

Abstract

This study aimed to identify the level of job satisfaction of teachers teaching in the schools of Thirukkivil Education Zone in relations to work, working condition, pay, self esteem and interpersonal relationship and examine the impact of personal factors on job satisfaction among the teachers in the Thirukkivil Education Zone. The independent variables were personal factors such as age, gender, marital status, educational qualification and teaching experience. The dependent variable was job satisfaction.

The data was collected from 254 respondents by using questionnaire. The questionnaire measured overall job satisfaction with work, working condition, pay, self esteem and interpersonal relationship. The data was analyzed using the SPSS Version 20.0 software. Descriptive statistics was used to presenting information and statistical analysis of t-test, one way ANOVA (F-test) and correlation analysis also used. The t-test and ANOVA revealed significant differences in teachers' job satisfaction in relation to age and teaching experience with higher t values and p values less than 0.05, but there were no significant differences in relation to gender, marital status, and educational qualification evidenced by having p values of greater than 0.05 and lower t values. Pearson correlation analysis revealed significant relationship between age and teaching experience with job satisfaction. Pearson Correlation analysis was used to determine the strength and direction of the relationship.

The study recommended that that school authorities need to develop strategies to deal with the needs of those teachers who experience less job satisfaction. Results of this study should be presented to Zonal office administrators to make them aware of which personal factors were related the level of job satisfaction of school teachers. Zonal office administrators should then design in-services and trainings to help teachers to increase their level of satisfaction. It will help future researchers in knowing the facts and figures and also the job satisfaction level of teachers teaching in Thirukkivil Education Zone.