

A STUDY ON JOB SATISFACTION OF MATRICULATION SCHOOL TEACHERS IN KURUNTHANCODE BLOCK IN KANYAKUMARI DISTRICT

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ABSTRACT

Job satisfaction is an integral component of the work climate. It is the result of establishing a healthy organizational environment in an organization. It includes a feeling of satisfaction or dissatisfaction with the various segments of one's job life. Job satisfaction is believed to be a good indicator of an employee's feelings on his work.

KEYWORDS: *Job Satisfaction, Positive Contributions, Organizational Factors*

INTRODUCTION

Job satisfaction may be defined as a general attitude of an individual to his job. Positive attitudes to the job are equivalent to job satisfaction whereas negative attitudes to the job are equivalent to job dissatisfaction. Job satisfaction is one of the key factors in organisation dynamics, and is generally considered to be a primary dependent variable, in terms of which the effectiveness of human resources of an organisation is evaluated. Despite the fact that job satisfaction is an attitudinal variable, it has emerged as an important variable for several reasons. It has been argued that a progressive society should not only have quantitative concerns such as high productivity or material acquisitions, but also have concern for the quality aspects of its members. Variables such as mentally challenging work, equitable rewards, conducive working conditions, supportive colleagues, and personality make positive contributions to job satisfaction. An organisation consisting of more satisfied employees tends to be more effective and stable than the organisations with less satisfied employees. Satisfaction related to job might come about through sources external to work or alternatively from the internal sources related to work or to the feelings associated with a particular job.

OBJECTIVES OF THE STUDY

- To assess the job satisfaction of Matriculation school teachers.
- To study the personal factors and job satisfaction.
- To evaluate teachers opinion on organizational factors.
- To suggest measures to enhance the job satisfaction of the teachers.

SCOPE OF THE STUDY

Of the 13 Matriculation schools in Kurunthan code Block in the kanyakumari district. All the schools are solely self supporting schools. All the schools are controlled by CEO and recognized by Matric Board/ Govt of Tamil Nadu. The present study is concerned with job satisfaction of the Matriculation School teachers.

OPERATIONAL DEFINITIONS

Job Satisfaction

- Job satisfaction is a person's feeling of satisfaction with his job which acts as a motivation to work
- Loke, E.A. defined job satisfaction as a positive or pleasurable emotional state resulting from one's own appraisal of the job or of one's work experiences. It refers to an employee's positive or negative feeling about the job

School

An educational institution recognized by school education department government of Tamilnadu..

RESEARCH METHODOLOGY

Research Design

A research design is the arrangement of conditions for collection and analysis of data in a manner that aims to combine relevance to the research purpose with economy in procedure.

Sampling Design

The Matriculation school teachers in and around Kurunthancode Block in Kanyakumari District have been selected for the study.

Sampling Size

60 teachers were selected after, considering time and cost, This is 5% of total teachers in Kurunthancode Block.

Sampling Method

Simple random sampling is used to collect the data from the respondents.

Data Collection

The data collected from both primary and secondary sources, Primary data is collected through interviews schedule and the secondary data is collected from books, magazines, websites etc.

LIMITATIONS OF THE STUDY

The present Study is subjected to the following limitations

- The Study is confined to the Matriculation school teachers in Kurunthancode Block in Kanyakumari
- District
- Teachers, fear to share opinion about the schools. Thus, the information collected from the Teachers is based on their opinion.

- Only colleges that have existed for more than five years are taken for the study.

REVIEW OF LITERATURE

- Herald Monis & T.N. Sreedhara, in their study “Correlates of Employee Satisfaction with Performance Appraisal System in Foreign MNC BPOs Operating in India” This paper is based on an empirical study of five foreign MNC BPO firms operating in India, ranked among the top 100 by the International Association of Outsourcing Professionals (IAOP) for the year 2009. The level of satisfaction among the respondents towards the performance appraisal system shows that there is positive relationship between Employee satisfaction and Performance Appraisal System, it is observed that Performance Appraisal System has significantly influencing on the satisfaction level of the employees.
- Herald Monis & T.N. Sreedhara, “Correlates of Employee Satisfaction with Performance Appraisal System in Foreign MNC BPOs Operating in India”, Annals of the University of Petrosani, Economice: Vol.10 No. 4 (pp. 215 – 224), Year : 2010.
- Rajwant Kaur, (2008) studies the job satisfaction level of female library professionals in College and University Libraries in Punjab. A population of 225 respondents were identified and served a pre-tested questionnaire. Various on-the-job and off-the-job factors leading to job satisfaction have been identified. This Study proved that both the types of factors influence one another as these factors have reciprocal relationship to each other. It was identified that no one was fully satisfied and or fully dissatisfied. Rajwant Kaur, (2008), "Job Satisfaction among women library Professionals: A study of
- University and College Libraries in Punjab", **Library Progress (International)**, 28(1), pp. 37- 52.
- Chandra Bose, S., and Madasamy, V., (2009) studied the Job Satisfaction of the workers of Fireworks Units in Virudunagar District. The population consists of 676 Fireworks Units available in the Virudunagar District. Stratified Random Sampling Technique was adopted based on the average number of workers employed in each Unit. 29 components are taken for the Study, It was concluded that job satisfaction is also influenced by the employee's personal characteristics and management style and the nature of the work itself. Managers who want to maintain a high level of job satisfaction in the work force must try to understand the needs of each member of the work force.

