

A Study of Teachers' Job Satisfaction and Teaching Effectiveness at Secondary Level

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Abstract

Teaching is a highly noble profession and teachers are considered as the nation builders of the society. The ultimate process of education had a meaningful interaction among teachers and students. The study was conducted to explore the teachers' job satisfaction and their effectiveness among secondary school teachers. Forty teachers were randomly selected as sample from secondary schools. The instrument used was Job Satisfaction and Teaching Effectiveness Survey (JSTES). Results revealed a statistical significant and strong correlation between job satisfaction of teachers and teaching effectiveness. It was evident that when job satisfaction of teachers improves, teachers' effectiveness will also improve. Female teachers were found to have better working conditions when they were compared with male teachers. On the other hand, male teachers were more satisfied with their job when they were compared with female teachers. It is recommended that Govt. should play a significant role for promoting the quality of education by improving effectiveness of teachers.

Keywords: Teachers' Job Satisfaction, Effectiveness, Education Quality

Introduction

Job satisfaction of teachers has always been crucial issue in educational research and development. Any schooling cannot be completed without successful teachers (Boran, 2011). Teachers with high confidence, better subject information, and the teachers' particular skills are key to quality in learning and teaching (Bolin, 2007).

Teachers' effectiveness (TE) is the consequence of the arranging and continuing with assistance of education process (Day & Qing, 2009). Doyle (2008) states that incentive to education is the degree of students' scholarships (Bosshardt & Watts, 2001), better communications with students and renowned scholars (Leaman, 2008). The dedicated teachers are concerned (Kremenitzer & Miller, 2008), has warm attitude, adaptable, dynamic personality, and mindful behavior

Hence, incredible premium in the idea of Job Satisfaction of teachers and their Teaching Effectiveness. Fulfillment with the training part has significant outcomes (Ofoegbu, 2004). It implies that there are some different components than job satisfaction that impact the Teachers' effectiveness of teachers, and expected to distinguish.

Review of Related Literature

Job satisfaction of teachers is by all accounts a prime area for scientists in the future. Gazioglu & Tansel (2006) introduced an investigation which recognized the components influencing position fulfillment among teachers at chose auxiliary schools. Assessment of teachers' fulfilment with characteristic and outward segments of the profession discovered segment factors to be huge.

Zembylas & Papanastasiou (2006) formed new experiences into the system identifies with their adequacy. Emotional duty was tried as a likely mediator between job satisfaction and showing viability, and conservative was utilized as an expected arbitrator between job satisfaction and full of feeling responsibility. The study discoveries propose that emotional duty fills in as one of the systems through connection by which job satisfaction impacts work execution.

Gazioglu & Tansel (2006) introduced a study which distinguished the elements influencing position fulfillment among teachers at chose optional schools. Assessment of teachers' job satisfaction with characteristic and outward segments of the profession discovered segment factors to be considered.

Zembylas & Papanastasiou (2006) explained that job satisfaction and showing viability, and conservative was utilized as a possible mediator between job satisfaction and emotional duty. The exploring the professional satisfaction and adequacy of teachers at the optional level were discovered that there was a huge connection between job satisfaction and sustainability of teachers.

Job Satisfaction Factors

The level of profession satisfaction is affected by characteristic and incidental pushing parts. Purcell et al. (2003) acknowledge that discretionary direct which urges the firm to be viable is bound to happen when delegates are particularly impelled and raised degrees of satisfaction.

1. Nature of work

The manner in which the work be done might be impacted by the administrator's conduct. Job satisfaction is portrayed by the HR satisfaction with the work they complete. Laborers slant toward work which might be reasonably troublesome. It gives them chances for using their aptitudes and limits. This offers them an assortment of tasks and openings (Spector, 1997).

2. Pay

There is without a doubt financial prizes may expect an astoundingly powerful part in choosing JS. As appeared by Arnold and Feldman (1996), pay can have a serious effect in choosing JS. Man has different requirements and money offers means to satisfy these necessities (Arnold & Feldman, 1996).

