



A Comparative Study on Job Satisfaction of Female Teachers in Public and Private School with Reference to Nagpur City.

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ABSTRACT:

Job satisfaction play a very important role in the success of any organisation. Today the importance of job satisfaction and its relationship with employee's performance has increases in the complex and competitive environment. The aim of the present research is to compare the female satisfaction level of public and private school. The extent of job satisfaction of female teachers of Public and Private school has been measured with the various aspects like Salary, Promotion, Training and career development opportunity, supervisor behaviour, co-worker behaviour, working hours, working condition and organizational aspects. In order to find out difference in the level of job satisfaction between the employees of Public and Private School evaluation was done by comparing demographic variables with job satisfaction of both the school. MANOVA statistical tool was applied to see whether there is any significant association between both the schools.

1. Introduction

Job satisfaction play a very important role in the success of any organisation. According to Locke, job satisfaction can be defined as the pleasurable emotional state resulting from the appraisal of one's job as achieving or facilitating the achievement of one's job values. Employee satisfaction refers to a collection of positive and negative feelings that an individual holds toward his or her job. Job Satisfaction is a part of life satisfaction. It is the amount of pleasure or contentment associated with a job. Job Satisfaction is an emotional response to a job. Job satisfaction has been studied both as a consequence of many individual and work environment characteristics and as an antecedent to many outcomes. Employees who have higher job satisfaction are usually less absent, less likely to leave, more productive, more likely to display organizational commitment, and more likely to be satisfied with their lives. (Bhanu Misra and Sandeep Sehgal, 2017). There are a variety of factors that can influence a person's level of job satisfaction. Some of these factors include the level of pay and benefits, the perceived fairness of the promotion system within a company, the quality of the working conditions, leadership and social relationships, the job itself. Job satisfaction involves complex number of variables, conditions, feelings and behavioural tendencies.

2. Objectives of the Study

To find out difference in the level of job satisfaction between the employees of Public and Private School

3. Need for the Study

The study will be beneficial to schools which will comprehend the root causes of dissatisfaction to women career progression. Such knowledge of the challenges will empower them to develop strategies aimed at producing resilient policies. The school management will find the research as a key reference point when developing performing career progression planning.

4. Research Methodology

4.1 Area under study:

The sample was taken from public and private school, Nagpur targeting only women's.

4.2 Data Collection:

Both primary and secondary data have been used for the purpose of the study.

Primary data have been collected through a questionnaire. The questionnaire consists items on demographic characteristics and various factor in relation to job satisfaction of the respondents. The Likert five point Scale was used for collection of the data and the same was coded by assigning numbers to responses.

Secondary data have been collected from different books, publications, research studies, journals, articles, and websites.

4.3 sample Techniques and Sample Size:

Purposive sampling and Convenience sampling technique was used .Only women were considered for this study and not men because the researcher was interested with the perception of women. A sample of 100 women from both public and private school each.

5. Review of Literature

[N. N. Appiah-Agyekum, R. H. Suapim, S. Peprah](#) in a study tries to address the scarcity of research into the determinants of teacher satisfaction and consequently teacher retention especially in non-urban areas in Sub Saharan Africa. Findings show that, teacher satisfaction was determined by school factors, community factors and the characteristics of the teacher. The study also confirms a significant link between job satisfaction among teachers and their retention as well as accepting postings and remaining to teach in under resourced districts.

Andrews Baba in a study Relationship between Demographic Characteristics and Job Satisfaction of Senior High School Teachers in the Bolgatanga Municipality of Ghana revealed that trained teachers in senior high schools were not satisfied with their work in totally. Whereas some aspect like relation with colleagues, freedom to take decision, sponsored for further studies and he way school heads treat them were found to be satisfied. Also, their demographic characteristic, such as age, level of education, and years of teaching experience, were found not to be related to job satisfaction.

Marsha L. Larson (2011) revealed that FCS teachers were most satisfied with intrinsic dimensions (e.g. social service, variety, ability-utilization, creativity, moral values, activity, responsibility, achievement, security, independence, social status, and authority) than with extrinsic dimensions (e.g. compensation, advancement, policies and practices and recognition).

