



Psychometric Properties of Job Satisfaction Scale for High School Teachers

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ABSTRACT

Introduction: Job satisfaction is a worker's sense of achievement and success in the job. It is generally perceived to be directly linked to productivity as well as to personal well-being. Job satisfaction implies doing a job one enjoys, doing it well and being rewarded for one's efforts. This study aimed to develop and assess the psychometric properties of a job satisfaction scale tailored specifically for high school teachers. Job satisfaction among educators is a critical factor influencing not only their well-being but also the quality of education provided to students. Despite the importance of measuring job satisfaction, there remains a lack of specific instruments designed to comprehensively evaluate the unique facets of job satisfaction within the high school teaching context.

Aim/Objectives: Psychometric properties of job satisfaction scale for high school teachers and to develop a tool for job satisfaction among high school teachers.

Methodology: Sample of the present study consists of 200 high school teachers in Hyderabad city of Telangana state. Tool used was development of the job satisfaction scale by Dr. P. Shankar and Dr. K. Subramanyam.

Results: Results revealed that all areas of the tool have high reliability with regard to overall job satisfaction. The strength of the tool is identifying appropriate areas to measure Job satisfaction. Eight areas with suitable items in each area were included in this tool. These areas are more suitable to the high school teachers. In measuring job satisfaction of high school teachers it is more useful. The Job satisfaction scale developed in this study is very straight and simple. It is directly measures job satisfaction. It also have good reliability. This tool can be used for others to meet their purpose.

Conclusion: The results offer promising implications for assessing and understanding the factors contributing to teacher job satisfaction, which can ultimately enhance teacher retention and the quality of education in high school settings..

Key Words: Job Satisfaction, High School Teachers, Psychometric Properties, Achievement and Success in the Job, Development, Profession

INTRODUCTION

Teacher is the centre for all the education activities. Success in the profession gives satisfaction. A good teacher should have essential teaching techniques to be successful in the profession. Job satisfaction is a complex state of mind which includes many factors and one important factor is occupational stress and other factors, plays an important role and

therefore should never be overlooked. Hence it is important a comprehensive, simple and direct tool which measures Job satisfaction with appropriate areas which related to high school teachers

Sapnaben Wagh and Parul Desai study results indicated that there is a significant difference in the mean score of job satisfaction among male and female private school teachers.¹

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However Arshad Ali Bhat revealed that there is no significant difference between male and female high school teachers in job satisfaction.² Nordin, Yusuf, Sadikin, and Desa results revealed a significant positive relationship of work commitment, work load, work environment, social relationship and remuneration with job satisfaction.³ Further, gender effect was not found in relation to the job satisfaction. Rao and Samiullah revealed that there is a significant influence of gender, management and job tenure on job satisfaction of high school teachers.⁴

Katoch found that all government college teachers both (male & female) were satisfied with their job but female colleges teachers were more satisfied about their job than male teachers.⁵ Dhaliwal showed that there was no significant difference in the job satisfaction of elementary and secondary level teachers in terms of gender and locale.⁶ Mehra & Kaur revealed that government school teachers exhibited better job satisfaction than private school teachers. Social-Science teachers exhibited better job satisfaction than Language, Mathematics and Science teachers.⁷ Ho, Chung-Lim & Au, Wing-Tung undertaken a study on teaching satisfaction and tested the validity of the tool developed for it Teaching Satisfaction Scale (TSS) was validated on 202 school teachers of both Primary and secondary.⁸ The developed tool was found with favourable good psychometric properties.

OBJECTIVES

To develop a tool for job satisfaction among high school teachers.

To develop a tool for Job satisfaction among teachers with suitable areas.

To find out the psychometric properties on job satisfaction scale for high school teachers.

Method: Preparation and establishing reliability of the tool.

Sample: Sample of the study consists of 200 high school teachers both male and female. A list of 30 high schools in Hyderabad city of Telangana state was taken by using systematic random sampling technique in the age group of 25-58 yrs. Respondents were asked to indicate their age, gender, marital status, educational level, type of work, annual income.

