



A Comparative Study on Teacher Satisfaction in Bangalore

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ABSTRACT:

This study explores the common subtleties of life happiness containing a segment of 120 educators from Bangalore, India, a bustling city that includes both school and university professors. Utilizing the thoroughly verified Satisfaction with Life Scale [SWLS] developed by Diener, Emmons, Larsen, and Griffin, this scale seeks to explore the participants' subjective life satisfaction. Gender dynamics are examined in great detail to identify any possible disparities in existential contentment. A thorough picture of the participants' satisfaction levels is obtained by methodical analysis using technique like t-tests. The interpretation of these findings enhances our comprehension of the sense of fulfillment experienced by educators in Bangalore, while also emphasizing the need for further exploration and actions to inculcate overall well-being.

Keywords: Satisfaction with Life Scale, Teachers, gender differences, subjective life satisfaction

I. Introduction:

In accordance to gauge a person's perceived level of gratification with existence, the SWLS was created. While it does not connote contentedness with particular life domains, including finances and health, the scale allows participants to integrate and weigh various categories however they see fit. It measures life satisfaction generally. Five questions make up this test.

Evidence suggests that scores on the SWLS are predictive of future behavior, such as suicidal thoughts, and correspond of indicators with indicators of mental health. The is a seven linker-style response scale. Scores on a leverage of 20 being neutral, there is a possible range of scores from 5-35. A person who receives a score of 5 to 9 is highly unhappy with life, while a score of 31 to 35 enumerates that the individuals are moderately gratified. A score of 20 indicates a neutral position on the scale, and the possible range of scores is 5-35.

A respondent's extreme dissatisfaction with life is indicated by scores between 5 and 9, whereas their excessive contentment in living is indicated by scores between 31 and 35. The scale's internal consistency is high, as indicated by its coefficient alpha, which has ranged from .79 to .89. Additionally, strong test-retest correlations were identified for the measure. The sum of individual item scores yields the total score.

II. Review of Literature:

1. **Hinz et al** assessed the SWLS in a chunk of German sample [n=9711, ages 18-80], confirming its one dimensional structure with gender and age invariance. Life satisfaction correlated with factors such as fatigue, fulfillment of life, anxiety, optimism, pessimism, sleep quality, and sociodemographic factors. Non-smokers reported higher satisfaction. SWLS is recommended for epidemiological research, with normative values provided. [Hinz, 2018]

2. **Anderson et al** aimed to assess the psychometric properties and factorial structure instilled in SWLS amidst a sizable pool 2519 subjects from the German general population. Confirmatory factory analysis confirmed the one-factor structure of the SWLS, with factorial invariance amidst demographic cohorts. Convergent validity was upheld positive correlations with social support and negative correlations with depressiveness. Population-based norms were established to aid in individual diagnostics. [Anderson, 2004]

3. **Kaczmarek et al** interprets the analysis compared the Steen Happiness Index [SHI] and SWLS in 292 young adults over three interviews spaced 5 months apart. Amid scale depicted strong correlations on trait [$r = .98$] and occasion-specific levels [between $r = .53$ and $r = .65$]. Stable and occasion-specific influences determined individual differences for both scales, with neither predicting half of the variance based on earlier traits or states. [Kaczmarek, 2015]

4. **Keng Yang et al** shows that, the SWLS introduced in 1985 is widely used to measure living resentment among subjective well-being. It correlates with mental health measures and predicts future behaviors like suicide attempts. In health psychology, it assesses the subjective contentedness of physical

being in those with serious health concerns. This review provides updated psychometric data for SWLS and discusses future directions in assessing life satisfaction. [Keng, 2023]

5. **Pavot et al** analyze that, the SWLS measures the judgmental component of individual satisfaction. It's validated through peer reports, memory measures, and clinical ratings, demonstrating reliability and predictive validity. SWLS is deemed stipulated for chronological era and applications, saving interview time and resources. Its strong convergence with peer-reported measures indicates that emotional well-being is a stable phenomenon, not merely influenced by temporary factors. [Pavot, 1991]

