

Job Satisfaction Of Post Graduate Teachers In Relation To Their Work Motivation

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Abstract

Education is a way to the development of desirable habits, skills, and attitudes that make an individual a good citizen. The term job satisfaction refers to the attitudes and feelings of the working people in their profession. There are positive and negative feelings that happen among working people called job satisfaction and job dissatisfaction. The term work motivation refers to the set of energetic forces that happen to an individual from the surrounding people to initiate work-related behaviors and to determine their direction. And so Job satisfaction and work motivation are interrelated to each other. Post-graduate teachers are the teachers who complete their post-graduate degrees in their discipline and handle the subjects in the school education system. In this research study, we were discussing the job satisfaction of post-graduate teachers in relation to their work motivation. In the present study, the normative survey method will be adopted. Random sampling technique to be adopted for this study. The sample consists of 255 postgraduate teachers from various government, government-aided, and private higher secondary schools in Thiruvallur, Chennai, and Kancheepuram districts in Tamil Nadu. The data collected in the present study were analyzed using a measure of central tendency, t-test, and Analysis of Variance (ANOVA). According to the study findings, there is no significant difference in the Job Satisfaction of Post Graduate Teachers in relation to their Work Motivation with respect to their gender, rural post-graduate teachers have high Job Satisfaction and Work Motivation than Urban post-graduate teachers and there is no significant difference between post-graduate teachers with respect to their teaching experience. Job satisfaction of post-graduate teachers in relation to their work motivation provides dynamic growth in the modern education system.

Keywords: Job Satisfaction, Work Motivation, Post graduate teachers, School, Job Dissatisfaction.

1. Introduction

A modern society cannot survive without education. It helps people to acquire the skills they need for everyday activities. It enables one to increase their knowledge about oneself, about others as well as one's society. It helps them to acquire skills that make life more interesting and enjoyable. It helps people to adjust to change. Adjustment is important because social changes take place with increasing speed and affect the lives of more and more people. Work Motivation is also important for effective work and to get satisfaction in the job.

2. Need Of The Study:

Teachers play a major role in the development of education and the overall progress of a nation. They play an important role in their student's achievements and success in relation to their studies. A teacher, who is happy with his job,

then the quality of the education system increased and also takes a major place in the upliftment of society. Teacher job satisfaction has been recognized for implementing any type of education reform, for involving the teacher in lifelong learning, for the quality of the teaching-learning process, and for satisfaction with life. It motivates teachers to continue their effective work in the teaching and learning process. And so the need is felt by the investigator for this study "**Job Satisfaction of Post Graduate Teachers in relation to their Work Motivation**".

3. Objectives:

To find whether there is any significant difference in the Job Satisfaction of Post Graduate Teachers in relation to their Work Motivation with respect to their

- Gender
- Location
- Teaching Experience

4. Hypotheses Of The Study:

1. There is no significant difference in the Job Satisfaction of Post Graduate Teachers in relation to their Work Motivation with respect to their gender.
2. There is no significant difference in the Job Satisfaction of Post Graduate Teachers in relation to their Work Motivation with respect to their locality.
3. There is no significant difference in the Job Satisfaction of Post Graduate Teachers in relation to their Work Motivation with respect to their teaching experience.

5. Methodology:

The research design is of the normative survey method, and the sampling technique used for the study is a stratified random sampling technique.

5.1 Sample:

The sample consists of 255 Post-graduate teachers (105 male and 150 female) drawn from various government, government-aided and private schools in rural and urban areas of Thiruvallur, Chennai, and the Kancheepuram district.

5.2 Instruments Used:

The investigator used the "Job Satisfaction Scale(JSS) and Work Motivation Scale(WMS)". These Scales were developed by the investigator and consist of 30 and 25 statements. Tools are used to collect data with respect to the Job Satisfaction of Post Graduate Teachers in relation to their Work Motivation. The scales were administered to the Post –graduate teachers with the following instructions, "Please read the statements carefully, because some are phrased positively and others negatively. Respond by putting a tick mark (✓) against the appropriate one which you feel suitable, according to the Likert scale, (Strongly Agree, Agree, Uncertain, Disagree, Strongly Disagree)". On both scales, the maximum score value for each statement is 5 and the minimum score value is 1. The maximum score of the JSS tool is 150 and the minimum is 30. The maximum score of the WMS tool is 125 and the minimum is 25. Care was taken to collect the data from Post-graduate teachers working in different higher secondary schools situated in rural and urban areas.

5.3 Analysis And Interpretation Of Data:

The data collected in the present study were analyzed using a t-test and Analysis of Variance (ANOVA).

6. Testing Of Hypothesis Hypothesis-I

There is no significant difference in the Job Satisfaction of Post Graduate Teachers in relation to their Work Motivation with respect to their gender.

