

# JOB SATISFACTION OF CBSE SCHOOL TEACHERS IN AHMEDABAD CITY

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## ABSTRACT

The intent of this paper is to study the level of job satisfaction of teachers teaching in CBSE schools in Ahmedabad city and to compare the level of job satisfaction of teachers teaching in CBSE schools in Ahmedabad with regard to their personal characteristics and job characteristics with facets of job satisfaction like working environment, salary, policy and management, work and interpersonal relation for subsequent research. The research method applied is descriptive survey method. The researcher has used self-made Questionnaire as the research tool. The data was collected from 10 renowned CBSE schools in Ahmedabad. The data was analysed using mean, standard deviation, frequency, percentage, t-test and one-way ANOVA. The findings indicated that the overall job satisfaction among CBSE school teachers was at satisfied level. Facets like age, gender, teaching experience and Position in School were found to be statistically significant and marital status and School Level were not statistically significant. The findings of the research will help the policy makers to bring changes in the policy, the principals to have more strategic planning in order to make efforts to raise levels of job satisfaction among teachers. It will also become the base for future researchers to extend this study and thus contribute towards such facets and environment that have teachers having higher level of job satisfaction.

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## KEY WORDS

Job Satisfaction, CBSE School Teacher

**Job Satisfaction:** Job Satisfaction is the favourableness or un-favourableness with which the employee views his work. It expresses the amount of agreement between one's expectation of the job and the rewards that the job provides. Job Satisfaction is a part of life satisfaction. The nature of one's environment of job is an important part of life as Job Satisfaction influences one's general life satisfaction.

Within the present research, for the dimension of job satisfaction, the self-made Questionnaire was developed and job satisfaction of teachers was viewed with five facets like Working condition, Salary, Policy and Management, Work and Interpersonal relation for the subsequent research.

**CBSE School teachers:** The Central Board of Secondary Education (abbreviated as **CBSE**) is a Board of Education for public and private schools, under the Union Government of India. The teachers working under CBSE schools are termed as CBSE school teachers. Here, CBSE school teachers mean teachers working under CBSE schools in Ahmedabad.

#### OBJECTIVES OF THE STUDY:

1. To identify the level of job satisfaction of teachers teaching under CBSE School Board in Ahmedabad.
2. To compare job satisfaction of teachers teaching under CBSE School Board with regards to the personal characteristics and job characteristics.

#### VARIABLES OF THE STUDY:

Independent Variables		Dependent Variable
1. Personal Characteristics	Age	1. Job Satisfaction Working condition Salary Policy and Management Work Interpersonal relation
	Gender	
	Marital Status	
	Teaching Experience	
2. Job Characteristics	Position in School	
	School Level	

#### RESEARCH METHODOLOGY:

The methodology followed for conducting the study includes the specification of Research design, Research Tool, Questionnaire design, Population, Sample size, Sampling method, data collection and statistical tools used for analyzing the collected data.

##### (A) Research design:

The research design used for proposed research is of the descriptive survey type.

##### (B) Research Tool:

The research tool selected for proposed research is the questionnaire, segmented into two parts;

**Part A:** contains general personal information of the respondents mentioned in Variables figure.

**Part B:** contains job satisfaction facets containing items to be measured in 5 point Likert Scale ultimately identifying the different levels of Job satisfaction Like Very Satisfied, Satisfied, Moderate Satisfied, Least Satisfied and Not Satisfied.

**(C) Questionnaire design:**

Questionnaire was designed in consultation with the experts at Department of Education, Gujarat University in such a manner that it would facilitate the respondents to reveal maximum information.

**Division of five Facets of Job Satisfaction**

Sr.No.	Facet	Items in Questionnaire
1.	Working Condition	1 to 13
2.	Salary	14 to 21
3.	Policy and Management	22 to 27
4.	Work	28 to 30
5.	Interpersonal Relations	31 to 34

**(D) Population:**

All secondary school teachers in schools with CBSE board in Ahmedabad city.

**(E) Sample size:**

The sample size consisting of 89 respondents were selected from 10 CBSE schools in Ahmedabad for the study.

**(F) Sampling method:**

Multi stage random sampling was undertaken for the proposed study.

**Step 1:** Selection of school samples according to the level of school classified into Higher Primary school, High Secondary Schools and Higher secondary Schools.

**Step 2:** Selection of school samples from three levels by the simple random sampling method.

**Step 3:** Selection of teachers from school samples by simple random sampling method.

**(G) Data collection**

The researcher visited 10 CBSE schools, sought permission of principals, requested principals to distribute questionnaire among teachers, and informed that the data will be anonymity collected without taking any teacher's name.

**DATA ANALYSIS:**

The collected data were analyzed by using following techniques:

Descriptive Statistics was used in analysing the Personal information of respondents by using frequency, percentage, mean and standard deviation.

Analysis Statistics was used by applying t-test and one-way ANOVA to compare the level of job satisfaction of teacher personal characteristics and job characteristics.

