

Review on Job Satisfaction of Teachers in Private Educational Institutions

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Abstract – For the nation to grow, it needs great leaders. The best and powerful leaders are able to shape and make the educational institutions function really well. The functioning of the educational institution totally relies on the commitment and dedication of the teachers working in the institution. The commitment relates to the job satisfaction that the teacher gets in the job. This article will try to find out the key factors that boost the job satisfaction of teachers working in educational institutions. The job satisfaction of employees working in the company is the critical factor that would boost the progress of the organization. Many researchers have concluded that job satisfaction is one that motivates the employees to do a good job in the workplace and boost the productivity and their performance levels in the company. However, it is not a piece of cake to make sure that every employee is happy and satisfied with the opportunities and perks offered. This depends on various factors.

Keywords: Job Satisfaction, Teachers, Private Education Institutions.

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I. INTRODUCTION

It is found that job that the job satisfaction is the critical thing that would help you to determine the performance of the employee, thereby organization in the industrial as well as organizational settings as per [1]. According to Green (2000), job satisfaction will give peace of mind for the workers and they would feel very comfortable to come and work in the company without getting distracted or deviated by the internal and external disturbances [2]. This is known as a miniscule scale idea of life. As per Belias and Koustelios (2014), job satisfaction is defined as the perception of the employees who are working in the work environment in relation with colleagues, the aims of the institution and strategies along with the success criteria [3]. On the other hand, job satisfaction is related to the passion of the workers when their preferences and needs are taken into account as per [4].

Teaching is a noble profession and there are many great teaching personalities who have shaped the lives of many students globally. Teachers are the knowledge ambassador and are the key group of people who nurture the minds of the group of young students. The people in other professions and resource people are also shaped by teachers. Therefore, teachers play a critical role to make the lives of the students productive and brighter. The teacher educators would play a key role to make the teachers engaged to teach the students in different levels of the education. It is important to emphasize more on the teacher educators. The teaching quality

totally relies on the active, happy and committed teachers. The teachers who are happy with their jobs to give their 100% for that job and they teach with more focus and devotion. It is a known fact that a happy teacher would put a lot of efforts to ensure that the knowledge imparted is easy to understand for every student. Job satisfaction would have an impact on the performance of the teachers, achievements of students, the commitment of the organization and work motivation.

Job satisfaction is the motivating and sustaining an effort to carry out a particular task, which is required for the students to be a good teacher. According to Shanthapparaj and Solucis (2005), job satisfaction is good for both the employees and employers. This boosts the productivity and reduces the absentees and turnover in the organization or an educational institution. This promotes happiness, success and high efficiency in the professional life of an individual and helps them to develop an interest and happiness to work in the workplace. This also creates a wonderful place for them to work. This also increases the turnover rate, intentions and tendencies and also increases absenteeism. This is the main reason to not make the employees feel dissatisfied. It is critical for you to identify and regulate various factors that are taking a toll on the satisfaction of the employees. When you address this issue, the company can boost the performance of employees and their efficiencies.

Edification is helpful for personal grooming of a person. Education plays a critical role to make and break a nation in this 21st century. This is due to the fact that there are many global antagonisms that are coming up in the technological and educational sector. The Information technology is integrated even in the education. To give quality education to the students, the private schools are getting huge response, which actually helps to make the country sustain the new technologies by imparting knowledge to the students on these from the school days. Private institution would play a critical role in the rural areas, since they create a lot of awareness on the importance of getting educated to the rural people. Education is important to develop the country and make the people capable enough to take up the challenges and impart them with the required knowledge and boost their confidence to attain the goals. Education would increase the literary rate and boost the productivity of labors and make them sustain in the economic development.

Education is contributing a lot to the development of the rural areas. The educated person would have a lot of aptitude to take up the challenges that life throws at them and also contributes a lot to the development of the country.

The private institution and the level of education would differ from one country to another country and in a few parts of the world; private educational institutions would work effectively and efficiently whereas in some other parts of the world, many people prefer to go for public sector education. Undeniably, both these sectors are responsible to impart knowledge to the children as per [5].

II. JOB SATISFACTION

Job satisfaction is the motivating factor that plays a critical role to motivate the teachers to attain key performance and promote development of the educational institution or the organization. It is found that the teachers who are happy with their profession would perform better than the teachers who are not happy with this profession. According to Sargent and Hannum (2005), it was found that the motivated and powerful teachers are the types of teachers who try to get job satisfaction [6]. As per Ingersoll (2001), job satisfaction will let employees to perform well in the organization and motivate them to carry out the tasks well [7].

