

Comparison of Job Satisfaction among Male and Female Teachers from Government Primary Schools, in District Sargodha, Pakistan

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Abstract: This study was conducted to determine the level of job satisfaction among teachers of Government Primary Schools in District Sargodha. The objective of this study was to identify the level of satisfaction regarding jobs as teachers, opportunities for promotion, and Increase in Salary. The study was conducted by 100 teachers (75 Male and 25 Female) from Government Primary Schools in District Sargodha through the questionnaire. Data were collected and analyzed using Statistical Package for Social Science version 24 (SPSS) in the form of frequency, percentage and mean value. The study found that levels of job satisfaction for teachers of Government Primary Schools are moderately high. For the job as a teacher (3.38), promotion (3.30), and regarding salary satisfaction is also low (2.94), this study also put forward some suggestions to guide the organization as well as future research studies.

Keywords: Job Satisfaction, Work as Teacher, Primary School, Promotion, Salary

I. INTRODUCTION

Each employee wanted job satisfaction during his working life. He wants a happy life due to their job satisfaction. However, the question is now whether every human being has satisfaction from their work, especially with their working conditions. Job satisfaction is the instinct of every individual who wishes to work. It will lead to a sense of responsibility and engagement geared towards the achievement of career goals and contributes to the benefit of the organization.

Organizations and institutions need the resources to produce the best result. To achieve the best performance sometimes the addition of equipment, finance, technology and workforce strength will affect the operations and productivity of an organization. To attain the objectives of the organization, every individual must obtain experience for optimal levels of job satisfaction, to improve the motivation, morale, and performance of work towards high productivity.

Perie and Baker (1997) all employees cannot view positively the work they choose for their job. They are also likely to experience negative effects in the course of their duties as squeeze pressure, frustration, bad atmosphere, anxiety, fatigue, and a feeling that was not joy during their job. All this can become lower the levels of satisfaction with their work. Employers can help they avoid such feelings by providing the appropriate requirements to improve their job satisfaction.

Field of teaching is also feeling the impact of changes by the times. At one time, the teacher always considered as a nation building leader. Honor in society for teachers is high because they are the most knowledgeable and versatile. Over the years, the public has high expectations towards the profession. In the years 50's to 80's, teachers are highly respected, and they are willing to sacrifice like 'candles burn away' they are not only educating the children but also the main source of information in society, the driving force of society and the pillars of power of the State in Pakistan, (Saeed, 1997).

II. LITERATURE REVIEW

Definition of Job Satisfaction

Job satisfaction of someone closely related to fulfillment needs. People are encouraged to work to meet the needs of certain. The relation of job satisfaction with teachers interlinks with the performance of the teachers themselves. According to Akhtar (2010) that higher levels of job satisfaction of teachers, relate with the better their performance of the teacher.

Conversely, the lower levels of job satisfaction of the teachers are the base of lower performance. Satisfaction or some dissatisfaction with the job are subjective to their performance. The conclusions of the result based on a comparison. That what was receiving from the real job compared to what was expecting and desired and thinking that right for him.

According to Locke (1976), job satisfaction is the appraisal of a job as attaining or allowing the attainment of job values. These values are congruent with, or help fulfills one's basic needs.

Locke (1976) defines that feelings related to job satisfaction and job dissatisfaction tend to be the more representative assessment of employee related their experiences in the workplace the present and the past rather than hopes for the future which will come. Then Locke defines that satisfaction working as a level of positive emotions for an individual. In other words, job satisfaction is an approximate result for individual to employment or positive experiences for him.

Kinicki & Kreitner, (2003) Job satisfaction is emotional feeling towards work. The tendency of these emotions expressed as emotions like or dislike towards work.

Robbins and Judge (2007) define that job satisfaction is a positive feeling about a person's job which is the result of the evaluation of its characteristics.

McShane and Von Glinow (2015) define that job satisfaction is the result of one's judgment to employment. However, according to (McShane & Von Glinow, 2015) the ratings also were given to the context of the work according to with his perceptions of job characteristics, work environment and the experience of emotion in it.

(Greenberg & Baron, 2011) define that "Job satisfaction is an attitude owned employees about their work. That is related to the result of employee perceptions about the job".