**FINDINGS:**

**Table 1 Number and Percentage of the Personal Characteristics of the sample  
(n = 89)**

Sr.No.	Personal Characteristics	Number	%
1.	<b>Age</b>		
	Less than 25 years	06	6.7
	25-35 years	50	56.18
	36-45 years	20	22.47
	46 and above	13	14.60
2.	<b>Gender</b>		
	Male	30	33.77
	Female	59	66.33
3.	<b>Marital Status</b>		
	Single	16	17.97
	Married	70	78.65
	Divorced	02	2.24
	Widowed	01	1.12
4.	<b>Years of Teaching Experience</b>		
	Less than 10 years	43	48.31
	10-20 years	29	32.58
	21-30 years	14	15.73
	More than 30 years	03	3.37

**Table 2 Number and Percentage of the Job Characteristics of the sample  
(n = 89)**

Sr.No.	Job Characteristics	Number	%
1.	<b>Present Position</b>		
	Principal	03	3.37
	Supervisor	03	3.37
	Senior Teacher	19	21.35
	Teacher	64	71.91
2.	<b>School Level</b>		
	Higher Primary School	51	57.30
	High Secondary School	14	15.73

Higher Secondary School	24	26.97
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**Job satisfaction level of CBSE School Teachers facet wise:**

- 1. Working Condition:** Job Satisfaction of teachers working in CBSE schools with regard to the working condition overall comes to satisfied level with overall mean score as 3.67 and S.D as 0.55. This means that teachers of CBSE schools in Ahmedabad are satisfied with the learning environment at school and are comfortable working there.
- 2. Salary:** Job Satisfaction of teachers working in CBSE schools with regard to their Salary overall comes to moderate level with overall mean score as 3.26 and S.D as 0.70. This means that teachers of CBSE schools in Ahmedabad have moderate satisfaction when it comes to salary required to lead an average standard of living; imbalance between salary and qualifications; politics, favoritism prevailing for increments and no cash reimbursements for unused leaves.
- 3. Policy and Management:** Job Satisfaction of teachers working in CBSE schools with regard to the Policy and Management overall comes to satisfied level with overall mean score as 3.84 and S.D as 0.84. This means that teachers of CBSE schools in Ahmedabad are satisfied when it comes to policy and management; the teachers are satisfied with the school administration and command of supervisor/principal.
- 4. Work:** Job Satisfaction of teachers working in CBSE schools with regard to their Work overall comes to satisfied level with overall mean score as 3.81 and S.D as 0.66. This means that teachers of CBSE schools in Ahmedabad feel satisfied when they are given high job responsibilities, handling of important assignments, using their knowledge in new projects and also freedom of decision making in their work.
- 5. Interpersonal relations:** Job Satisfaction of teachers working in CBSE schools with regard to the Interpersonal relations overall comes to satisfied level with overall mean score as 3.97 and S.D as 0.82. This means that teachers of CBSE schools in Ahmedabad feel satisfied when it comes to professional relations with principal/supervisor and colleagues.

**Overall Job satisfaction level of CBSE School Teachers:**

-Job Satisfaction of teachers working in CBSE schools with regard to the overall job satisfaction level considering all facets comes to satisfied level with overall mean score as

3.61 and S.D as 0.73. Out of 5 aspects, 4 come under satisfied level and 1 come under moderately satisfied level.

**Table 3 Effect of Personal Characteristics and Job Characteristics of CBSE School Teachers on Job Satisfaction level:**

Personal & Job Characteristics	N	X	S.D	t-value	f-value	p-value	Interpretation
<b>Age of Teacher</b>							
Less than 25 years	06	3.56	0.59	----	13.67	0.000	Significant
25-35 years	50	3.44	0.52				
36-45 years	20	3.71	0.45				
46 and above	13	3.97	0.37				
<b>Gender</b>							
Male	30	3.71	0.42	2.67	---	0.004	Significant
Female	59	3.53	0.56	2.93	---		
<b>Marital Status</b>							
Single	16	3.62	0.53	----	1.74	0.160	Not Significant
Married	70	3.58	0.53				
Divorced	02	3.55	0.46				
Widowed	01	4.26	0.00				
<b>Years of Teaching Experience</b>							
Less than 10 years	43	3.43	0.54	----	12.33	0.000	Significant
10-20 years	29	3.64	0.46				
21-30 years	14	3.87	0.45				
More than 30 years	03	4.08	0.30				
<b>Present Position</b>							
Principal	03	3.87	0.41	----	11.47	0.000	Significant
Supervisor	03	4.01	0.49				
Senior Teacher	19	3.85	0.42				
Teacher	64	3.48	0.52				
<b>School Level</b>							
Higher Primary School	51	3.59	0.50	----	0.13	0.883	Not Significant
High Secondary School	14	3.63	0.55				
Higher Secondary School	24	3.58	0.58				

**Noteworthy points:**

1. The age group beyond 45 is highly satisfied, followed by age group 36-45 and then less than 25. As the teacher gets older, the satisfaction level grows higher.
2. Males have higher level of job satisfaction compared to females.
3. Teachers have moderate level of job satisfaction compared to other positions at school.

**CONCLUSION**

1. The research findings have indicated overall job satisfaction among CBSE school teachers in Ahmedabad, but for facet like salary, the teachers show moderate satisfaction; which means teachers are not happy with their salary. There is need to reform policies for salary.
2. The morale of the teachers needs to be boosted with incentives for added qualifications and years of experience in order to attract new teachers to join the field and keep the satisfied.
3. The female teachers can be given more authority with responsibility to ultimately have higher level of job satisfaction.

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