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PROBLEMS OF FEMALE TEACHERS WORKING IN PRIMARY SCHOOLS AND THEIR JOB SATISFACTION WITH REFERENCE TO TEACHERS WORKING IN SOLAPUR DISTRICT



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ABSTRACT:

Job satisfaction is a reaction to the job which represents the feeling of individual about how happy or unhappy he / she is . It is a pleasure or positive emotional state resulting from the appraisal of one's job or job experience. Teachers play a vital role in the all round development of the younger generation. Teacher's values, attitudes and ideas about teaching greatly influence the children's future. It is the teaching community and the education system of a country that plays a crucial role in the process of human resource development, which is vital for peace, prosperity and the overall progress, including mental, physical , moral and spiritual development of a society or nation. Job

satisfaction is one's attitude towards his/ her job (positive or negative) . Satisfaction with work and the work environment is the basic constituent of an employee's job satisfaction. The education sector is one of the largest employing sector of the Indian economy. In order to know the level of job satisfaction of women teachers in primary schools in Solpaur District the present study research was carried out.



KEY WORDS: *Job satisfaction, Solpaur District, Teachers, Education.*

INTRODUCTION :

The quality of education depends upon the quality of the teachers. Thus, the role of the teachers is very important in making a nation. If the teachers are excellent, the nation will have excellent citizens. The teacher's motivation is determined by both pecuniary and non-pecuniary factors-, pay levels and other material benefits must be sufficient to meet the basic human needs.(food, housing, clothing, transport, healthcare, education and training). However, overall, job satisfaction among teachers is also strongly determined by higher order emotional and social needs,

most notably, job self-esteem, job security, inter personal relations at work. (between teachers, pupils and parents), opportunities for career progression, the work environment, the workload and productivity or learning outcomes.

Job satisfaction describes how content an individual is with his or her job. The happier people are within their job, the more satisfied they are said to be. Job satisfaction is not the same as motivation, although, it is clearly linked. Job design aims to enhance job satisfaction and performance; methods include job rotation, job enlargement and job enrichment. Other influences on satisfaction include the management style and culture, employee involvement, empowerment and autonomous work groups. Job satisfaction is a very important attribute, which is frequently measured by organizations, Job satisfaction is one's attitude towards his/her job (positive or negative). Satisfaction in work and the work environment is the basic constituent of an employee's job satisfaction.

Teaching as a job may not be attractive for many talented young women because of low social status attached to it and or because of low salaries. However, the education sector is one of the largest employing sectors of the Indian economy. In order to know the level of job satisfaction of women teachers in primary schools, the present research study was carried out.

Statement Of The Problem:-

Women are making their presence felt in the teaching scene. The percentage of women to total teachers in schools depicts an increasing trend. Although women teachers in primary schools are bright and hardworking, they have special problems which lead to a high rate of absenteeism and a disinclination to taken on challenges and responsibilities in teaching.

The problem faced by the women teachers in schools are the problems of women relating to their dual role as homemakers and career women., lack of proper guidance, job exploitation and so on . Due to these issues, women teachers may be frustrated and this leads to dissatisfaction with their job. Hence, this research has made an attempt to study the job satisfaction of women teachers in primary schools of Solpaur District .

Objectives Of The Study:-

This study was undertaken with the following objectives –

- 1) To identify the factors influencing job satisfaction of teachers in primary schools with special reference to Solpaur District
- 2) To study the attitude of teachers towards their working conditions in primary schools.
- 3) To offer suitable suggestions for providing better job satisfaction to the teachers of primary schools in the study area.

Hypothesis:-

There is no significant difference between the designation, age, marital status, annual income and total experience of the respondents and their level of job satisfaction.

Methodology:-

This study is an important research based on both primary and secondary data. First hand data was collected from the primary school teachers with the help of interview schedule,. A number of discussions were also held with the teachers who were teaching in the primary schools for getting the required information. Secondary data was collected from various studies, books, journals, magazines, and websites to supplement the present study.