P.Mala and Dr.T.Kannan (2021) revealed that Govt college women teachers are more satisfied than private college women teachers. This is due to the flexibility, security of job, high wage and independence enjoyed by government college women teachers. Study also shows that both government and private college women teachers were satisfied from higher authorities support, working environment, talent utilization, and institutional provision for wellbeing and career elevation teachers. At the same time the private college women teachers are dissatisfied on fair promotion procurers and professional commitment.

Mrs.K.Parimalakanthi and Ms.Divya (2016) in a research identify that the women faculties were satisfied with the working condition, working hours, relationship with students and colleagues etc. Overall it can be seen that there is a sound working environment prevailing in self- financing colleges in Palakkad except a small level of dissatisfaction in a few areas such as salary structure, incentive Provident fund etc.

Dr Amit Kumar (2015) in a study job Satisfaction among Female Teachers: A comparative study revealed that significant differences is found in satisfaction level of female teachers in relation to facilities provided by Government and private schools.

[T. Raj, Lalita](#) (2013) the researcher investigated the present level of job satisfaction among the private and govt. school teachers. The study revealed that there is no significant difference in the level of satisfaction of male and female teachers. Furthermore, it was again revealed that there is no significant difference in the level of satisfaction of Govt. and Private school teachers.

Sweete Gupta and Anshu Yadav (2018) identifies that there is a significant difference between the Job Satisfaction level of employees of Public Sector banks and Private Sector banks. It has found that job satisfaction of private sector banks was comparatively slightly lower than in public sector banks. Reason behind the same is that Private sector bank does not have job security, salary as per experience, credit for the tasks accomplished, monotonous job and welfare policies.

Shanthi.C and Dr.Rajandran (2019).The study also revealed that public teacher are most satisfied than the private school teacher. This is due to the working condition, high salary, & own decision.

6. Data Analysis:

Demographic profiles:

Age:

6.1 Age of the respondents

Age	26-31	32-37	38-43	44-49	Above
Public Bank	24	25	24	16	11
Private Bank	28	40	23	9	0

Age is an important factor especially for married women because of dual role conflict and stress. The younger married women are more prone to role conflict due to greater responsibilities and presence of young children in the family.

Thus it is clear that most of the women are in the age group of 32-37 in both the schools.

6.2 Religion Representation

Table 6.2: Religion of the Respondents

Religion	Hindu	Muslim	Christian	Other
Public Bank	86	7	5	0
Private Bank	83	6	6	5

Socio economic segment of the respondents highlight limited role of religion. Education is seemed as having a neutralizing effect on the rigidity of religions norms, practices and beliefs.

The distribution of the respondents by the religion is given in the table above:

The data bring out that there is a maximum representation of Hindu in both the school.

6.3 Respondent level of education

Table 6.3: Education level of the respondents

Education	HSC	Diploma	UG	PG
Public Bank	0	0	33	67
Private Bank	0	0	21	79

In our society, education is the key that opens many doors. Many jobs require a graduate degree and in most cases, post graduate degree in specialized areas relevant to the industry is more important. Despite identical educational, ambition and commitment to career, men still progress faster than women. Most of the respondent of both the schools had post graduate degree.

This is an indication that the women's in the education sector have attained high academic qualifications.

6.4 Marital Status

Table 6.4: Marital status of the respondents

Marital Status	Single	Married	Divorced	Widow
Public Bank	21	75	2	2
Private Bank	28	70	1	1

It is evident from the data that public school women are more married compare to private school and the reason would be that private school women are having busy schedule and do not have time to think about marriage.

6.5 Experience of employment in the organization

Experience	Less than 1	1-2	2-3	3-4	5-6	Above
Public Bank	3	12	21	22	26	16
Private Bank	6	13	16	34	15	16

Further duration of employment of the respondents with their current position was identified.

It is evident from the data that majority of the respondents in both the school are having long period experience which would be enough to understand the strategies and operations of the school.

5.6 Type of family

Table 5.6: Type of family arrangement

Type of family	Joint	Nuclear
Public Bank	3	12
Private Bank	6	13

The type of family setup after marriage is particularly significant from women's point of view. Her adjustment and relationship within this family network may determine sense of satisfaction with her work and life. It has been accepted that both type of family whether nuclear or joint have their own sets of advantage and disadvantage.

