ABSTRACT

Educational institutions have a major responsibility in the society. These are the place, where the future of nation lies. The teachers prepare the future of the citizen of the country in the educational institution. So the teachers have been assigned with a very important & major responsibility on his shoulder. However due to some external and internal variables there performances behavior and job satisfaction levels influenced which reflected in the working environment of Teachers .This article discussed the factors which influence the job satisfaction, and levels the satisfaction and dissatisfaction of the Sikshya Sahayaks Teachers of Bhatli educational block of Odisha.

Keywords: Sikshya Sahayaks; Teacher Education; Job Satisfaction; Right to Education; Sarva Sikshaya Abhiyan (SSA)

INTRODUCTION

Teaching profession is a best way for social service. A teacher is an ideal for society. In ancient period teachers is an ideal for a society. In ancient period teachers were highly respected & were enjoying a good social & economic status. But today teachers are facing many problems in their jobs. Most of the teachers are not satisfied within their job due to low payment, lack of transfer & communication, promotion facility etc. Government grant and Salary is not able to make teachers good in social & economic status. In all level of educational system we can find different types of teachers & the salary for same work in Odisha. In primary level of education this problem is very severe, which is considered as foundation of higher education.

Background of Sikshya Sahayaks Teachers

With the implementation of Right to education Act 2009 the government of Odisha under the section 38 of RTE Act notified the Odisha right of children to free and compulsory education rules 2010 to ensure quality and standard elementary education in Odisha. With the recommendation of National Council of Teacher Education (NCTE) Odisha hold Odisha teacher eligibility Test (OTET) and engaged Sikshya Sahayaka (SS) and the engagement coterminous with Sarva Sikshya Abhiyan (SSA). The qualification of said SS Teachers is Graduation with B.ED or Higher Secondary with two year diploma in elementary education and they are posted on the basis of requirement at every educational block.

Profile of Bargarh District

Bargarh District formed on the 1st April 1993. Bargarh District lies on the western most corner of Odisha. As per administrative set ups are implicated, Bargarh is the headquarters of the District. There are two sub divisions in the District, Bargarh and Padampur. Total number of Tahasils is 12 viz.
Attabita, Bargarh, Barpali, Bhatli, Bheden, Padampur, Paikmal, Sohella, Bijapur and Gaisilet. There are 12 CD Blocks in the Bargarh District viz. Ambabhona, Attabira, Bargarh, Barpali, Bhatli, Bheden, Bijepur, Gaisilet, Jharbandh, Padampur, Paikmal and Sohella. Bargarh Municipality is the one Municipality in the District and 3 N.A.Cs are Barpali, Padampur and Attabira. There are total 248 Gram Panchayats and 1208 Revenue villages in the District.

Job Satisfaction

Job satisfaction implies that how much an individual satisfied with his/her job. The happier people are within their job, the more satisfied, they are said to be job satisfaction. Job design aims to enhance job satisfaction and performance methods include, job rotation, job enlargement & job enrichment. Other influences on satisfaction include the management, empowerment & autonomous work position.

Definition

- Job satisfaction has been defined as a pleasurable emotional state resulting from the appraisal of one’s job.
- An effective reaction to one’s job.
- An attribute towards one’s job.

Weiss (2002) has defined that job satisfaction is an attitude but points that researchers should clearly distinguish the objects of cognitive evaluation which are affect (emotions), belief and behavior. The definition suggests that we attitudes towards our job by taking in to account our findings are belief & our behavior.

Job satisfaction of S.S. teachers

In primary level of education teachers are facing many problems. Job satisfaction in this field for them is a major question today. In this study the investigator is making an attempt to study the level of job satisfaction of primary school teachers.

NEED OF THE STUDY

- The study is needed to find out the level of satisfaction of S.S. teachers with their job in Bhatli block.
- The causes behind low job satisfaction will be found out.
- Which areas/conditions are very much important to gain job satisfaction can be recognized through this study.
- How the job satisfaction level can be increased that can be focused and analyzed through this study.
- This study can be useful for the further developmental planning in academic progress of this area.
- Necessary steps can be taken can be taken for enhancing the level of satisfaction of S.S teachers.