Tool: Assessment of Job Satisfaction Scale: To measure Job satisfaction scale developed by Dr. P. Shankar and Dr. K. Subramanyam (2019). It consists of 52 statements divided into eight areas.

Intrinsic Aspect of the Job

Salary, Promotional Avenues and Service Conditions

Physical Facilities

Institutional Plans and Policies

Satisfaction with Authorities

Satisfaction with Social Status and Family Welfare

Rapport with Students

Relationship with Co-Workers

A five-point scale for the response of 'Strongly Agree' scoring is 5 and for 'Agree' it is 4, for 'Undecided-3', for 'Disagree-2' and for 'Strongly Disagree-1, i.e., the total score measures satisfaction/dissatisfaction of a teacher towards his/her job. The max & mini score was 260-52, high score indicates high job satisfaction. The Cronbach's alpha reliability value of the developed tool is 0.75.

Confirmatory item analysis

A one item model, the one theoretically sound for the scale, was specified and tested in the whole sample. This unidimensional model had a very good fit to the data.

Reliability

From the established item solution, Cronbach's co-efficient alpha was calculated. It indicating high reliability in the areas wise i.e., Intrinsic Aspect of the Job (0.83), Salary, Promotional Avenues and Service Conditions (0.95) Physical Facilities (0.82), Institutional Plans and Policies (0.63), Satisfaction with Authorities (0.72), Satisfaction with Social Status and Family Welfare (0.82), Rapport with Students (0.81), Relationship with Co-Workers (0.42) and for the overall Job satisfaction (0.75).

Statistical techniques

The obtained data was analyzed statistically i.e., mean, standard deviation and item analysis for area wise and based on the percentile rank scores are calculated in the norms.

RESULTS AND DISCUSSION

In each dimension of job satisfaction levels, the data is presented item-wise.

- (a) Poor = 1-2,
- (b) inadequate = 2.1-2.4,
- (c) adequate = 2.5-2.9,
- (d) Good = 3-3.9,
- (e) better = 4-4.5,
- (f) best = 4.6-5

Table 1: Mean Scores of teachers for Items in the area of intrinsic aspect

S. No.	Items	Total Score	Mean
1	This job is most suitable for me.	770	3.85
2	My choice of preference for the place of work.	650	3.25
3	I am satisfied with the class room conditions.	615	3.07
4	I am happy with the school environment.	660	3.30
5	The teachers and students follow such standards that you do not burn out at work.	651	3.25
6	Transfers are avoided at my job, which is a good matter.	540	2.70
7	I observed that my students were enjoying a lot in my class.	628	3.14
Average Score		644.85	3.22

The above table shows total and mean score of the different items of the area related to intrinsic aspect of the job of job satisfaction. The scores revealed that except for one item, the high school teachers scored more than midpoint of the scale (mean=3) for all items of intrinsic aspect of the job. The highest mean score obtained was 3.85 for this job is most suitable for me and the lowest was 2.70 for transfers are avoided at my job, which is a good matter. They mean score is more than 3 for six items in the scale. The overall mean of all the items of intrinsic aspect of the job dimensions is 3.22 indicating above midpoint. Hence, for the most of the items on the scale, the job satisfaction levels of the high school teachers were found to be good with regard to intrinsic aspect of the job.