Sampling Design:-

The present study was undertaken from the point of view of the teachers employed in primary schools in Solapur District . At the time of the collection of data, 164 women teachers were working in primary schools in Solapur District . Thus the researcher decided to collect the data from the entire population, i.e. primary school teachers from Solapur District .

Tools For Analysis:-

After collecting the primary data, the field interview schedule was edited properly. A master table was prepared to consolidate all information contained in the interview schedule. The data have been analyzed using Percentage, Chi- square test, Weighed Average and garret’s Ranking Technique.

Table- 1 Socio- economic status of the respondents

Sr No.	Particulars	No. of respondents	Percentage
Designation			
1	Pre-Primary Teacher	29	17.7
2	Upper Primary Teacher	30	18.3
3	Graduate Teacher	49	29.9
4	Teachers with PG	56	34.1
Age			
1	Less Than 30 years	66	40.24
2	31-40 yrs	72	43.9
3	41-50 yrs	21	12.8
4	51-55yrs	4	2.44
5	Above 55yrs	1	0.61
Education			
1	Higher secondary with grade	3	1.8
2	Graduation	27	16.5
3	Graduation with B.Ed.	29	17.7
4	Post Graduate	50	30.5
5	Post Graduate with B.Ed.	51	31.1
6	Diploma	4	2.4
Years of experience			
1	Less than 2 yrs	54	32.9
2	2-4 yrs	35	21.3
3	5-7 yrs	38	23.1
4	More than 7 yrs	37	22.6
Total experience in teaching			
1	Less than 2 yrs	49	29.9
2	2-5 yrs	37	22.6
3	6-10 yrs	37	22.6
4	More than 10 yrs	41	25.0
Salary scale			
1	Less than Rs.-3,000	62	37.8
2	Rs. - 3000 to Rs. -5000	53	32.3
3	Rs.-5000 to Rs. - 6000	26	15.9
4	Rs.- 6000 to Rs.- 15000	23	14.02
Source :- Primary Data			

Table-2:- Nature of the present Employment of the respondents

Sr. No.	Nature of the job	No. of Respondents	Percentage
1	Permanent	113	68.9
2	Temporary	51	31.1
Total		164	100.00

Souece :- Primary data

Table-3 :- Teachers' opinion about their present job

Sr No.	Opinion	No. of Respondents	Percentage
1	Interesting	119	72.6
2	Monotonous	8	4.8
3	Challenging	37	22.6
Total		164	100.00

Source :- Primary data

Table-4 :- Special Increments for better Results

Sr No.	Fringe Benefits	No.of Respondents	Percentage
1	Provided	122	74.4
2	Not Provided	42	25.6
Total		164	100.00

Source:- primary data

Table-5 :- Fringe Benefits

Sr.No.	Increments	No. of respondents	Percentage
1	Given	34	20.7
2	Not Given	130	79.3
Total		164	100.00

Source:- Primary data

Table:-6 :- Fringe Benefits offered by the schools

Sr .No.	Benefits	No. of Respondents	Percentage
1	ESI, PF	113	92.6
2	Educational Allowances	----	----
3	Medical Expenses	3	2.5
4	Children's Educational Allowance	5	4.1
5	Travelling Allowance	---	----
6	House Rent Allowance	1	0.8
7	Any Other	-----	
Total		122	100.00

Source :- Primary data

Table:-7- Comparison of salary of Primary School teachers with The Government School Teachers

Sr No.	Compare	No. of Respondents	Percentage
1	Very High	5	3.0
2	High	6	3.7
3	Very Low	55	33.5
4	Low	49	29.9
5	No opinion	49	29.9
Total		164	100.00