Aspect of Job Satisfaction

There are several ways for the measurement of job satisfaction regarding statistical analysis and the process of collecting data. In this study tries to discuss the job satisfaction measured by the Job Descriptive Index (JDI). Job descriptive index is a measurement instrument for job satisfaction developed by (Smith et al., 1985). This tool uses for the measurement of employee attitudes toward their job.

Component of the job.

The dimensions of job satisfaction divided into five dimensions, but here only choose three dimensions namely:

1. Work as Teacher

From previous studies of job satisfaction, known that the nature of the work itself is a major determinant of job satisfaction. Chambers (1999), job satisfaction will have achieved if there is a match between the desire of workers and a core dimension of work, that consists of a variety of skills, work identity, significance work, autonomy and feedback.

Each core dimensions of the work include some material aspects of work that can affect satisfaction one's work. As for the relevance of each dimension, The job satisfaction explained that with the growing diversity of work activities done, one would find more meaningful work, for the same work is simple and repetitive cause employees to be bored.

2. Promotion

The opportunity to promote within the organization referred to promotion. In general, a person who promoted is considered a good achievement. Promotion is providing opportunities for personal growth, more responsibility, and social status. Therefore employees who feel satisfaction from their work also enjoy from their statutes.

3. Salary

Salary is the primary factor that can be used to improve work performance, motivation, and job satisfaction. Salary cause more discontent and rarely the person who expresses his satisfaction with the amount of money it receives(Sari*, 2004).

ProblemStatement

Work environment requires a satisfactory situation. Thus, teachers need to be motivated to work harder and also prevent them from feeling and sentiment of dissatisfaction.

Therefore, this study will identify factors that influence job satisfaction among teachers in Government Primary Schools in District Sargodha. These factors examined, work as teacher, promotion, and salary.

The goal of researchers to conduct the survey about job satisfaction among teachers in Government Primary Schools in District Sargodha to see whether teachers receive basic teacher training, which has vowed to produce children to become useful citizens and to have a job as a teacher and get the satisfaction expected in their life. If they are not satisfied with their job, then see the aspects why the teachers did not get satisfaction from their job.

Research objective

The objectives of this study were to:

- i) Identify the level of job satisfaction in terms of work as a teacher.
- ii) Identify the level of job satisfaction in terms of promotion.
- iii) Identify the level of job satisfaction in terms of salary.

Importance of Research

The statement and answers to the questions submitted for this study are important to the following things:

- a) The results of the study can add knowledge and experience to the teacher identify themselves not only in job satisfaction, even see the difference in job satisfaction factors were determined.
- b) The results obtained from this study attempts to provide information to the District Education Officer to identify the level of job satisfaction among teachers, work performance, and quality of teaching can improve.
- c) To identify gap for more studies related to job satisfaction.
- d) The results of this study can serve as a guide for teachers and educators to diagnose and resolve problems related to their job satisfaction.
- e) The findings of this study can help teachers and will make outreach improve the performance of the teachers, working with dedication and also tried heartily to encourage teachers to work with high satisfaction can be built or maintained.
- f) In summary, this study is important for the school to be able to benchmark the job satisfaction. It is also important to the District Education Department for information and appropriates action to improve and update the teachers working conditions.
- g) The study was also important to those individuals and bodies who like to make a particular study for future reference.

Research design

This study is a survey-based research and this survey conducted on 100 teachers in ten Government Primary Schools in District Sargodha. The instrument use was a questionnaire consisting of two parts, part A bio data, and part B subject which sustained the items that measure job satisfaction. The study based on Two Factor Theory(Herzberg, 1966).

By using this questionnaire, the researchers will be able to see the relationship between dependent and independent variables, which you want to study the demographic factors and job satisfaction.

The framework consists of two types of variables, namely dependent variable and independent variables. The dependent variable is job satisfaction. While the independent variables include aspects of work as a teacher, promotion, and salary.

