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JOB SATISFICATION AMONG TEACHERS IN FACULTY OF EDUCATION, HYDERABAD, CAMPUS, UNIVERSITY OF SINDH: A COMPARATIVE STUDY

Abstract

This study explored Job satisfaction among teachers in faculty of education, university of Sindh. It contributes, how Job Satisfaction pervasive in all filed. Further special focus on teacher's job satisfaction in university of Sindh, faculty of education. This study is based on quantitative method. The research design used for this study descriptive. All teachers from university of Sindh, faculty of education were selected for this study. Farther, the data collected from the different departments of university of Sindh, faculty of education which include Curriculum, EMS, Computer, Science, Education and Psychology Testing Guidance and Research. For the purpose of data collection questionnaire was used that developed by researcher. Findings of this research shows that job satisfaction in terms of income, promotion, and work load, differential does exist among male and female teachers. University male teachers founded more satisfied with their Income, and workload than the female teachers. On the other hand, teachers in university were found less satisfied with work load. The Quantitative data were presented in the forms of tables, graphs and descriptive for the easy understanding of the reader.

Keywords: Job Satisfaction, Gender, Teacher, University

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Introduction

Job Satisfaction is a sensitive response of a worker towards his duty and its relationships to physical environment and social work places. Cambridge Dictionary (2018) defined, job satisfaction is, “the feeling of pleasure and achievement that you experience in your job when you know that your work is worth doing, or the degree to which your work gives you this feeling”. Similarly, job satisfaction as “a pleasurable or positive emotional state, resulting from the appraisal of one’s job experiences”, (Lock, 1976). A worker, Optimistic feeling about work, create a high level of job satisfactions, however an unsatisfied worker holds pessimistic feeling. It denotes general facets of a worker satisfaction such as work environment, income, supervision, relations with colleague, and the firm. Repeatedly, Secondary and primary variable considered job satisfactions in education. However, observed indication regarding job satisfaction of higher education teachers was a shock in the international literature (Oshagbemi, 2003). Most of the research has been undertaken in the UK and USA on varied facets of job satisfactions, (Koustelios, 2001). This study first time in context of University of Sindh, Pakistan.

Statement of the problem

For the betterment of any nation Education plays a vital role. In developing countries like Pakistan, education sector considered is very important and educators are considered essentials linkage in the spread of educational opportunity to the students. In every successful educational system behind a high-quality teacher. Job satisfactions is an emotion of an employee towards its task. Job dissatisfaction viewed among teachers as primarily contributed by poor income,

work overload. In overall, distinctions in the level of job satisfaction among teachers have found and these depending on school and individual characteristics, (Spear et al., 2000). According to Smith (2007), remark by academic staff that, Lack of motivation and lack of support in the work and dissatisfaction with working environment, they choose to change organization or give up from the occupation. The facets of job satisfactions it is imperative to study because teacher's development condition and retention effected by job satisfactions and those teachers were planning to give up the occupation reported more dissatisfied. Therefore, the quality of education can improve in Pakistan, depends on the teacher's high-level satisfactions. Hence, the statement of the problem is, job satisfactions among teachers in faculty of education, Hyderabad campus, University of Sindh- A Comparative Study.

Significance of the study

This research will explore job satisfactions among teachers. It will explore Job satisfaction in education through focus on teachers of faculty of education, university of Sindh. It will compare the job satisfactions between male teachers and female teachers. The comparison of job satisfactions may be explored in terms of income, promotional opportunities, and work load. It also contributes to the existing literature of job satisfactions between male teachers and female teachers in first time in context of faculty of education, University of Sindh.

Research objectives

Main Objective:

To know job satisfactions among teachers in faculty of education, Hyderabad campus, University of Sindh.

Specify Objectives:

1. To explore difference in income satisfaction among teachers.
2. To explore difference in promotion satisfaction among teachers.
3. To explore difference in work load satisfactions among teachers.

