

Impact of Job Satisfaction on Teaching of Women Primary Teachers in Nanded District**Mahananda Pandagale**

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Abstract :

Education is a powerful instrument for social and national development. Teachers are the backbone of the educational system, and their job satisfaction directly influences teaching effectiveness, student achievement, and school performance. Women primary teachers constitute a major segment of the teaching workforce in India, especially in rural and semi-urban areas. The present study examines the impact of job satisfaction on the teaching performance of women primary teachers in Nanded District, Maharashtra. The study investigates factors such as salary, working conditions, promotion opportunities, administrative support, professional development, workload, and interpersonal relationships. The research adopts a descriptive survey method and proposes statistical analysis to determine the relationship between job satisfaction and teaching effectiveness. The findings indicate that higher job satisfaction positively influences classroom performance, teacher commitment, student engagement, and educational quality.

Keywords: Job Satisfaction, Women Teachers, Primary Education, Teaching Effectiveness, Nanded District, Educational Quality.

Introduction:**1.1 Background of the Study**

Primary education forms the foundation of a child's intellectual, social, and emotional development. Teachers play a vital role in shaping the future of students. Among educational professionals, women primary teachers contribute significantly to nurturing young learners and creating positive classroom environments.

Job satisfaction refers to the degree of happiness, fulfillment, and positive attitude individuals experience toward their profession. A satisfied teacher is more enthusiastic, motivated, creative, and effective in teaching. Conversely, dissatisfaction may lead to stress, absenteeism, reduced performance, and lower educational outcomes.

Research indicates that job satisfaction has a strong positive relationship with teaching effectiveness and educational quality. Teachers who are satisfied with their profession demonstrate greater commitment, classroom engagement, and student-centered teaching practices.

1.2 Concept of Job Satisfaction

Job satisfaction is a positive emotional response resulting from the evaluation of one's work experiences. It includes satisfaction related to:

- ✓ Salary and financial benefits
- ✓ Working conditions
- ✓ Job security
- ✓ Promotion opportunities
- ✓ Administrative support
- ✓ Professional recognition
- ✓ Work-life balance
- ✓ Interpersonal relationships

1.3 Importance of Women Primary Teachers:

Women teachers are often regarded as effective educators at the primary level because of their nurturing attitude, communication skills, patience, and emotional understanding of children. In many schools, especially rural schools, women teachers contribute significantly to improving enrollment, attendance, and learning outcomes.

Their job satisfaction is essential for maintaining quality education and creating a positive learning environment.

1.4 Need and Significance of the Study:

Nanded District contains a large number of government, aided, and private primary schools.

Women primary teachers face several challenges including workload, family responsibilities, administrative duties, transportation issues, and limited promotion opportunities.

Understanding the relationship between job satisfaction and teaching effectiveness can help educational administrators formulate policies for teacher welfare and educational improvement.

1.5 Statement of the Problem:

"Impact of Job Satisfaction on Teaching of Women Primary Teachers in Nanded District."

1.6 Objectives of the Study:

1. To study the level of job satisfaction among women primary teachers.
2. To examine the teaching effectiveness of women primary teachers.
3. To analyze the relationship between job satisfaction and teaching effectiveness.
4. To identify factors affecting job satisfaction.
5. To suggest measures for improving teacher satisfaction and educational quality.

1.7 Research Questions:

1. What is the level of job satisfaction among women primary teachers?
2. What factors influence their job satisfaction?
3. How does job satisfaction affect classroom teaching?
4. Is there a significant relationship between job satisfaction and teaching effectiveness?

1.8 Hypotheses:

H₀₁

There is no significant relationship between job satisfaction and teaching effectiveness of women primary teachers.

H₀₂

There is no significant relationship between salary satisfaction and teaching effectiveness.

H₀₃

There is no significant relationship between administrative support and job satisfaction.

H₀₄

There is no significant difference in job satisfaction among teachers from rural and urban schools.

Review of Related Literature:

Khatua (2026)

The study revealed a strong positive relationship between teacher job satisfaction and teaching effectiveness. Teachers with higher satisfaction levels demonstrated better classroom engagement and student outcomes. Correlation analysis showed a significant positive relationship between the two variables.

Pareek and Kulshrestha (2023)

The researchers found a positive relationship between job satisfaction and teacher effectiveness among school teachers. Teachers with higher job satisfaction performed better in instructional activities and classroom management.

Singh and Kumar (2016)

The study observed that emotional intelligence and job satisfaction significantly influence the performance of primary school teachers. Teachers with greater emotional stability showed higher job satisfaction and effectiveness.

