

## Extent of Job Satisfaction Among Primary Female Teachers and Peace Education: A Sociological Analysis of Purnia District of Bihar



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### ABSTRACT

Purnia is one of the oldest district of Bihar and famous for agriculture. As far as literacy rate is concerned, it is the least literate state of Bihar with only 52.09% literacy rate. Thus this district has been selected for study as teachers play the vital role in the development of society. That is why a study is made to see the relationship between their performance in giving peace education and job satisfaction Job satisfaction is a vital aspect which directly affects the performance of employees.

Comparative evaluated design is used and percentage is applied for the analysis of data obtained from stratified random sampling of one hundred primary teachers divided into equal number of under graduate ad post graduate employed with full fledged salary or the newly given salary in government schools of Purnia district of Bihar, specially in nearby localities . All are interviewed individually by a structured questionnaire separately and the collected responses are transformed into enquiry item wise percentage to identify job satisfaction. The result reveals that the job satisfaction among the newly appointed teachers is quite low; however, among old teachers is high . The teachers who have low level of job satisfaction do not give peace education which may bring up the standard of society. For quality education and peace education, it is necessary to enhance job satisfaction in teachers, both new and old.

**Keywords:** Job Satisfaction, Peace Education, Government Female Primary Teachers.

### INTRODUCTION

In designing school education of today and tomorrow the teacher is the pivot, the axis and the centrepiece . He alone can make India of today and tomorrow. He is the transmitter of good equalities as well as bad tendencies. He is the major force to improve intelligence of students and impart knowledge to them. It is sad to realise that violence is emerging in an unprecedented manner in human society in the form of terrorism, war, crimes, injustice, etc. Therefore the need to nurture peace in the hearts of children has also arisen as urgent issue. It is important to recognize the crucial role of education in contributing to build a culture of peace and condemned in instance in which education is undermined in order to attack democracy and tolerance. Hence the teachers have a particularly important role to play in promoting peace, as they serve as role models and knowledge sources for children and young adults at a formative phase in their development. This can only be done by the teachers when they themselves are enlightened.

According to Chandhyog Upanishad, "Where there is a joy there is creation; where there is no joy there is no creation." It means job satisfaction is a vital aspect which directly affects the performance of employees. Good satisfaction increases working capacity, sound adjustment, and the quality of outcomes. A positive co-relation is found between job satisfaction and educational development. As Abrol (1984) states that "An inverse relationship has been observed between job satisfaction and job strength. Larger degree of job satisfaction minimizes the job strain and it provides fruitful results. Agrawal (1984) has shown that women who take jobs are not so well adjusted in their marital life as they are satisfied in their job. The career of Indian women is seen as a hindrance in the stereo type roles of women as wife and mother. But the female employment affects the balance of power. Harwell (1990) also indicates that high relative education for a female enhanced communication and therein reduced conflicts. Further Naresh Kumar (1993) added that increase in literacy rate and educational attainment among female intend to change values and attitude towards later life.

Apart from all efforts for improving female education, the attitude towards female and their education does not seem to have changed significantly. Thus, the present study is considered to be most beneficial in the present circumstances for those parents who don't send their daughters to school, and don't take care for their education, also produce hindrance in the study period of them, and create circumstances for drop-outs in early phase.

With reference to the above discussion an attempt has been made in the present study to evaluate the job satisfaction among female primary teachers of Purnia district. As Purnia is the least literate district of Bihar have only 52.09% literacy rate however Bihar's having 73.4% of literacy rate. Thus this district has been selected for study.

## REVIEW OF LITERATURE

Job satisfaction is one of the most widely researched subject. Job satisfaction acts as a moderator for generating the relationship between working conditions and individual outcomes. (Dorman and Zapf, 2001).

Ahmed, Raheem and Jamal (2003) conducted a study on job satisfaction of 236 teachers in secondary school. It was observed that the female teachers are highly satisfied when compared to the male teachers. The teachers working in the government schools showed higher satisfaction than the teachers working in the private schools. Noll (2004) examined the factors which affect the job satisfaction of the teachers. It was observed that the motivation, teachers relationship with the administration and working environment were the factors that affect the job satisfaction of the teachers.

Agarwal (2004) had done his study on job satisfaction of primary and secondary teachers. The result obtained that the experienced and married teachers of government schools are highly satisfied than the teachers of the private schools. It also revealed that the age and the marital status have no relationship with job satisfaction.

Muchhal and Satish (2010) conducted their study on job satisfaction of primary school teachers in Baghpat district. The study reveals that there exists significance difference between female and male teachers.

Kumar and Bhatia (2011) indicate teachers satisfaction level and their attitude towards teaching is affected by the gender, marital status and their minimum qualification.

John (2010) , Mehta (2012) and Zilli (2012) conducted a survey regarding the teacher's job satisfaction to know whether the teachers perception is affected by the type of organisation. The result observed that there is a significant difference in the level of satisfaction of government and private school teachers.

