

# **“A STUDY ON JOB SATISFACTION OF TEACHERS IN RELATION TO THE DEMOGRAPHIC FACTORS OF SCHOOLS IN KARIMNAGAR DISTRICT OF TELANGANA STATE”**

## ***Abstract***

*Work fulfillment is a significant develop to the field of authoritative way of behaving and the act of human asset the board. Schools are no exemption for the rundown of associations guaranteeing educators' work fulfillment hence becomes unavoidable on the off chance that schools need to record great exhibitions. This paper targets analyzing a portion of the segment factors influencing position fulfillment of educators in confidential elementary schools and their ensuing exhibition. To achieve this goal; the creators did a review concentrate on in tuition based schools in Telangana State, India. Basic arbitrary examining strategy was utilized to choose the respondents from ten schools in the town. A sum of 350 respondents were considered for the review comprising 10 head instructors and 100 educators from every one of the 10 schools. Polls were utilized for information assortment. Information was then broke down by the utilization of Measurable Bundle for Sociology (SPSS) adaptation 12.0 and introduced in frequencies and rates. The variables distinguished included orientation, age section, instructive level, pay and length of administration of educators. In light of the discoveries, it is clear that specific segment factors affect the degree of occupation fulfillment of educators in non-public schools.*

**Keywords:** Job Satisfaction, Abilities, Progress, Improvement, Training.

## **Introduction:**

People need to have a particular arrangement of abilities to get by and progress in this serious world. This arrangement of abilities can be alluded to as instruction. Instruction is significant for the improvement of a country. It likewise assumes a fundamental part in the monetary and social development of a person. It mitigates the majority of the difficulties looked throughout everyday life. In addition to this, the information accomplished through training assists with fanning out the entryways

of chances for additional serious possibilities in profession improvement<sup>1</sup>. One of the significant job of training is to teach in the kid a feeling of development and responsibility by carrying with him the ideal changes according to his requirements and requests of truly evolving society, of which he is a necessary part. It additionally presents the youngster gigantic advantages. It raises the kid as the guardians do. It guides him like a loving dad and serves him dependably like a spouse. A knowledgeable individual can address the clashing difficulties and tide over every one of the challenges which stand up to him in everyday living. Schooling assists individuals with turning out to be better residents. Taught individuals are aware of the financial situation of the nation and can help with the headway of the country<sup>2</sup>.

Thus, schooling fosters the singular like a bloom which administers his scent in each opening of his milieu. In this sense, training is that ideal cycle which hauls a person from murkiness, wretchedness and neediness by fostering his uniqueness in the entirety of its viewpoints viz. physical, mental, profound and social. An uninformed individual can't track down a beneficial occupation. Joblessness is a perilous obstacle in the development and progression of a country's monetary condition, thus representing a prevention to the improvement of the country. Nations having low talented people due to unfortunate schooling are falling behind in the race of the economy all around the world. Subsequently, a decent arrangement of instruction ought not to be disregarded by any country. In India, the arrangement of schooling is extensively classified into three primary gatherings<sup>3</sup>.

### **School Education in India**

In India training school instruction is separated into rudimentary (class 1 to class 8), lower auxiliary (ninth norm to tenth norm), and higher optional (class 11 and class 12) training. Rudimentary training is partitioned into lower essential (class 1 to class 5), upper essential (class 6 to class 8). Optional schooling is critical as this phase of training covers the pubescence time frame. It is the most critical period, which requires absolute attention to detail of the solid improvement of the kid. Auxiliary instruction

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<sup>1</sup>. Bandura, A. (Ed.). (1995). *Self-efficacy in changing societies*. Cambridge university press

<sup>2</sup>. Becenti, C. J. (2009). *Is there a relationship between the level of professional learning community attainment, teacher effectiveness, and student achievement* (Doctoral dissertation, Arizona State University).