Table 2: Mean score for items in salary, promotional avenues and service conditions

S. No.	Items	Total Score	Mean
8	I am getting a salary in proportion to my work.	552	2.76
9	I surmise contentment in teaching.	613	3.06
10	I have the opportunity and time to refresh myself and take care of my family's well-being.	552	2.75
11	In my profession, I have the opportunity to receive additional pay for the extra work I do as a teacher.	603	3.01
12	If given the chance, I would rather switch to another field of employment with the same remuneration.	622	3.11

13	I have numerous opportunities to build a healthy rapport with the parents of my pupils.	620	3.10
14	My fellow employees choose me to handle any significant duties which make me feel glad.	619	3.09
15	My residence is conveniently very near to our institution.	600	3.00
Average Score		597.62	2.98

The above table indicates that the total and mean scores of the different items of the area related to salary, promotional avenues and service conditions of job satisfaction. The scores revealed that except two items, the high school teachers scored more than midpoint of the scale (mean=3) for all items of salary, promotional avenues and service conditions. The highest mean score obtained was 3.11 for another field of employment with the same remuneration and the lowest was 2.75 for the opportunity and time to refresh myself and take care of my family's well-being. They mean score is more than 3 for six items in the scale. The overall mean of all the items of salary, promotional avenues and service conditions dimensions is 2.98 indicating above midpoint. Hence, for the most of the items on the scale, the job satisfaction levels of the high school teachers were found to be good with regard to salary, promotional avenues and service conditions.

Table 3: Mean Score for Items in Physical facilities.

S. No.	Items	Total Score	Mean
16	The location is an appropriate place of my work.	576	2.88
17	The organization is orderly and tidy.	710	3.55
18	My ability to maintain my standards of living with my entire earnings gives me a sense of fair comfort.	554	2.77
19	All the necessary equipment are available in my classroom.	589	2.94
20	The future of teaching is bright.	611	3.05
21	At work, I am at the same level with my colleagues.	725	3.62
22	In addition to games, the educational institution offers me the chance to take part in a variety of co-curricular activities.	617	3.08
23	I am using audio-visual aids in order to help the students.	681	3.04
24	I am getting all benefits (insurance, provident fund, and pension) upon retirement.	612	3.06
Average Score		630.55	3.11

As shown in the above table total and mean scores of the different items of the dimension related to physical facilities of job satisfaction. The scores revealed that except three items, the high school teachers scored more than midpoint of the scale (mean=3) for all items of physical facilities. The highest mean score obtained was 3.62 for at work, I am at the same level with my colleagues and the lowest was 2.77 for my ability to maintain my standards of living with my entire earnings gives me a sense of fair comfort. They mean score is more than 3 for six items in the scale. The overall mean of all the items of physical facilities dimensions is 3.11 indicating above midpoint. Hence, for the most of the items on the scale, the job satisfaction levels of the high school teachers were found to be good with regard to physical facilities.

Table 4: Mean score for items in institutional plans and policies.

S. No.	Items	Total Score	Mean
25	Our organization is focused on teacher's well-being.	633	3.16
26	My job gives opportunities for promotion.	617	3.08
27	My enjoyment of work exceeds that of leisure.	601	3.00
28	My colleagues are always able to lend a helping hand when required.	633	3.16
29	I am able to help pupils to enhance their moral character and develop good study habits.	569	2.84
30	I have a chance to further my professional credentials.	703	3.51
Average Score		626	3.12

The above table clearly examines total and mean scores of the different items of the dimension related to institutional plans and policies of job satisfaction. The scores revealed that except one item, the high school teachers scored more than midpoint of the scale (mean=3) for all items of institutional plans and policies. The highest mean score obtained was 3.51 for I have a chance to further my professional credentials and the lowest was 2.84 for I am able to help pupils to enhance their moral character and develop good study habits. They mean score is more than 3 for five items in the scale. The overall mean of all the items of institutional plans and policies dimensions is 3.12 indicating above midpoint. Hence, for the most of the items on the scale, the job satisfaction levels of the high school teachers were found to be good with regard to institutional plans and policies.

Table 5: Mean score for items in satisfaction with authorities.

