



## Research Article

### DETERMINING TEACHER'S LEVEL OF JOB SATISFACTION IN MULTAN DIVISION

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#### ABSTRACT

In the world, teacher is vigorous person. He plays an important role in growth of student's character. Beside of his efforts, society does not pay him reward according to his work hard. Due to this reason in Multan Division a project is started to council that whether the teachers are rewarded regarding to their efforts or not. The aim of the study is to determine the level of satisfaction of job of the college lecturers regarding their salaries, promotion chances, Security of Service, Social Status and other benefits. For this purpose 200 teachers from different colleges and institutions are randomly selected, such college teachers are not fully satisfied with their jobs, pay scales, service security, promotion chances, social status and other fringe benefits given to them according to their grade. He acts as a communicator disciplinarian, conveyer of information, counselor and surrogate parent. In spite of all this hard work, in reward, he neither gets the reasonable salary nor the prestige and social status, which he deserves. In view of the need for the satisfaction and its impact on teachers' performance, the study was conducted in Multan. The security needs include the need for safety, fair treatment, protection against threats, job security etc. Affiliation needs include the needs of being loved, accepted, part of a group etc. whereas esteem needs include the need for recognition, respect, achievement, autonomy, independence etc.

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#### INTRODUCTION

Teacher is a person who literate the society. He provides education to every kind of person whether a child or adult. He acknowledge about the new race of world and aspect of life due to which he learn his student all ethical values which helps his student to spent a grace full life. In 1992, Crow and crow suggest an opinions that teacher civilized the student and developed the identity in society. The teachers build the careers of individuals according to their culture and heritage. It is a difficult to literate that person who know nothing. But teacher is responsible for this that he educated his followers in a best way and prepares them for every difficulty of life. In our society teacher is a protector of our ideology. He protects our moral values. Culture heritage is safe due to our teacher dignity. In a nut shell it is said that teacher is an important personality in the society of world. As compared to other nations, the teachers in our society are also expected to safeguard country's ideology, besides inculcating Islamic and religious values among the students. It is also an important step that to search a good teacher who is eligible to call a teacher. A great and an eligible teacher are not born. He face the difficulties of life to attain that status .every thing is brighten when it polish, so that a good teacher is produced when he face kith and kin of life.

It is not enough that a teacher is handsome but also have a full command on his subject. He knows about the every point and side of his subject. The effects of teacher job dissatisfaction on teaching/learning process include lack of enthusiasm for the job, teacher absenteeism, teacher stress and poor student teachers (Tshannen-Moran & Hoy, 1998). Research into teacher job satisfaction is thus teacher productivity. Since teachers can affect how students perceive the course materials, it has been found that teachers who showed enthusiasm towards the course materials and students can affect a positive learning experience towards the course materials. On teacher/course evaluations, it was found that teachers who have a positive disposition towards the course content tend to transfer their passion to receptive students.

These teachers do not teach by rote but attempt to find new invigoration for the course materials on a daily basis. One of the difficulties in this approach is that teachers may have repeatedly covered a curriculum until they begin to feel bored with the subject which in turn bores the students as well. Students who had enthusiastic teachers tend to rate them higher than teachers who didn't show much enthusiasm for the course materials.

Abraham Maslow's (1943, 1970) the theory based on the necessity of motivation is the most is widely recognized theory of motivation and possibly the reference theories of content. According to this view, a person has five basic needs: physiological, safety, affiliation, esteem, and self-realization.

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The security requirements include the need for security, a fair deal, the threat protection, job security etc. According Maslow, once a need is served is no longer necessary. Teachers play an active role in forming a strong foundation for students as far as education is concerned. They have to encourage the young talents and help them to enhance their skills. An Interactive and practical learning session would mould the minds of students to better understand the subjects. 1993 Trabue recommended that the reward of the true teacher lies in the deep satisfaction, he feels in watching students to grow their understanding of themselves and of the world. In 1991 Sorenson in his reference presented that a special reward which a teacher receives is the satisfaction and respect. The important duties entrusted to the teachers and the most difficulties and problems faced by them. The Government is trying its level best to keep the teachers satisfied as their benefits and local status in the community, but the situation revealed by the survey. So it is necessary to conduct the survey for determination the opinion of the college teachers to extent their satisfaction with profession.