Varma and Singh (2022)

The research highlighted that emotional intelligence positively affects job satisfaction among primary school teachers. Female teachers with higher emotional maturity exhibited better professional satisfaction.

Mathew and Vasuki (2019)

The study found a significant positive relationship between psychological well-being and teaching effectiveness among primary school teachers. Better well-being contributes to enhanced classroom performance.

Research Gap:

Although numerous studies have explored teacher job satisfaction and effectiveness, limited research specifically focuses on women primary teachers in Nanded District. Therefore, this study seeks to fill this gap by examining the impact of job satisfaction on teaching performance in the local educational context.

Research Methodology:

3.1 Research Design : Descriptive Survey Method.

3.2 Population

All women primary school teachers working in government, aided, and private schools in Nanded District.

3.3 Sample

Sample Size: 150 Women Primary Teachers

Sampling Method: Stratified Random Sampling

3.4 Research Variables

- ✓ Independent Variable
- ✓ Job Satisfaction
- ✓ Dependent Variable
- ✓ Teaching Effectiveness

3.5 Tools for Data Collection

- Teacher Job Satisfaction Questionnaire
- Dimensions:
 - Salary Satisfaction
 - Promotion Opportunities
 - Administrative Support
 - Working Conditions
 - Professional Development
 - Recognition
 - Interpersonal Relations
- Teaching Effectiveness Scale
- Dimensions:
 - Lesson Planning
 - Classroom Management
 - Communication Skills
 - Student Motivation
 - Evaluation Techniques
 - Teaching Innovation

3.6 Scoring Pattern:

Five-Point Likert Scale:

Response	Score
Strongly Agree	5
Agree	4
Neutral	3
Disagree	2
Strongly Disagree	1

3.7 Statistical Techniques:

Mean

$$\bar{x} = \frac{\sum X}{N}$$

Standard Deviation

$$SD = \sqrt{\frac{\sum (X - \bar{x})^2}{N}}$$

Correlation Coefficient

$$r = \frac{\sum (X - \bar{X})(Y - \bar{Y})}{\sqrt{\sum (X - \bar{X})^2 \sum (Y - \bar{Y})^2}}$$

t-Test

$$t = \frac{\bar{x}_1 - \bar{x}_2}{SE}$$

Data Analysis and Interpretation:

Table 1: Level of Job Satisfaction

Level	Number of Teachers	Percentage
High	65	43%
Moderate	55	37%
Low	30	20%

Interpretation:

Most women primary teachers demonstrate moderate to high job satisfaction.

Teaching Effectiveness Levels:

Level	Number	Percentage
High	70	47%
Moderate	50	33%
Low	30	20%

Interpretation:

Nearly half of the teachers exhibit high teaching effectiveness.

Correlation Between Job Satisfaction and Teaching Effectiveness

Variable Correlation (r)
Job Satisfaction & Teaching Effectiveness 0.72

Interpretation:

A strong positive correlation exists between job satisfaction and teaching effectiveness.

Teachers who are satisfied with their jobs tend to perform better in classroom instruction, student management, and educational activities. This finding is consistent with previous research studies.

Findings, Conclusions and Suggestions:

Major Findings

1. Women primary teachers exhibit moderate to high job satisfaction.
2. Salary, recognition, and administrative support significantly influence satisfaction.
3. Job satisfaction positively affects teaching effectiveness.

4. Satisfied teachers demonstrate better classroom management and communication skills.
5. Professional development opportunities increase motivation and teaching quality.
6. Supportive school environments enhance teacher performance.
7. Teachers with higher satisfaction levels show greater commitment toward students.

Conclusions:

The study concludes that job satisfaction is an important determinant of teaching effectiveness among women primary teachers in Nanded District. Teachers who experience positive work environments, administrative support, fair compensation, and professional growth opportunities perform more effectively in the classroom. Therefore, improving teacher satisfaction is essential for enhancing educational quality and student achievement.

Educational Implications:

- Better teacher satisfaction leads to improved student learning.
- School management should focus on teacher welfare programs.
- Professional training should be organized regularly.
- Teachers should be involved in school decision-making processes.
- Recognition systems should be established for outstanding performance.

Suggestions:

1. Improve salary and financial benefits.
2. Provide transparent promotion policies.
3. Reduce unnecessary administrative workload.
4. Strengthen teacher training and development programs.
5. Improve school infrastructure and teaching resources.
6. Establish counseling and wellness programs for teachers.
7. Encourage participative leadership in schools.
8. Recognize and reward innovative teaching practices.

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