The result indicates that majority of the women in both school have nuclear family arrangement.

5.7 Number of children

Table 5.7: Number of children of the Respondents

No. of children	Nil	1	2	3
Public Bank	18	48	32	2
Private Bank	28	46	26	0

It is evident from the data that all these women have successfully adapted small family norms as having more the 2 children will increase the responsibilities of women.

7. Major finding

The study compared the satisfaction level of women employees working in Public and Private school. The extent of agreement of job satisfaction of employees of Public and Private school has been measured with the various aspects like Salary; Promotion, Training and career development opportunity, supervisor behaviour, co-worker behaviour, working hours, working condition and organizational aspects. Employee is one of the key factors of the success of each organization. No organization can make success without a certain level of satisfaction and effort from its employees.

In order to find out difference in the level of job satisfaction between the Public and Private school the evaluation was done by comparing demographic variables with job satisfaction of both the school. Where demographic variables includes age, marital status, religion, education, experience, position in organization, number of children, family type. MANOVA statistical tool was applied to see whether there is any significant association between both the public and private school. According to the statistics Table P=2.2e-16 which is less than the critical value of 0.05. With reference to the study there is a significance difference in the level of job satisfaction between the employees of public and private sector banks.

8. Recommendation

Training and development programmes must be provided to the employees at regular intervals to update their knowledge and skills. Salaries to the employees must be given in accordance to their experience in the job. The kind of work given to an employee should be according to his/her abilities and knowledge and their efforts for doing a particular task must be valued by giving appreciations and rewards to the employees for their hard work so that their level of motivation increases. Along with healthy environment, healthy relationship should also be maintained.

9. Conclusion

The success of any organization depends not only on technical efficiency, good layout and dynamic organization but also depends upon its human resources. A satisfied, happy and hardworking employee is the biggest asset of any organization. With reference to the study there is a significance difference in the level of job satisfaction between the employees of public and private sector banks.

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Table No 2:

Job Satisfaction in Public and Private Sector Banks

S.NO	Job Satisfaction		Public Banks		Private Banks	
			Mean	Std Dev	Mean	Std Dev
1.	Pay and Fringe Benefits	My pay is fair	2.23	0.839131345	2.57	0.879107
2.		Comparing the salary for similar jobs in other organizations I feel my pay is better	2.58	0.818720361	3.06	0.930081
3.		Satisfied with pay increments and revision	2.78	0.916515139	2.98	0.828532
4.		Physical working condition	2.07	0.685418106	1.73	0.722719
5.		Welfare facilities	2.05	0.70179465	1.89	0.694785775
6.	Relation with Co-workers and supervisor	Enjoy working with my co-workers	1.72	0.551947882	1.72	0.652578414
7.		My co-workers respect each other's opinion and values	2.11	0.750689918	2.09	0.753376239
8.		My supervisor is a fair and reasonable person	2.1	0.810287391	2.1	0.797724035
9.		Satisfied with how promptly new information is communicated	1.95	0.575159179	1.75	0.657128741
10.	Promotion practice	I have been getting promotion as per my qualification and experience	1.9	0.703526471	2.16	0.774857
11.		Promotions are made on merit in this organization	2.1	0.771984194	2.56	0.913645
12.		Equal opportunity to grow despite being male or female	2.25	0.845367651	2	0.696310624
13.	Training and Career Development	Satisfied with training programme provided by the Bank	2.37	0.786951669	2.1	0.822658907
14.		Satisfied with opportunities provided to develop new skills	2.54	0.857763123	2.47	0.717106982
15.	Organisation aspects	Satisfied with the working hours of the organization	3.46	0.914750062	3.88	1.02769724
16.		Organization has a fair system of rewarding employee performance	2.56	0.844710219	2.66	0.768311805

17.		Organization provides maternity and paternity leave to the employees	1.89	0.633970971	1.58	0.496044964
18.		Do you think that you have good career prospects in the organization	2.1	0.731676574	1.95	0.796139676