

# **STUDY ON THE FACTORS THAT BOOST THE JOB SATISFACTION OF TEACHERS WORKING IN EDUCATIONAL INSTITUTIONS**

**\*Ankita Yadav**

**\*\*Dr. R. S. Bisariya**

**\*Research Scholar, Faculty of Commerce and Management, Rama University Kanpur**

**\*Dean Faculty of Commerce and Management, Rama University Kanpur**

## **ABSTRACT**

*Teachers are the pillars of our country. Teachers have a significant influence in building up the information and aptitudes of youth. This study aims at studying the factors that boost the job satisfaction of teachers working in educational institutions. Teachers are the people, who render a successful commitment in conferring information, advancement of aptitudes and capacities, prompting by and large development and improvement of the understudies and government assistance of the network. They are proficient and moral in their job performance. They work in co-activity with the head and others to improve the notoriety of the school inside the network. It is essential for the teachers to be happy with their jobs so as to play out their job obligations up to the necessary guidelines. The primary regions that have been considered incorporate, factors affecting the performance of teachers, factors impacting the job satisfaction of teachers, demonstrable skill inside teachers, effectiveness inside teachers, performance evaluation techniques, impacts of performance examination strategies and characteristics of the teachers.*

**Keywords:** Job Satisfaction, Teachers, Education Institutions, Performance, factors.

## **I. INTRODUCTION**

Job isn't just a fundamental wellspring of pay yet additionally a significant segment of life. Work removes an enormous piece of every specialist's day and furthermore adds to one's social standing. On account of work's focal job in numerous people groups' life, satisfaction with one's job is a significant segment in generally prosperity [1]. Subsequently, the unavoidable issue is-would you say you are happy with the job? Worker satisfaction is remarkably significant in an association since it is the thing that efficiency relies upon [2]. On the off chance that your representatives are fulfilled they would create unrivaled quality performance in ideal time and lead to developing benefits. Fulfilled representatives are additionally bound to be imaginative and creative and thought of discoveries that permit a foundation to develop and change emphatically with time and changing economic situations.

The performance of the teachers relies on the attributes of the teachers. These incorporate, their commitment, information, and scholarly aptitudes. Then again, there are number of factors that impact their job satisfaction. These incorporate, working natural conditions, terms and associations with managers, partners and understudies, pay and compensation, educating learning forms, instructional techniques and how they play out their job obligations. At the point when enrollment happens of teachers inside the educational institutions, there are sure viewpoints, which should be considered, these incorporate, the educational capabilities, long stretches of understanding, character characteristics and adequacy in the performance of job obligations [3]. There have

been usages of specific methodologies and techniques that assess the performance of the teachers. The performance assessment strategies that have been placed into activity with the principle goal of distinguishing the constraints and achieving enhancements contribute towards adequate performance and job satisfaction of the teachers.

## **II. FACTORS INFLUENCING THE PERFORMANCE OF TEACHERS**

Factors influencing the performance of teachers have been stated as follows:

**Competency** – When one is occupied with a job, at that point it is imperative for the people to instill the characteristics of competency and capability. It is fundamental for the teachers to play out their job obligations as well as could be expected and portray competency in their job performance. Competency in the performance of job obligations is gainful to a significant degree to the teachers, understudies, principals, other staff individuals from the school and for the general working. It encourages the people to accomplish the ideal results and achieve the ideal targets [4].

**Utilization of Teaching Materials** – In request to enhance the showing techniques and learning, it is crucial to utilize the educating materials. The encouraging materials incorporate, reading material, notes, outlines, charts, figures, graphs, PCs, projectors, and different materials that are utilized in learning. For example, in research centers, one needs to utilize devices, hardware, contraption and different substances. The instructing materials are viewed as basic so as to make the showing forms adequate. The teachers should be effectively prepared and have satisfactory information in utilizing the showing materials [4].

**Showing Methods** – Teaching techniques are respected to be of most extreme importance in upgrading the performance of the teachers. The diverse instructing techniques that are utilized incorporate, perusing from the reading material and afterward giving oral clarification, offering notes to the understudies as far as different themes, giving clarification of the troublesome ideas on the slate or through Power Points. Giving clear and precise verbal clarification is viewed as a basic aptitude that teachers need to have. The understudies ought to have the option to unmistakably comprehend the ideas through verbal clarification. They have to have productive information on the branches of knowledge and have the option to give solid responses to the inquiries, set forward by the understudies. The understudies can explain their questions and gain a superior comprehension.