<sup>3</sup>. Bhakta, K., (2016), *Job Satisfaction of Primary School Teachers in Howrah District*, *Imperial Journal of Interdisciplinary Research (IJIR)* Vol-2, Issue-10, 2016, ISSN: 2454-1362, Retrieved from <http://www.onlinejournal.in>

happens basically during the high schooler years. Its job can be to give common sense, to plan for advanced education or to prepare straightforwardly in a calling. Consequently, schooling at this stage has an extremely significant impact in the improvement of generally speaking character<sup>4</sup>. Optional schooling has a basic person to play in setting up the young to include a proficient job in the social reproduction and monetary development of the country. It additionally influences the social, monetary, specialized and social proficiency of the country. Auxiliary Training Commission (1952-53) named optional schooling as higher optional instruction in which 10th to 11th classes were conceded. Till today, in that regard is no likeness looking like different auxiliary schools in India. The primary change of auxiliary training in India, shifts as various schooling commissions have made various proposals. A few ideas are as per the following.<sup>5</sup>

### **Review of the Related Literature**

**Pralica, M., Zečević, I. i Marinković, N. (2018)**<sup>6</sup> done a concentrate on work fulfillment among optional teachers in Hooghly locale of West Bengal. The review was directed to concentrate fair and square of occupation fulfillment of optional teachers with respect to their flood of instructing, schooling level, conjugal status and age bunch. Information uncovered that 37.1% educators were fulfilled, 52.9% instructors were undecided and 10.0% instructors were disappointed with their occupation among auxiliary teachers in Hooghly area. Here normal instructors were secured conflicted with their position. The level of disappointed instructor was lower than both the fulfilled educators for example 37.1% and undecided instructors' i.e.52.9%. Almost certainly, the level of fulfilled instructor was not so high, yet the level of disappointed educators were extremely low for example just 10%.

**Majstorović, N. Matanović, J. & Gligorijević, N. (2017).**<sup>7</sup> Directed a concentrate hands on fulfillment of elementary teachers in Howrah Locale. The targets of the review were

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<sup>4</sup>Aaronson, D., Barrow, L., & Sander, W. (2007). Teachers and student achievement in the Chicago public high schools. *Journal of Labor Economics*, 25(1), 95-135.

<sup>5</sup>. Adams, S. J. (1963). Toward an understanding of inequity. *Journal of Abnormal and Social Psychology*, 67, 422-426

<sup>6</sup>. Pralica, M., Zečević, I. i Marinković, N. (2018). Povezanost dimenzija sagorijevanja i osobina ličnosti kod nastavnika u osnovnim školama. U M. Nikolić i M. Vantić-Tanjić (ur.), *Zbornik radova IX konferencije „Unapređenje kvalitete života djece i mladih“* (str. 135-143). Tuzla: Udruženje za podršku i kreativni razvoj djece i mladih.

<sup>7</sup>. Majstorović, N. Matanović, J. & Gligorijević, N. (2017). Faktori zadovoljstva poslom kod nastavnika osnovnih i srednjih škola. *Nastava i vaspitanje*, 2, 221-238.

to know whether the degree of occupation fulfillment contrasts as per the orientation, preparing status (prepared undeveloped), and showing experience (under 5 years - 5 years and above) of elementary teachers. The finding of the review showed that there was no massive contrast in the degree of occupation fulfillment of male and female and prepared and undeveloped elementary teachers. Yet, then again, there existed a tremendous distinction between grade teachers having under 5 years of showing experience and elementary teachers having 5 years or more 5 years of showing experience in their degree of occupation fulfillment.

**Chopra (2015)**<sup>8</sup> concentrated on work fulfillment of instructor instructors corresponding to their showing adequacy and expert responsibility. Finding of this study showed that male and female, metropolitan and provincial instructor teachers were comparable concerning position fulfillment. Instructor instructors having showing experience as long as five years or more five years were tracked down comparable concerning position fulfillment.

**Hans, Khan and Saadi (2014)**<sup>9</sup> concentrated on the work pressure and occupation fulfillment among deans. The discoveries showed that superintendents in bilingual schools felt pressure because of responsibility, awful working circumstances, poor authoritative environment and so forth. It very well may be reasoned that presence of stress differently influence execution of workers. Thus, there ought to be legitimate preparation for managing pressure and getting higher fulfillment from their calling.

