



The Factors Related to Job Satisfaction of Teachers –A Qualitative Study

¹Keya Mandal, ²Dr. Debashis Dhar

¹Research Scholar, Department of Education, Seacom Skills University, Birbhum, West Bengal.

²Associate Professor, Department of Education, Seacom Skills University, Birbhum, West Bengal.

Email: keya.mandal88@gmail.com

ABSTRACT

Background: Education has been one of the important institutions in all societies from the human history. It has played important role in moving countries for world. Teachers are indeed the pivot on which the world education revolve and are entrusted with the mental, physical and moral upbringing of students in all education institutions in the world Teachers play the most important role in the education process.

Objective: The present study is an attempt to find out the major factors for the job satisfaction of teachers.

Methodology: The study is qualitative type. The researcher selected various articles and documents related to job satisfaction of teachers. It is concerned with capturing the richness, complexity, and contextual details of the subject matter under investigation. The study uncover underlying meanings, social processes, and theoretical explanations that can enhance our understanding of a factors for enhancing job satisfaction among teachers.

Conclusion: Understanding these factors is crucial for creating a positive work environment, improving teacher well-being, and enhancing the overall quality of education. Teaching experience and subject area/grade level taught can influence the impact of organizational, personal and environmental factors on job satisfaction. It is important to note that the relative importance of these factors may vary across different contexts and individual preferences. Therefore, educational institutions should consider the unique needs and characteristics of their teachers when designing strategies to enhance job satisfaction.

Keywords: Job Satisfaction, Organizational Factors, Environmental Factors, Personal Factors.

1. Introduction

Education has been one of the important institutions in all societies from the human history. It has played important role in moving countries for world. Teachers are indeed the pivot on which the world education revolve and are entrusted with the mental, physical and moral upbringing of students in all education institutions in the world (Paula, M., 1996). Teachers play the most important role in the education process. They are key facilitators of knowledge and play a vital role in building a nation's future. It is thus particularly important to find how comfortable teachers feel in workplaces. In simple words, job satisfaction can be defined as the extent of positive feelings or attitudes that individuals have towards their jobs. When a person says that he has high job satisfaction, it means that he really likes his job. Satisfied teachers can more effectively fulfill their duties to facilitate all stakeholders in achieving the development and success of the nation through knowledge, skills and their implications. Many studies have found that teachers are dissatisfied with teaching (Van den Berg, 2002; Scott, Stone & Dinham, 2001). Satisfaction is such a factor that exerts a driving force on our actions and work. A highly satisfied teachers helps in achieving the aims and vision of an organization or institution. The present study is an attempt to find out the major factors for the job satisfaction of teachers.

1.1 Conceptual Framework of the Study

The conceptual framework of a study on the job satisfaction of teachers provides a theoretical foundation and structure for understanding the factors that influence teachers' job satisfaction. The major variables of the study were delineated below:



Figure 1.1: Showing the Conceptual Framework of the Study

Source: Made By Investigator

1.2 Statement of the Problem

This study entitled as “**The Factors Related to Job Satisfaction of Teachers –A Qualitative Study.**”

1.3 Objectives of the Study

The research objectives of the study were delineated below:

1. To analyse the personal factors of job satisfaction of teachers.
2. To ascertain the environmental factors of job satisfaction of teachers.
3. To determine the organizational factors of job satisfaction of teachers.

2. The Review of Related Literature

Abu-Tineh, A. M., Romanowski, M. H., Chaaban, Y., Alkhatib, H., Ghamrawi, N., & Alshaboul, Y. M. (2023). Career Advancement, Job Satisfaction, Career Retention, and Other Related Dimensions for Sustainability: A Perception Study of Qatari Public School Teachers. *Sustainability*, 15(5), 4370. The findings demonstrate that Qatari teachers are dissatisfied with the current career advancement system, significantly influencing job satisfaction and career retention. In contrast, the influence on professional competencies enhanced for career advancement, obtaining a professional license for career advancement, and career advancement standards were insignificant. It is recommended that Qatar establish an improved career advancement system with career advancement initiatives that meet the needs of Qatari teachers to improve job satisfaction and retention.

Afshar, H. S., & Doosti, M. (2016). Investigating the impact of job satisfaction/dissatisfaction on Iranian English teachers' job performance. *Iranian Journal of Language Teaching Research*, 4(1), 97-115. The results also showed a significant difference between students' evaluation of their teachers' job performance and the teachers' self-evaluation of their job performance. Furthermore, through a semi-structured interview, the most crucial factors contributing to poor job performance of dissatisfied Iranian secondary school EFL teachers were identified to be an insufficient subject and pedagogic knowledge, unequal attention to individual students, lack of professional commitment, interpersonal relationship problems, and demotivation.