**Monitoring the Student's Work** – The monitoring of student's work is regarded as one of the essential job duties of the teachers. This aspect is regarded necessary in not only influencing the performance of the teachers, but also job satisfaction. The teachers are required to possess the necessary skills and abilities in monitoring the work of the students. Within the classroom, academic performance is regarded as one of the areas, besides academic concepts. There are other kinds of work duties too that are assigned to the students by the teachers. For instance, some students are assigned leadership skills; they are assigned the duty of monitoring the class in the absence of teachers and so forth.

**Controlling the Class** – Controlling the class is alluded to as having authority, order and control inside the study hall. At the point when teachers are typically nowhere to be found, at that point understudies will in general chat with one another and the homeroom condition gets uproarious. Teachers need to have the qualities of keeping up discipline inside the homeroom. It is fundamental for the teachers to prepare the understudies in such a way, that they are taught, good and moral even in their nonattendance. At the point when teachers are nowhere to be found, they should center upon their work. The understudies, who are doled out authority aptitudes of checking the class, need to guarantee that the homeroom condition is all around looked after.

Cooperation in School Activities – In schools, there are different kinds of exercises that are sorted out. The principle reason for the exercises is to guarantee, understudies can pick up in more trust in them and build up their inventive abilities. At times, cooperation of the teachers in school exercises is additionally viewed as objective and impacts their performance. For instance, on youngsters' day, teachers do take an interest and compose a program for the kids. The investment of the teachers is delineated as pretends, melodic and move performances, etc. At the point when they perform well, they gain adoration and thankfulness from the understudies and different individuals from the school [5].

Reliability and Integrity – The attributes of dependability and respectability are fundamental for teachers, yet in addition for the others in different associations. The teachers should be straightforward, solid and honest with not just their managers and other staff individuals from the school, yet with the understudies too. In showing them scholastic ideas, in directing, guiding and giving answers for their issues, it is essential for the teachers to be honest and fair. At the point when they are evaluating the performance of the understudies, or managing them in any worry, it is fundamental for the teachers to be honest and give precise data [6].

### **III. FACTORS INFLUENCING THE JOB SATISFACTION OF TEACHERS**

The numbers of factors that influence the job satisfaction of teachers have been stated as follows:

**Teaching Skills** – The main job duty of the teachers is to teach students. In order to develop effective teaching methods and strategies, it is vital to possess teaching skills. The number of factors that need to be taken into consideration in the possession of teaching skills, include, adequate knowledge of the academic concepts, fluency in language, and implementation of those methods that are understandable by the students. When students understand by oral e

**Information and Information** – Knowledge and data are basic angles for acquiring job satisfaction. At the point when the teachers are encouraging science subjects, they should be talented and capable while working in the research center. They have to have satisfactory data with respect to the utilization of gear, instruments, synthetic concoctions and different materials. At the point when people working in the lab don't have sufficient information, they will in general get inclined to mishaps. These particularly happen, while working with acids and synthetic compounds in the science research facility. It is the duty of the teachers to guarantee that understudies are well furnished with complete information and data, so they don't encounter any negative impacts. At the point when teachers are skillful and have sufficient information and data, at that point they cause job satisfaction. Explanation of the ideas, the teachers ought to give oral clarification, when they lean toward directing of notes, at that point the teachers should direct notes, estimations and numerical ideas are normally educated to the understudies on the boards or through introductions, utilizing innovation and understudies are given assignments with the rationale to test the amount they have comprehended. The teachers can contribute towards learning of understudies and cause job satisfaction, when they have fitting showing aptitudes and capacities.

**Utilization of Technology** – In the current presence, it is fundamental for the teachers to have sufficient information with respect to use of innovation. As the significance of the instructing learning procedures and scholastic ideas is possibly recognized, when one is totally mindful of utilization of innovation. Previously, when slates were utilized in educating, understudies utilized scratch pad and pens and pencils, at that point innovation was not used to a significant degree. Be that as it may, presently the utilization of innovation has picked up grounds. It is essential for the teachers to have sufficient information on innovation so as to play out their job obligations well and bring about job satisfaction. Viewpoints, for example, correspondence, planning

of worksheets, composing of articles and reports and performance of different errands has gotten reasonable through the utilization of innovation.

