

ANALYSIS OF JOB SATISFACTION AMONG THE TEACHERS OF GOVERNMENT SCHOOLS IN SAMMANTHURAI EDUCATIONAL ZONE IN AMPARA DISTRICT

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ABSTRACT

Job satisfaction is one of the most widely discussed concepts in the areas of organizational behavior and human resource management. The study investigated the present level of job satisfaction among the teachers of government schools in Sammanthurai Educational zone in the Ampara district where it was revealed that the teachers were mostly dissatisfied in their job thorough the preliminary interview with the teachers and the officials of the education department. The job satisfaction of the government school teachers was studied based on the following job-related factors such as Nature of the Work, Remuneration, Work Supervision, Relationship with co-workers, Opportunities for Promotion and Working Environment. Quantitative research approach was employed to collect data from 270 government school teachers through a survey that was designed to investigate the factors influencing the job satisfaction. The collected data was analyzed using the Statistical Package for Social Sciences (SPSS Version 23). The results showed that nature of the work ($\beta = 0.26$, $p < 0.001$, 95%) was the most significant factors that influenced the job satisfaction followed by remuneration ($\beta = 0.109$, $p < 0.05$, 95%), opportunities for promotion ($\beta = 0.118$, $p < 0.05$, 95%)., Working Environment ($\beta = 0.137$, $p < 0.05$, 95%). However, it was found that the factors such as relationship between work supervision ($\beta = 0.021$, $p > 0.05$, 95%) and relationship with coworkers ($\beta = 0.097$, $p > 0.05$, 95%) were not significant predictors of job satisfaction. The model only explained 40% of the variation in the job satisfaction. The study encountered the limitation in terms of the time factor in collecting data from the teachers due to their work schedule. The future research could be done by considering more other related factors that determine the job satisfaction in the same and different sectors.

Keywords: Job Satisfaction, Government School Teachers