

Job Satisfaction Among Teacher Educator

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Abstract

The concept of job satisfaction is not only limited to employee sector, but covers all the other sectors as well, where there is involvement of employees and workers. Education is basically the influence which teachers exert on the students entrusted to their care. In order to perform his role of paramount and vital significance effectively, teachers should be well aware of professional demands and obligations placed on them by the profession. Nowadays, there is, however, a general feeling that teachers do not find satisfaction in their job. Teachers are dissatisfied in spite of different plans and programs, certain incentives and conditions. Job satisfaction consists of a total body of feeling about the nature of job promotion, nature of supervision etc. that an individual has about his job. The present article explores the meaning of the job satisfaction of teacher educators, importance job satisfaction, role and responsibilities of teacher educators and factors affecting in job satisfaction.

Keywords

Job Satisfaction, Teacher Educators

Introduction

The progress of any country is dependent on its educational system and the education system will be able to discharge its set functions only when accomplished by right kind of teaching staff. It is the teachers that translate all educational theories into practice making the students learn. The teachers therefore have the most powerful influence in any system of education. It can be understood, if one reads the observation of Kalam and Rajan (1998), "If you are a teacher in whatever capacity you have a very special role to play because more than anybody else you are shaping generations". Teaching is the only field where we are handling the students who will become the citizens of next generation. Teachers are responsible to provide needed skills and positive attitude for the future citizens for which they are called as the nation builders. Education Commission (1964-66) as stated, "The destiny of India is now being shaped in her classrooms". This, we believe is no mere rhetoric. In a world based on science and technology, it is education that determines the level of prosperity, welfare and security of the people. On the quality and number of persons coming out of our schools and colleges will depend our success in the great enterprise of national reconstruction the principal objective of which is to raise the standard of living of our people". Hence, it is very crucial to prepare teachers for all levels of education and this sole responsibility is in the hands of teacher educators working in different teacher education institutes.

Concept of Job Satisfaction

Job satisfaction is a combination of two words job and satisfaction. The word job refers to the collection of tasks, duties and responsibilities while satisfaction means the fulfillment of a need or desire. Job satisfaction occupies a central position in today work oriented society, as large part of individuals time is spent on job. Job satisfactions the favorableness or un-availableness with which employee view their work. It expresses the amount of agreement between one's expectations of the job and the rewards that the job provides. Job satisfaction is a part of life satisfaction.

The nature of one environment off the job does affect one's feelings on the job. Similarly, since a job is an important part of life, job satisfaction influences one general life satisfaction. Job satisfaction is an emotional state resulting from appraisal of one's job experience. Teachers are the ultimate arbiters of educational process. The teacher satisfaction in his job is so self-explanatory

that it hardly needs a detailed discussion to elucidate its significance in determining his effectiveness. Low job satisfaction is a surest sign of deteriorating teaching standards. High job satisfaction on the other hand makes work (teaching) well organized. Job satisfaction is the extent to which one feels good about the job. It is in regard to one's feelings or state of mind regarding to the nature of their work. In other words, job satisfaction implies doing a job one enjoys, doing it well, enthusiasm and happiness with one's work.

Everyone defines job satisfaction as fulfillment of one's expectation. It differs from person to person and institution to institution and even in the context of male and female. In simple term when someone is satisfied with his job that is job satisfaction. Job satisfaction as a pleasurable positive emotion state, resulting from the appraisal of one's job or job experiences. It results from the perception that one's job fulfils or allows the fulfillment of one's important job values, providing and to the degree that these values are congruent with one's needs (Locke, 1976).

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Hence, job satisfaction is the sum of all negative and positive aspects related to individual's salary, working conditions, the levels of success, the rewards, and the social maintained in relation to his or her job. It refers to an individual subjective experience of his work situations, his response and feeling towards different factors of work role. It is not a unitary concept what a composite of factors or dimensions.

Therefore, job satisfaction is such phenomenon which comes not only from the job, but also from one's personal, social, academic, administrative and economical condition.

Definitions of Job Satisfaction

According to Dictionary: the term job satisfaction as "Extent

to which a person is pleased or satisfied by the content and environment of his/her work or is displeased or frustrated by inadequate working conditions and tedious job content”.