**Courses and Workshops** – The association of classes and workshops in schools are viewed as significant angles that contribute in teaching of information and age of mindfulness among the people regarding specific points. The teachers either give addresses or make introductions, which empower the understudies to procure better comprehension of the ideas. When there are association of classes and workshops in schools on a yearly premise or inside the timeframe of a half year, at that point by and large, teachers feel happy with their jobs. The sentiments of job satisfaction happen among the teachers, whenever they are given the chances of making introductions and addresses or taking an interest in any capacities like arranging, overseeing, controlling, coordinating, driving and co-coordinating [7].

**Giving Ideas and Suggestions** – The principal is vested with the authority to introduce innovative and advanced methods and strategies. But they may take ideas and suggestions from the teachers and other members of the school. They are vested with the leadership skills and authority to make important decisions. When they consult the teachers regarding any issue or problem, then in some cases, they give appropriate ideas and suggestions, which may prove to be beneficial. The principals appreciate the teachers, when their ideas and suggestions work and in this way, they are able to incur job satisfaction. Job satisfactions among teachers take place, when they gain appreciation from their employers.

**Inculcation of Morality and Ethics among Individuals** – The teachers not only impart knowledge in terms of academic concepts to the students, but they are also meant to inculcate the traits of morality and ethics among them, so that they become responsible members within their family and community. The traits of morality and ethics are regarded as imperative among the individuals to enable them to recognize the significance of education and make use of educational skills and abilities in an appropriate manner. The traits of honesty, decency, truthfulness and righteousness are imperative, when individuals are carrying out any kinds of tasks and functions. There have been cases of school students, who get involved in violent and criminal acts, this causes displeasure not only among their parents but also their teachers. When the students are ethical and moral, then teachers feel pleasurable and incur job satisfaction.

**Working Environmental Conditions** – The working ecological conditions are respected significant in affecting the job satisfaction of the teachers. Inside the workplace the quantity of factors incorporate, arrangement of sufficient space, homerooms, instructing learning materials, gear, bathrooms, clean drinking water, warming and cooling hardware in understanding to the climate conditions, etc. The study halls ought to have appropriate furnishings and guest plan for the understudies and teachers. The writing boards and innovation ought to be kept in a suitable way, as these are significant in the execution of educating learning forms. At the point when people discover there is accessibility of all the necessary materials, at that point they can play out their job obligations well and bring about job satisfaction. The accessibility of assets is viewed as a significant factor that empowers the people to acquire job satisfaction [8].

**Pay and Reimbursements** – Salary and repayments are viewed as fundamental viewpoints for which people are occupied with jobs. At the point when the teachers feel that their pay rates are adequate enough for the food of their everyday environments, at that point they feel happy with their jobs. Then again, when they feel that they are buckling down, however their compensation isn't sufficient, at that point they don't feel happy with their jobs. At the point when teachers have been in their jobs for long haul, at that point all things considered, they are happy with their compensation. Then again, when teachers will in general leave, in the wake of being utilized for a brief timeframe, at that point it means that they are not happy with pay and repayments.

#### **IV. EFFECTS OF PERFORMANCE APPRAISAL ON TEACHERS**

The effects of performance appraisal methods are positive and favorable, when the individuals make use of these techniques and methods in an appropriate manner. When making use of these methods, it is essential to ensure one is truthful and honest. The effects of the performance appraisal methods have been stated as follows:

**Limited time Opportunities** – The performance evaluation techniques helps in making accessible special chances. The performance of the teachers in optional schools is led for settling on choices for permanency or for their advancement. At the point when the performance of the teachers is acceptable, when they can fulfill the school guidelines and necessities, at that point there are special open doors accessible for them. They are elevated to the more significant level and experience a pay raise and repayments. Special open door is likewise considered as one of the basic angles that acquires the sentiment of job satisfaction among teachers.

**Qualities and Weaknesses** – The teachers not just play out their job obligations in the impartment of scholarly ideas to the understudies, yet in addition have a significant part to play in the inception of different capacities inside school. The teachers render a huge commitment in the working of the schools. For example, some accomplished teachers are allocated the job capacity of co-appointment and initiative. They are drawn nearer by different teachers so as to give answers for the issues. The data as far as the qualities and shortcomings of the teachers is gathered through the performance examination techniques. They are required to keep up their qualities and enhance their shortcomings. With the principle target of realizing upgrades in the states of the schools.

