

ABSTRACT

The study of job satisfaction has always been a favorite topic of researchers in all fields but most of the research has been done in industrial or business areas. Researchers are now realizing the need of studying the job satisfaction in educational framework since, it is also considered as to be an organization and the significance of employment satisfaction in an educational framework is equally important as in any other area. Teachers are the most essential part of an educational framework. Job satisfaction of academic staff is important because it influences their motivation and performance that are so very influential in delivering quality education services. Teachers' job satisfaction is influenced by distinctive key variables incorporating compensation, training and development opportunities, working conditions, association with administration and parents, availability of libraries and labs, conduct of students in class, workload and cluster of different elements.

The present study is an attempt to find out the causal factors affecting the job satisfaction of teachers of district Tando Allahyar, Sindh, Pakistan and to see if there is a difference of satisfaction with the job, between public and private school teachers. An important focus of the study was to reveal the impacts of four broad aspects of teachers' satisfaction with job which are; salary, workload, working environment and training and then to compare these key variables between public and private school teachers in district Tando Allahyar, Sindh. The sample of 210 secondary school teachers from public and private sector was taken randomly from district Tando Allahyar with 52% response rate. The data collection tool for this study was questionnaire. The SPSS 20 and MS EXCEL was used to analyze the obtained data. Correlation of four factors was tested with level of job satisfaction and t-test was also applied for the sake of comparison public and private sector teachers.

The findings of the analysis revealed the public school teachers have a higher level of satisfaction with their job than their private colleagues. The analysis also revealed varied level of relationship between key factors and job satisfaction. The findings show that the level of job satisfaction was positively correlated with salary, work environment and training while workload was found to have negative correlation with job satisfaction.