

## **Comparison of Job Satisfaction among Primary Single Base and Multi Base Teachers in Lashar District**

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### **Abstract**

The purpose of this study was to compare the job satisfaction in primary single base and multi base teachers in Lashar district. Research Methodology is descriptive and Ex post facto research. The population of study was all of primary single base and multi base teachers of Lashar district in 2014-2015 academic years who were 378 teachers. 60 teachers of single base and 53 teachers of multi-base were selected by stratified random sampling method. Instrument was Barry field and Ruth's job satisfaction (1951). Independent t-tests and Anova were used for data analysis. The results showed that single base between job satisfaction and no significant difference was found a few basic; single base job satisfaction was more than a few basic teachers. there was a significant difference between job satisfaction in primary single base and multi base teachers in terms of gender. Also job satisfaction of women teachers in both groups were more than male teachers. Between jobs satisfaction of teachers of single base and multi-base difference was not significant in terms of years of service.

**Keywords:** *job satisfaction, teachers, single- base, multi-base teachers*

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## Introduction

One of the most effective organizations in the world today and in the future, the education, the organization of all official institutions and organizations of society. The main issue and the main axis are "human" and the most important and most difficult is problem of education (Safi, 2005). In a school system, teachers are regarded as the most effective in hexagonal realize its goals. It can be any shortcoming in education, to create an environment that makes learning, despite the deficiencies, an elegant bed and less concern over the progress of the stairs. All countries with effective teachers, motivated, need. Our country need to such teachers, more than any other country. Despite these needs, material and spiritual teachers still needs attention, and this neglect is justified by the lack of tools (Ismail Sorkh, 2002). Job satisfaction of teachers is that factor which is linked to the performance of teachers, so the teachers are more satisfied with their work, the teacher will do better. Hannah and Fisher know job satisfaction to internal factor and an adaptation emotional encounter with jobs and conditions of employment, i.e., if the job, good fun to meet people, he is satisfied with his job. In contrast, if the job satisfaction and good pleasure to give someone, in this case, he does not enjoy their work and it is going to change it (Babaeian et al., 2012).

Carr (2004), found that career, job satisfaction, purposeful activity and use all the skills and well-being and happiness are related. Daynr et al. (1999), the research concluded that job satisfaction and happiness correlation is about 4.0. Eeyupoglu & Saner (2009) has been discussed since most of the research on job satisfaction and less job satisfaction in learning environments.

Hapak professor of education at New York University, complex and multidimensional concept of job satisfaction and he meant by psychological factors, physical and social, and emphasizes job satisfaction is not only a cause, but a combination of various factors cause A person working in a certain moment of job satisfaction and enjoy it (Shafiabadi, 2000).

Job satisfaction is an important factor in the quality of teachers and career success. And job satisfaction of teachers is basic in education. Basically, the factors that affect the job satisfaction are very high and cannot be limited to one or more factors. Man in his daily work with people, materials and equipment deals that turn on consent or lack of

consent involved. Aguilar Vafei (2002), in an article titled school teachers job satisfaction: development of job satisfaction and organizational training systems to conclusion that age, sex, years of education and teaching experience had been the most important demographic factors that are important for stress and job satisfaction.

Shamsi (2004), in research as relationship between job satisfaction, mental health and academic achievement of students in third grade teachers believe reasonable to conclude that age, gender, hours of teaching, teaching experience, job satisfaction, mental health and reasonable belief that teachers have a significant relationship. Bahrolom (2000), in his study, the relationship between organizational culture and management style and job satisfaction of physical education specialists working in Tehran, this result was not significant relationship between gender and job satisfaction. Hesari (2006), in this research concluded correlation between job satisfaction and there, and there is no significant relationship between job satisfaction and work experience.

Saddles and McMillan (1999) found that female teachers of their professional role as teachers in comparison with their male colleagues are more satisfied. Kostellios (2002), the research section of these primary and secondary teachers reported that women are in a position to work with men, the more job satisfaction than men do. Also, teachers with less experience than teachers have more job satisfaction (Denobil & Mc Cormick).

Williams (2008), in his research showed that female teachers than male teachers of lower stress, higher job satisfaction, quality of life, mental health and better education (by Yang et al., 2009). Turner (2006), in a study relationship between variables (age, gender, work experience, ethnicity and promotions) and job satisfaction to review the contract and to conclude relationship between wages and age and job satisfaction are related.

The present study sought to answer the question, whether the difference between mean score of job satisfaction among teachers of primary single-base and multi-base in Lashar district?

