

# Some Correlates Of Job Satisfaction In Public School Teachers

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**Abstract - The problem undertaken for examination in the present investigation was to study some correlates of job satisfaction in public school teachers and aimed at studying the relationship of job satisfaction, job involvement and occupational stress of two groups i.e. male and female of school teachers. The sample of the study constituted 200 male and 100 female school teachers of public school of Rajasthan, in Jaipur. The effort was made to control the variable of age length of service, education, residence, size of the family and socio-economic status.**

**Key Words- job satisfaction, Teachers attitude, Occupational stress**

## Introduction

Since the dawn of human consciousness making has ceaselessly been striving for the goal of happiness, peace and stress-free life. Due to vast technological development the communication channels have increased manifold and has enhanced the efficiency of the organizational man out put it has its own side effects. It has sometimes led to confusion, conflicts himself. Man gets confused and indecisive of what should be done and what not. He is unable to make appropriate decision, which creates tensions and from the social psychological point of view it arouse dissonance.

Dissonance may also be aroused if the needs are not fulfilled. In other words if there is discrepancy between the role expectations and the perception that a role incumbent has about these expectations with different variable of job attitude, job involvement, experience of role conflict (stress) are very common in any situation of work, Although it is held that stress in a work organization has to a limited extent, some beneficial effects such as psychological growth, There is likelihood that the dissatisfied employees will skip their work more often than the satisfied employees. Thus there is need to change practice in several spheres of life, but most fundamentally at work places. There is need to help persons to establish their identity, so that their work may become more meaningful and joyful. Through the job satisfaction studies, it might be possible to identify factors leading to satisfaction and dissatisfaction, Achievement, development of new skills and creativity. Yet most thinkers in the field have indicated stress as undesirable factors leading to lower job satisfaction, low self-esteem, depressed mood, higher tension and anxiety, lower performance and coronary heart diseases etc. Researchers have also shown that the existence of such kind of conflict in persons in different jobs is negatively associated with satisfaction. In a stressed state individual perceives less opportunity to satisfy his needs. It has been observed that when employees are stress free and happy have favorable attitudes towards job and also when they are very much involved in job, it improves the efficiency of the worker as well as overall productivity.

## OBJECTIVES

The main objective of the present study is to examine the relationship among attitude, job involvement, occupational stress and job satisfaction of the public school teachers. Associated ancillary objectives of the study are:

1. To study the relationship between job involvement and occupational stress.

## HYPOTHESIS

1. There would be significant relationship of job satisfaction with job involvement of the public school teachers.

## SAMPLE OF THE STUDY

200 Male and 100 female teachers were selected from public school of jaipur city, who has selected randomly.

## RESEARCH TOOLS

Job satisfaction questionnaire (JSQ) for teachers by kumar and Mutha (1978)

Job involvement questionnaire scale By Ladahl and Kinjner(1965)

The occupational stress index by srivastava and singh (1948)

**TABLE-1**

Variable	M N=200	F N=100	
Job satisfaction and Job involvement	r=.346**	r=.218*	*Significant .05 level **Significant .01 level

### Correlation between job satisfaction and job involvement of Male and Female public school teachers

It is obvious from table -2 there was positive relationship between job satisfaction job involvement of public school teachers (both male and female). So far the male teachers are concerned the correlation between job satisfaction and job involvement is significant beyond .01 level of confidence, whereas in case of female teachers the correlation is significant on .05 level of confidence. Their result shows that family responsibilities and job involvement were inversely related. Due to family responsibilities the female college teacher has low job involvement score.

**TABLE-2**

Group	Variable	r	value
Male	job satisfaction and occupational stress	-0.44	<.01
Female	job satisfaction and occupational stress	-0.16	n.s.

Table-2 reveals the correlation between job satisfaction and total occupational stress (-.44) in case of male public school teacher is significant at .01 levels. The negative correlation shows the occupational stress and job satisfaction are negatively related with each other. In case of female public school teacher, although the correlation between two variables is not significant, rather the correlation was in negative direction. Thus the data in the present study postulates the high occupational stress leads to

low job satisfaction and vice-versa among public school teachers both male and female. This suggests that as the occupational stress of the teachers increases, it decreases their satisfaction with job, management, personal adjustment, and social relations.

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