Pan, B., Shen, X., Liu, L., Yang, Y., & Wang, L. (2015). Factors associated with job satisfaction among university teachers in northeastern region of China: A cross-sectional study. *International journal of environmental research and public health*, 12(10), 12761-12775. Chinese university teachers had a moderate level of job satisfaction. Demographic and working characteristics were associated factors for job satisfaction. Perceived organizational support showed the strongest association with job satisfaction. Results of the study indicate that improving the perceived organizational support may increase the level of job satisfaction for university teachers.

Sharma, R. D., & Jyoti, J. (2006). Job satisfaction among school teachers. *IIMB Management Review*, 18(4), 349-363. Most of the teachers reported dissatisfaction with the promotion policy in their schools. School managements should ensure that the promotion of the teachers is based on a fair and transparent process, i.e. the teachers with the same qualifications, teaching ability and experience should be promoted at the same time.

2.1 Research Gap

There is a dearth of research related to “**The Factors Related to Job Satisfaction of Teachers –A Qualitative Study.**” Therefore researcher conducted investigation related to such statement of problem.

3. Methodology of Study

The study is qualitative type. The researcher selected various articles and documents related to job satisfaction of teachers. It is concerned with capturing the richness, complexity, and contextual details of the subject matter under investigation. The study uncover underlying meanings, social processes, and theoretical explanations that can enhance our understanding of a factors for enhancing job satisfaction among teachers. Understanding the factors that influences teachers' job satisfaction of teachers which are crucial for improving their overall well-being, retention rates, and ultimately the quality of education provided to students.

4. Analysis and Interpretation

The analysis and interpretation of the study were conducted based on the objectives of the study.

4.1 Pertaining to Objective 1:

O₁: To analyse the personal factors of job satisfaction of teachers

Personal factors can also have a significant impact on the job satisfaction of teachers. These factors are related to an individual teacher's characteristics, values, beliefs, and experiences. Here are some key personal factors that can influence teachers' job satisfaction:

Motivation and Passion for Teaching: Teachers who have a strong intrinsic motivation and passion for their profession are more likely to experience higher job satisfaction. When teachers are genuinely passionate about teaching and have a sense of purpose in their work, it contributes to their overall satisfaction.

Personal Fulfillment and Professional Growth: Teachers who feel a sense of personal fulfillment and see opportunities for professional growth in their careers tend to be more satisfied. Having a sense of progress, continuous learning, and achieving personal goals contributes to job satisfaction.

Teaching Style and Autonomy: Teachers who have the freedom to utilize their preferred teaching styles and methods tend to experience higher job satisfaction. Having autonomy in instructional decision-making and the ability to adapt teaching strategies to meet students' needs can enhance satisfaction.

Work-Life Balance and Personal Well-being: Achieving a healthy work-life balance and taking care of personal well-being are crucial for job satisfaction. Teachers who can manage their personal lives effectively, prioritize self-care, and maintain a balance between work and personal responsibilities tend to be more satisfied.

Resilience and Coping Skills: Resilience and effective coping mechanisms influence teachers' job satisfaction. The ability to handle stress, adapt to challenges, and bounce back from setbacks contributes to job satisfaction.

Attitudes and Beliefs about Education: Teachers' attitudes and beliefs about education can impact their job satisfaction. Having positive beliefs about the value of education, the importance of their role as educators, and the potential impact they can make on students' lives can enhance job satisfaction.

Sense of Professional Identity: Teachers who have a strong sense of professional identity and pride in being educators tend to experience higher job satisfaction. Feeling a sense of belonging to the teaching profession and identifying with its values and goals contributes to satisfaction.

Personal Relationships and Support: Supportive personal relationships, both within and outside the workplace, can influence job satisfaction. Having a network of supportive colleagues, friends, and family members who understand and appreciate the challenges of teaching contributes to satisfaction.

Personal Values Alignment: When teachers' personal values align with the values of the educational institution or their teaching philosophies, it enhances job satisfaction. Feeling that their work is aligned with their personal values and beliefs creates a sense of fulfillment and satisfaction.

Self-Efficacy and Confidence: Teachers' self-perceived efficacy and confidence in their abilities can impact job satisfaction. When teachers feel competent and confident in their teaching skills, it enhances their satisfaction with their work.

It's important to note that personal factors interact with other factors, such as organizational and environmental factors, to shape teachers' job satisfaction. Each teacher's individual experiences and characteristics contribute to their unique job satisfaction.

4.2 Pertaining to Objective 2:

O₂: To determine the environmental factors of job satisfaction of teachers.

Environmental factors also play a role in influencing the job satisfaction of teachers. These factors are related to the physical and external conditions in which teachers work. Here are some key environmental factors that can impact teachers' job satisfaction:

Physical Work Environment: The physical conditions of the workplace can affect job satisfaction. Factors such as comfortable classrooms, appropriate lighting, temperature control, cleanliness, and availability of necessary teaching resources and equipment contribute to a positive work environment.

School Facilities: The quality and adequacy of school facilities can impact job satisfaction. Well-maintained buildings, libraries, laboratories, playgrounds, and other facilities that support effective teaching and learning contribute to a positive work environment.

