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THE DETERMINATION OF JOB SATISFACTION AMONG FEMALE SCHOOL TEACHERS “A STUDY OF NAUSHAHRO FEROZE, SINDH, PAKISTAN”

CZYNNIKI WPŁYWAJĄCE NA ODCZUWANIE SATYSFAKCJI Z PRACY PRZEZ NAUCZYCIELKI NA PODSTAWIE STUDIUM Z NAUSHAHRO FEROZE, SINDH, W PAKISTANIE

Abstract

This research based on factors affecting Job Satisfaction among the female teachers in Private Schools of Naushahro Feroze. Job satisfaction is an important topic in academic and business practices. The salary scale, coworkers' relationship scale, and working environment scale measure job satisfaction in this study. Researchers applied the quantitative research and numerical analysis of the data using the random sampling method. The study was held only on female teachers who work in the education sector in Private Schools in District Naushahro Feroze and filled the survey questionnaires. The questionnaires were analyzed through IBM SPSS 16. Then co-relation test was used for hypothesis proving and to see the relationship between variables.

Keywords: Job Satisfaction, salary, co-workers relationship, working environment

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Streszczenie

Podstawą artykułu są badania czynników wpływających na zadowolenie z pracy wśród nauczycielek w prywatnych szkołach Naushahro Feroze. Satysfakcja z pracy jest ważnym tematem w praktykach akademickich i biznesowych. Skala wynagrodzeń, skala relacji współpracowników i miara skali środowiska pracy to czynniki określające poziom satysfakcji z pracy w tym artykule. Zastosowano badania ilościowe i analizę numeryczną danych przy użyciu metody losowego próbkowania, biorąc pod uwagę tylko opinie nauczycielek pracujących w sektorze edukacji w szkołach prywatnych. Nauczycielki szkół prywatnych District Naushahro Feroze zostały poproszone o wypełnienie kwestionariuszy ankietowych. Kwestionariusze zostały przeanalizowane za pomocą oprogramowania IBM SPSS 16.0. Do sprawdzenia hipotez oraz sprawdzenia zależności między zmiennymi zastosowano test współzależności.

Słowa kluczowe: Satysfakcja z pracy, wynagrodzenie, relacje współpracowników, środowisko pracy

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Statement of the problem in general outlook and its connection with important scientific and practical tasks.

Statement of Problem:

In District Naushahro Feroze, Sindh, Pakistan there are a lot of female employees working in Private Schools, there are different marital status of them. Some of the teachers are single, some are married, some are divorced, and some are widows. District Naushahro Feroze has the biggest problem due to unemployment ratio in Pakistan, females usually join Private Schools on a very low salary - they get 50 US Dollars per month. There is a very serious problem how they manage this salary with their homes, while the aim of this research is not only salary but trying to find some other dimensions which directly affect job satisfaction. Job satisfaction portrays the estimations of a person towards a job (Hoppock, 1935). Job satisfaction is a combination of different psychological, physiological, and environmental factors which influence on the person to be satisfied with a job (Hoppock,

1935). Nowadays job satisfaction has become the key matter. Employees prefer to do work in those organizations and workplaces, where they feel more relaxed and satisfied. Job satisfaction is not a minor issue, it is a major issue not only for the school management but also for the teacher's reliability. In job satisfaction, extra duties, high feelings, and work in the preferred area can create satisfaction (Kyrriacou (2001) (ibid: 30).

The researchers have worked on the job satisfaction of teachers in different schools working in different working environments as well as job satisfaction of teachers in high schools, secondary schools, and primary schools in many articles and international research papers. However, here mainly job satisfaction among female teachers is to be focused, private schools are selected for the research area. This research is on the job satisfaction of female

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teachers in private schools (JSFTPS) explaining the background of different teachers and their working conditions in a different environment.

The teachers are known as to be the keystone of any nation and the development of nations relies upon their better educational systems. Job satisfaction in the field of teaching plays a very important role in the career development of students because it depends on the teachers' feelings and efficiency, which definitely influence the goals of students regarding their career. Most of the female see the teaching profession as the fit profession for themselves in which they can work easily. So, the researcher keeps a keen interest to analyze job satisfaction among female teachers in this research. In Pakistan, there is a wider history

of private schools. Also, in those private schools, a larger portion of female staff contributes a lot in rendering their services in the development of students' career. This research was conducted to conclude the factors of job satisfaction among female teachers in private schools of Naushahro Feroze. It is to be examined in the study whether the female teachers are satisfied with their jobs or they are dissatisfied. If they are dissatisfied then what are the factors that are influencing their satisfaction regarding their job. However, some other factors become the cause of the higher level of dissatisfaction of employees with their job and (Kyriacou, Kunc, Stephens and Hultgren, 2003).