Moorthy (2013) conducted an empirical study to find the satisfaction level of female employees. The result showed that the level of satisfaction is at a moderate level.

Neog and Barua (2014) found new factors which are accountable for job satisfaction, the relationship between job satisfaction and fair compensation, working environment and job satisfaction, job security and job satisfaction. They observed that salary was the major important factor that influences the job satisfaction and showed that the level of satisfaction is average among employees.

### **Imparting Peace Education to Children :**

Peace is more than the absence of war. Peace is living in harmony and not fighting with others. Peace is a calm and relaxed state of mind. Peace consists of positive thoughts, pure feelings and good wishes. Peace is the main characteristic of a civilised society.

Peace education prevents the emergence of conflicts and creates conditions for peace in the world. That is why peace education is very important in the world. Peace education activities promote conflict resolution that promotes peace and values such as respect for human rights, freedom and confidence. For better result of society the following points should be adopted. School can:

1. Develop a humanistic management approach
2. Improve human relation between teachers-students, teacher-teacher, student-student, etc.
3. Help to develop good attitudes in students and teachers e.g., co-operation, mutual respect.
4. Develop creativity in both students and teachers.
5. Improve standards of quality of teaching and learning.

For successful implementation of peace education in the schools we require well trained teachers and on the other side high level of job satisfaction among them. Mahatma Gandhi remarked "A teacher is not only the nuclei of the education system, but is also the backbone of the system and the success or failure of this system depends to a large extent on the community of teachers. A teacher , if works with sincerity , honesty and a sense of duty , raises students to their all-round development on the one hand and contribute unprecedentedly to harmony and peace in society and the nation on the other . "

### **Methods:**

The present study is a descriptive research. The main aim of the study is to compare the job satisfaction level of newly appointed and old female teachers. Altogether hundred female primary teachers [ 50 old +50 newly appointed ] divided into equal number of under graduate and post graduate are selected incidentally of Purnia district and nearby locality to participate in the present study . A specially designed interview schedule is structured to collect data from the above mentioned respondents in areas of their education and job satisfaction.

Data are collected by direct interview using the structured schedule from each respondents exclusively and tabulated properly to calculate percentages.

### **Interpretation of Findings:**

Out of 50 newly appointed highly educated teachers 79% are found to be of poor job satisfaction because of poor payment which results in increasing inferiority complexes, 21% are found satisfied, who are undergraduate and appointed in their own villages or in nearby schools and are more than 45 years of age. As far as permanent primary teachers are concerned, out of 25 highly qualified teachers, 65% are found to be highly satisfied with respect to low educated counterparts. Among lower educated female teachers only 35% show job satisfaction to a marginal level. Regarding of low educated group 69% showed low level of job satisfaction. They reported boredom, monotony and anxiety at job places, some females showed low job satisfaction due to large distance of schools from their living places.

### **Inferences:**

The following inferences are drawn on the basis of study:-

[a] The respondents with high educational qualifications live in great joyful conditions due to their job satisfaction. They take more care of students and thus quality of outcomes increases. The peace and satisfaction of the individual feeds Peace Education into system.

[b] They also use positive transfer of training and make their familiar, social and personal life more sound, happy and peaceful.

[c] They keep themselves free from stress, strain and frustration which are produced by low job satisfaction and it develops their personality in sound direction.

[d] The respondents appointed on newly structured salary have low level of job satisfaction. It is also observed that the pressure of work is more on them. As far as their social status is concerned, in school this is not good because even fourth grade employees of the same school are drawing more salary. Thus dis-satisfaction in teachers will certainly disturb their peace. How can such a teacher propagate Peace Education?

[e] Comparatively, it can be argued that optimal level of education improves the life style, behaviours and satisfaction levels in positive and peaceful direction.

### **CONCLUSION AND RESULTS**

School teaching is still perceived as a consolation job and people become teachers only when they can do nothing else. It is crucial for the future of the child and indeed the nation that the school teachers' job is made attractive and he can live honourably without resorting to extra tuitions or unhealthy practices to make both ends meet.

Education plays an important role in the social cultural and personal life of female teachers. It is clearly an element in the honour assigned to occupation and often treated as a source of honour itself. It plays a major role

in determining what occupation one will achieve and hence, in turn the probable level of ones' income .It is the demand of present time that equal payment for equal work should be given so that job satisfaction level among the female primary teachers may increase. This may improve standard of quality of teaching and learning.

A culture of peace must take root in the classroom for an early age. It is the responsibility of the primary female teachers to take care the students at this stage. If the teachers will have high job satisfaction then they may give quality peace education to the students.

Female education is highly beneficial for formal life – span and develops institutional patterns' supportive to perform their major institutional role in the family life, work life, conjugal life, political life and social life in their reference group. Thus, it is important to focus on job-satisfaction of teachers to bring about quality education and peace education in the nation.

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