The good performance and the efforts put by the teachers are the key factors that help the organization to attain goals. On the other hand, if the employees are dissatisfied with the job, they will put fewer efforts and do not perform up to the market. According to Woods and Weasmer (2002), it was found that the teachers who are happy will not quit the jobs and this in turn makes them to perform better in their jobs [8].

There is a huge difference that is found in the pay structures of the younger and experienced employees. The research found that the young workers are happy with the salary that they are getting, but the experienced people are not getting paid as per the work they function and so there is a need to revise their pay structures as per [9]. The disparity would not reap effective results for the organization. The job satisfaction relies on the expectations of an individual and what the individual wants to gain as per [10]. Job satisfaction is an extent to which employees would feel happy or dissatisfied about their jobs such as job conditions, structure, timings, pay structure, tasks, and relationship with the colleagues and responsibilities as per [11]. The employees working in the workplace that creates the best ambience can see satisfactory results as per [12]. The pay is the key factor that drives the job satisfaction in addition to acknowledgement, promotion, job involvement and commitment. The satisfaction of a job is a feeling that the employee has about the job as per [13].

The management would give high priority to the human resources who play a key role and give a competitive edge to the organizations as per [12]. The attachment to the job, dedication and willingness are the critical factor that assures job satisfaction. Be it employees or the teachers, job satisfaction and dissatisfaction would be there in their respective jobs. If they are not present in the company and they face a lot of friction in their teaching job. The teachers are happy with the communities that are not so far and offer them with better social and economic possessions. The work and administration would highly contribute to the satisfaction in the teaching job. The work atmosphere at school would also play a key role in attaining satisfaction of teachers. They will be happy to get good package and the big school will offer key professional growth opportunities where there would not be much work pressure and can take care of the administrative support activities. There is no work that is good or bad, it all depends on how employees perceive the job. The job would be neither interesting nor exciting, but the relationship with the job should make one feel fascinating about it.

III. AFFECTING FACTORS OF JOB SATISFACTION

Job satisfaction or dissatisfaction of teachers or the employees would depend on various factors. Many a time, job satisfaction or dissatisfaction of the employees would depend on their pay structure, promotions, benefits, supervisor, co-workers, working conditions, security, safety and communication. In addition, it also depends on the productivity and work. These factors would actually have a great impact on the job satisfaction of a person. Job satisfaction or dissatisfaction of the

employee totally relies on the following key factors. There include:

Intrinsic factors or elements: These are the factors that are pertained to the job like achievements, recognition you get for achieving something at job, work, responsibilities, growth and advancements. These factors are called as motivation factors.

Extrinsic factors or elements: This is pertained to the institution like working conditions, supervision, salary, company, institutional policy, interpersonal relationships, security and status. These factors are called as hygienic factors or the context factors.

IV. REWARD AND RECOGNITION

Similar to the other companies, the balance done by the educational institutions would be based on the performance of the teachers and the commitment of teachers towards work. The rewards and recognitions are the key factors that have an impact on the job satisfaction and give ample motivation to the teachers. When comes to the statistics, there is a closer relationship between the recognition and rewards and between the satisfaction and motivation. By giving monetary benefit to the employees without showing up any prominence would also to losing the significance. When the employee is awarded with the prize money for the exceptional performance, this makes the recipient feel more amused and excited. There are different types and rewards given to motivate and satisfy the employees. The rewards and recognition would bring a sea of change in the work environment and motivation levels of the teachers.

Ali and Ahmed (2009) stated that the position impact of rewards and recognition on the job satisfaction and motivation is thoroughly confirmed. The same things are found in the study conducted by Katou (2008) who stated that the motivation and performance at the job of the employees can be boosted when the attention is paid on rewarding the employees and recognizing their efforts [14]. The satisfaction, motivation, knowledge, collaboration with the co-workers, dedication, participation and holding would be the key aspects to reap human resource management results. The performance can be easily judged with the help of a single yardstick and gives many different behavioral aspects to the employees. There are no stringent rules that would put into good actions, which are to be measured. The pleasant ambience created and behavior of colleagues would help the co-workers and drive them to be punctual. When comes to recognition, it is found that the key factor that has an impact is employee motivation. Recognition is to publicly appreciate the group of people who have taken up a challenge and successfully completed it.