In this research primary, secondary, and high schools have selected as the samples but only from private schools sector.

Analysis of latest research where the solution of the problem was initiated.

One of the latest research on job satisfaction on Spinning mills is done by Anitha (2011) on the basis of which, one can find a problem that there is need to measure the satisfaction level of female workers. Here researchers develop a conceptual framework of different factors to interpret the job satisfaction of female teachers in private schools of Naushahro Feroze. Considering this a brief literature review of job satisfaction is done to analyze (determine) the factors which somewhat impact on job satisfaction of female teachers in private schools of Naushahro Feroze. From many times, job satisfaction is viewed as the most important highlighter of and the degree of effectiveness of formation of institutions and organizations. The workers who are satisfied with their jobs, increase the skillfulness and creativity.

Naushahro Feroze is the big district of Sindh consisted of five talukas i.e. Kandi-

aro, Bhiria, Moro, Mehrabpur and Naushahro Feroze itself, which is called the capital city of Naushahro Feroze district. Naushahro Feroze is one of the leading districts of Sindh relating to education sector so it is necessary to understand the job satisfaction of teachers working in the schools there. The key objective of this chapter is to make a literature review with the help of which the reader can capture the concept of job satisfaction accompanying the factors, which leave an impact on job satisfaction. Here the researcher quotes the "Herzberg Two Factor Theory" in which the variables of job satisfaction are also determined. To understand the job satisfaction of teachers we have elaborated the views of Linda Evans and many other scholars. With the help of "Herzberg Two Factor Theory" and "Linda Evans Theory", the researchers get a clue about the job satisfaction of female teachers and the factors affecting it.

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The concept of job satisfaction was first highlighted by Hoppock (1935) mentioning the combination of mental, physical and environmental situations that enable a person getting satisfied with his or her job. In the words of Darbao (2003), the worthiness of one's satisfaction with a job is as: "a job is not just a life-prolonging, but life-enhancing and fertilizing, for this reason so many people proceed to do the job in spite their useful wants are fulfilled.

Linda Evans (1998) divided the elements of job satisfaction in three stages.

Stage 1: Rules (policies and services)

Salary structure: A favorable salary structure cause more job satisfaction.

Stage 2: Accountability by senior or head teachers

It involves the trends of school management, freedom of teachers.

Stage 3: The Third stage proposes the causal factors affecting job satisfaction. Employees' self-esteem, personal identification, and feelings are summed up in this stage. The comparison between the real and expected returns from the job also falls in this stage.

Herzberg (1966) in his two-factor theory assumes two variables, which affect directly on job satisfaction. These two factors are hygiene and motivational factors. This theory is also known as the "Motivator-Hygiene Theory". According to Herzberg's two-factor theory, the hygiene factors fulfill lower-order needs and the motivational factors cause the satisfaction of needs of high-order.

Mensah et al (2010) debated the matters influencing the teachers' satisfaction and emphasized on burden and normality's of duties for instance salary as a basic factor becoming the reason for the dissatisfaction of teachers. Chaturvedi et al (2009) discovered the character of specific demographic

matters in analyzing the tensioning attitude of female teachers in Bhopal's different schools.

In his research article, Shah et al (2005) investigated that female teachers' satisfaction is higher than male teachers but their satisfaction is lower while working with male colleagues as their coworkers in the universities of Bangladesh. Memeon (2009) searched out in a research in which he found that head teachers in small schools are highly satisfied in terms of interpersonal status and payments in comparison of that in bigger schools of Toba Tek Singh, Punjab and the factors predicted to affect the job satisfaction were Age, Gender, Experience, and School location. Akhtar et al (2010) found in comparative research that much specific difference lies in between the job satisfaction of teachers working in public and private schools.

In previous years (Hamdan 2011; Organ 1977; Petty et al 1984) brought a strong relationship in between job and its satisfaction. Most of the researches impart an image in which job satisfaction has a connection to the opportunity of promotion (Pergamit and Veum 1999; Sclafane 1999; Ellickson and Logsdon 2002; Peterson et al 2003). Heery and Noon (2001) described the promotion as "the deeds of workers lifting to any hierarchical chain which can bring for supercharging (step-up) in the position of job accompanying with the accountability and better compensation among the promoted employees.

In this research, the researcher exploits a number of teachers' background and school level variables, which influence the experiences of teachers in the environment in which they work. On the other side, a continuous dissatisfaction from a job can bring a teacher to stress. Kyriacou (2001) defined the teacher stress a "practice by a teacher of

dreadful and unhappy feelings, for example, mental disorder, upset, grievance, and retardation coming in the result of their work as a teacher.