RESEARCH HYPOTHEIES

1. Female teachers are less satisfied regarding income as compared to male teachers.
2. Female teachers are less satisfied regarding promotion as compared to male teachers.
3. Female teachers are less satisfied regarding work load as compared to male teachers.

LITERATURE REVIEW

Several factors lead to more job satisfactions. Few factors such as, income, promotion opportunities, work load and etc. Job satisfaction is affected by worker's income/salary /pay or wages, age, job type, tenure, job level, external and internal rewards, work load, working hours, co-workers, personality of worker, promotional, supervisor. High salary leads to more job satisfaction. Remunerations developed a positive attitude output of a worker. If a worker earns a reasonable salary from his job, he shows a positive result. According to Morse (1953), income/packages can play a vital role a worker job satisfaction because income is an important motivator towards employee's satisfactions.

Moreover, to fulfil the worker expectations income is also a prominent factor and its effect on job satisfactions. The impartiality in promotion has increase positive result on job satisfaction. A worker well performance increase the chance

of promotion in an organization. The public sector worker get promotion experience wise and they feel satisfied and private sector workers to get promotion's according to their performance, (Mann and Pelz, 2001). Study conducted on job satisfactions shows that teachers were dissatisfied with promotion and income and satisfied with their supervision and teaching itself, (Dinham and Scott, 2000; Koustelios, 2001; Oshagbemi, 1999). Teachers considered job dissatisfaction as primarily contributed due to poor pay and overload work. Overall, job satisfactions among teachers have found distinct and these depending on school and individual characteristics, (Spear et al., 2000).

The study conducted by the US Department of Education (1993) showed that 40 percent of American teachers were strongly dissatisfied with their workload. Similar, study show a weak relationship between teacher satisfaction in promotion, workload and income. According to research conducted among College Female and male teachers in Hyderabad district, female were found more dissatisfied with their promotion, operating conditions, and income as compared to male counterparts, (Bhatti and Tabassum, 2014).

Numerous studies have emphasized the harmful consequences of high workloads. A research study of work stress among professionals suggested that the cause of work stress associated that teachers were more experience of work overload and its leads to job dissatisfaction, (Chan et al. (2000). Moreover, in developed countries several International Studies have been conducted on teacher's job satisfactions. Therefore, the need for similar study in developing countries, like Pakistan.

METHODOLOGY

Descriptive research design used for this study. Survey method was used for the collection of data procedure and it was Quantitative research. The data was collected via questionnaire some closed ended questionnaire based on rating scales was developed by researcher. The population of the research were different department teachers both male and female from faculty of education were selected for this study. The technique of random sampling was used for this study. Further, the data collected from the different department such as department of Curriculum, Computer, Education, (EMS) Educational Management and Supervision, (PTGR) Psychological Testing Guidance and Research and Science, teachers both male and female. Respondent were selected voluntarily fourteen (N=14) ,7 females and 7 males. Teachers was included in this study such as associate professors, assistant professor, lecturers and professors. Moreover, Questionnaire was divided into two parts demographics include, only gender, and job satisfaction facto. The job-related elements were: Income, Promotion, and Work load. The questionnaire consisted of only 11 items. The questionnaire used 2 scale Likert (1= Unsatisfied, 2=Satisfied). The questionnaire, items reliability was calculated Cronbach alpha estimated for Income scale was .787, for Promotion .982, and for work load .970. The given values much higher than 0.6, therefore the range of Alpha that shows a good reliability of scales. Data was analyzed through tables, graphs and descriptive.