The recognition would be in the form of a monetary award. However, the facets are not critical. The

teachers would judge the profession by the competencies. The position of teachers in the teaching profession would be recognized by their capabilities and achievements. Recognition is not just enough. The recognition would give a name for the employees in the society, but this would not pay them. Intrinsic rewards and extrinsic rewards are interrelated. However, there is no direct relationship that is found between the worker administrations and there found to work, if the pay is not really good. There is no value that is given to the intrinsic rewards such as admirations, acknowledgements and authorizations when it is not supported by the extrinsic rewards as per [15].

V. SATISFACTION WITH SUPERVISION

The other key factor that is found to be a key impact on the job satisfaction of the employees is having supervision. There are many key proofs that are given by the supervisor to judge the co-workers, justify and give them their likes and dislikes in the form of rewards and punishments as per [16]. The strength of leaders and supervisors would have an impact on the work environment at the school. It is important to take the opinion of the proficient and professional people when you are putting together the proper appliers and should be paid off at the judgment given by the supervisor. On the flip side, there are many jobs that the judgment of the supervisor is not just limited to rewarding and punishing the employees.

VI. REVIEW OF LITERATURE

According to the study conducted by Sylvester (2010) with the title "Attitude towards Teaching Profession and Job Satisfaction of Teacher Educators" found that the key factors such as gender, location of the educational institutions, experience of teachers in the teacher education would not have any kind of impact on the attitude of teachers towards this profession and help them to attain job satisfaction [17].

Sridevi (2011) carried out a study with the title "Job Satisfaction of Teacher Educators of University of Mysore" and found that, the majority of the teacher educators would express moderate levels of satisfaction in jobs and there is no key difference that is observed in the job satisfaction of the teacher education with respective to the locale and gender [18]. In addition, the teacher educators would work with the educational institutions to attain a high level of satisfaction at job over the teacher educators in the government institutions and unaided institutions.

Gangadhar Rao (2012) carried out a study with the title "A Comparative Study between Job Satisfaction and Effectiveness in Teaching of In-Service Teacher Trainees" [19]. The study found that the in-service M.Ed. teacher trainees would be

working in the teacher training institutions are not happy with their jobs. In addition, the women and men in-service M.Ed. teacher trainees are happy with their jobs. Moreover, female employees are happier with their jobs compared to the male counterparts. The age factor would have a toll on the job satisfaction level of the M.Ed. Teacher trainees. It was found that with age, the job satisfaction levels would also go down.

Bhayana (2012) carried out a study and published a paper with the title "A Study of Occupational Self Efficacy, Job Satisfaction and Attitude towards Teaching Profession among Teachers Working in Teacher Training Institutions" [20]. The study found that the teaching experience and gender would not have any kind of impact on the job satisfaction attaining by the teachers who are working in the teacher training institutions. However, it was found that the experienced teachers are happier compared to the teachers who have lesser experience.

Singh (2012) conducted a study and published a paper with the title "Job-Satisfaction of Teacher-Educators Working with Self- Finance Teacher Educational Institutions". The study found that there is no key difference in the teacher educators who are working in the secondary teacher educational institutions when comes to the job satisfaction referring to age, area and gender.

Srivastava and Chabra (2012) carried out a study and published a paper with the title "Job Satisfaction among Teacher Educators: Interplay of Gender and Qualification" [21]. The study found that the teacher educators are happy with their jobs and not even a single person is unhappy with their jobs. The gender factor would not play a key role to decide the job satisfaction. The qualification would have a greater impact on the job satisfaction of the B.Ed. Teacher educators. The study found that the NET qualified teacher educators are happy with their jobs than the non-qualifying candidates.

Prajapati and Mohalik (2013) carried out a study with the title "Job Satisfaction of Teacher Educators in Relation to Sex, Qualification, Experience and Age at Secondary Level in Bihar" [22]. The study found that the majority of teacher educators, i.e. 47.5% are happy and 22.5% of teachers are moderately happy with the jobs from the samples that are collected. There is a key difference in the job satisfaction of the teacher educators and has a close relationship with the experience, qualification, age and gender. This clearly means that the age, experience, sex, and qualification would have an impact on the job satisfaction attained by the teacher educators.