Aims of paper. Methods

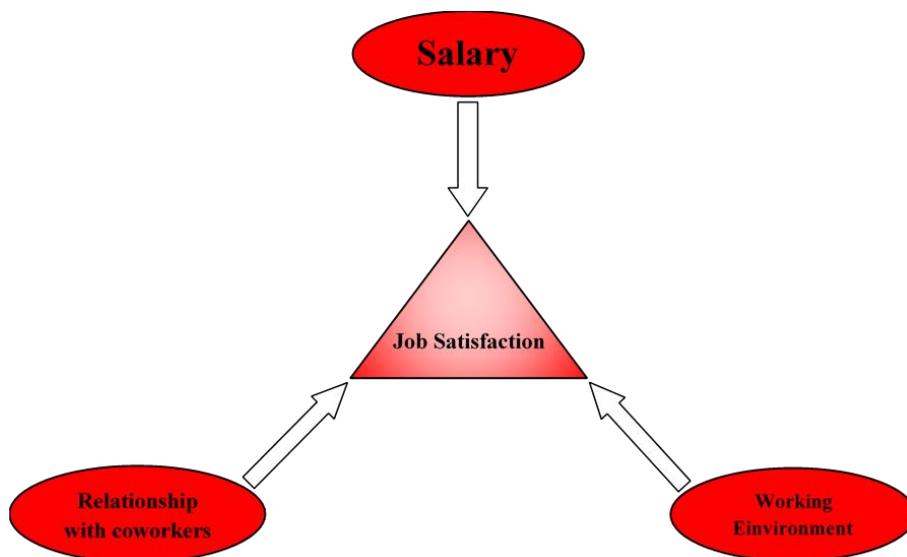
Conceptual Framework:

Table 1. List of Independent and Dependent variables.

Independent Variables	Dependent Variable
Salary Working Environment Relationship with Coworkers	Job Satisfaction

Source: This study is the property of researchers listed above

Figure 1. Conceptual Framework.



Source: This study is the property of researchers listed above.

Dependent Variable:

Job satisfaction: The term job satisfaction is best defined by Porter, Lawler, and Hackman (1975) as the remarks regarding a job

i.e. job satisfaction is the difference between the returns which a person like to receive and the real returns which he or she gets from the job. If those returns match the expected one it means he or she is satisfied with the job, contrary if the expected and

actual returns do not balance with each other then there is job dissatisfaction.

Independent Variables:

Salary is the key output, which the teachers receive directly from their jobs. Because receiving a salary is the purpose of doing a job. A number of studies show that an increase in the teachers' salaries from time to time is very important to retain them in schools for a longer time. If an employee gets a reasonable salary to meet the necessities, it will cause their satisfaction with the job. In contrast, if the employee is not getting such amount of salary that is not enough even to meet his or her necessities, it will cause dissatisfaction.

The **working environment** consists of two types, which influences on job satisfaction, which are as follows:

1. **Physical Environment:** Physical Environment is the internal environment of the school also called the infrastructure of the school including classrooms and their setup, separate staff room especially for female teachers and other facilities like telephone, communication and the school location. The physical environment has also a direct connection with job satisfaction. So, if there is a favorable physical environment in the school, the teachers will get satisfied with their jobs.

2. **Social Environment:** This type of environment involves the support of family particularly for female teachers, the gap between the teacher and student, teacher-administrator relationship as well as the local groups. If these relationships are desirable there will be a job satisfaction if not then they will be dissatisfied.

3. **Co-workers Relationship**

Co-workers Relationship deals with the links between the colleagues working in the same environment. If there a positive un-

derstanding between the employees working together the degree of job satisfaction will be higher, otherwise there will be negative impacts on one's job satisfaction.

Research Methodology

The research methodology includes procedures, approaches, and methods used in the research in order to collect and analyze the data about job satisfaction of female teachers and the factors affecting their satisfaction. Furthermore, this chapter displays the information through what types of methods the researcher has done the research. By quoting the words of Kombo and Tromp (2006), research methodology is one, which particularizes the tools, approaches, and philosophies, which have been applied during the research. Shortly this chapter consists of the design of the overall research applied to the study, population from which the sampling has been made, the questionnaire designed for collecting the data from the sampled respondents to measure the results. Finally, the analysis of the collected data will be done and its reliability regarding the subject will be measured.

