

A Study of Job Satisfaction among Secondary and Higher Secondary Tribal School Teachers

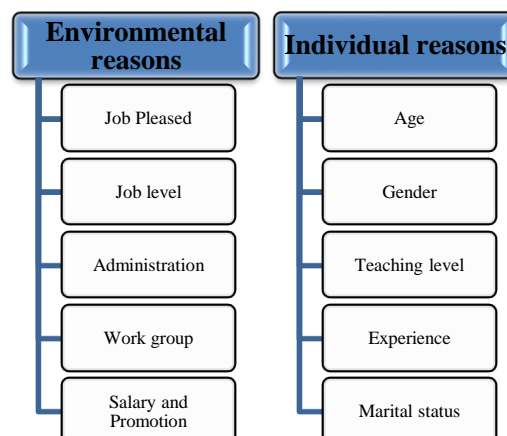
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ABSTRACT

Job satisfaction is the talk over issue in India and other country. Because of teacher is pillar of the Nation. In current study the researcher examined the level of job satisfaction among the secondary and higher secondary tribal school teacher. In this research, 100 Secondary and 100 higher secondary teachers, 200 in total, working in different areas (urban & rural) schools were examined. 2x2 factorial design was used and data were analysis by 'F' test. Results were considered by using F- ANOVA. Outcomes showing that there is insignificant difference between secondary and higher secondary tribal school teachers on job satisfaction. There is significant difference between the job satisfaction among urban and rural area of secondary and higher secondary tribal school teachers.

Keywords: Job Satisfaction, Secondary and Higher Secondary Tribal School Teachers, area

Job Satisfaction uncovered familiarity with the individual towards his/her Job which incorporates Job Situation, Job associated occasions, and so on. It is a game plan of mental and enthusiastic inclusion at work. As clear by Locke (Lutherans, 2002), Job Satisfaction is a "satisfying or enthusiastic state resulting from the evaluation of one's job inclusion". It is regularly a result of the attention to the employee regarding whether his job conveys him with the outcomes he sees as huge. It is a solid employee or they outperform the possibilities. Coming up next are a portion of the primary reasons controlling job satisfaction might be sorted into two kinds.



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These types of reason effected to job satisfaction. So, this study identifies significant or not significant reason who effected to job satisfaction.

AIMS:

1. To study the job satisfaction among secondary and higher secondary tribal school teachers.
2. To study the job satisfaction among urban and rural area of secondary and higher secondary tribal school teachers.

HYPOTHESIS OF THE STUDY:

1. There is no significant difference in job satisfaction between secondary and higher secondary tribal school teachers.
2. There is no significant difference in job satisfaction between urban and rural area of secondary and higher secondary tribal school teachers.
3. There is no interaction effect of job satisfaction on types of school and area of tribal school teachers.

METHOD:

Sample

A total 200 study sample were selected in different schools of Dahod district. Out of 50 secondary tribal school teachers and 50 higher secondary tribal school teachers. Out of 50 urban and 50 rural. This sample selected by random sampling method.

Tools

The following tools were used in the present study:

1. **Personal Data Sheet:** A personal data sheet developed by investigator was used to collect information about School types, experience level of the participants.
2. **Job Satisfaction:** P.Kumar and D. Mutha. Developed Job Satisfaction questionnaire in year of 1978. In this study Researcher have use this questionnaire. Total 29 question in this scale.

TECHNIQUES: -

The data was analysed by using the following statistical methods:

F-ANOVA was used. Descriptive statistics Mean and Standard Deviation were tribal teachers.

F test analysis by SPSS version 20.

RESULT AND DISCUSSION:

1.1. To investigate job satisfaction among tribal school teachers in relation to the type of school, experience level, and age group.

The purpose of this study was to identify job satisfaction levels among teachers in tribal schools based on their type of school, and area. This table shows the results of the analysis of variance, standard deviation, mean, and mean difference.

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Table 1

Displays the mean and standard deviation of the overall job satisfaction scores for tribal school teachers according to school type, and area.

School types	Area	Mean	Std. Deviation	N
Secondary School	Rural	24.3600	3.76211	50
	Urban	23.3200	5.71943	50
	Total	23.8400	4.84449	100
Higher Secondary	Rural	25.6200	3.86977	50
	Urban	23.7000	3.50655	50
	Total	24.6600	3.79851	100
Total	Rural	24.9900	3.84943	100
	Urban	23.5100	4.72367	100
	Total	24.2500	4.36149	200

7.1.1. The job satisfaction experienced by tribal school teachers at secondary and higher secondary levels.

Table 2

ANOVA and mean summary on job satisfaction with reference to school types of tribal school teachers.