### Research questions:

1. Is there significant difference in job satisfaction of primary single base and multi base teachers?
2. Is there significant difference in teachers in terms of gender in primary single base teachers?
3. Is there significant difference in teachers in terms of gender in primary multi base teachers?

4. Is there significant difference in teachers in terms of years of service in primary single base teachers?
5. Is there significant difference in teachers in terms of years of service in primary multi base teachers?

**Method**

Research Methodology is descriptive and Ex post facto research. The population of study was all of primary single base and multi base teachers of Lashar district in 2014-2015 academic years who were 378 teachers. 60 teachers of single base and 53 teachers of multi-base were selected by stratified random sampling method.

Methodology description of the type of Ali - was comparable. The population in this study consisted of 378 teachers, the number of female teachers, a few basic 41 men and 138 women, 89 men and 110 single base and the number of teachers, in 2014-2015 academic years (94-93) in primary school education were teaching in Lashar district.

**Research Tools**

Inventory job satisfaction: the questionnaire in 1951 by Barry Field and routed to measure job

satisfaction is made and consists of 19 questions 5 option choices (strongly agree, agree, I do not know, disagree and strongly disagree) . The coefficient of determination of the validity of this test using half the equivalent of 0.78 and Abdullah Zadeh and Karmrudi reported 0.93 by using Cronbach's alpha reliability coefficient. Criterion validity of the test by calculating the correlation of scores in the test and test job satisfaction Hapak of 0.92 was estimated, according to the internal consistency coefficient 0.93, the test is one of the evidences of validity and the determination of the correlation of two fields The test questions with each other and has concluded that these correlations at 0.0001, so the question of the scale there is harmony and internal consistency (Pashashrifi et al., 2008).

**Data analysis**

After collecting the data, analyzing the data, descriptive and inferential statistics were, in the description of the parameters of frequency, percentage, mean, median, standard deviation, and inferential statistics independent t-test and analysis of variance One variance (ANOVA) was used.

Table 1. Basic information about primary single base and multi base teachers of Lashar district

Type teachers	Frequency	Frequency percent	The cumulative frequency
Single base	60	53.1	53.1
A few basic	53	46.9	100
Total	113	100	
Sex	Frequency	Frequency percent	The cumulative frequency
Man	74	65.5	65.5
Female	39	34.5	100
Total	113	100	
Years of service	Frequency	Frequency percent	The cumulative frequency
1 to 5 years	3	2.7	2.7
6 to 10 years	49	43.4	46
11 to 15 years	47	41.6	87.6
16 to 20 years	10	8.8	96.5
21 to 25 years	2	8.1	98.2
26 to 30 years	2	8.1	100
Total	113	100	

As can be seen in Table 1, most respondents Teachers single base (lot 60, lot 53.1 percent), male teachers (frequency and frequency of 74 percent, 65.5), and teachers with teaching experience 6 to 10 years (frequency 49 the frequency percent 43.4) and years of service from 11 to 15 years (prevalence of 47 percent prevalence of 41.6) have been doing.

**First Question:** Is there significant difference in job satisfaction of primary single base and multi base teachers?

In order to analyze the data related to the first question, the independent t test was used. The results are presented in the following table.

Table 2: Results of t-test to compare variables between teachers' job satisfaction single-base and multi-base

Variable	Gender	Number	Mean	SD	T	df	Sig.
job satisfaction	Single base	60	65.566	8.949	-4.034	111	0.000
	Multi base	53	57.600	11.656			

As can be seen

in Table 2, based on a significance level of 0.00 t-test is smaller than 0.01. It can be said that there is significant in job satisfaction of primary single base and multi base teachers

In order to analyze the data related to the second question, the independent t test was used. The results are presented in the following table.

**Second Question:** Is there significant difference in teachers in terms of gender in primary single base teachers?

Table 3: results of t-test to compare variables between teachers' job satisfaction single base in terms of gender

Variable	Gender	Number	Mean	SD	T	df	Sig.
job satisfaction	Man	33	54.454	11.219	-2.402	58	0.02
	woman	27	61.444	11.202			

As can be seen in Table 3, based on the significant level of 0.02 t-test is smaller than 0.05. It can be said that both the teachers job satisfaction between male and female single base difference is significant.

In order to analyze the data related to the third question, the independent t test was used. The results are presented in the following table.

