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## Exploring the Effect of Job Satisfaction on Commitment of School Teachers

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### Abstract

*An organization's one of the concern mainly rely on the performance of the employees. They explore the factors that aid to upgrade the efficiency of the employees in the firm. The Commitment and Job satisfaction of the employees are the factors that have a high contribution in increasing the performance of the employees. This research paper explores the association among school teachers' Job satisfaction and Commitment. For this study, the schools from Northern region of Tamil Nadu is chosen and the samples are taken from the teachers who teaches for grade 11 and grade 12 and the size is 150. The outline of the study indicates that a positive and significant association among Teachers' Job Satisfaction and Commitment.*

**Key Words:** *Commitment, Fair Pay, Recognition, Job Satisfaction, Job Security.*

### Introduction

In this competitive world, employees are considered as one of the prime factor and major determinant that directs the victory of any organization and it is also an advantage for the organization in a distant future. The continued existence of the organization is decided by the valuable assets i.e.) employees. Job Satisfaction of the workers can be a significant measure of workers emotion about their work. Instead, when the workers level of Job satisfaction decreases which directs to turnover and low commitment of the organization. In consequence, when the satisfaction level of the worker decreases that not only lead to the worker to leave the organization but also lower the performance of the worker to the organization.

Teachers are considered as our future designers. A teacher requires to be equipping with pertinent skills, intelligence, individual characteristics, motivation and professional prospects if they have to encounter the belief emplaced upon them. The teachers' quality of teaching goes a distant way in deciding the standard of school education. Teachers can develop better standard of education among the students by enacting pertinent

curriculum with contemporary approach of teaching.

On 2005, NCF highlighted that a teachers major challenges in school education is to transform every individual child in to a student. Job Satisfaction and Commitment of teachers are necessary conditions to confront the challenges. Job satisfaction portrays how well solitary is content with teachers' profession. If a teacher has passion towards their job it means teachers has a great level of satisfaction towards their job where as dissension emotions are measure of dissatisfaction towards their profession. When a teacher has a positive attitude towards work it is observed that they are fully committed which leads towards positive impact on their performance that directs to the job satisfaction.

### Review of literature

#### *Job Satisfaction*

The level of satisfaction of work experience in their profession which can influence the performance is described as Job Satisfaction. It entails individuals' mental state concerning to the nature of their job. It is expressed as an emotional state that links to the favorable or unfavorable

discernment of occurrence about work (Dumn & Harris, 1988).

Job Satisfaction is interpreted as the measure to which a teacher experiences happiness with their victory in attending their expectation and career goals. It is a constructive response to certain dimensions of work such as inherent interest, challenge and level of difficulty (Heller, 1998).

Job Satisfaction is a multifarious aspect that is important for commitment of teachers, turnover and school effectiveness. It is accepted by the education leaders, policy makers and researchers that teachers' job satisfaction is a key element in influencing the achievement of scholars (Sharma & Jyoti, 2009).

Job Satisfaction and motivation of teachers are considered as important in educational institutions where it is considered as a path to reach the goals which will influence other stake holders of the education. It is observed that Job Satisfaction of teachers increases their efficiency at work whereas motivation activates and the teacher enhances continuity at work (Yildiz & Kihc, 2021).

The behavior of an individual influences satisfaction and engagement which portrays that job satisfaction directs to performance of the individual influences satisfaction and engagement which portrays that job satisfaction directs to performance of the individual in the work place and performance direct the individual to satisfaction. The employees who are satisfied in their workplace are highly, creative, productive and they manifest greater degree of professionalism (Cortez et al, 2021).

#### *Commitment*

The Commitment of teachers' towards their profession is an asset of internal resources that is related to increase the performance of the teachers. The Commitment of each teacher can be examined through observing their teaching practice. In the commitment of teachers, the commitment includes the firm they work, the scholar they teach, the career they develop and to teaching profession (Crosswell, 2003).

Commitment towards a career is the prime endeavor and manifest integrity at work. Each job has its unique kind of morals and principles which supports productiveness and probity. Hence, it's the responsibility of the teachers from their first day of their job; they must take up the existing morals and standards followed in their firm. Ongoing, Normative and Affective are the three types of professional commitment. In education sector the teacher looks for recognition for their work, emotional attachment and engagement in their professionalism (Farooqi et al, 2015).

Teacher's affection to their profession leads them to devote themselves to their school, students and career. Those teachers have active engagement to the job which has positive influence on student's success. Teacher who shows a general degree of commitment to the profession influences engagement from students (Altun, 2017).