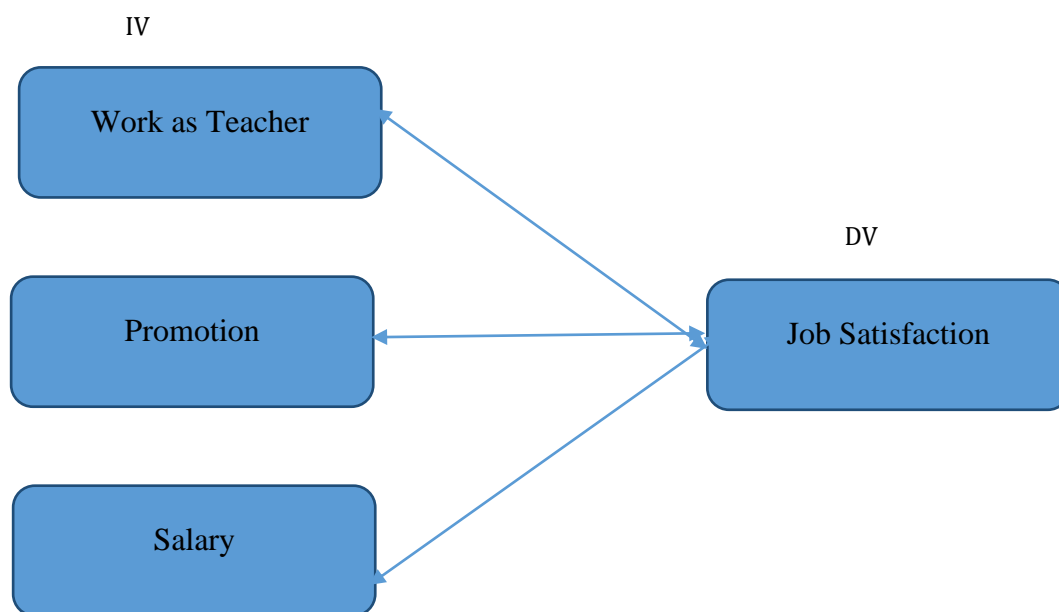


Figure 1: Job Satisfaction Framework.

Population Studies

The population of this study is well-trained Male and Female teachers from ten Government Primary Schools in District Sargodha. A total of 100 teachers were involved in this study. Principals, Vice Principals, and new teachers do not participate in this study. Given the number of teachers in ten schools is less than all the teachers involved as respondents in this study.

Research Instrument

The study used an instrument "Job Descriptive Index (JDI)" formed by(Smith et al., 1985)and modified as appropriate by the objectives outlined. JDI instrument has consistency between 0.80 to 0.88. The study by Johnson, et al. (1982) showed the consistency index of 0.87 when the instrument using a Likert scale. JDI is used to measure the three aspects of job satisfaction, which are work as a teacher, promotion, and salary. This instrument has been used extensively by several researchers such as(Fields, 2002; Ironson et al., 1989; MacKenzie et al., 2011; Matthews et al., 1987).

Table 1: Number of items in JDI

Variables	Number of items
Work as Teacher	10
Promotion	10
Salary	5

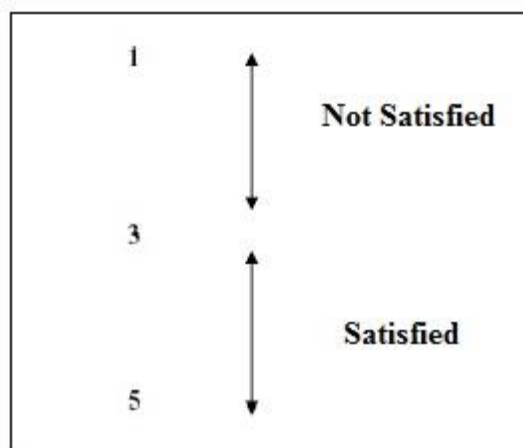
Total	25
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For each item there are five options that indicate the degree of agreement in the form of Likert Scale. Abbreviation for answers is as follows:

Table 2: Abbreviation respond questionnaire

Description	Abbreviation
Strongly Agree	SA
Agree	A
Not Sure	NS
Disagree	D
Strongly Disagree	SD

Table 3: Levels of job satisfaction



To determine, the level of job satisfaction, the midpoint will be measured and attained a scale score. Score midpoint rate over 3.0 and above indicates high job decision, while a score of less than 3.0 indicates that low job satisfaction (Khaleque & Rahman, 1987).

The minimum and maximum score for each factor is shown in the table 4 below:

Table 4: Score minimum and maximum job satisfaction

Aspects of work	Min	Max
Work as Teacher	10	50
Promotion	10	50
Salary	5	25
Total	25	125

III. DATA ANALYSIS

Ho 1: There was no significant difference in job satisfaction between male and female teacher.

