisfaction has to be given importance. Under expert supervision it has to be seen that each one of those factors are getting adequate concentration.

There are factors of job satisfaction existing outside the workplace

These factors can influence the factors existing within the workplace. For example, in case of serious illness or insurgency situations, then it may not be possible for the school teachers to conduct direct contact based classes.

The factors related to the internal factors of satisfaction within the workplace are equally important. They have to be listed and taken care of.

The factors existing outside the work place, that impact the factors existing within the work place, are to be treated as internal factors. A new vision of looking towards these factors has to be developed and implemented.

Factors of workplace satisfaction of school teachers go on changing from time to time.

Time plays a very important role in determining and tackling the factors of workplace satisfaction of school teachers.

There is a futuristic angle to this study. It is also the researcher's duty to predict the future factors of workplace satisfaction of school teachers.

RECOMMENDATIONS:

It is being recommended to take adequate measures for ensuring workplace satisfaction of the school teachers. There are various ways to do so. While ensuring workplace satisfaction of the school teachers a proper analysis of the situation and requirements of the concerned school teachers have to be pursued under expert supervision. This will help in meeting the objectives with which the implementations are being done and also ensuring a smooth process of the implementations.

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