3. Promotions

Advancement offers opportunities to personal growth and extended cultural position. JS is inclined to be learned by the workers which see exceptional opportunities to be normal (Spector, 1997).

4. Supervision

In the event that representatives see the managers to be sensible, prepared and sincere, the degree of JS will without a doubt be raised. Furthermore, this worker which see their directors to be shameful, inept and biased, it would subsequently demonstrate diminished degree of JS (Baron & Greenberg, 2003).

5. Working Environment

Amicable, helpful associates or colleagues are an unassuming cause of professional fulfillment. Spector (2008), impressions of sensibility are basic determinants of people's direct.

6. Working Conditions

Working conditions have an unobtrusively impact on job satisfaction. On the off chance that the working conditions are extraordinary, the personnel will imagine that it's anything but difficult to do their administrations. In the other hand if the working conditions are poor, personnel will feel that it's all the more difficult to accomplish targets. Griffith, Steptoe, & Cropley (2009) perceived working conditions as an essential segment that impact representatives' employment fulfillment. Individuals feel good while working in perfect and thoughtful climate else it is hard to achieve undertakings (Luthans, 2008).

Factors affect the teaching effectiveness

1. Teachers' Pedagogical Skills

Lately a gigantic measure of public consideration has been centered around teacher quality and substance knowledge. These activities have recorded the viability of teachers as a central point in improving understudy accomplishment. Effective guidance satisfies the needs of the students

regarding the scholastic controls of the teachers i.e., their subjects of educating. The adequacy of teachers and instructing are generally huge in deciding the learning of students. Teacher Effectiveness is imperative for improving understudy learning and accomplishment (Emery, Kramer, & Tian, 2008).

2. Motivation

Investigates uphold that the activity made by the viable teachers in the study hall to persuade the students accept a focal part in amazing and capable learning of the students (Wang & Fwu, 2007). Students' scholastic achievement and results rely on the inspiration by successful teachers (Shann, 2002).

3. Student Teacher Relationship

Teachers' quality and amplexness may rely on their extraordinary relationship with their students (Smith & Miller, 2013).

Research Objectives

The objectives of the study sought to achieve were as under:

1. To investigate the level of job satisfaction of teachers.
2. To study the relationship between job satisfaction and teaching effectiveness of teachers.
3. To explore the difference in gender of teachers about the working conditions and overall job satisfaction.

Questions developed for Research Study

The questions of research were as under.

RQ: 1. What is the level of job satisfaction of teachers?

RQ: 2. What is the relationship between job satisfaction and teaching effectiveness of teachers?

RQ: 3. What is the apparent difference in gender of teachers about the working conditions?

RQ: 4. What is the apparent difference in gender of teachers about the overall job satisfaction of teachers?

Research Design

The research study investigated the correlation between teachers' job satisfaction and effectiveness of teachers. It was a correlational study and survey method was applied for the collection of data.

Population

All SSTs working in secondary schools in district Faisalabad were the current study's population.

Sample

Forty teachers teaching in secondary schools were randomly selected as sample. Informed consent was made keeping in view the availability of time and place. The teachers agreed to fill the survey questionnaires. As the teachers were selected on the basis of random sampling, so, parametric tests were used for the analysis of the data.

Instrumentation

The instrument named, teachers' job satisfaction and effectiveness survey was developed and used. The items were selected and categorized under the categories of the indicators of job satisfaction. The questionnaire was developed under likert type scale. The reliability of the instrument was computed as .871 that was appropriate for research study.

Demographic Characteristics of Secondary School Teachers

The personal traits of the teachers were identified and entered in SPSS software for the

appropriate analysis of the data. These traits were mostly used by the researchers and they will differentiate the teachers' characteristics and opinions.

Data Analysis

The collected data were then analysed using SPSS. The tests like mean, standard deviation, and Pearson r correlation were applied for the analysis of the data and interpreted accordingly.

Analysis of Research Questions

RQ: 1. What is the level of job satisfaction of teachers.?