International Dictionary of education, this implies that the measure of the satisfaction or frustration of an individual towards the environment or the conditions under which he has to work and the type of work he has to do determines job-satisfaction. But this would not give a complete picture of job-satisfaction as such.

According to Hoppock (1935) views it “as any combination of psychological, physiological and environment circumstances that causes a person truthfully to say ‘I am satisfied with my job’. He states ‘job satisfaction depends upon the extent to which the job that we hold meets the needs that we feel it should meet’.

According to Russel (1975) observes “job satisfaction is a function of the importance attached by the workers to the extent to which needs are generally met in the work situation relative to the way in which those workers have ordered their wants and expectation”.

According to Loke (1976) observes, “job satisfaction may be defined as a pleasurable positive emotional state resulting from the appraisal of one’s job or job experiences. It results from the perception that one’s job fulfils or allows the fulfillment of one’s important job values providing and to the degree that these values are congruent with one’s needs”.

According to the Harvard Professional Group (1998) sees Job Satisfaction as the keying radiant that leads to recognition, income, promotion, and the achievement of other goals that lead to a general feeling of fulfillment.

Importance of Job Satisfaction

1. The study of job satisfaction enriches management with a range of information pertaining to job, employee, environment etc. which facilitated it in decision making and correcting the path of organizational policies and behavior. It indicates the general level of satisfaction in the organization about its programmes, policies etc.
2. It is a diagnostic instrument for knowing employees problems, effecting changes and correcting with least resistance.
3. It strengthens the communication system of the organization and management can discuss the result for shaping the future course of action.
4. It helps in improving the attitudes of employees towards the job and facilitates integration of employee with the organization. It inspires sense of belongingness and sense of participation leading to the overall increase in the productivity of the organization.
5. It helps unions to know exactly what employees want and what management is doing. Thus, it facilitates mutual settlement of grievances and other unwanted situations.
6. It facilitates in determining the training and development needs of the both, employees and the organization.

If we can improve job satisfaction and morale, we can improve job performance as well. Soon the management set about to take advantage of this newly found insight and they took action on two fronts. *First*, they initiated attempts to measure the state of employee- feeling in order to know where to concentrate their

efforts in improving employee- satisfaction. *Secondly*, they set about to train their managers, especially first-level supervisors, to pay attention to the attitudes and feelings of their subordinates so that performance could thereby be improved.

In fact, no organization can successfully achieve its goal and mission unless and until those who constitute the organization are satisfied in their jobs. Dissatisfaction leads to frustration and frustration leads to aggression. It is believed that employees dissatisfied with their job may be militant in their attitude towards the management. Dissatisfaction is infectious and quickly spreads to other employees and is likely to affect the morale and working of other employees and image of organization. A dissatisfied worker may seriously cause damage to the reputation and property of the organization and harm its business interest. Job satisfaction/dissatisfaction is the result of various factors which are related to the present job situations. These various factors are opportunities for career advancement, amount of tension at work, work involvement, relations with colleagues and supervisors, due recognition of merit, sufficient emoluments and good working conditions, grievances removal, feeling of fatigue and loneliness and prestige of the organization.

Job satisfaction is a complex and important concept for human resource managers to understand most employees do not believe their work is being properly rewarded. Nor do they believe that their companies are doing enough to attract high quality performers, train them, or manage them effectively.

Human resource manager may be concerned about employee’s job satisfaction for different reasons than their employees. Altruistic managers want satisfied employees because they care about their employees. Result-oriented managers want satisfied employees because satisfied employees may perform better and have less absenteeism and greater longevity. Satisfied employees also tend to produce higher-quality work than their dissatisfied cohorts. In fact, studies on humanizing the workplace indicate that satisfied employees are more productive and that organizations with satisfied employees are more efficient. Satisfied employees are more likely to experience high internal work motivation, to give high quality work performance and to have less absenteeism and turnover.

Roles and Responsibilities of Teacher Educators

The role and responsibilities of teacher as cited in the National Curriculum Framework (2005) position paper were as follow.