The **research design** is all about the framework used to collect the data and interpret it on behalf of data collected from the respondents about the subject. According to Bryman & Bell (2007), there are five types of research design:

1. Experimental Design
2. Cross-sectional Design
3. Longitudinal Design
4. Case Study Design
5. Comparative Design

Research Approach

The research approach is divided into Inductive and Deductive Approach. Through the Deductive Approach, an authentic hypothesis is established to analyze the relationship among different variables of the study Saunder, Lewis & Thornhill (2009).

The Deductive Approach follows the scientific processes when the studies are based on the quantitative measures of the data. In contrast, the Inductive Approach deals with the qualitative analysis of the data which is not as structured as in Deductive Approach. It is important to choose a suitable approach to the research to decide whether the data will be Quantitative or Qualitative. Quantitative data is used when in a big part of data analysis is made numerically and the Qualitative approach follows non-numerical analysis, "Saunders, Lewis & Thornhill (2009)". For the interpretation of the factors of job satisfaction among the female teachers in private schools of Naushahro Feroze, the researcher has used a Deductive Approach following the quantitative data.

Population and Sampling

The term **population** is defined as the whole part of the objects or events for which the researcher is interested to explore the facts of a particular study. It forms a base through which the further processes of the study are carried out by drawing the samples from it "Bryman & Bell (2007)". The population represents a complete number of objects having the resembling features to carry out the research. The researcher has targeted the population of the female teachers working in the private schools of Naushahro Feroze.

Sampling

The sample is defined as a part of a population selected randomly from the whole population in such a systematic way that it represents the population as a whole. The purpose behind the sampling is to facilitate the research to get the results that are more accurate in a shorter period because the analysis of the whole population is time-consuming and can be less effective. The sample size in this research has decided been

decide as 76 female teachers to analyze their job satisfaction.

Data Collection

The data is collected from the female teachers working in private schools of Naushahro Feroze. The researcher used to collect the data from the targeted respondents i.e. female teachers through a structured Questionnaire Proforma, which was filled by them, because the questionnaire is considered as an on-the-spot collection of the data. The Questionnaire is distributed to the respondents during the school timing when the teachers were performing their job. In the view of the researcher, it was only the time to collect the data from the teachers when teachers like to give true answers to the questions about the degree of satisfaction towards their job.

Questionnaire

The Questionnaire was distributed to the female teachers of private schools of Naushahro Feroze in order to provide them more convenience to give the data. The scale of the Items used in this Questionnaire is Likert scale Items to analyze the variables of job satisfaction such as Salary, Coworkers Relationship and working Environment. The Items consisted of the options i.e.

- A. Strongly Agree
- B. Agree
- C. Neutral
- D. Disagree
- E. Strongly Disagree

Hypothesis

H1: Salary has a direct impact on Job Satisfaction.

H2: Coworkers' Relationship is positively significant to Job Satisfaction.

H3: Working Environment is positively significant to Job Satisfaction.

Research Methods

Research Aim

The aim of this research is to analyze the factors affecting the job satisfaction of female teachers in private schools in Naushahro Feroze.

Research Objectives

- To analyze job satisfaction among the female teachers working in the private schools of Naushahro Feroze
- To understand the factors which are influencing their job satisfaction
- To evaluate the ratio of female teachers working in private schools

Statement of Problem

Naushahro Feroze is one of the leading districts of Sindh relating to the education sector and there is a large number of private schools in the district. The majority of teachers work in those private schools are female teachers. So, it is necessary to understand their job satisfaction that what are the reasons that they do a job and also to understand the factors which affect their job satisfaction. Are there any big issues or any wishes due to which they are performing their jobs in private schools, what are the conditions and environments in which they

are working? In addition, in the environment of Naushahro Feroze, it is very difficult for a female to perform her job at anywhere then how they are working in private schools.

Population and Sampling Procedures

Targeted Population

In this research, the targeted Population is of the female teachers working in 10 private schools selected randomly from Naushahro Feroze city (NFC)

Sampling

Sampling is the process of selecting a number of observations from a huge population in such a way that the sampled observations represent the whole population from which they are chosen. The sample size for this research is 76 female teachers.

Data Collection

The data was collected from female teachers of private schools through a questionnaire in order to analyze the factors affecting their job satisfaction.

Limitations

- The area for the research is Naushahro Feroze.
- Only 10 schools are selected as sample.
- The research was conducted only in private schools.

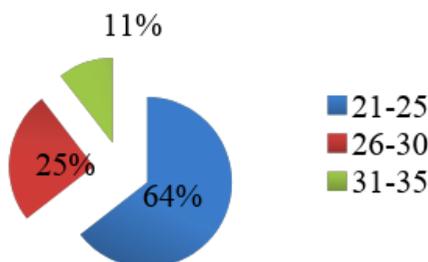
Exposition of main material of research with complete substantiation of obtained scientific results. Discussion.