Source :- Primary Data

Table :-08:- Opinion Analysis

Sr No.	Opinion	Satisfied	Not Satisfied		
1	Work Load	116	48		
2	Working Hours	105	59		
3	Training Satisfaction level	47	117		
4	Computer Facility in the staff room	27	3		
5	Good relationship with others	88	69		
6	Distance formhomr to school	125	39		
7	Sanitation facility	148	16		
8	Library	151	13		
9	Sufficiency of casual leave	135	29		
10	Satisfied with remuneration	87	77		
11	School Policy and procedures	144	20		
12	Promotion	73	91		
13	Feelings about being underemployed	101	63		
14	Allowed to pursue higher education	130	34		
Source :- Primary data					
Total Experience					
1	Less than 2 yrs	6	31	9	46
2	2-5 yrs	4	26	6	36
3	6-10 yrs	5	31	4	40
4	More than 10 yrs	1	30	11	42
Total		16	118	30	164
Source :- Primary data					

Results and Analysis :-

Socio-Economic Status:-The researcher analyzed the socio-economic status of the teachers working in primary schools and gathered information is presented in the Table-1. The table-1 depicts that out of 164 respondents , the designation of 56 respondents was PG Assistant; 72 respondents were coming under the age group of 31-40 years; 51 respondents were Post Graduates with B.Ed. qualification; 54 respondents had been working in the school for less than 2 yrs. ; 49 respondents had a total experience of less than 2 yrs. in teaching and 62 respondents were getting a salary of less than Rs.-

3,000 per month.

Nature of Employment:-

The nature of the job may be permanent and temporary . Generally , respondents of the primary schools move from one school to another for getting an increase in the salary and other benefits. The teachers of primary schools may or may not be permanent. The details of the nature of employment are presented in Table-2. Table-2 highlights that among 164 respondents, 68.9 per cent of the respondents were permanent employees of the schools where they were teaching, and the remaining 31.1 per cent of the respondents were temporary employees. It is understood from Table-2 that most of the respondents were working on a permanent basis in the primary schools/

Opinion About the present Job:- Teaching is a sacred job. The opinion about the respondents' present job was analyzed and the gathered information is given in the table-3. It is inferred from Table-3 that 119 (72.6%) respondents opined that their present job was interesting, 37(22.6%) respondents opined that their present job was challenging and the remaining 8(4.8%) respondents felt that their present job was monotonous. Hence, it can be inferred that from Table-3, a majority of the respondents found their current job to be interesting.

Special Increments:-

The researcher analyzed the special increments for better results provided in the primary schools. The collected details are presented in Table-4. Table-4 reveals that out of 164 respondents, 130(79.3%) respondents were not given any special increments, and the remaining 34(20.7%) respondents were given increments for producing better results. It was revealed that a majority of the sample respondents (79.3%) were not given any special increments for producing better results by their schools.

Fringe Benefits:-

The researcher gathered information regarding the fringe benefits provided by the primary schools, which is presented in the Table-5. According to the Table-5, out of 164 respondents, 122(74.4%) respondents were getting the fringe benefits and the remaining 42(25.6%) respondents were not being provided any fringe benefits by their school. The Table-5 reveals that a majority of the primary schools were providing fringe benefits to their respondents.

Types of Fringe Benefits:-

The researchers gathered the information regarding the types of fringe benefits provided by primary schools, which are listed in table-6. The Table-6 highlights the fact that 113(92.6%) respondents were getting the ESI and PF, 5(4.1%) respondents were getting children's educational allowances; 3(2.5%) respondents were getting medical allowance and the remaining 1(0.8%) respondents received house rent allowance as their fringe benefits. It is inferred that a majority of 113(92.6%) respondents got the fringe benefits in the form of ESI and provident fund by their schools.

Salary Comparison :-

The study also made a comparison of the salaries received by primary school teachers with the salaries received by the government school teachers. The details about the same are presented in the Table:-7. The Table-7 reveals that 55(33.5%) respondents felt that their salary was very low as compared

to the salary that was received by government school teachers . 49(29.9%) respondents were of the opinion that their salary was low, 49 respondents (29.9%) had no opinion about their salary, 6(3.7%) respondents felt that their salary was high as compared to what was received by the government school teachers and the remaining 5(3.0%) respondents opined that their salary was very high as compared to the salary received by the government school teachers.