Safety and Security: Teachers' job satisfaction is influenced by their perception of safety and security within the school environment. Adequate security measures, protocols for handling emergencies, and a supportive disciplinary system contribute to a sense of safety and satisfaction.

Community and Neighborhood: The surrounding community and neighborhood can impact teachers' job satisfaction. Factors such as the availability of social amenities, resources, transportation, and the overall community support can influence their satisfaction with the work environment.

Classroom Resources: Access to adequate teaching resources is crucial for job satisfaction. Availability of textbooks, teaching materials, technology, and other resources that support effective instruction enhance teachers' satisfaction with their work.

Student Composition and Behavior: The characteristics and behavior of students can impact teachers' job satisfaction. Factors such as student diversity, levels of student engagement, discipline issues, and overall student behavior can influence how satisfied teachers feel in their work environment.

Parental Involvement: The level of parental involvement and support can affect job satisfaction. When parents are engaged in their children's education and maintain positive relationships with teachers, it can contribute to a more supportive work environment and enhance job satisfaction.

Community Support and Recognition: The level of support and recognition from the broader community can impact job satisfaction. When teachers feel valued and appreciated by the community for their contributions to education, it enhances their satisfaction with their profession.

Access to Professional Networks: The availability of professional networks and opportunities for collaboration and sharing ideas with other teachers can contribute to job satisfaction. When teachers have access to professional communities and networks, it enhances their professional growth and satisfaction.

Cultural and Social Factors: Cultural and social factors within the broader society can influence job satisfaction. Factors such as societal attitudes towards education, the value placed on teaching as a profession, and cultural expectations of teachers can impact their satisfaction levels.

It's important to recognize that the influence of environmental factors on job satisfaction can vary depending on the specific context and individual preferences of teachers. Understanding the unique environmental factors that impact job satisfaction within a particular educational setting can help improve teachers' overall well-being and job satisfaction.

4.3 Pertaining to Objective 3:

O₃: To ascertain the organizational factors of job satisfaction of teachers.

Organizational factors play a significant role in shaping the job satisfaction of teachers. These factors are related to the overall structure, culture, and management practices within the educational institution. Here are some key organizational factors that can impact teachers' job satisfaction:

Leadership and Management: Effective leadership and management practices are crucial for creating a positive work environment. Supportive and empowering principals or administrators who communicate effectively, provide clear expectations, and foster a collaborative culture can enhance job satisfaction.

Communication and Decision-Making: Open and transparent communication channels within the organization contribute to job satisfaction. When teachers feel their opinions are valued, and they have opportunities to provide input in decision-making processes, it enhances their sense of ownership and satisfaction.

Supportive Policies and Procedures: Well-defined policies and procedures that support teachers in their daily work contribute to job satisfaction. These may include clear guidelines for classroom management, curriculum development, assessment practices, and addressing student discipline issues.

Professional Development Opportunities: Providing teachers with access to professional development opportunities is essential for their growth and job satisfaction. Organizations that invest in continuous learning and offer training programs, workshops, and conferences create an environment that supports teachers' professional growth.

Collaboration and Collegiality: An organizational culture that promotes collaboration and collegiality among teachers fosters job satisfaction. Opportunities for team-teaching, sharing resources and ideas, and collaborative problem-solving contribute to a sense of support and satisfaction.

Workload and Resources: Ensuring an appropriate workload and providing adequate resources are important organizational factors. When teachers have manageable workloads and access to necessary teaching materials, technology, and resources, it reduces stress and enhances job satisfaction.

Recognition and Rewards: Recognizing and rewarding teachers' contributions and achievements is crucial for their job satisfaction. Organizational practices that acknowledge and appreciate teachers' hard work, such as awards, incentives, and public recognition, can positively impact their satisfaction levels.

Performance Evaluation and Feedback: Fair and transparent performance evaluation systems that provide constructive feedback contribute to job satisfaction. When teachers receive meaningful feedback on their performance and have opportunities for professional growth, it enhances their job satisfaction.

It's important to note that the specific organizational factors that influence job satisfaction may vary across educational institutions. Conducting surveys, focus groups, and interviews within a specific organizational context can provide insights into the unique organizational factors affecting teacher job satisfaction.

5. Conclusion

In conclusion, job satisfaction among teachers is influenced by a complex interplay of various factors. Understanding these factors is crucial for creating a positive work environment, improving teacher well-being, and enhancing the overall quality of education. Teaching experience and subject area/grade level taught can influence the impact of organizational, personal and environmental factors on job satisfaction. It is important to note that the relative importance of these factors may vary across different contexts and individual preferences. Therefore, educational institutions should consider the unique needs and characteristics of their teachers when designing strategies to enhance job satisfaction. By addressing these factors and creating a conducive work environment that supports teachers' professional growth, well-being, and recognition, educational institutions can promote higher levels of job satisfaction among teachers. This, in turn, can contribute to improved teacher retention rates, student outcomes, and the overall quality of education.

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