Research Findings and Analysis reflects the key outcomes of the study obtained from the responses of the participants through a questionnaire. It consists of the presentation of data, interpretation, and discussion according to the results obtained. The data is quantitative, so it was analyzed by using Microsoft Excel and SPSS (Statistical

Package for Social Sciences) programs. According to Creswell, (1998:2001) analyzing data is the process of converting the raw data into a proved interpretation, which can be the base for report publication. The descriptive statistics are used in the form of frequencies and percentages and inferential statistics is used in data analysis.

Demographic Analysis through Descriptive Statistics

Figure 2. Age Distribution of Respondents.



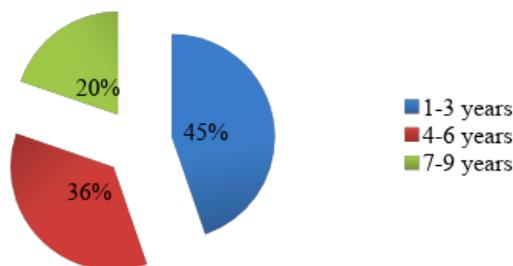
Source: This study is property of researchers listed above.

Analysis

The total number of participants interviewed using a structured questionnaire Performa were 76. They were divided into three groups of age i.e. “21-25”, “26-30” and “31-35”. Out of which Majority of the teachers’ age fall in between 21 and 25

means 49 (64%) of the respondents were aged between 21 to 25, 19 (25%) of the participants were aged between 26 to 30 and 8 (11%) of the teachers were aged between 31 to 35. It reveals that in the majority young teachers are working in private schools of Naushahro Feroze.

Figure 3. Teachers’ Experience.



Source: This study is the property of researchers listed above.

Analysis

The above results show the teaching length of service (in terms of years) by female teachers in private school since their teaching profession. The time period was comprised of three groups of years. Out of the seventy-six respondents interviewed 34

(45%) of the teachers have the teaching experience from 1 to 3 years, while 27 (35%) of the teachers have 4 to 6 year experience and remaining 15 (20%) of the female teachers have 7 to 9 years teaching experience.

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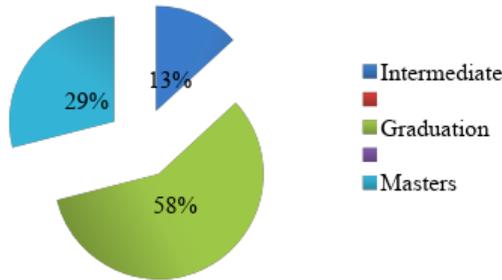
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Figure 4. Teachers' Qualification.



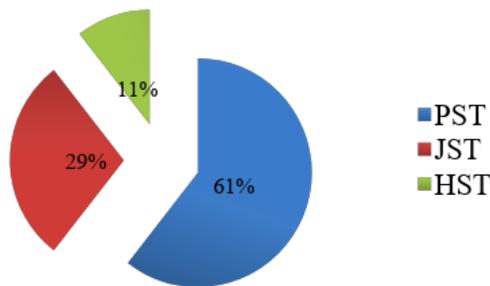
Source: This study is the property of researchers listed above.

Analysis

Above Frequency Distribution table reflects the Qualification level of the respondents, out of the 76 respondents the highest ratio of respondents comes in bachelors

(graduation) which are 44(58%) in quantity, 22(29%) respondents come in masters level of qualification and 10(13%) of the respondents have done only intermediate.

Figure 5. Level of teachers' job.



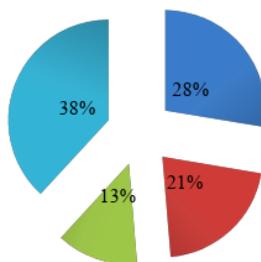
Source: This study is the property of researchers listed above.

Analysis

Above frequency distribution table and pie chart clearly reflects the level of teachers job working in private schools. From the sample of seventy-six respondents, the majority of teachers work as PST (Primary

School Teachers) i.e. 46 (60%), the 22 (29%) teachers work as JST (Junior School Teachers) and the remaining 8 (S11%) teachers work as HST (High School Teachers).

Figure 6. Level of School.



Source: This study is property of researchers listed above.