S. No.	Items	Total Score	Mean
31	I feel that my institution's head is a good fit for the position.	660	3.30
32	I have an opportunity to express my opinions on organizational matters.	637	3.18
33	I make sure that others are looked after throughout my working hours in the institution.	758	3.78
34	I am free to schedule my work at the job however I would like.	639	3.19
35	My job is secure as long as I develop an excellent output.	612	3.06
36	In addition to the educational program, there is an opportunity for me to engage in games.	672	3.36
Average Score		663	3.31

As mentioned, the above table shows total and mean scores of the different items of the dimension related to satisfaction with authorities of job satisfaction. The scores revealed that the high school teachers scored more than midpoint of the scale (mean=3) for all items of satisfaction with authorities. The highest mean score obtained was 3.78 for I make sure that others are looked after throughout my working hours in the institution. They mean score is more than 3 for all items. The overall mean of all the items of satisfaction with authorities' dimensions is 3.31 indicating above midpoint. Hence, for the most of the items on the scale, the job satisfaction levels of the high school teachers were found to be good with regard to satisfaction with authorities.

Table 6: Mean score for items in satisfaction with social status and family welfare.

S. No.	Items	Total Score	Mean
37	I feel like I adjust in the community respectfully because of my job.	763	3.81
38	My profession has been helpful in providing suitable education to my children.	560	2.80
39	I feel satisfied and have the ability to build rapport with my colleagues.	627	3.13
40	My friends and family members are respecting my profession.	616	3.08
41	My students think about me as a good teacher.	664	3.32
Average Score		646	3.22

The above table shows total and mean scores of the different items of the dimension related to satisfaction with social status and family welfare of job satisfaction. The scores revealed that except one item, the high school teachers scored more than midpoint of the scale (mean=3) for all items of satisfaction with social status and family welfare. The highest mean score obtained was 3.81 for I feel like I adjust in the community respectfully because of my job and the lowest was 2.80 for my profession has been helpful in providing suitable education to my children. They mean score is more than 3 for four items in the scale. The overall mean of all the items of satisfaction with social status and family welfare dimensions is 3.22 indicating above midpoint. Hence, for the most of the items on the scale, the job satisfaction levels of the high school teachers were found to be good with regard to satisfaction with social status and family welfare.

Table 7: Mean score for items in rapport with students.

S. No.	Items	Total Score	Mean
42	My students treat me with a lot of respect.	627	3.13
43	The head of my organization is an indifferent person.	616	3.08
44	A positive rapport between teachers and students where I work.	664	3.32
45	Teaching and learning go on smooth way in my class.	652	3.26
46	My superiors give me recognition for the excellent work that I do.	642	3.21
47	For others, our school or institution serves as a model of good academic success/behavior.	660	3.30
Average Score		643.50	3.21

As shown in the above table indicates the total and mean scores of the different items of the dimension related to rapport with students of job satisfaction. The scores revealed that high school teachers scored more than midpoint of the scale (mean=3) for all items of rapport with students. The

highest mean score obtained was 3.30 for others, our school or institution serves as a model of good academic success/behaviour. They mean score is more than 3 for all items in the scale. The overall mean of all the items of rapport with students' dimensions is 3.21 indicating above midpoint. Hence, for the most of the items on the scale, the job satisfaction levels of the high school teachers were found to be good with regard to rapport with students.

Table 8: Mean score for items in relationship with co-workers.

S. No.	Items	Total Score	Mean
48	Almost all of our institution's teachers work with other people.	639	3.19
49	I appreciate how the institution's head handles his teachers.	612	3.06
50	Books are easily accessible for me in our institution's library.	672	3.36
51	I appreciate how our institution's head handles grievances that are brought to his attention.	763	3.81
52	The head looks out for everyone's welfare, including mine.	560	2.80
Average Score		649.20	3.24

The above table shows total and mean scores of the different items of the dimension related to relationship with co-workers of job satisfaction. The scores revealed that except for one item, the high school teachers scored more than midpoint of the scale (mean=3) for all items of relationship with co-workers. The highest mean score obtained was 3.81 for I appreciate how our institution's head handles grievances that are brought to his attention and the lowest was 2.80 for the head looks out for everyone's welfare, including mine. They mean score is more than 3 for four items in the scale. The overall mean of all the items of relationship with co-workers' dimensions is 3.24 indicating above midpoint. Hence, for the most of the items on the scale, the job satisfaction levels of the high school teachers were found to be good with regard to relationship with co-workers.