Teachers who are committed are bounded with passion in their profession to bring success among the students. He pointed commitment is to devote themselves to the task and to be carried out. The effort of the work can be physical or non-physical but it needs the willingness of mind to do the action (Mart, 2013).

Teaching is positively influenced by Commitment through the way of teaching, character, attitude and comprehension of the teachers. The educator who is filled with passion, commitment and eagerness act as a role models for their co-workers as well as to their students. Commitment is considered as a prime factor in terms of achievement in education sector (Yunuz Yldiz & Bunjamin Celik, 2017).

#### *Job Satisfaction and Commitment*

It is seen as rapture or a pleasure which results from the adequate progression of ones' job experiences is Job Satisfaction. Commitment referred as recognition, emotional attachment and an interference of the professionals in the organization. Researchers have shown a strong and positive association among job satisfaction and commitment (Patrik & Sonia, 2012).

The Satisfaction of employee has a major impact on the enriching of commitment through which it has a certain impact on the character of organizational citizenship. Therefore, Job Satisfaction is regarded as a prime connector in the association of commitment and employability (Yousaf & Sanders, 2012).

Job Satisfaction is observed to have a positive relationship and it details the variance in organizational commitment. The variability in the commitment of teachers has a high association to the degree of Job Satisfaction at work (Aydogdu & Asikgil, 2011).

Younger teachers are observed to be emotionally attached towards the organization which makes them to feel the problems which are faced by the organization as their own problems and these teachers have the desire to spend the remaining part of the carrier in the same organization and their measure of job satisfaction is high or low but not moderate (Yucel & Bektas, 2012)

Commitment and Job Satisfaction are directed by the knowledge of organizational support in their relationship to take part in decision making. It also

plays a part in lowering the degree of employee leaving the organization (Cho and Hung, 2012).

1. To identify the association of teachers' Job Satisfaction and Commitment.
2. To understand the elements that highly impact teachers' Job Satisfaction.

**Objectives**

**Research Model**

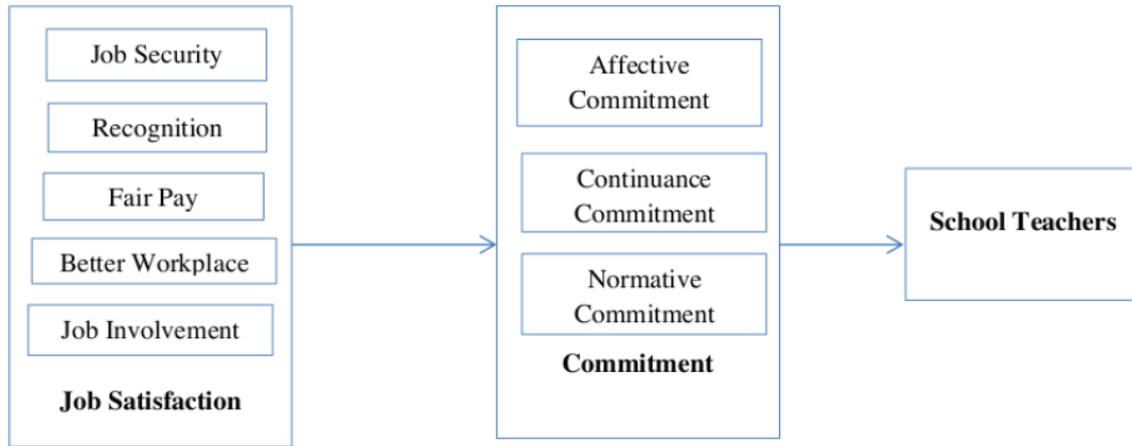


Figure 1. Framework of Interrelation among Job Satisfaction and Commitment

**Hypothesis**

1. There exists no significant association among Job Satisfaction and Commitment.
2. There exists no significant association among the elements that highly impact Job Satisfaction.

it is issued to the respondents. The data which are collected through questionnaire called primary data and the information gathered from websites, journals, books are utilized in the research as secondary data. The scales reliability is examined through cronbach's alpha and the questionnaire's internal consistency is  $\alpha=0.86$ . When cronbach's alpha measures from  $0.9 > \alpha \geq 0.8$ , hence it is noted that internal consistency of the scale is good. The size of the sample used in the present study is 150. Purposive sampling technique is applied to gather data from the samples. IBM SPSS Statistics 20 is utilized in the analysis. The tools applied in the analysis are Percentage analysis, Friedman test and Pearson correlation.