Analysis

Above Frequency Distribution table reflects the levels of school in which the females are rendering their services according to their ability and qualification. The majority of teachers i.e. 29 (38%) work in

Higher Secondary Schools, 21 (28%) teachers work in Primary schools, 16 (21%) teachers work in Middle-level schools and the remaining 10 (13%) female teachers used to work in Secondary Level Schools.

Reliability Test

Reliability test between all variables

By putting all the data in SPSS, the researcher conducted the reliability test i.e. Chronbach’s Alpha, one of the tests to determine the internal consistency of the items that how all the items are closely related to each other. As the researchers used

the Likert Scale Questionnaire to check their validity, which possesses 19 Likert Scale Questions, the data of the 19 items have the results of “0.986” that is considered as an acceptable and excellent level of validity between the items. The table of the test is as follows:

Table 2. Reliability test of all the variables.

Chronbach’s Alpha	N of Items
.986	19

Source: This study is the property of researchers listed above.

Table 3. Reliability test of Job Satisfaction scale.

Chronbach’s Alpha	N of Items
.963	5

Source: This study is the property of researchers listed above.

Analysis

The results of the reliability test in the above table have the value of “0.963”, re-

flect that there is excellent internal consistency between the items of the job satisfaction scale.

Table 4. Reliability test of Salary Scale.

Chronbach’s Alpha	N of Items
.935	4

Source: This study is the property of researchers listed above.

Analysis

The items salary scale has Chronbach’s Alpha value of “0.935” also showing the excellent validation between the items of the scale.

Table 5. Reliability test of Coworkers’ Relationship scale.

Chronbach’s Alpha	N of Items
.948	5

Source: This study is the property of researchers listed above.

Analysis

Like the first two scales, the above table of reliability statistics of Coworkers’ relationship has also the excellent value of validity between the items of “0.948”.

Table 6. Reliability test of Working Environment Scale.

Chronbach’s Alpha	N of Items
.981	5

Source: This study is the property of researchers listed above.

Analysis

The above table shows the results of reliability between the variables of Working environment Scale i.e. “0.981” again here is

the excellent validity between the items of this scale.

Mean and Standard Deviation of Variables

Researcher computed the mean scores and standard deviation of all factors.

Mean and Standard Deviation of Job Satisfaction Scale

Mean Scores and standard deviation of each teacher’s satisfaction is mentioned below which possesses Likert scale questionnaires (rely on answers of participants).

Table 7. Mean and Standard Deviation of Job Satisfaction Scale.

Items of the Scale	N	Minimum	Maximum	Mean	Std. Deviation
I sometimes feel my job is meaningless.	76	1	5	3.39	1.347
Those who do well in the job stand a fair chance of being promoted.	76	1	4	1.84	.713
I don't feel my efforts are rewarded the way they should be.	76	1	5	3.21	1.340
Work assignments are not fully explained.	76	1	5	3.34	1.228
I feel a sense of pride in doing my job and I am nothing without it.	76	1	5	2.00	1.083
Valid N (listwise)	76				

Source: This study is the property of researchers listed above.

Analysis

From above table highest mean regarding the item, “I sometimes feel my job is meaningless” has the mean score of “3.39” shows that most of the female teachers do not get excited to do the job; they feel that there is no any authentic purpose of doing the job. The next item’s statement is “Work assignments are not fully explained” has “3.34” mean score showing that the work assignments, the teachers get while their work, are not fully clear and explained by the coordinator and they get confused about those assignments. The statement of the mean score “3.21” is “I don’t feel my efforts are rewarded the way they should be” shows that the teachers do not get an appreciation for their work from the head of the

school as it should be appreciated. The statement has the mean score of “2.00”, “I feel a sense of pride doing my job and I am nothing without it”, reflects that very few of the female teachers have proud to work in the private schools they feel themselves comfortable to work there and they think that they are nothing without working as private school teachers. In addition, the last statement is “Those who do well in the job stand a fair chance of being promoted” possesses the mean score of “1.84”, showing that a small number of teachers observe that there is some kind of fair judgment and chance of promotion for those who are good in their work in the school.

Table 8. Mean and Standard Deviation of Salary Scale.

Items of the Scale	N	Minimum	Maximum	Mean	Std. Deviation
Salary rises are too few and far between.	76	1	5	2.75	1.234
I feel I am being paid a fair amount for the work I do.	76	1	5	2.43	1.050
I receive my salary in time.	76	1	4	1.68	.616
My salary is according to my work as it should be.	76	1	5	2.46	1.089
Valid N (listwise)	76				

Source: This study is property of researchers listed above.