Table 9: Descriptive statistics and Cronbach's alpha co-efficient reliability for each subscale.

S. No.	Areas	Number of Items	Mean	SD	Alpha
1	Intrinsic aspect of the job	7	3.22	1.07	0.83
2	Salary, promotional avenues and service conditions	8	2.98	0.98	0.95
3	Physical facilities	9	3.11	1.02	0.82
4	Institutional plans and policies	6	3.12	1.17	0.63
5	Satisfaction with authorities	6	3.31	1.23	0.72
6	Satisfaction with social status and family welfare	5	3.22	1.25	0.82
7	Rapport with students	6	3.21	1.22	0.81
8	Relationship with co-workers	5	3.24	1.26	0.42
Overall Job Satisfaction		52	3.17	1.15	0.75

As shown the above table clearly represents standard deviation and mean scores of eight areas of job satisfaction of high school teachers. The participants scored mean above 3.00 in intrinsic aspect of the job; physical facilities, institutional plans and policies; satisfaction with authorities; satisfaction with social status and family welfare; rapport with students,

relationship with co-workers and they scored 2.98 in salary, promotional avenues and service conditions of job satisfaction, respectively. The overall job satisfaction score (Mean = 3.17) is found to be well above the midpoint of the scale (Mean = 3.0) showing their job satisfaction level is good.

Table 10: Showing Range of Raw Scores and Levels of Job Satisfaction with respect to different areas of the tool and over all

Percentile Range	Raw Score for areas of Job Satisfaction area wise and overall								Overall	Level of Job Satisfaction
Percentile Range	1	2	3	4	5	6	7	8		
Above 80	31 - 35	34 - 40	38 - 45	25 - 30	25 - 30	22 - 25	25 - 30	22 - 25	217 - 260	Very Good
61 - 80	26 - 30	28 - 33	31 - 37	20 - 24	20 - 24	18 - 21	20 - 24	18 - 21	176 - 216	Good
41 - 60	20 - 25	20 - 27	24 - 30	16 - 19	16 - 19	14 - 17	16 - 19	14 - 17	135 - 175	Average
21 - 40	14 - 19	14 - 21	17 - 23	11 - 15	11 - 15	10 - 13	11 - 15	10 - 13	94 - 134	Below Average
Below 20	7 - 13	8 - 13	9 - 16	6 - 10	6 - 10	5 - 9	6 - 10	5 - 9	52 - 93	Poor

The above table indicates that the range of raw scores and level of satisfaction on the job in the areas wise. The teachers raw scores having 217-260 in between the percentile range is above 80, it indicates the teachers have very good satisfied in their job. Just like same areas wise from poor to good and their percentile range from below 20 to 60-80. This scale was more suitable for high school teachers.

CONCLUSIONS

The most of the items on the scale, the high school teachers were found to be positive in their (1) intrinsic aspect of the job (2) salary, promotional avenues and service conditions (3) physical facilities (4) institutional plans and policies (5) satisfaction with authorities (6) satisfaction with social status and family welfare (7) rapport with students (8) Relationship with co-workers and the high school teachers were found to be positive. The overall job satisfaction is also found positive. This job satisfaction scale may be used by the other researchers to measure job satisfaction among high school teachers by making appropriate changes if needed by adding additional areas or deleting the areas of the scale to increase or decrease the length of the scale. The strength of the tool is identifying appropriate areas to measure Job satisfaction. Eight areas with suitable items in each area were included in this tool. These areas are more suitable to the high school teachers. In measuring job satisfaction of high school teachers it is more useful. The Job satisfaction scale developed in this study is very straight and simple. It is directly measures job satisfaction. It also good reliability.

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Dr. K. Subramanyam collected data from the teachers and Dr. Shankar Paripally analysed the data and completed report writing.

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