Table 5: T - Test showed the difference to job satisfaction between male and female teachers

Variables	N	Mean	Sig.	Sig. Status
Work as Teacher	F-25 M-75	F-3.53 M-3.40	0.05	Yes
Promotion	F-25 M-75	F-2.84 M-2.96	0.33	No
Salary	F-25 M-75	F-3.21 M-3.31	0.25	No

Table 5 shows the t-test for job satisfaction by male teachers and female teachers.

There were no significant differences in job satisfaction between male and female teachers for the Work as Teacher. Promotion and Salaries. Then the null hypothesis is rejected.

While there are significant differences in job satisfaction between male and female teachers for the work as a teacher, then the null hypothesis is accepted.

Ho 2: There was no significant difference to job satisfaction among teachers according to academic qualifications.

Table 6: ANOVA - One way to show differences to work among teachers according to academic qualifications

Variables	F	Sig.	Sig. Status
Work as Teacher	0.34	0.79	No
Promotion	0.51	0.69	No
Salary	1.29	0.33	No

Table 6 shows the ANOVA - One way for job satisfaction among teachers according to academic qualifications.

There were no significant differences in job satisfaction among teachers according to academic qualifications. Then the null hypothesis is accepted.

IV. DISCUSSION

Overall, the average mean of the objectives of assessing the level of job satisfaction among teachers, namely of 3.38 is moderate to high.

With these teachers will improve the performance of their career to continue to work diligently in the future so that the quality of education and promote excellence in the education sector in the country.

In addition, there is a majority of respondents agree that they feel good working as a teacher. This assertion is supported by a study made by (Blood et al., 2002) in which employee- workers generally recognize their work as fun. This indicates possible there are several factors that cause them to enjoy working. As educators, they should always have fun working this feeling that students are not bored to receive their education. Respondents also admitted that they feel comfortable with their work. 60% of respondents support this statement. It describes the This teacher really understand their job well. Then they will also feel that their work is a good work and so will produce satisfaction the career that they do.

Such things are also likely to cause some teachers feel tired with their work. However, only 15.1% are supporting this statement. The rest said they did not feel tired. Perhaps it is because they feel it is their responsibility to shoulder the burden as a teacher and keep an open mind to solve all the problems. This assertion is supported by studies in (Lambert et al., 2001) of these teachers are consistently oriented responsibilities. The majority of respondents do not agree that there is always work to be done. This shows that they still have time to relax the mind at least before the start of the new class.

Overall average mean of the objectives of assessing the level of job satisfaction of the salaries of teachers of 2.94, which is at a low level. To see the cause is through discussion of each item in turn raised the researcher to the respondents.

In addition to state that they receive proper. It is not surprising if they agreed that their earnings is only enough for regular expenses. this shows that respondents are in need of additional salary to cover the daily needs. Most of them stated that they cannot spend lavishly.

If viewed from a share of 62.6% of respondents stated that they depend entirely on the salaries, they could and said their salaries only just so satisfying. Overall, this suggests that teachers absolutely not satisfied with the salary they earn. Only part comfortable and satisfied with the income they receive. Maybe they have get high salaries of other teachers think their wages or their equivalent work.

Based on the results of the overall objective of increasing employment aspects of the study of job satisfaction among teachers is of 3.30 and is at a moderate level height.

The majority of respondents agreed that they have a future in their careers. Outcome studies show the highest mean value of 3.84 in this statement. This is because they feel they have a good chance of promotion. Chances are they are confident in the potential and the advantages that they have to get higher ranks. The Ministry of Education in our country also now has a policy that is good in this case.

The majority of teachers support that their work has a policy of promotion fair. This shows that the policy of promotion of teachers according to performance and the potential to hold higher positions and have a clear vision. Just maybe they were too sure of themselves can bear the burden of higher duty. It was also found that respondents were not sure whether frequent promotions in their careers. This is because each teacher would have his own views about promotion and have a desire for promotion. However, it should be backed up with real ability and not solely expect a high rank by marginalizing real responsibility to be shouldered.

Nevertheless, there are people who do not know and do not agree with revelation given. Probably respondents are happy with the service supervisor them. Therefore, there are those who do not want to give a negative comment on their supervisors.

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