Chandra Bose, S. and Madasamy, V., (2009), "A study on the Job Satisfaction of the Employees of Fireworks Industries", **Pradaban: Indian Journal of Management**, July -August, pp 26 -- 35 Satisfaction level of respondents

Sex-Wise Classification of Teachers

Table 1

Sl. No	Sex	No of Respondents	Percentage of the Respondents
1	Male	12	20
2	Female	48	80
	Total	60	100

Source : Primary data.

From Table 1, it could be inferred that out of 60 teachers working in matriculation schools, 12 teachers (20%) are

male while 48 teachers (80 %) are female.

Age-Wise Classification of Teachers

Table 2

Sl. No	Age	No of Respondents	Percentage of the Respondents
1	Bellow 30	32	53.4
2	30 - 40	20	33.3
3	40 and above	8	13.3
	Total	60	100

Source : Primary data.

From Table 2, it is found that 32 (53.4 percent) respondents are of the age below 30 years, 20 (33.3 percent) of them are between 30-40 years, 8 (13.3 percent) of them are above 40 years.

Educational Status of Teachers

Table 3

Sl. No	Education	No of Respondents	Percentage of the Respondents
1	Above HSC	2	3.33
2	D.Ted	5	8.33
3	Graduate	6	10
4	Post Graduate	8	13.33
5	UG with B.Ed.	15	25
6	PG with B.Ed.	19	31.67
7	M.Phil	5	8.34
	Total	60	100

Source: Primary data.

Table 3 reveals that out of 60 teachers working in Matriculation school, 19 teachers (31.67 percent) have the required qualification of post graduate with B.Ed., 15 teachers (25 percent) have the required qualification of graduate with B.Ed., 8 teachers (13.33 percent) are post graduate, 6 teachers (10 percent) are graduate, 5 teachers (8.33 percent) are both above M.Phil and D.Ted., and 2 teachers are Higher Secondary qualification.

Marital Status of Teachers

Table 3

Sl. No	Marital Status	No of Respondents	Percentage of the Respondents
1	Married	37	61.67
2	Un Married	23	38.33
	Total	60	100

Source : Primary data.

Table 3 reveals that out of 60 teachers, 37 teachers (61.67 percent) married whereas 23 teachers (38.33 percent) are unmarried.

From the above observation, it may be concluded that majority of the school teachers are married.

Location of School Teachers

Table 4

Sl. No	Location	No of Respondents	Percentage of the Respondents
1	Rural	41	68.33
2	Urban	16	26.67
3	Semi-Urban	3	5
	Total	60	100

Source : Primary data

From table- 4, it is seen that out of 41 teachers (68.33 percent) hail from rural areas, 16 teachers (26.67 percent) hail from urban areas and 3 teachers (5 percent) hail from semi-urban areas.

From the above observation, it may be concluded that majority of the school teachers in the study area come from rural areas.

Type of School

Table 5

Sl. No	Type of School	No of Respondents	Percentage of the Respondents
1	Boys Only	-	0
2	Girls Only	4	6.67
3	Co-Education	56	93.33
	Total	60	100

Source : Primary data

From table 5, it is seen that out of 60 teachers, 56 teachers (93.3 percent) are working in Co-education schools and 4 teachers (6.67 percent) are working in girls schools.

Level of School

Table 6

Sl. No	Level of School	No of Respondents	Percentage of the Respondents
1	Primary	12	20
2	Middle	2	3
3	High School	2	3
4	Hr. Sec. School	44	74
	Total	60	100

Source : Primary data

From table 6 exhibits that, out of 60 teachers, 44 teaches (74 percent) are working in Higher secondary schools, 12 teachers (20 percent) are working in primary schools, 2 teachers (3 percent) are working both high schools and middle schools.

Monthly Salary-wise Distribution of Respondents

Table 7

Sl. No	Monthly Salary	No of Respondents	Percentage of the Respondents
1	Up to Rs.5000	4	6.67
2	Rs. 5000 – Rs. 10,000	31	51.67
3	Rs.10,000-Rs.15,000	17	28.33
4	Above Rs. 15,000	8	13.33
Total		60	100

Source : Primary data

From Table 7, it is found that out of 60 teachers working in the Matriculation schools, 31 teachers (51.67 percent) are getting a salary of Rs. 5000 to Rs. 10,000, 17 teachers (28.33) percent) are getting salary of Rs. 10,000 to Rs. 15,000, 8 teachers (13.33 percent) are getting salary above Rs. 15,000 and whereas only 4 teachers (6.67 percent) are getting a salary up to Rs.5,000.

From the above, it is clear that in the Matriculation school, more teachers are getting salary of Rs. 5000 to Rs. 10,000.

FINDINGS

The various Findings of the Study are summarized below:

- From the Study it is found that female Teachers are more in Matriculation schools. In total 80 percent of the Teachers is Female. Thus Female Teachers dominate in all the streams.
- Regarding age, majority of the teachers belong to the age groups of below 30 (53.4 percent).
- Further, it is found that, majority of the teachers (31.67 percent) of Matriculation school teachers have PG with B.Ed. qualification.
- Regarding marital status, majority of the teachers are married (61.67 percent).
- Majority of the Matriculation school hail from rural area (68.33 percent).
- It is found that out of total teachers, 93.33 percent of teachers are working in Co-education schools.
- It is found that majority of the teachers (74 Percent) are working in higher secondary schools.
- Regarding monthly salary of teachers, 51.67 percent of teachers have monthly salary between Rs. 5000 to Rs. 15000.

CONCLUSIONS

The study conveys that the section head listening capacity in the problems of matriculation teachers in the kurunthan code block. It indicates that 40% of teachers are satisfied highly and moderately as well as and rest of the teachers are not satisfied. It concludes that the majority of the teachers above 40% are highly and moderately satisfied.