**Research methodology**

The type of research used in the study is descriptive research. The researcher observed and carried a personal one to one interview with the teachers who are taking up classes for grade 11 and grade 12. The researcher used the data which is collected in the interview to formulate questionnaire. Researcher draws up, compose and Table 1. Socio- Demographic Outline

**Analysis and interpretation**

Sl. No	Category	Particulars	Participants	Percentage
1	Age	below 25	10	6.66
		26-30	37	24.66
		31- 35	72	48
		Above 35	31	20.6
		Total	150	100
2	Gender	Male	70	46.66
		Female	80	53.34
		Total	150	100

3	Experience	Below 5yrs	18	12
		1yr-5yrs	70	46.66
		5yrs-10yrs	52	34.66
		10yrs-15yrs	10	6.66
		Total	150	100

The above (Table 1) draws the demographic outline of the school teachers. The age figures of the teachers shows that 6.66% of the teachers are below 25years, 24.66% of the teachers are from 26-30years, 48% of the teachers are from 31-35years and 20.6% of teachers are above 35years. It is also observed that 53.34% of teachers are females and 46.66% of teachers are males. The figure shows

that 12% of teachers have work experience below 5 years, 46.66% of teachers have 5-10yrs of experience, 34.66% of teachers have 10-15yrs of experience and 6.66 % of teachers have above 15yrs of work experience.

*Hypothesis Testing I*

*There exists no significant association among Job Satisfaction and Commitment.*

Table 2. Correlation among Job satisfaction and Commitment

Pearson Correlation		Job Satisfaction				
		Job Security	Better Workplace	Recognition	Fair pay	Work Involvement
Commitment	Correlation	0.547**	0.632**	0.594**	0.531**	0.611**
	Sig. (2-tailed)	.000	.000	.000	.000	.000
	N	150	150	150	150	150

\*\* - Correlation is significant at the 0.01 level (2-tailed)

The above investigation (Table 2) is carried out through Pearson correlation technique and it shows a significant at 1 percent level of significance. The analysis depicts that commitment has a significant and definite association with Job Satisfaction factors Job security, Better Workplace, Recognition, Fair pay and Job Involvement. The correlation coefficient of Job Satisfaction factors Table 3. Friedman Test for Job Satisfaction

are Job security (0.547\*\*), Better Workplace (0.632\*\*), Recognition (0.594\*\*), Fair pay (0.531\*\*) and Job involvement (0.611\*\*).

*Hypothesis Testing II*

*There exists no significant association among the elements that highly impact Job Satisfaction.*

Job Satisfaction	Mean Rank	df	Chi-square	P-value
Job Security	3.52			

<b>Better Work place</b>	2.67	4	18.947	0.001*
<b>Recognition</b>	2.49			
<b>Fair pay</b>	3.07			
<b>Job Involvement</b>	2.54			

\* denotes significant at 0.05 level

The above analysis (Table 3) shows that the p value is less than the significant level so that the null hypothesis is rejected. The Friedman test shows a significant difference among the factors that highly impact Job satisfaction. The table shows the factors that highly impact Job Satisfaction are noted based on the mean rank Job Security (3.52), Fair pay (3.07), Better workplace (2.67), Job involvement (2.54) and Recognition (2.49).

## Findings

It is understood that most of the teachers are within the age 31-35. Similarly, Female teachers are higher than male teachers. Evidently, It is observed that most of the teachers has 5-10 years of work experience. The study depicts that, Job satisfaction have a definite positive influence with commitment of teachers. Also it is seen that a positive correlation is seen among Commitment and Job Satisfaction school teachers. When teachers' Job satisfaction increases then commitment also increases. It is also found from the investigation that there exists a degree of difference among the levels of elements that have an effect on Job satisfaction. It is arranged as Job security ranks first, Fair pay ranks second, Better workplace ranks third, Job involvement ranks fourth and recognition ranks fifth.

## Suggestion

To enhance teacher's Job satisfaction and commitment then the management should recognize the work done by the teachers which motivates them and the promotion must be given to the efficient teachers for their hard work and commitment towards their profession. The promotion system must be transparent which avoids conflicts among other teachers. The school management must ensure to provide a better workplace which makes the teacher feel peace, motivating, harmony, stress free and equip with all facilities. The management should appreciate new events in which the talents of the teacher come out.

The remuneration for the teachers must be given without delay. These suggestions may help the teachers to enhance job satisfaction and commitment in their school.

## Conclusion

The knowledge and skills are contributed by the teachers to make the students more efficient and also teachers' role in developing the organization is highly significant. The teachers are the key resources for every school. The above recommendation given by the researcher supports the teachers to achieve both commitment and job satisfaction. The policies linked to Job satisfaction and Commitment must be drafted in every schools. The researcher highlights that positive association is seen among the factors of Job Satisfaction and Commitment of school teachers.

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