

Factors Influencing Job Satisfaction Among Primary School Teacher

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Abstract— *The progress of a country depends on the education and the education system depends on the Teacher. Teachers are the main pillar of any nation. They play crucial role in developing the skills and knowledge of the learner. It is the teacher who matters the quality of education. They are so many factors influencing directly or indirectly job satisfaction of a teacher. Therefore, it is very important to identify the factors which influencing job satisfaction of teacher. This paper trying to focuses on those factors which influencing job satisfaction of the primary school teacher of Dakshin Dinajpur district. To conduct the study a sample of 100 primary school teacher were taken from 25 Schools of Dakshin Dinajpur district.*

Indexed Terms-- Job Satisfaction, Teacher.

I. INTRODUCTION

Now a days, Job satisfaction has been a popular topic all over the world. Most of the Job performance of an employee depends upon one's level of job satisfaction. The organizational climate and the performance of an institute will increase if there is high level of job satisfaction. Job satisfaction is the combination of two level affective and cognitive. The affective level of job satisfaction is concerned with emotional feeling and cognitive level of job satisfaction is concerned with various type of benefits, such as leave, grants, scale of pay etc. Individuals who are satisfied with their present job incline to be internally motivated and will put more effort to increase their performance. The concept of job satisfaction is not only related to an individual but it also related to society's progress and well-being. It will help to ensure the productivity of the school and class performance. Like other countries, India also trying to improve the quality of education. Teacher would perform to their best level

only, if they are satisfied with their job. So, satisfaction is an important psychological phenomenon in teaching profession.

• Review of Related Literature:

Job satisfaction is one of the core factors leading teaching profession. A lot of study has been conducted to know the factors of job satisfaction. Gupta (1988) found that job satisfaction and financial support influence in effective teaching. Naseema (1994) conducted a study on the relation between job satisfaction and teaching competency and found job satisfaction significantly influence effective teaching. Shann (2001) conducted a study on job satisfaction and found that teacher commitment and retention depend on job satisfaction.

Chawla and Tripathi (2015) conducted a study on job satisfaction among management teacher with a sample of 90 faculty member and found that there are 13 factors influencing job satisfaction of teacher.

• Objective of the study:

1. To study the validity of the factors of job satisfaction.
2. To find out the influencing factors of job satisfaction.
3. To suggest some fruitful measure to improve the job satisfaction level.

• Significance of the study:

The purpose of the study is to know the influencing factors of job satisfaction of primary school teacher in Dakshin Dinajpur district of West Bengal.

II. RESEARCH METHODOLOGY

The present study is quantitative in nature and survey method was used.

• Sample

The sample of the study consisted of the teacher working in government primary school restricted to Dakshin Dinajpur district. A sample of 100 primary school teacher were taken into consideration for the study. The sample does not include all the government primary school teacher of the district. Convenient sampling was used for the present study.

III. DATA ANALYSIS AND INTERPRETATION

Factors influencing job satisfaction of Primary School teachers.

Table-1

Name of the factors	Very Important	Mild Important	Not Important
working environmental condition	55	42	3
Recognition	72	21	7
Security	78	18	4
Financial benefits	79	14	7
Career development of programme	65	20	15
Opportunity	83	12	5
Work Load	85	10	5
Support from head of the institute	74	14	12
Relationship with colleges	52	42	6
Education qualification	42	32	26
Classroom performance	82	12	6
Decision making	78	14	8
Work distance	65	30	5

Locality of the institute	65	23	12
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Considering the survey, it can be said that there are several factors which affecting teachers job satisfaction of primary school teachers of Dakshin Dinajpur district of West Bengal. There are 14 factors has been found which can be classified into two categories, such as personal factors and institutional factors.

Table-2

Personal Factors	Institutional Factors
Career development of programme	working environmental condition
Education qualification	Recognition
Relationship with colleges	Security
Classroom performance	Financial benefits
	Opportunity
	Work Load
	Support from head of the institute
	Decision making
	Work distance
	Locality of the institute

Suggestions

1. The present study is based on collected data from the primary teacher of Dakshin Dinajpur district of West Bengal.
2. The study is based on limited sample size.
3. For intrinsic job satisfaction teacher must give importance to class performance.
4. Democratic teaching can be helpful for job satisfaction.
5. Teaching skill such as Speaking, Listening, Writing, and Reading skills should be developed in a practical way that can be helpful in job satisfaction of teacher.
6. Teamwork and co-operation from colleague are also very helpful for job satisfaction.
7. Professional values and work motivation influence the job satisfaction of teacher.
8. Self-development opportunities like attending in seminar, workshop and short-term courses are

some of the way that can be helpful for improving the level of job satisfaction.

CONCLUSION

The present study predicted that there are many influencing factors of job satisfactions which are directly or indirectly influences the level of job satisfaction of teachers. Organisational support, team work, co-operation from colleague, financial benefit and freedom of work enhancing the level of job satisfaction.

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