

JOB SATISFACTION OF WOMEN EMPLOYEES IN EDUCATION SECTOR

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Abstract

Job satisfaction is a term related to Psychology, Human Resource Management and Organizational behavior. Many researchers in various fields were conducted on job satisfaction and by each research new knowledge is generated in this area. As we believe that teaching is a field where high motivation is always needed and job satisfaction is a major factor which affects motivation. With all these views here researcher tried to measure the level of job satisfaction among women teachers working at different level of education. The present study was a survey type study in which the teachers were given job satisfaction scale made by researcher along with necessary instructions. The opinions collected on the scale were transferred in to score. With the help of SPSS program F-Value and t-value were calculated to compare the three groups. The analysis showed that there was a significant difference in the job satisfaction of these three groups as the f-value and t-value were significant at 0.05 level. The major finding of the present study shows that among these three groups the higher educators were having lowest job satisfaction while no significant difference was found between the job satisfaction of primary teachers and higher secondary teachers. This study helps the authority of higher education to take necessary steps to increase the level of job satisfaction and also helps the higher educators to find out the reasons for lower job satisfaction by self-evaluation.

Keywords: Job Satisfaction, Women Employees, Women, Education, Education Sector

In today's era Human Resource Management is very necessary for all type of institutions. And if we think about the education sector human resource management is the most important part for the authorities. Human Resource Management deal with the various issues related to the human resources like recruitment, training, promotion, wages etc. It also takes care about the mental health of the employees which is closely connected with motivation and job satisfaction. Job satisfaction is a debatable issue in the field of organizational behavior and many researches were conducted to know the effect of job satisfaction in various fields. In education teacher's job satisfaction plays a major role in improving his/her efficiency. So here researcher tries to measure the job satisfaction of women teachers working at the different level of education.

Objective of the study

To study the job satisfaction of women employees of education sector working at the different level.

Hypothesis of the study

There will be no significant difference in the job satisfaction of women employees of education sector working in primary, higher secondary and higher education.

Research Design

In the present study data was collected by a researcher made tool which was not standardized and thus turns to be the limitation of the study. 1542 teachers from the various districts of Gujarat were included in the sample who were working at different level of education. 'Job Satisfaction Scale' constructed by the researcher by Likert method was used as the tool. There were 41 sentences with five opinions like strongly agree, agree, neutral, disagree and strongly disagree in the scale. The teacher has to mark (√) for any on option from the given five for her opinion. On the front page of the scale the teacher has to fill necessary personal information.

Data Collection: The teachers were given some necessary instruction to fill up the scale. There was no time limit to return the scale. On an average in forty

minutes teachers filled the scale. Necessary permission for data collection was taken from the principals of various institutions. Here the researcher took help of trained people to collect the data.

Analysis and Interpretation

The main objective of the study was to compare the job satisfaction of women employees in education sector working at three different levels. So F-Value was found. SPSS program was used to analyze the collected data. The analysis is given in table-1

Table 1 - Analysis of Job satisfaction Score of Women Employees in Education Sector with Reference to Teaching Level

| Source of Variance | SS | df | Mss | F | Level of Significance |
|--------------------|----------|------|---------|-------|-----------------------|
| Between the groups | 4571.32 | 2 | 2285.57 | 5.714 | 0.01 |
| Within the groups | 615622.9 | 1539 | 400.01 | | |
| Total | 620194.0 | 1541 | | | |

Significant Differences of Means

| Group | Mean | Differences of Means | Level of Significance |
|---------------------------------------|-----------------|----------------------|-----------------------|
| Primary and Higher Secondary | 165.25 & 166.97 | 1.72 | -- |
| Primary and Higher Education | 165.25 & 162.54 | 2.71 | 0.05 |
| Higher Secondary and Higher Education | 166.97 & 162.54 | 4.43 | 0.01 |

In the first part of table-1 the F-Value found for the significance difference between the job satisfaction score of women employees in education sector working at primary, higher secondary and higher education is given. F-value was 5.71 and it was significant at 0.01 level. So to know which two groups were having significant difference t-value was calculated and the comparison of means was given in the second part of table-1.



The difference between the means of job satisfaction score of primary teachers and higher secondary teachers was 1.72 which is not significant. The difference between the means of job satisfaction score of primary teachers and higher educators was 2.71 which is significant at 0.05 level where as the difference of means between the job satisfaction score of higher secondary teachers and higher educators was 4.43 which is significant at 0.01 level. So the hypothesis of the study was not accepted. It means the three groups of educators working at the different level of education were different in the job satisfaction.

Finding of the study

On the basis of analysis it can be said that there was a meaningful difference in the job satisfaction of women employees in education sector according to the level of their teaching. In these three groups primary teachers and higher secondary teachers were more satisfied than the higher educators.

Conclusion

The result of present study is alarming for higher education authorities. We all believe that higher

education shapes the future of nation and it able the young generation for their carriers. If the people working in the higher education are not satisfied with their work it will be decently affect and harm their motivation, efficiency and productivity. So, the authority must find out the reasons behind the low job satisfaction of higher educator and also take necessary steps to increase the level of job satisfaction by better policy decisions.

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