Socio-Economic status wise classification of job satisfaction of the teachers in primary schools:-

The opinion level differs from one another among different classes that were handled. Hence, an attempt has been made to analyze whether there is any significant difference between the designation, age, marital status, income level and total experience of job satisfaction of the respondents. For this purpose, two way tables were prepared. The table shows the opinion level of the respondents holding different designations.

In order to test whether there is any significant difference between the socio-economic status and the opinion level of the respondents, the chi-square test was applied.

Summary Of The Findings:-

The following are the findings of the study:----

- 1) Majority of the respondents were working under the category of PG Assistant.
- 2) According to the age wise classification of the respondents , it was found that most of the respondents belonged to the age group of 31-40 years.
- 3) It was found that the majority of the respondents were post Graduates.
- 4) As per the marital status wise classification of the respondents, it was found that the majority of the respondents were married.
- 5) Out of 164 teachers, a majority of the teacher respondents belonged to the urban area.
- 6) It is apparent from the study that most of the respondents used two-wheelers as the mode of transport.
- 7) The analysis of the nature of the present employment shows that 68.9 per cent of the teachers were permanent teachers.
- 8) The analysis shows that a majority of the respondents (72.6%) felt that their job was interesting.
- 9) The study also analyzed the working hours of the primary schools, and it was found that the daily working hours of the school are 6-8 hours.
- 10) A detailed analysis has been made with reference to drinking water facility available to the respondents. It was revealed that most of the respondents were provided with pure mineral water.
- 11) 95.7% of the teachers were highly satisfied with the lighting and ventilation facilities at their schools.
- 12) With respect to work spot maintenance, the researchers also made a study about sufficient space provided for the classrooms. It was revealed that they were provided with sufficient space for classrooms.
- 13) The researchers also analyzed the attitude of the respondents while working with other employees. The inference from this study is that a majority of the respondents had a cordial relationship with their fellow teachers.
- 14) The researchers also analyzed the number of days of paid leave granted to the teachers, and it was found that a majority of the teachers (82.3%) were allowed 10-15 days of paid leave.
- 15) Majority of the primary schools permitted their staff to pursue higher education.
- 16) It was found that a large number of teachers were availing medical leave facility.

17) After conducting the chi-square test, it was found that there is no significant difference between the designation, age, marital status, annual income and total experience of the respondents and their level of job satisfaction.

Suggestions:-

A detailed study of job satisfaction of teachers in primary schools has made the researchers offer the following suggestions for the betterment of teachers in primary schools.

- 1) The salary can be increased to help the teachers to improve their standard of living.
- 2) With regards to drinking water, the school management should ensure that the teachers are provided with the clean drinking water.
- 3) Good amount of incentive or rewards may also be given to the teachers. This will go a long way to improve the morale of the teachers.
- 4) Depending upon the number of teachers in a school, a rest room with adequate facilities should be arranged. The teachers can make use of the room when they feel unwell.
- 5) The women teachers in schools were more concerned with their rapport with fellow teachers. Friendly and supportive colleagues lead to increase job satisfaction.
- 6) The school may reward women teachers for their good work. It is an important factor for high motivation of the teachers.
- 7) The management may also call for suggestions from the teachers for the improvement of the primary schools.

CONCLUSIONS:-

The study on job satisfaction of women teachers in primary schools with special reference to Solapur District is an attempt to analyze the attitude of women teachers towards the various services provided by the schools. And also to ascertain their attitude towards job satisfaction. Teaching is a profession that needs special training intended to build up knowledge, competencies, develop skills and favorable attitude towards learners. It is the school teachers who produce surgeons, engineers, lawyers, policymakers, statesmen, defense personnel, managers, and teachers too. That is why teaching has been described to be the noblest of all professions. A teacher has to abide by ethics and a code of conduct derived from a spectrum of values.

In the study area, most of the teachers were satisfied with their jobs. If the concerned authorities duly implement the aforementioned suggestions, the job satisfaction of teachers in the primary schools shall be further improved. However, the improvement is not in the hands of the management alone. It needs concerted efforts of the management, teachers and the government. A workable cooperation among these groups can alone produce the desired results.

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