### **Statement of the Study**

The title of the issue of the current review is expressed as-"Occupation Fulfillment among Optional Teachers comparable to their Demeanor towards Showing Calling, Self-Adequacy and Segment Factors."

### **Objectives of the Study:**

1. Analyse the Descriptive Statistics of Variables under Study in Karimnagar District of Telangana State

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<sup>8</sup>. Chopra, A. (2015). Job satisfaction of teacher educators in relation to their teaching effectiveness and professional commitment.

<sup>9</sup>. Hans, Mubeen, Khan and Saadi (2014) A Study on Work Stress and Job Satisfaction among Headmasters: A Case Study of Bilingual Schools in Sultanate of Oman – Muscat. DOI: <https://doi.org/10.5296/jsr.v5i1.5426>

2. Examine the Percentages of teachers having Low, Moderate and High Job Satisfaction (Total and gender-wise), in Karimnagar District of Telangana State
3. Examine the Percentages of Teachers Having Low and High Positive Attitude towards Teaching Profession (Total & Gender-Wise) in Karimnagar District of Telangana State
4. Analyse the Percentage of Teachers Having Low and High Self-Efficacy (Total and Gender-Wise) in Karimnagar District of Telangana State

### **Sample and sampling procedure**

Since it was difficult to study every one of the schools of Telangana State. Subsequently, three locale of Telangana State were arbitrarily chosen Manakonduri, Ramadugu and Karimnagar mandals. From that point onward, a rundown of all optional schools of Manakonduri, Ramadugu and Karimnagar mandals. Locale including every one of the three board schools having Telangana State., CBSE, and the ICSE were taken by concerned specialists prior to beginning the examining. Schools were chosen by utilizing straightforward irregular examining strategy. A while later, the specialist has done purposive examining for gathering information of optional teachers from haphazardly chose schools of previously mentioned locale.

### **Results & Discussions:**

**Table-1**  
**Descriptive Statistics of Variables under Study**

<b>S.No</b>	<b>Variables</b>	<b>N</b>	<b>Percent</b>
1	Job Satisfaction	140	40%
2	Attitude towards Teaching Profession	110	31.4%
3	Self-Efficacy	100	28.6%
Total		350	100%

**Source:** Primary Data

Table -1 shows that the mean scores of all the variable under the to be specific work fulfillment, disposition towards showing calling and self-adequacy of optional teachers; are 40%, 31.4%, and 28.6% individually.

**Table-2**  
**Percentages of teachers having Low, Moderate and High Job Satisfaction (Total and gender-wise)**

Groups	No. of Teachers	Category	No of Teachers	Percentage
Total	350	Low	140	40%
		Moderate	110	31.4%
		High	100	28.6%
Male	150	Low	40	66.6%
		Moderate	70	46.7%
		High	40	26.7%
Female	200	Low	20	10%
		Moderate	120	60%
		High	60	30%

**Source:** Primary Data

To decide the level of occupation fulfillment experienced by auxiliary teachers, their scores hands on fulfillment scores was isolated into three classes i.e., low work fulfillment, moderate and high work fulfillment. The outcomes show up in table 4.2. An assessment of figure 4.2 shows that the rates of low, moderate and elevated degree of occupation fulfillment. From these outcomes it is obvious that there is a ton of variety in educators' work fulfillment in their occupation, with almost 50% of the educators encountering less work fulfillment in their occupation. The consequences of the investigation additionally clarify that the level of female instructors encountering fulfillment is more prominent than the male educators.