## MATERIALS AND METHODS

A sample of 200 teachers was drawn randomly. An interview schedule is tested on 15 teachers to remove errors or omissions if any before finalizing it. Then the respondents are interviewed individually with the relevant information's according to the schedule. The data collected is calculated and simple percentages worked out to show the results.

## RESULTS AND DISCUSSION

### Figure-A

#### Educational and professional qualification of the respondents

Category	Number	Percentage
MBA/M.Com	40	20
M.Sc/M.A	130	65
M.Phil	20	10
Ph.D.	06	03
Professional (ACMA, ACA, ACCA)	04	02
Total	200	100

In Figure-A, the data relating to Educational and professional qualification of the respondents shows that MBA, M.Com is 20%. The data relating to Education about M.A/M.Sc is 65%. The Education and Professional data relating to M.Phil is 10%. The data relation to Ph.D is 3% and a Professional qualification respondent is 2%

### Figure-B

#### Opinion about the existing pay scales in relation to meeting the financial needs of the respondents

Responses	Number	Percentage
Quite Sufficient	10	05
Hardly Sufficient	70	35
Insufficient	108	54
No Opinion	12	06
Total	200	100

In Figure-B, the data relating to the existing pay scales in relation to meeting the financial needs of the respondents shows that Quite Sufficient is 5%.

The respondent relating to the hardly sufficient is 35%. The data relating to the financial needs which is Insufficient 54%. The data relating to existing pay scales with no opinion is 6%.

### Figure-C

#### Distribution of respondents based on their views about promotion and job security

Responses	Number	Percentage
Highly Secure	06	03
Secure	40	20
In Secure	130	65
No Opinion	24	12
Total	200	100

In Figure-C, the data relating to the Distribution of respondents based on their views about promotion and job security shows that Highly Secure is 3%. The data relating to Secure is 20%. The data relating to the teachers which is Insecure 65%. 12% of the data relating to the teachers has no opinion.

### Figure-D

#### Personal satisfaction with regard to social status of the respondents

Responses	Number	Percentage
Fully Satisfied	10	05
Satisfied	52	26
Dissatisfied	120	60
No Opinion	18	09
Total	200	100

In Figure-D, the data relating to the Personal satisfaction with regard to social status of the respondents shows that the respondents which are fully satisfied 5%. The respondents which are Satisfied 26%. The data relating to personal satisfaction with regard to social status of the teachers are dissatisfied 60%. 09% of the data relating to teachers has no opinion.

### Figure-E

#### Satisfaction with regard to the provident fund and other fringe benefits

Responses	Number	Percentage
Fully Satisfied	02	01
Satisfied	10	05
Dissatisfied	160	80
No Opinion	28	14
Total	200	100

In Figure-E, the data relating to the Satisfaction with regard to the provident fund and other fringe benefits shows that fully satisfied is 1%. The respondents which Satisfied is 5%. The major respondents which Dissatisfied is 80% and 14% of the respondents have no opinion with present benefits.

## Conclusion

After analyzing and conclude the data the majority of the college teachers neither felt secure and nor satisfied with the salary, chance of promotion, social status and other benefits which are provided to them. Generally, the results of this study show that all categories of teachers are not satisfied with the

supervision they get as it is annoying but it is given tactfully; and they are praised whenever they do a good job.

### Recommendation

It is recommended that the Government should make necessary efforts for satisfying the level of the teachers like increase the salaries, increase the number of Promotion chances, Social Status in the society and also increase the other fringes benefits.

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