- Care for children and love to be with them,
- Understand children within social, cultural and political contexts,
- Not to treat knowledge as a “given, embedded in the curriculum and accepted without question,
- Perceive child not as a passive receiver of knowledge,
- Encourage its capacity to construct knowledge,
- Discourage rote learning,
- Make learning a joyful and participatory activity,
- Critically examine curriculum and textbooks,
- Contextualize curriculum to suit local needs,
- Treat all children equally,
- Organize learner-centered, activity based, participatory learning experiences – play, projects, discussion, dialogue, observation, visits,
- Integrate academic learning with productive work,
- Promote peace values - democratic way of life, equality, justice, liberty, fraternity, secularism and zeal for social

reconstruction, reflect on her teaching experience. Then the role and responsibilities of teacher educator to prepare such teacher should share the underlying educational philosophy and also possess the needed understanding and professional competencies to develop such behaviors in his/ her charges (student-teachers). In vision for teacher education National Curriculum Framework for Teacher Education (2009) gave the role of teacher educator. So the following could be the role and responsibilities of Teacher Education.

- To Engage would-be teachers with the larger socio-political context in which education and learners are situated
- Engage teachers with children in real contexts than teach them about children through theories
- Bring into the TE curriculum and discourse trainees' own assumptions about children and beliefs about knowledge and processes of learning
- Help teachers to reflect upon their own positions in society – gender, caste, class, poverty, linguistic and regional variation, community, equity and justice
- Focus on the developmental aspects of children with constant reference to the socioeconomic and cultural contexts of children
- Engage with theory along with field experiences to help trainees to view knowledge not as external to the learner but as something that is actively constructed during learning
- Provide opportunity for trainees for reflection and independent study without packing the training schedule with teacher directed activities
- Integrate academic knowledge and professional learning into a meaningful whole
- View learning as a search for meaning out of personal experiences and knowledge
- Generation as a continuously evolving process of reflective learning
- View knowledge not as an external reality embedded in textbooks but as constructed in the shared context of teaching - learning and personal experience
- Provide opportunities to the student teacher to critically examine curriculum, syllabi and textbooks
- Change perception of child as a receiver of knowledge and encourage its capacity to construct knowledge.

Determinants/ Factors Affecting of Job Satisfaction

After explaining the theories and benefits of job satisfaction surveys the researcher now wants to turn his attention to another important point of his study namely factors of job satisfaction. Job satisfaction is derived from and is caused by many inter-related factors. Although these factors can never be completely isolated from one another for analysis, they can by the use of statistical techniques, be separated enough to give an indication of their relative importance to job satisfaction. Job Satisfaction or dissatisfaction of a teacher or an employee is influenced by a number of factors. Generally, most of the time, Job Satisfaction or dissatisfaction of an employee is influenced by pay, promotion, benefits, supervisor, co-workers, working conditions, communication, security or safety, productivity, and the work itself. Each of these factors figures into an individual's Job Satisfaction differently.

According to Harrel (1968) in his famous book "Industrial Psychology" stated that Job Satisfaction of an employee is influenced by many interrelated factors. He divided them into

three major categories of factors. They are:

a) Personal Factors: They include worker's sex, education, age marital status and their personal characteristics, family back rounds, socio economic back ground and the like.

Sex: Most investigation on the subject has found that women are more satisfied with their jobs than men are. This is so despite the fact that women are generally discriminated against in job competition and pay, quite possibly the reason is that women's ambitions and financial needs are less.

Number of Dependents: The more dependence one has, the less satisfaction he has with his job. Perhaps the stress of greater financial need brings about greater dissatisfaction with one's job. The difference in satisfaction among employees with different number of dependents is however small.

Age: Studies have found different results in different groups on the relationship of age to job satisfaction. There was higher intrinsic job satisfaction among older employees, but lower financial and job status satisfaction among this group. However, different studies reveal different impact of age related with job satisfaction.

Time on job: Several investigations have indicated that job satisfaction is relatively high at the start drops slowly to the fifth or eighth year, and then rises again with more time on job.

Education: There is a great deal of conflicting evidence on the relationship between education and job satisfaction, different studies have indicated different amount of impact of education on job satisfaction.

b) Factors Inherent in the job: These factors have recently been studied and found to be important in the selection of employee. Instead of being guided by their Co-workers and supervisors, the skilled workers would rather like to be guided by their own inclination to choose jobs in consideration of what they have to do". These factors include, the work itself, conditions, influence of internal and external environment on the job, which are an uncontrolled by the management etc.