6. **Kjell et al** interprets that the [N = 787, N = 860, N = 343] with test-retest data. The abbreviated three-item versions [SWLS-3, HILS-3] demonstrate strong measurement standards including high internal coherence, reliability, and measurement invariance across time and gender. They show similar validity to the original five-item scales, making them efficient alternatives without compromising reliability. [Kjell, 2021]

7. **Kjell et al** introduced the HILS, emphasizing psychological balance, while Study 2 validated it with 787 participants. HILS correlates with well-being scales and explains more unique variance than SWLS in most measures. Semantic analyses highlight differences in word content, with "harmony" focusing peace and balance, while "satisfaction" relates more to job and money. HILS demonstrates validity, reliability, and uniqueness, complementing SWLS for a holistic view of subjective well-being. [Kjell, 2016]

8. **Lorenzo-Seva et al** aims to analyze the evaluation attributes of the SWLS among individuals with resected, non-advanced cancer. Structural equation modelling confirmed the SWLS as essentially unidimensional, with gender invariant measurement, age, and tumor location. Reduced life fulfillment clinging with psychological symptoms and decreased quality of life. The SWLS is trustable for measuring fulfillment of existence in oncological patients, serving as an indicator of psychological adjustment. [Lorenzo, 2019]

9. **Jang et al** analyzed SWLS across 26 countries, finding configural and metric invariances but incomplete scalar invariance. Partial invariance testing revealed noninvariant intercepts for certain items. Chile exhibited the bulk of factor mean, while Spain and Bulgaria had the lowest. These conclusions intensify the comprehension of cross-cultural life satisfaction measurement and guide future research in conducting such tests across countries. [Jang, 2017]

10. **Janvier Ortuño-Sierra et al** assessed the SWLS in 1020 Spanish adolescents, finding strong inner congruity and appropriate fit for the one-dimensional model. Measurement invariance was upheld across age and gender. Younger adolescents reported higher satisfaction levels, and SWLS scores correlated negatively with behavioral and emotional issues, affirming its usefulness for screening adolescent life satisfaction. [Janvier, 2019]

11. **Zanon et al** the SWLS was utilized to compare they survey of Brazilian University and US. While the spectrum revealed validity and scalar invariance within the Brazilian sample across genders, nonequivalence was found between non Brazilian and US samples. This raises concerns about cross-country comparisons using the SWLS due to lack of invariance. [Zanon, 2014]

12. **López-Ortega et al** evaluated the SWLS in prototype of 13,220 Mexican adults aged 50 or older. Outcome enumerate robust inner coherence [$\alpha = 0.74$] and a unique factor structure explaining 54% of the variance. SWLS correlated significantly with depression, perceived health, financial situation, and social solidarity. There was a prominent difference in existence accomplishment between good- and bad-health groups. The Spanish version of SWLS is deemed reliable and valid for assessing joy of living in the Mexican context. [López, 2016]

13. **Jovanović V et al** aimed to assess the SWLS validity among Serbian adolescents and compare it with single-item life invariance across gender. Studies 2 [N = 283] and 3 [N = 220] found that SWLS and single item measures were equally valid and strongly associated. Both types of measures correlated similarly with school success and well-being indicators. Thus, the SWLS is suitable for adolescent use, and single-item measures perform comparably well in this population. [Jovanović, 2016]

14. **Maroufizadeh's** study assesses the SWLS psychometrics in Iranian infertile women. 125 participants completed SWLS, HADS, and a coherence was gazed with HADS anxiety [$r=-0.410$] and depression [$r=-0.434$] scores. SWLS is suitable for assessing vitality gratification in Iranian infertile women. [Maroufizadeh, 2016]

15. **Neto et al** aimed to expand the usage of the SWLS in Portugal among adolescents. Reliability was consistent, and SWLS scores varied based on demographic cohorts. Associations were discovered alongside with psychological factors like solitude, agoraphobic, self-perception, and appeal were the strongest predictors of being contentment. [Neto, 1993]

16. **Sancho et al** validates the Portuguese alternative of the SWLS with a sample of 1003 elderly from Angola, confirming its reliability and criterion-related validity. It offers a valuable tool for studying existence delightedness in Portuguese-speaking contexts, marking the first confirmatory endorsement of the SWLS in Portuguese. [Sancho, 2014]