Procedure of Data Collection

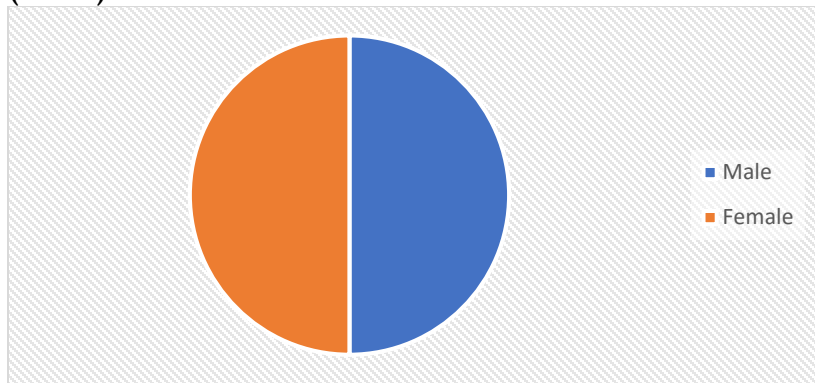
First the university of Sindh official website were visited for some basic statistic. Second, the cooperation request was

taken from Dean faculty of Education, University of Sindh, for data collection. Third, the permission and willingness were secured from each teacher selected as respondents.

DATA ANALYSIS AND DISCUSSION

Gender wise frequency and percentage of respondent, the number of males were 7 out of (N=14) and percentage from selected sample were 50 %, and the number of females were 7 and the percentage from selected sample were 50 %.

Graph:1. Gender Wise Percentage of the Respondent (N=14)



The above diagram shows the (%) percentage of the respondent teachers from Faculty of Education, Hyderabad.

Table:1. Total Respondents Statistic (N=14):

	Independent Variables		
	Income	Promotion	Work Load
Mean	1.8571	1.5714	1.2143
Median	2.0000	2.0000	1.0000
Mode	2.00	2.00	1.00
Std. Deviation	.36314	.51355	.42582
Variance	.132	.264	.181

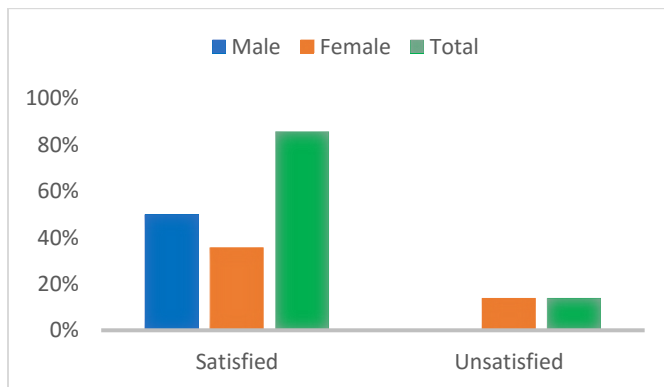
The above table:1, illustrate both gender, male and female statistic (N=14), such as Mean, Median, Mode, St. Deviation etc.

Table:2. Male and Female Teachers Income Statistic (N=14):

Gender	Mean	STD	Variance
Male	2.0000	.00000	.000
Female	1.7143	48795	.238

Above table 2: shows that male and female income satisfaction and mean shows that male teachers are more satisfied with income as compared to female.

Graph:1. Income Satisfaction Percentage Male and Female Teachers



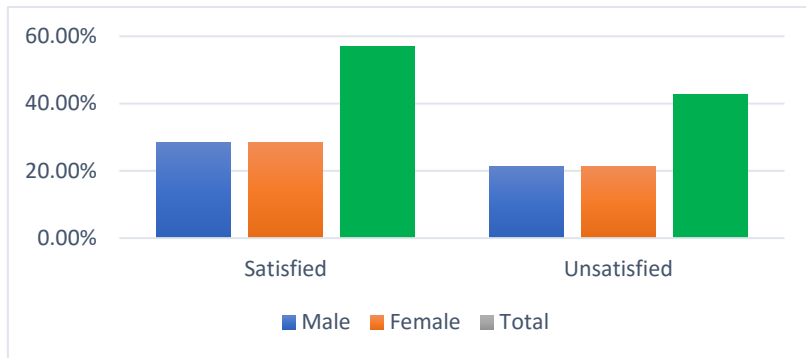
The above graph shows, Income Satisfaction Percentage male and female teachers, that 86% respondent teachers satisfied and 14% unsatisfied with their income. The 50% respondents were males' teachers satisfied and 35.70% female teachers. On the other hand, 00% were male teachers unsatisfied with their income and 14% female. According to research, was conducted in Hyderabad district female college teachers were found less satisfied with their pay as compare to male counterparts, (Bhatti and Tabassum, 2014). In addition to above graph data (100.0%) was collected from teachers of, faculty of education, university of Sindh, Jamshoro.