Analysis The above table of mean and standard deviation shows the satisfaction of teachers regarding salary. The item, “Salary rises are too few and far between” has the highest mean score of “2.75” showing that majority of the females working in private schools are not happy with the salary rises which they get after some time interval and the salary rise with less margin. Here is another mean score “2.46” of the item “My salary is according to my work as it should be” shows the satisfaction of teachers in positive sense means they observe that what

salary they are getting is according to their work they do. Another mean score of the item, “I feel I am being paid a fair amount for the work I do” is “2.43” portrays the same concept that the teachers are getting satisfied with their salary of the work they do. The last one item’s mean score is “1.68” which is “I receive my salary in time” means very few teachers agree with the statement that they get their salary in time means there is a gap between the salary issuance in time.

Table 9. Mean and Standard Deviation of coworkers’ relationship scale.

Items of the Scale	N	Minimum	Maximum	Mean	Std. Deviation
I am satisfied with the people I work with.	76	1	3	1.68	.716
There are too much bickering and fighting at work.	76	1	5	3.59	1.191
Being a female, I do not feel any difficulty or hesitation to work with the male staff to perform my job with them.	76	1	5	2.18	1.116
I am satisfied with the cooperation of my male staff members with me.	76	1	5	1.84	.767
Because of too much jealousy between the teachers themselves, it is difficult to work smoothly and to show the skills freely.	76	1	5	3.45	1.248
Valid N (listwise)	76				

Source: This study is the property of researchers listed above

Analysis The above table of mean and standard deviation shows the relationship between the workers working in private schools. The highest mean “3.59” of the “There is too much bickering and fighting at work” shows the poor relationships between the teachers themselves while working. The “Because of too much jealousy between the teachers themselves; it is difficult to work smoothly and show the skills freely” has the mean of “3.45”, reflecting that there is the factor of jealousy between the teachers in private schools. Due to that jealousy, they cannot use their skills freely and there is no effectiveness in the performance of their skills. Another item “Being

a female, I do not feel any difficulty or hesitation to work with the male staff to perform my job with them” with the mean score of “2.18” reflects that some of the female teachers do not feel any difficulty while doing their job accompanying with male teachers in the complex environment. The mean score “1.84” of the item “I am satisfied with the cooperation of my male staff members with me” reflects that small quantity of female teachers feels satisfied with the cooperation of male staff with them. The least mean “1.68” of item “I am satisfied with the people I work with” shows little bit satisfaction in the relationship of the teachers between them.

Table 10. Mean and Standard Deviation of Working Environment Scale.

	N	Minimum	Maximum	Mean	Std. Deviation
Here is a suitable working environment in the school where I feel relaxed to work in it.	76	1	5	1.76	.936
I am able to do the job only because of my family's support with me.	76	1	5	1.80	1.007
The infrastructure of the school is most inspiring.	76	1	5	1.87	.838
Here is a respectable relation between my students and me and the students are the most responsive of all the work, which I give them.	76	1	4	1.66	.722
The principal of the school treats all the teachers equally and he/she does not follow favoritism.	76	1	5	1.79	.838
Valid N (listwise)	76				

Source: This study is the property of researchers listed above

Analysis The above table of mean and standard deviation shows the effect of the environment in which the female teachers work. The highest mean is “1.87” of the item “The infrastructure of the school is most inspiring” means the majority of the teachers is satisfied with the infrastructure at great extent. Another mean “1.79” of the

item “The principal of the school treats all the teachers equally and he/she does not follow favoritism” shows the positive satisfaction of the teachers regarding the behavior of their school principal and they observe no any favoritism from their principal for someone and he/she treats all the staff equally.

Table 11. Correlation Analysis (Correlation among variables).

	J_S	S_S	Co_WorkerS	W_Env
J_S	Pearson Correlation	1	.903**	.982**
	Sig. (2-tailed)		.000	.000
	N	76	76	76
S_S	Pearson Correlation	.903**	1	.912**
	Sig. (2-tailed)	.000		.000
	N	76	76	76
Co_WorkerS	Pearson Correlation	.982**	.912**	1
	Sig. (2-tailed)	.000	.000	
	N	76	76	76
W_Env	Pearson Correlation	.870**	.859**	.884**
	Sig. (2-tailed)	.000	.000	.000
	N	76	76	76

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

Source: This study is the property of researchers listed above

Analysis The above table of Correlation test (r) shows the correlation between all the four variables (mentioned in Chapter No. 3) including one dependent variable i.e. Job Satisfaction and three independent variables i.e. Salary, Coworkers' Relationship, and Working Environment. Pallant (2013) tells that the researcher uses a correlation test to check the relationship between the dependent and independent variables can be positive or negative. According to Cohen (1988) if Pearson Correlation value $P < 0.05$ it is considered as research significant, Correlation values have a particular range i.e. from “-1.00 to +1.00”. If the value is “0.01 to 0.25”, it shows weak but positive correlation between variables, from “0.26 to 0.50”, it is moderate positive correlation, the value from “0.51 to 0.75” shows the strong positive correlation and in last if the value of the Pearson Correlation is 1.00 then it means that the variables are perfectly