Level of JS

The mean values revealed the level of job satisfaction indicators. Overall job satisfaction of teachers mean score ($M = 3.39$). The more experienced teachers' satisfaction about the Work ($M = 3.43$), the indicator of promotion ($M = 3.51$), The indicator of supervision ($M = 3.46$), teachers' working environment ($M = 3.37$), Teachers' Working Conditions ($M = 3.33$) and the Remuneration received by the teachers ($M = 3.26$). It was presented in the table below.

Table: 1

Teachers' Job Satisfaction Factors

JS Factors	N	M	SD
Work	40	3.96	0.46
Pay	40	3.26	0.52
Promotion	40	3.51	0.46
Supervision	40	3.46	0.80
W. Environment	40	3.37	0.47
W. Conditions	40	3.33	0.42
Total JSS score	40	3.39	0.33

Research Question 2

RQ: 2. What is the relationship between job satisfaction and teaching effectiveness of teachers?

Table: 2

Relationship between Teachers' Job Satisfaction and Their Effectiveness

Indicator	Teachers' Effectiveness Pearson r	P
Teachers' Job Satisfaction	0.764	.000**

****P<0.01**

The table 2 revealed a statistical significant and strong correlation between job satisfaction and teaching effectiveness of teachers. It was evident that when job satisfaction of teachers improved their effectiveness will also improve.

RQ: 3. What is the apparent difference in gender of teachers about the working conditions?

Table 3

Gender Differences of Teachers about the Working Conditions

Teachers	N	M	Std. D.	t.	p.
Males	20	4.23	.632	-2.389	.018*
Females	20	4.44	.541		

*P<0.01

According to table, t-test was applied to explore the difference in gender of teachers about the working conditions. It revealed that there exists a statistically significant difference between male and female teachers' working conditions. The overall mean achievement score of male and female teachers differed significantly as $p < 0.05$ with respect to working conditions. Both groups of teachers were found to have different perceptions about the working process in their institutions. So the research question about the apparent difference in gender of teachers about the working conditions answered in positive. Female teachers were found to have better working conditions when they were compared with male teachers.

RQ: 4. What is the apparent difference in gender of teachers about the overall job satisfaction of teachers?

Table 4

Gender differences of Teachers Overall Job Satisfaction

Teachers	N	Mean	Std. Deviation	t value	Sig.
Males	20	4.51	.508	2.195	.024*
Females	20	4.31	.530		

*P<0.01

According to table, t-test was applied to explore the difference in gender of teachers about the overall job satisfaction. It revealed that there exists a statistically significant difference between male and female teachers' perceptions of overall job satisfaction. The overall mean achievement score of male and female teachers differed significantly as $p < 0.05$ with respect to overall job satisfaction. Both groups of teachers were found to have different perceptions about the overall job satisfaction in their institutions. So the research question about the apparent difference in gender of teachers about the overall job satisfaction of teachers answered in positive. Male teachers were more satisfied with their job when they were compared with female teachers.

Results and Discussion

Overall job satisfaction of teachers mean score ($M = 3.39$). The more experienced teachers' satisfaction about the Work ($M = 3.43$), the indicator of promotion ($M = 3.51$), The indicator of supervision ($M = 3.46$), teachers' working environment ($M = 3.37$), Teachers' Working Conditions ($M = 3.33$) and the Remuneration received by the teachers ($M = 3.26$). It revealed a statistical significant and strong correlation between job satisfaction and teaching effectiveness of teachers. It was evident that when job satisfaction of teachers improved their effectiveness will also improve.

It revealed that there exists a statistically significant difference between male and female teachers' working conditions. The overall mean achievement score of male and female teachers differed

significantly as $p < 0.05$ with respect to working conditions. Both groups of teachers were found to have different perceptions about the working process in their institutions. Female teachers were found to have better working conditions when they were compared with male teachers.

The overall mean achievement score of male and female teachers differed significantly as $p < 0.05$ with respect to overall job satisfaction. Both groups of teachers were found to have different perceptions about the overall job satisfaction in their institutions. Male teachers were more satisfied with their job when they were compared with female teachers.

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