**Third Question:** Is there significant difference in teachers in terms of gender in primary multi base teachers?

Table 4: Results of t-test to compare variables between teachers' job satisfaction few basic terms of gender

Variable	Gender	Number	Mean	SD	T	df	Sig.
job satisfaction	Man	41	64.195	8.934	-2.130	51	0.04
	woman	21	70.250	7.571			

As can be seen in Table 4, according to the independent t-test was significantly smaller than 0.05is 0.04. It can be said that mean of job satisfaction is significant difference between a few basic groups of male and female teachers.

**Fourth Question:** Is there significant difference in teachers in terms of years of service in primary single base teachers?

In order to analyze the data relating to the fourth question, the statistical method ANOVA was used, the results are presented in the following table:

Table 5: Test results ANOVA variable job satisfaction among teachers, one based on years of service

Variable	change Resource	Sum of square	df	Mean of square	F	Sig.
job satisfaction	Intergroup	36.957	4	12.379	0.086	0.97
	Within group	7979.443	56	142.490		
	Total	8016.400	59			

As can be seen in Table 5, according to test results ANOVA ( $F = 0.086$ ) results show that a single base was no significant difference in job satisfaction level in terms of years of service.

**Fifth Question:** Is there significant difference in teachers in terms of years of service in primary multi base teachers?

In order to analyze the data relating to the fifth question, the statistical method ANOVA was used, the results are presented in the following table.

Table 6: ANOVA test results based on a few basic variables job satisfaction among teachers in terms of years of service

Variable	change Resource	Sum of square	df	Mean of square	F	Sig.
job satisfaction	Intergroup	225.269	4	56.317	0.686	0.6
	Within group	3939.750	48	82.078		
	Total	4165.019	52			

As can be seen in Table 6, according to test results ANOVA ( $F = 0.686$ ) obtained shows that there was no significant difference in job satisfaction in teachers in terms of years of service in primary multi base teachers.

#### Discussion and conclusion

Although many studies have been done on the issue of job satisfaction, the research is based on a few basic single elementary school teachers' job satisfaction is available to few. People's feelings about their jobs in addition to the physical and emotional aspects, as well as the quality of their work can be effective.

The results of the study are important because the conclusions of the study could be the basis for resolving the current problems to the desired position and the other users of the research, more than anything else the results are concerned. The results of this research can help to encourage education authorities to allocate more funding and facilities to create favorable changes in the work environment has become better and more appropriate for the activities of the teachers provide the field of. And increase the job satisfaction of teachers.

The results of this study job satisfaction of teachers more than teachers of basic single base. The biggest problems include the following few basic teachers

1. Lack of motivation of teachers and the lack of action to fix the problem
2. The lack of adequate facilities in schools
3. The lack of action in the field of education courses teaches a few basic classes. The problems affected a few basic job satisfactions of teachers.

Due to a few basic problems there is difference between job satisfaction of primary single base and multi base teachers So that most of the teachers' job satisfaction is in single base. Because teachers a few basic problems mentioned by less than a single teacher and other reasons can amount equal rights and benefits of teachers with teachers several basic single base. The result of the study is countercurrent with findings of Rezai (2011).

One of the results of this study, the single base between job satisfaction of teachers and teachers there are a few basic differences and job satisfaction of female teachers are more than male teachers of primary single base and multi base teachers. The results of the research findings desertion Aguilar (2002), Hesari (2006), Williams (2008) and Kostellios (2002) that there is a

difference between job satisfaction in terms of gender is not consistent with findings of Shamsi (2004) and Turner (2006).

Job satisfaction is a crucial factor in the quality of education and career success teachers. Most scientists and researchers have concluded that social factors, economic and environmental conditions of work and self-employment in job satisfaction are affected. So many factors can influence on job satisfaction, job satisfaction of teachers by the school and the classroom is a learning environment. All theories expressed in such a way to meet the needs of job satisfaction, physical or mental health is important and they have to take into consideration. And according to the demands and expectations of its employees have been important. Let me add that opposing views in this regard, provided that such an effect on productivity and job satisfaction believe no growth. As a result, the job satisfaction is a multidimensional concept is not the only factor involved.

According to the findings of the study suggested: benefits and salaries for teachers is the same single-core and multi-core strategies should be devised to provide a few basic teacher satisfaction. Because they work harder and harder to teachers is a single base. Workshops could be hold with the aim of increasing job satisfaction among teachers, school managers and administrators. Factors affecting job satisfaction and comprehensive research and factors that improve the level of job satisfaction among teachers are identified. The results of the present study is one of the factors in job satisfaction factor is the nature of work, therefore, those involved in education to be offered to attract teachers to the ability and interest prior notice.

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