Type of work: The most important factors inherent in the job is type of work. Several studies have shown that varied work brings about more job satisfaction than does routine work. Job satisfaction varies almost from 0 to 100 percent, depending on the job.

Skill required: Skill in relation to job satisfaction has a bearing on several other factors, kind of work, responsibility and others. A study of the relation of skill to job satisfaction concluded that "where skill exist to a considerable degree, it tends to become the first source of satisfaction to the workman, satisfaction in condition of work or in wages becomes predominant only where satisfaction on skill has materially decreased".

Occupation status: Occupation status is related to, but not identical with job satisfaction. Occupational status is always valued in terms of other opinion. It has been seen that employees who are working at the lower position seems to look for other job. Where they can have greater job satisfaction. It has been that employees are more dissatisfied in jobs that have loss social status and prestige. These

values are rather constant within a country, but they do vary among some countries and they probably vary from time to time within a country under some conditions.

Size of organization: In a small organization, employees get a greater chance to interact with other employees and can seek co-operation of other very easily. While in a large organization this can be possible but depending upon requirement of the organization and the task which it has assigned to the employees.

c) Factors Controllable by management: They included the nature of supervision, job security, kind of workgroup, wage rate promotional, opportunities, and transfer policy duration of work and sense of responsibilities

Security: An average employee will think of job are more satisfied in their job. But security is of less importance to the better educated person, perhaps because there is not so much fear of layoff in the kind of jobs that the highly educated obtain, or the highly educated are justifiable more confident of being able to find other jobs if necessary.

Pay: The importance of pay as a factor in job satisfaction has been greatly over emphasized by management. Most studies have found that pay ranks well below security, type of work etc. The relative importance of pay will probably change with the labor market, economic conditions and with employee's beliefs about the job situation.

Opportunity for advancement: In today's time this factor is of greater importance. Young ones are more interested in advancing because it is possible only in his earlier years. Belief that individual merit is rewarded would appear to be closely related to belief that there is chance to advance even where a person does not believe that he deserves a promotion it is still highly important to him that the best man be prompted.

Co-workers: Survey finds that co-workers seem to be co-operative one. After working for many years together brings a sense of mutual co-operations, which is there with the bank, but nature of man is such that anything is offered with the expectation of return.

Supervision: For, supervisors, it is essential to supervise the ongoing works, to get it accomplished. A positive supervision brings in involvement of lower cadre employees. As unionism is quite strong.

Creating Job-Satisfaction

How is job satisfaction created? What are the elements of a job that create job satisfaction? Organization can help to create job satisfaction by putting systems in place that will ensure that works are challenged and then rewarded for being successful. Organizations that aspire to create a work environment that enhances job satisfaction need to incorporate the following:

- Flexible work arrangement, possibly including telecommunicating.
- Training and other professional growth opportunities.
- Interesting work that offers variety and challenge and allows the worker opportunities to "put his or her signature" on the finished product.

- Opportunities to use one's talents and to be creative.
- Opportunities to take responsibility and direct one's own work.
- A stable, secure work environment that includes job security / continuity.
- An environment in which workers are supported by an accessible supervisor who provides timely feedback as well as congenial team members.
- Flexible benefits, such as child-care and exercise facilities.
- Up-to-date technology.
- Competitive salary and opportunities for promotion.

Probably the most important point to bear in mind when considering job satisfaction is that there are many factors that affect job satisfaction and that what/makes workers happy with their jobs varies from one worker to another and from day to day. Apart from factors mentioned above, job satisfaction is also influenced by the employee's personal characteristics, the manager's personal characteristics, management style and the nature of the work itself. Managers who want to maintain a high level of job satisfaction in the work force must try to understand the needs of each member of the work force. For example, when creating work teams, managers can enhance worker satisfaction by placing people with similar backgrounds, experiences or needs in the same workgroup. Also managers can enhance job satisfaction by carefully matching workers with the type of work. For example, a person who doesn't pay attention to detail would hardly make a good inspector and a shy worker is unlikely to be a good salesperson. As much as possible, managers should match job tasks to employees' personality.

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