17. **Mohsen Joshanloo et al** found that the fear of happiness affects how Iranian university students respond to their livelihood pleasure scales, suggesting the factors beyond life conditions influence these scores. The implications of these findings are discussed. [Mohsen Joshanloo, 2012]

18. **Abad et al** validates the SWLS in 903 Spanish adolescents aged 12 to 14. It finds no gender or school year differences in life satisfaction. Positive correlations exist with parental affect, while Opposite trends noticed with behavioral issues, aggression, stress, and parental criticism. Maternal affect and lower internalizing problems, hostility, stress, and motherly/fatherly critiques clinged with intensive living gratification, emphasizing their importance in interventions to enhance adolescent well-being. [Abad, 2000]

19. **Vázquez et al** evaluates the SWLS IN 2964 Spanish adults analyzing elements alike demographic attributes. While null notable discrepancy betwixt age and gender were found, higher education and employment were linked to greater living fulfillment. Structure of a single factor analysis showing intensive inner coherence [$\alpha=.88$], thus validating the SWLS as a trustworthy gauge of existence fulfillment in Spain. [Vázquez, 2013]

20. **Jacobsson et al** compared existence contentedness measuring after traumatic brain injury [TBI] using two common instruments: LiSat-11 and SWLS. While both measure similar aspects of living gratification, unidentification. Using both instruments together provides a deeper insight into life satisfaction post-TBI. [Jacobsson, 2016]

III. Methodology:

1. Objective:

To analyze the magnitude of satisfaction and compare the same among masculine and feminine, from the educators of School and University.

2. Hypothesis:

H0- There is no substantial divergence in the level of satisfaction between masculine and feminine.

H1- There is a substantial divergence in the level of satisfaction between masculine and feminine.

3. Variables:

Dependent Variable- Satisfaction

Independent Variable- Age and gender

Extraneous Variable- Third gender

4. Criteria:

Inclusion- Gender [Male/Female], School, and University

Exclusion- Religion

5. Sample:

Sample Size- 120 Individuals

Sample Technique- Haphazard sampling technique

6. Tools of Study:

SWLS

7. Administration:

Introduction and Explanation.

Informed Consent and Instructions.

Scoring and time frame and providing the SWLS form.

Answering the items and Answer Clarification.

Completion and Collection

Table:

Group Statistics

	Gender	n	Mean	Std. Deviation	Std. Error Mean
Score	Male	60	26.00	4.32	.55794
	Female	60	26.03	6.68	.86324

	F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	Lower	Upper
Score	8.388	.005	-.032	118	.974	-.03333	1.02785	-2.06876	2.00209
			-.032	100.970	.974	-.03333	1.02785	-2.07232	2.00565

IV. Results and Discussions:

Results:

After conducting a t-test to compare satisfaction levels between male and female teachers, no significant difference was found ($t(118) = -0.032$, $p = 0.974$). Male teachers had an average satisfaction score of 26.00 ($SD=4.32$), while female teachers had an average score of ($SD=6.68$).

Discussions:

These findings indicate minimal disparity in satisfaction levels between men and women educators in the study. Though they were slight variations in mean satisfaction points, they fell short of statistical significance.

Factors like teacher workload, classroom environment, and career opportunities may impact satisfaction levels similarly for both genders, resulting in comparable levels of satisfaction.

V. Conclusions:

In summary, the results suggest none discernible discrepancy satisfaction levels between masculine and feminine teachers. This implies that gender might not play a pivotal role in influencing teacher satisfaction.

These discoveries are pertinent to educational policies and workplace practices, highlighting the relevance of tackling common concerns than focusing solely on gender-specific aspects for enhancement of teachers satisfaction and retention.

VI. Scope of Study:

Exploration of Specific Life Domains: Investigate how satisfaction levels vary across specific life domains (e.g., work, relationships, and health) among teachers in Bangalore using the SWLS. Conduct comparative analyses between teachers in Bangalore and those in other cities or regions to discern potential cultural or contextual differences in life satisfaction. Subsequent research can probe supplementary factors effecting teacher satisfaction and pinpoint successful techniques for augmenting job satisfaction among educators.

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