Chandamma (2013) conducted a study and published a paper with the title "Job Satisfaction and Teaching Effectiveness of Teacher Educators" [23]. The study found that the teacher educators are happy with the job totally. The 3 socio-demographic

variables such as management, age and marital status would have an impact on the job satisfaction of the teacher education to above 0.05 levels. The teacher educators would work with the private management institutions to have a high level of job satisfaction compared to working in the government institutions. The young teaching educators would have a high level of job satisfaction compared to the middle aged and old age educators. From the findings of the study, it is evident that with age the satisfaction level decreases. The teacher educators who are unmarried would have a high level of job satisfaction compared to the married people.

Balwaria (2013) carried out a study with the title "A Study of Job Satisfaction of Teacher Educators Associated with Professional Variable" [24]. The study found that the level of job satisfaction of the secondary teacher educators who are working in Gujarat is found to be moderate. There is a key difference in the job satisfaction of the secondary teacher educators with their experience in teaching. It was also found that the job satisfaction of the experienced secondary teacher educators is more compared to the teacher educators who have less experience. There is no difference in the job satisfaction of the secondary teacher educators with their qualification.

Anees (2013) carried out a study and published a paper on "A Comparative Study of Job Satisfaction of Teacher Educators working in Public Funded Institutions in Relation to their Work Motivation" [25]. The study found that there is no key difference in the job satisfaction of the male and female teacher educators who are working in the institutions that are funded by the public. According to Anees (2013) who has carried out another study with the title "A Comparative Study of Job Satisfaction of Teacher Educators Working in Private and Public Funded Institutions in Relation to their Work Motivation and Occupational Aspirations". The study found that there is no key difference in the satisfaction level of teacher educators who are working in the private institutions and the publicly funded institutions.

Khan and Verma (2014) carried out a study with the title "Job Satisfaction of Teacher Educators of Private B.Ed. Colleges Affiliated to G.G.S.I.P. University, Delhi and M. D. University, Rohtak, Haryana: A Comparative Study". The study found that the most of the teacher educators who are working in the B.Ed. Colleges that are private have very less satisfaction levels in their job.

Thakur (2014) has carried out a study with the title "A Comparative Study on Job Satisfaction of Teacher Educators in Relation to Private Teachers' Training Institutions of University of GourBanga and University of Kalyani". The findings of the study disclosed that the job satisfaction level of the teacher educators who are working in the private

teaching institutions have 0% level of satisfaction and 13% are moderately happy and 86% are not happy and 1% is totally unhappy with their jobs. The percentage of teacher educators reveals that there is no job satisfaction for them. There is no key difference in the job satisfaction attained by the female and male educators who are working in the educational institutions such as University of GourBanga and University of Kalyani.

Dhondiram (2014) carried out a study with the title, "A Study of the Relationship between Job Satisfaction and Teaching Aptitude of Teacher Educators in Colleges of Education". The study found that majority of B.Ed. College teacher educators is having moderate level of satisfaction in their jobs.

Bordhan (2015) carried out a study and published a paper with the title, "Job Satisfaction of Teacher Educators in relation to sex, qualification, experience and age at secondary level in Kamrup and Nagaon districts of Assam". The study found that 47.5% of the teacher educators are happy with their job while 22.5% of teacher educators are very less satisfied and 50% of the teacher educators are not at all happy with their jobs. The experience, qualification, age and gender would have an impact on the job satisfaction level of the teacher educators.

Tinu et al. (2015) carried out a study with the title, "Gender Influence on Job Satisfaction and Job Commitment among Colleges of Education Lecturers" [26]. The study found that there is no key difference in the job satisfaction level of the lecturers and the satisfaction level depends on the gender. The female lecturers who are working in the colleges are happier with their jobs compared to the male employees. The gender has a key impact on the job satisfaction of lecturers who are working in the college of education.

VII. CONCLUSION

The study disclosed that the private educational institutions would be having a critical role in bringing awareness about the importance of education in common people. Education would increase the literacy rate. Without having a high literacy rate, we cannot compare our progress with the progress of other nations globally. The private educational institutions would have great impact on the employment. With the rise in the number of private educational institutions, there are many new employment opportunities generated for the graduates who have just passed out from colleges. These days, many youngsters are showing interest in joining Software companies rather than taking up the teaching profession. To grab the attention of people and drive them to take up this profession and retain the commitment of teachers to stay in the profession, it is important to have a high level of job satisfaction. This can be attained by increasing

salaries, offering flexible timings, giving ample freedom and various professional growth opportunities. This makes the teachers to retain with this profession and produce many more great leaders who play a key role in the development of future India.

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