**The Education System** – The commitment of the teachers in upgrading the arrangement of education is crucial. With headways in innovation and advancement of imaginative strategies and procedures, the teachers need to obtain sufficient comprehension of the data that is important to achieve enhancements. The teachers, who are over 60 years old despite everything, come up short on the important aptitudes and capacities that are required to utilize innovation. Subsequently, it is crucial that they ought to get suitable preparing, so they can make upgrades in the whole arrangement of education. The performance examination strategies help in discovering how the arrangement of education is advancing and how teachers are playing out their undertakings and capacities.

#### **V. QUALITIES OF THE TEACHERS**

The qualities of the teachers are indispensable factors that influence their performance and job satisfaction. In the present existence in India, developments and progressions are being initiated in the system of education. There have been introduction of methods and strategies and formulation of measures that are used to upgrade the system of education. Teachers are regarded as individuals, who are of utmost significance and render an imperative contribution in the development of the education system. The qualities that the teachers are required to possess have been stated as follows:

**Capacity to Work under Stress** – Stress is a term that is utilized regularly by the people. At the point when they are vested with various obligations or experience work pressure, they typically feel pushed. Teachers are vested with a few obligations, yet when they have backing of their relatives and individuals from the working environment, they will have the option to play out their job obligations in an employable way. The teachers are required to have the capacities to work under pressure. In schools, readiness of exercise plans, educational plan and instructional techniques, association of occasions and rivalries, checking assignments and usage of family duties are viewed as a portion of the errands that they are required to do. Henceforth, the capacity to work under pressure and viably doing all the obligations are viewed as significant characteristics of the teachers.



**Receptive Nature** – The teachers, who have a congenial nature and a friendly mentality are constantly worshipped and increased in value by different individuals from the school. The understudies inside the study hall not simply approach the teachers with their scholarly issues, yet they additionally pass on them different issues and concerns. For example, if the understudy is propelled towards his investigations, he focuses in class, yet can't play out the assignments on schedule and can't score passing marks in tests. The primary explanation behind this is, his home ecological conditions are not good, than he may move toward his teachers so as to look for answers for his issues. At the point when teachers are strong, they may meet the guardians by and by and give answers for the issues [9].

**Morality and Ethics** – The teachers need to be moral and ethical in their conduct. Research has indicated that in some cases, teachers cross their limits and impose harm and other detrimental effects upon students. Morality and ethics should primarily be reflected in their teaching methods and their ways of communication with the students. When students have not done their assignments or have not been able to achieve the desired grades, then it is likely that teachers should understand the causes. If the causes are valid, they usually give them another chance. On the other hand, if the causes are invalid, then teachers give them low grades. Morality and ethics help the teachers to remain within their jobs for a long term and their employers too are pleased and satisfied with them. Students take pleasure in learning from them, when they are decent and ethical. These traits help the teachers to acquire appreciation and respect from the individuals within as well as outside the school environment.

## **VI. CONCLUSION**

There is a nearby association between the performance and job satisfaction of the teachers. At the point when the teachers are happy with all the perspectives inside their working environment, at exactly that point they would have the option to render a noteworthy commitment in productively playing out their job obligations. The factors that impact the performance of the teachers incorporate, competency, showing materials, showing techniques, observing the understudy's work, controlling the class, support in school exercises, steadfastness and trustworthiness, instructors and aides, the board and guideline, compromise strategies, school and study hall condition, certainty, relational abilities, avoidance and acknowledgment, examination and time the executives. At the point when the teachers energetically actualize these factors, they can render a proficient job performance.

The factors that impact the job satisfaction of teachers incorporate, showing aptitudes, information and data, utilization of innovation, courses and workshops, giving thoughts and proposals, teaching of profound quality and morals among people, working ecological conditions, compromise strategies, accommodation and co-activity, pay and repayments, prize and remuneration, limited time openings, separation of school from home, exercises and occasions, self-governance and preparing. The arrangement of every one of these factors empowers the teachers to feel happy with their jobs. Aside from these factors, it is important for the teachers to instill the characteristics of polished methodology and effectiveness among them. At the point when teachers are occupied with the performance of their job obligations, at that point they work to support their day to day environments, however they have certain objectives to accomplish. So as to achieve the ideal objectives, the teachers need to have certain characteristics. These are capacity to work under pressure, agreeable nature, industriousness and reliability, tolerance, order and profound quality and morals.

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