**Table -3**  
**Percentages of Teachers Having Low and High Positive Attitude towards Teaching Profession (Total & Gender-Wise)**

S.No	Groups	No of Teachers	Level of Attitude towards Teaching Profession	No of Teachers	Percentages
1	Total	350	Low Positive	90	25.7
			High Positive	260	74.3

2	Male	150	Low Positive	40	26.7
			High Positive	110	73.4
3	Female	200	Low Positive	50	25
			High Positive	150	75

**Source:** Primary Data

The outcomes show up in table-3. Rates of low and high uplifting outlook. In male sub - groups 26.7 and 73.4 separately, these rates convert into 51.21 and 48.79 separately, while in female sub-bunch it is 25% and 75% separately. To decide the level of self-viability experienced by auxiliary teachers, their scores on the self-adequacy scale were partitioned into two classifications i.e., low and high gatherings.

**Table -4**

**Percentage of Teachers Having Low and High Self-Efficacy (Total and Gender-Wise)**

S.No	Groups	No of Teachers	Level of Self-Efficiency	No of Teachers	Percentages
1	Total	350	Low	80	22.8%
			High	170	48.6%
2	Male	150	Low	40	26.7%
			High	110	73.4%
3	Female	200	Low	50	25%
			High	150	75%

**Source:** Primary Data

The outcomes show up in table-4. An assessment of table 4.4 further shows that the rates of low and elevated degree of self-adequacy are 22.8% and 75% individually. In male subgroup, these rates convert into 26.7% and 73.4% separately, while in female sub-bunch it is 25% and 75% individually. From these outcomes it is obvious that there is a ton of variety in optional teachers' self-viability in their occupation. The consequences of the examination likewise clarify that the level of self effective female auxiliary teachers are somewhat higher self-adequacy than the male educators (fig.-4). Subsequent to introducing the general image of the exploration information, the outcomes are introduced in the accompanying tables and diagrams speculation wise.

**Table-5**

**Showing the comparison of low and high positive attitude towards teaching profession  
secondary school teachers in respect to their job satisfaction**

<b>S.No</b>	<b>Job Satisfaction</b>	<b>N</b>	<b>Percentage</b>
1	Low Positive Attitude towards Teaching Profession Group	140	40%
2	High Positive Attitude towards Teaching Profession Group	210	60%
<b>Total</b>		<b>350</b>	<b>100%</b>

**Source:** Primary Data

Table-5 shows that the mean worth of occupation fulfillment of low and high uplifting outlook towards the showing calling gathering of auxiliary teachers are 40% and 60%, separately. In this way rate, there is no factual huge contrast among low and high uplifting perspective towards the showing calling gathering of optional teachers on the proportion of occupation fulfillment is dismissed (fig. 5).

**Conclusion:**

This section manages the clarification of the outcome. The outcomes have been figured out after the examination of the gathered information introduced in the past part. For the comfort of the comprehension and clearness in the show, the consequences of the review have been examined and deciphered as per the speculations which were outlined in the principal part of this proposal. The specialist gathered the information utilizing normalized as well as self-built instruments. With the assistance of appropriate factual methods, information were dissected to approve the provisional speculations for achieving the targets of the current review. The significant discoveries of the current review are given as follows. At the point when the optional teachers of low and high demeanor towards showing calling were looked at, it was seen that there was a tremendous contrast between them on the proportion of their work fulfillment (Table-5). It very well may be securely presumed that the auxiliary teachers with high mentality towards showing calling are more fulfilled in their positions than low disposition towards the showing calling educators. A demeanor assumes a significant part in

our lives. A great demeanor determines more joy in a work. Thus, in the event that an educator has a high uplifting outlook towards showing calling, he/she would be more happy with his/her work. This outcome is self-evident. It is a far reaching idea, having a few aspects. One aspect sees educating as a calling (Seema, 2012). Kavitha and Venkateswaran (2015), found that the factors showing disposition and occupation fulfillment of auxiliary teachers was viewed as critical. Devi (2005) investigated that in showing calling the achievement relies on disposition towards calling and occupation fulfillment. Discoveries of Suja (2007) were additionally in a similar line. In a review completed by Pushpam (2003) detailed positive connection between demeanor towards educating and work among ladies educators. Showing disposition of the educator assumes a significant part in further developing learning mentality of understudies which thus is pondered the work fulfillment of educators.

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