Table-1 The difference in the Job Satisfaction of Post Graduate Teachers in relation to their Work Motivation with respect to their gender

Title	Gender	N	Mean	SD	CR value	Level of significance
Job Satisfaction of Post Graduate Teachers in relation to their Work Motivation	Male	105	106.21	9.818	1.004	NS
	Female	150	107.40	9.618		

*NS-Not Significant

From table 1, the calculated 'CR' value(1.004) is less than the table value(1.96) at a 0.05 level of significance. Hence, it is concluded that there is no significant difference in the Job Satisfaction of Post Graduate Teachers in relation to their Work Motivation with respect to their gender. Therefore, the null hypothesis, that there is no significant difference in the Job Satisfaction of Post Graduate Teachers in relation to their Work Motivation with respect to their gender is accepted.

Hypothesis-2

There is no significant difference in the Job Satisfaction of Post Graduate Teachers in relation to their Work Motivation with respect to their locality.

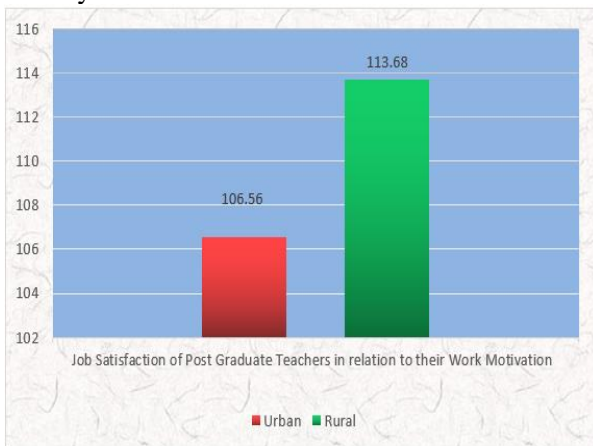
Table-2 The difference in the Job Satisfaction of Post Graduate Teachers in relation to their Work Motivation with respect to their locality

Title	Locality	N	Mean	SD	CR value	Level of significance
Job Satisfaction of Post Graduate Teachers in relation to their Work Motivation	Urban	145	106.56	9.768	3.150	0.01
	Rural	110	113.68	4.796		

From table 2, the calculated 'CR' value(3.150) is greater than the table value(2.58) at a 0.01 level of significance. Hence, it is concluded that there is a significant difference between urban and rural

post-graduate teachers in their Job Satisfaction and Work Motivation. Moreover, from the mean value, it is inferred that Rural post-graduate teachers have high Job Satisfaction and Work Motivation than Urban post-graduate teachers. This might be due to the reason that rural post-graduate teachers have a more pleasant environment to work in the teaching profession than urban post-graduate teachers.

Figure 2 The significant difference between Job Satisfaction of Post Graduate Teachers in relation to their Work Motivation with respect to their locality



Hypothesis-3

There is no significant difference in the Job Satisfaction of Post Graduate Teachers in relation to their Work Motivation with respect to their teaching experience.

Table-3 The difference in the Job Satisfaction of Post Graduate Teachers in relation to their Work Motivation with respect to their teaching experience

Title	Teaching Experience	Df	Sum of squares	Mean squares	F-value	Level of Significance
Job Satisfaction of Post Graduate Teachers in relation to their Work Motivation	Between Groups	2	11237.364	5618.682	98.449	NS
	Within Groups	252	17178.622	57.072		

It is observed from the above table that there is no significant difference in the Job Satisfaction of Post Graduate Teachers in relation to their Work Motivation with respect to their teaching experience. Hence, it is inferred that there is no significant difference between post-graduate teachers with respect to their teaching experience. This may be due to the fact that all the levels of post-graduate teachers in the Thiruvallur, Chennai, and Kancheepuram district schools got equal work motivation and job satisfaction. Therefore, the null hypothesis, that there is no significant difference

in the Job Satisfaction of Post Graduate Teachers in relation to their Work Motivation with respect to their teaching experience is accepted.

7. Educational Implications

- Job Satisfaction and Work motivation are interrelated in the post-graduate teaching profession. Every post-graduate teacher needs the motivation of their work to get the satisfaction of their job. Some of the recommendations are:
- In the modern world, there is a need to arouse interest in the Teaching profession in all the education systems of our country.
- Training programs can be organized for the teachers in higher secondary schools to improve the teaching and learning process successfully and innovatively.
- Workshops can be organized among teachers in higher secondary schools to improve the knowledge and importance of work motivation and job satisfaction for the development of the education system.
- Create an opportunity to work innovatively on the school campus for all the higher secondary teachers without any discrimination.
- Implement some activities among higher secondary teachers to reduce their work stress like trips, tours, etc.

8. Conclusion

Education is very important for all the citizens in our country. The main pillar of education is teachers and so teachers have to work peacefully and energetically. Without teachers, we can't imagine the teaching and learning process of the education system. A Peaceful environment has to provide the teachers with the required motivation to get success in the teaching profession. A successful teaching profession gives job satisfaction to teachers. The result of job satisfaction and work motivation of post-graduate teachers takes place in the quality of the education system and the educational growth of society.

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