Variables (N=100)		Mean	SD	df	MS	F
School	Secondary	23.84	4.84	1	33.62	1.81(NS)
Types	Higher secondary	24.66	3.80			

Note: Above Variable N is 100, Significance Criteria: NS-Not Significant

The main aspect of the research is to show the difference between job satisfaction experienced by secondary and higher secondary tribal school teachers. Table no 2 shows the F value is 1.81. this value is not significant at any level for the types of school on the level of job satisfaction. According to the above table, the mean job satisfaction scores of secondary and higher secondary tribal school teachers are 23.84 and 24.66, respectively and there is a very small difference between them, 0.82. According to these results, the job satisfaction levels of these individuals are not extremely higher to their school types.

Thus, it follows that null hypothesis 1 holds true. The school types of secondary and higher secondary do not significantly differ in job satisfaction. Secondary and higher secondary tribal school teachers are equally satisfied with their jobs.

7.1.2. Job satisfaction with reference to rural and urban area of the tribal school teachers.

Table 3

The effect of area on job satisfaction among tribal school teachers was examined by ANOVA

Variables (N=100)		Mean	SD	df	MS	F
Area	Rural	24.99	3.85	1	109.52	5.90*
	Urban	23.51	4.72			

*Note: Above Variable N is 100, Significance Criteria: P>0.05 *, 0.01***

The 'F' test was applied to examine the impact job satisfaction has on areas level. It can be clearly seen from the above table no.3 reveals that the 'F' value is 5.90 it is significant at 0.05 level. According to the above table, the mean score for rural is 24.99, while the mean score for

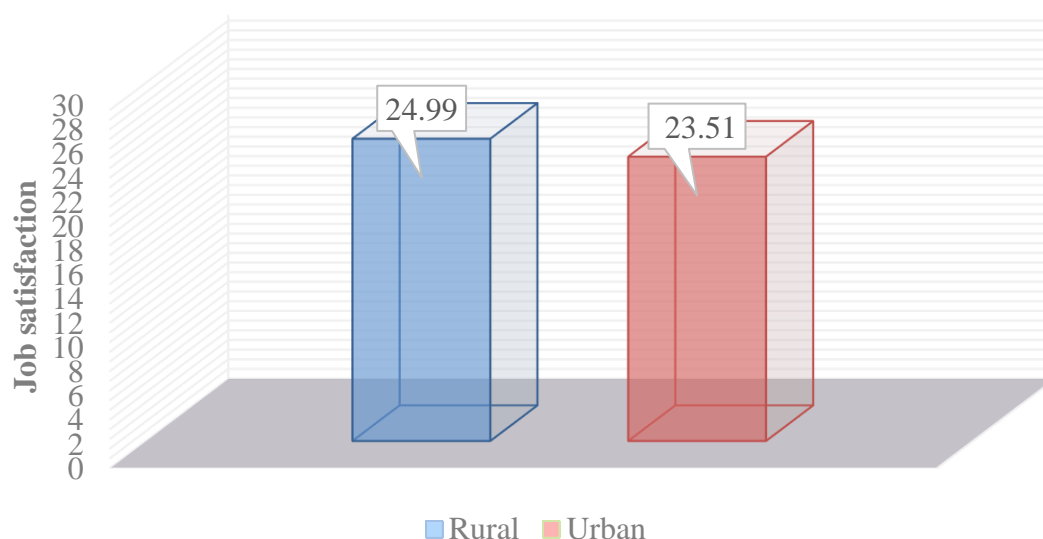
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urban is 23.51. The difference between the two is 1.48, which is higher, that means secondary and higher secondary tribal school teachers have the no same job satisfaction, regardless of whether they have rural and urban areas. The area of school teachers does seem to have an important effect on their job satisfaction.

Thus, it follows that null hypothesis 2 is rejected. There is significant difference in job satisfaction between urban and rural area of secondary and higher secondary tribal school teachers. Rural areas tribal school teachers are satisfied with their jobs than urban areas schools teachers.

Graph No. 1

Job satisfaction is depicted in the chart for rural and urban school teachers in tribal schools.



7.1.3. An analysis of the interaction effect of school types and area on job satisfaction among teachers in tribal schools.

Table 4

An analysis of variance and a mean summary on job satisfaction among tribal school teachers with reference to school types and area.

School Type	Age				Df	MS	F
	Rural N=50		Urban N=50				
	Mean	SD	Mean	SD			
Secondary	24.36	3.76	23.32	5.72	1	9.680	0.52
Higher Secondary	25.62	3.87	23.70	3.51			

Note: Above Variable N is 50, Level of significance: NS- Not significant

Accordingly, the F value for the interaction between school types and area is 0.52, which means there is no significant modification at 0.05 or 0.01 levels. The findings show no interaction between school types and area and job satisfaction. Accordingly, school and area have little influence on job satisfaction.

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CONCLUSION:

The current research foretold that teacher at work in secondary school and higher secondary school their job satisfaction is equal. Area effect job satisfaction urban areas teacher is not satisfying with their job adjustment like job place, different types of area condition, problem with family because many teachers left their native place and migrated to job place due to which he cannot stay with his family. School types and area are not significant interaction to each other.

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Conflict of Interest

The author declared no conflict of interest.

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