Therefore, H:1, is accepted that, Female teachers are less satisfied regarding income as compared to male teachers.

Table:3. Male and Female Teachers Promotion Statistic (N=14):

Gender	Mean	STD	Variance
Male	1.5714	.534	.286
Female	1.5714	.534	.286

Table:3, shows male and female teachers promotion statistic, there were no mean difference were found between male and female searchers in terms of promotion.



The above graph shows, Promotion Satisfaction Percentage male and female teachers, that 57.10% % respondent teachers satisfied and 42.90% unsatisfied with their promotion. The 28.57% respondents were males’ teachers satisfied and 28.57% female teachers. On the other hand, 21.42% were male teachers unsatisfied with their promotion and 21.42% female. Therefor both male and female teachers were found on same percentage regarding promotion opportunity.

Hence, H:2, is rejected that Female teachers are less satisfied regarding promotion as compared to male teachers.

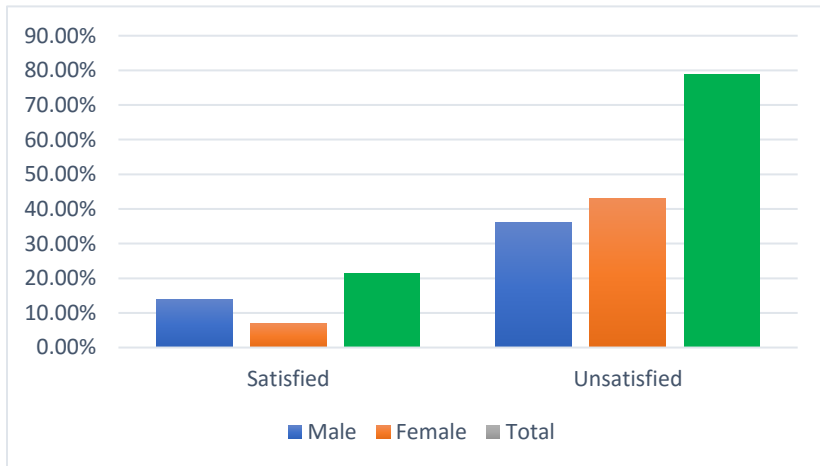
Table:4. Male and Female Teachers Work Load Statistic (N=14):

Gender	Mean	STD	Variance
Male	1.28	.487	.238
Female	1.14	.377	.143

Table:4, shows male and female teachers work load statistic, according to above mean there is no large difference were

found in work load satisfaction between male and female teachers.

Graph: 3. Work load Satisfaction (Male and Female Teachers)



Moreover, the above graph shows, Work load Satisfaction Percentage male and female teachers, that 21.40% respondent teachers satisfied and 79.00% unsatisfied with their work load. The 14% respondents were males' teachers satisfied and 7.00% female teachers. On the other hand, 36.00% were male teachers unsatisfied with their work load and 43.00% female. Moreover, the graph shows that more teachers both male and female were unsatisfied with work load. Findings shows the study of (Ahsan, et al, 2009), the more work load the higher the stress among the worker's and this leads to job dissatisfactions. According to percentage this study shows that female teachers are less satisfied with work load as compared to male teachers.

Therefore, H:3, is accepted that Female teachers are less satisfied regarding work load as compared to male teachers.

CONCLUSION

The finding of this study it is concluded that males were more satisfied in terms of income, promotion, work load as compared to female teachers in university of Sindh, faculty of Education, Elsa Kazi, Hyderabad campus. Moreover, both male and female are more dissatisfied with work load. Moreover, the findings of this study show hypothesis #1 and 3 accepted and hypothesis #2, rejected. Therefore, in University of Sindh, Faculty of Education, Hyderabad, difference in job satisfactions pervasive among teachers.

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