Hypothesis Testing

Hypothesis one states that “Salary is directly significant to Job Satisfaction”. In order to see the correlation between the Job Satisfaction and Salary through Salary scale questionnaire Pearson Correlation test used by the researcher. The value is ($r=0.903$) $p < 0.01$ shows the strong correlation between the Job Satisfaction and salary scale, that is in the support of the first hypothesis.

According to the second hypothesis which states that “Coworkers' Relationship is positively significant with Job Satisfaction”. To see the relationship between Job Satisfaction and Coworkers' Relationship determined through Coworkers' Relationship scale questionnaire both were checked by

and positively correlated with each other. The value of correlation 0.00 shows no any correlation between the variables, similarly, if the value is negative, it shows the negative relationships likewise when its value is “-0.01 to -0.25”, it is a weak negative correlation. If the value ranges from “-0.26 to -0.50”, it shows the moderate negative relationship and when the value is from “-0.51 to -0.75”, it has a strong negative correlation between variables. Finally, if the value comes “-1.00” it shows that there is a perfect negative relationship between the dependent and independent variables. Here in this study, the researcher has used Simple Bivariate Correlation in SPSS version 16.0 showing the relationship strength independent variables. The results in the above table of all the correlation show the strong positive relationship between the variables.

using the Pearson coefficient Correlation test. That value is ($r=0.982$) $p < 0.01$ showing the strong correlation between Coworkers' Relationship scale and Job Satisfaction. Hence, it also proves the second hypothesis. The second hypothesis states that “Working Environment is positively significant to Job Satisfaction”. To see the relationship between Job Satisfaction and Working Environment scale Pearson coefficient Correlation test has been used by the researcher. It has a value of ($r=0.870$), have significant value $p < 0.01$ which also indicates the strong correlation between the Job Satisfaction and Working Environment Scale. The third and final hypothesis has also been proved.

Conclusions.

This study is conducted to measure the degree of job satisfaction of female teachers in private schools of Naushahro Feroze and the factors affecting their satisfaction toward their job while working in private schools. The research concluded that job satisfaction is positively significant towards the salary, coworkers' relationship and working environment. The hypothesis has also been proved in Chronbach's' Alpha and Reliability tests by using the SPSS (Statistical Package for Social Sciences) software and descriptive Statistics in MS Excel Software in the form of Pie charts and Frequency Distribution Tables. The study shows that there is a strong connection of salary with the satisfaction of female teachers. They think there are gaps between the rise if salary in private schools. The coworkers' relationship scale shows that there are somewhat poor relationships between the workers themselves in the Mean and standard Deviation Table, due to which the female teacher cannot perform their jobs freely.

The above study also shows that as being females they feel no disturbance or hesitation while working with the male teachers in the same environment, they found male teachers as cooperative staff members and both male and female teachers respect each other by helping in one another's works and responsibilities.

The researcher has also conducted the reliability statistics of all the scales combine as well as of each individual scale separately which shows the excellent level of validity between the items of the variables and Chronbach's Alpha test reflects the Strong Positive correlation between the Variables.

Suggestions and Recommendations

The researcher has not conducted the research in the whole district of Naushahro Feroze due to several limitations, the shortage of time and many other factors. The targeted sample for the research was only female teachers working in private schools of Naushahro Feroze. It is recommended to do broader research by collecting the data from other females that are working in other sectors like banking, IT to determine their job satisfaction by taking samples from many other areas and districts of Sindh.

In this study, the researcher found that the salary has a big impact on one's job satisfaction, so it is also recommended that take a salary as the main variable to measure the job satisfaction anywhere the research is done.

Mostly the data has been collected from the single working teacher working in private schools and the sample consisted of only 76 female teachers as respondents, it is recommended to go for the larger sampling such as from government colleges and schools, private academies, main universities, campuses, and all other educational institutions if possible. It can help to enhance the significance and accuracy of the results of different statistical tests and tools (Saunders et al., 2012).

During the collection of data from respondents to conduct the research, the researcher observed that few respondents have not understood the questionnaire, so it is recommended to make the questionnaire as easy and simple as it is possible for the clear understanding. The reason behind that is most of the private teachers have not done their degrees on a regular basis.

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