OBJECTIVES OF THE STUDY

1. To study the level of job satisfaction among the S.S. teachers.
2. If there is dissatisfaction then what are those areas that generate dissatisfaction.
3. To study in which areas/ conditions of job where they are satisfied and not satisfied.
4. To suggest measures for enhancing the levels of job satisfaction.
DELIMITATION OF THE STUDY

- This study delimited to 50 S.S. teachers only.
- All S.S. teachers taken in the present study are of different primary schools of Bhatli Block.
- This study is mainly delimited to study the job satisfaction of S.S. teachers.

HYPOTHESIS OF THE STUDY

B N. Ghosh (1992) defines ‘hypothesis as a tentative generalization, the validity of which has got to be tested’. At the initial stage a hypothesis may be an imagined idea or merely a gesture. It is generally accepted as a basis for reasoning, experiment and investigation, after reviewing the relevant literature and on the basis of the personal experience, the following hypotheses are framed in connection with this study. The main hypothesis of this study is “The Job satisfaction levels of S.S. teachers in different school of Bhatli block is very low”

METHODOLOGY

Method used in the study

The investigator has used “survey method” for the data collection.

Tools & Techniques

Tools & techniques helps investigator to collect the valid & reliable data with regards to study. The investigator has used questionnaire for collection of data.

Sample

For the present study the investigator has taken 50 S.S teachers (both male & female) of different primary schools in Bhatli Block.

Procedure for data collection

For the collection of data the investigator has prepare some questions. The investigator went to different primary schools in Bhatli Block.

The investigator first meets the head masters, provide him/her an application. Then she told them about the purpose of study and requests them to give permission to meet the teachers of their school and to collect data.

Then the investigator meets the S.S. teachers of the schools, collected data from them through questionnaire. She noted the collected data on a rough note copy. Accordingly the data were collected from the teachers.

ANALYSIS AND INTERPRETATION OF DATA

Table 1. Opinion of teachers on some important areas of job satisfaction

<table>
<thead>
<tr>
<th>Areas</th>
<th>Satisfy</th>
<th>Percentage</th>
<th>Don’t Satisfy</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salary</td>
<td>12</td>
<td>25%</td>
<td>38</td>
<td>75%</td>
</tr>
<tr>
<td>Communication</td>
<td>17</td>
<td>35%</td>
<td>33</td>
<td>65%</td>
</tr>
<tr>
<td>Working Environment</td>
<td>25</td>
<td>50%</td>
<td>25</td>
<td>50%</td>
</tr>
<tr>
<td>Work Load</td>
<td>25</td>
<td>50%</td>
<td>25</td>
<td>50%</td>
</tr>
<tr>
<td>Nature of Job</td>
<td>20</td>
<td>40%</td>
<td>30</td>
<td>60%</td>
</tr>
<tr>
<td>Head of the School</td>
<td>38</td>
<td>75%</td>
<td>12</td>
<td>25%</td>
</tr>
<tr>
<td>Other staff of the school</td>
<td>30</td>
<td>60%</td>
<td>20</td>
<td>40%</td>
</tr>
<tr>
<td>School committee</td>
<td>33</td>
<td>65%</td>
<td>17</td>
<td>35%</td>
</tr>
<tr>
<td>Less time for family</td>
<td>5</td>
<td>10%</td>
<td>45</td>
<td>90%</td>
</tr>
<tr>
<td>Allowances for Extra facility</td>
<td>10</td>
<td>20%</td>
<td>40</td>
<td>80%</td>
</tr>
</tbody>
</table>
Graph 1. Satisfaction Levels of S.S. teachers on some important areas of job satisfaction

Graph 2. Dissatisfaction Levels of S.S. teachers on some important areas of job satisfaction

Interpretation of Table 1 and Graph 1 and 2

Graph 1, 2 is the presentation of the opinion of 50 S.S. teachers both male and female of different primary schools of Bhatli Block relating to different ground of job satisfaction. From the study the investigator has found that most of the teachers are not satisfied with their job.

From the graph – 1 it can be interpreted that the numbers of satisfied teachers in salary, communication, working environment, workload, nature of job, head of the school, other staff of the school, school committee, less time for family & an allowances or extra facility are respectively 25%, 35%, 50%, 50%, 75%, 60%, 65%, 10% and 20%.

Just like that From the graph – 2 it can be interpreted that the numbers of dissatisfied satisfied teachers on the above mention areas are respectively - 75%, 65%, 50%, 50%, 60%, 25%, 40%, 35%, 90%, and 80%. The teachers are mostly not satisfied with the salary, communication less time for family & extra facility. So it may be said that, the job satisfaction level of S.S. teachers in Bhatli Block is very low.

Table 2. The Comparison of Opinion (Don’t Satisfied) Between male and female SS Teacher

<table>
<thead>
<tr>
<th>Areas</th>
<th>Not Satisfied S.S. teachers in Total</th>
<th>Male S.S. Teachers</th>
<th>Female S.S. Teachers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salary</td>
<td>38</td>
<td>20</td>
<td>18</td>
</tr>
<tr>
<td>Communication</td>
<td>33</td>
<td>10</td>
<td>23</td>
</tr>
<tr>
<td>Working Environment</td>
<td>25</td>
<td>10</td>
<td>15</td>
</tr>
</tbody>
</table>
Table 2. The Comparison of Opinion (Don’t Satisfied) Between male and female SS Teacher (Contd….)

<table>
<thead>
<tr>
<th>Areas</th>
<th>Not Satisfied S.S. teachers in Total</th>
<th>Male S.S. Teachers</th>
<th>Female S.S. Teachers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Work Load</td>
<td>25</td>
<td>12</td>
<td>13</td>
</tr>
<tr>
<td>Nature of Job</td>
<td>30</td>
<td>23</td>
<td>7</td>
</tr>
<tr>
<td>Head of the School</td>
<td>12</td>
<td>5</td>
<td>7</td>
</tr>
<tr>
<td>Other staff of the school</td>
<td>20</td>
<td>5</td>
<td>15</td>
</tr>
<tr>
<td>School committee</td>
<td>17</td>
<td>10</td>
<td>7</td>
</tr>
<tr>
<td>Less time for family</td>
<td>45</td>
<td>20</td>
<td>25</td>
</tr>
<tr>
<td>Extra facility</td>
<td>40</td>
<td>20</td>
<td>20</td>
</tr>
</tbody>
</table>

Graph 3. Dissatisfaction Levels of S.S. male and female teachers on some important areas of job Dissatisfaction

Interpretation of Table 2 and Graph 2

The Table 2 and Graph 3 presents the not satisfied areas of both male & female S.S. teachers of primary school in Bhatli Block separately. This is a comparison table between male & female S.S. teachers.

From the above table, it can be stated that, the numbers of not satisfied male teachers in the areas salary, communication, working environment, workload, nature of job, head of the school, other staff of the school, school committee, less time for family and extra facility respectively are 20,10,10,12,23,5,5,10,20 and 20 .The numbers of not satisfied female S.S. teachers in the same areas are 18,23,15,13,7,7,15,7,25 and 20

Here it may be said that, the numbers of female S.S. teachers in comparison to male S.S. teachers is more in some areas like communication, working environment, less time for family. On the other hand the numbers of male teachers in comparison to female teachers more in the areas like salary, nature of job & extra facility.

Overall, it will be desirable to say that the job satisfaction level of female S.S. teachers in comparison to male S.S. teachers is very low.

SUMMARY

Major findings of the study

1. In the study the investigator has found that job satisfaction of S.S. teachers in Bhatli Block is very low.
2. It is also found that in the institution, head master & co-staff have good relation between themselves.

3. They are mainly don’t satisfied with their salary & extra facility.

4. Mostly lady teachers are don’t satisfied with communication to school.

5. All most all the teachers are not satisfied with less time for family.

6. Female S.S. teachers have very low job satisfaction in comparison to male.

**SUGGESTIONS OF THE STUDY**

1. A sufficient salary should be given to them according to their work efficiency.

2. Extra facilities should give to them.

3. Communication & transfer facility should make improved for them.

4. The academic environment & working condition of the school area must be improved.

**CONCLUSION**

Doing a job & satisfactorily doing a job are different some time. We found that same person with high payment are not satisfied with job due to their job nature. At the same time some people are highly satisfied with low payment also. So today it is very vital social problem. In Bhatli Block mostly teachers are face many problems in the primary school. They are not at all satisfied with their job.

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