



## Survey of job satisfaction in Physical education teachers

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### ABSTRACT

Education & training is effective ,difficult that teachers have greatest role &they are beginning point for any educational transition. sympathetic teachers create basic transition job's satisfaction of teacher is necessary for it .tha aim of this research is investigation of sexual effect on job's satisfaction among sports teachers at Takestan town. Research society involves41 teachers from this town at 2014. stational society is limited .sample's size is equally with stational society. In this research , we used Martin Gannon questionnaire that involves 37 question .12 experts confirmed the questionnaire's admissibility &its reliability computed with 30 tester & Kronbach alpha 0/87. We used stoical descriptive methods for data analysis &Spss19 software for inferential analysis. the average job's satisfaction of them is 157/26with 18/68 standard deviation .this average for female teacher is 159/44 with 18/55 standard deviation &among male teacher is 155/56 with 19/02 standard deviation. the results showed that female's satisfaction is greater than male . There is not meaningful difference between male &female's job's satisfaction.

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### Introduction

Education is the fundamental pillar of society and one of its main purposes is to educate children and adolescents by principals and teachers. Most scholars and experts in educational issues believe teachers are biggest and most important effective factor in education. Thus, it is better to say that teachers are fundamental pillar of education system. First step to reach the successful educational personnel is to understand effective factors on quality of teacher's activity. One of these factors is job satisfaction because there is direct relationship between job satisfaction and performance, the people with more satisfaction, will perform better. So it is necessary education consider job satisfaction of teachers more. Education is a fruitful but difficult activity which teachers play the best role and the beginning point of every change is education. The concerned teachers can make fundamental change in education. So teachers' satisfaction is necessary to meet this need. Personal satisfaction means a person likes his/ her job and value of it and also had a positive view of it. Among the behavioral science issues, one of the major challenging concepts which take attention most theoretical and basic efforts in one hand and in other hand is so important in all management levels and human resource of organization is job satisfaction. this important is because of the role of this structure to develop the organization and also the health of labor in one hand and also the job satisfaction in addition to various and even complicated concepts and definitions , is

the common structure of most scientific fields such as education , psychology, management, sociology, economy and even politics. Simply, it can be said: job satisfaction is the quantity of people interest to their jobs. So that some enjoy their job and consider it as an important part of life, but others hate it and do it forcibly. Job satisfaction is phenomena beyond the organization and its effects can be seen in personal aspect of living out of organization. Employees' job satisfaction is one of most important behavioral issue in human area of organization which determines most of other organizational variables. Various studies showed job satisfaction is important factor to increase productivity, personnel concern about organization, their attachment to work place, increasing work quality and quantity, establishment good human relations in work and enhancement the employees' moral. Also job satisfaction influences on important issues such as delay, absence, turnover and also personal efficiency and efficiency including personal productivity. Job satisfaction and organizational commitment are two effective views about job that are investigated in work and organization literature. Job satisfaction is considered as one of important factor to increase job efficiency and success. Teachers and educators educate huge force of students which they must interest their job so that flourish the potential talents of students. Job satisfaction is the most important view or judgment of members of a n organization than their work place and job. Satisfaction is a set of beliefs and emotions of people about their current job; job satisfaction is a main factor to job

success which increases efficiency, effectiveness and individual satisfaction. Job satisfaction means to love job requirements, work conditions, and rewards are received for that job. Due to above issues, it can be said: job satisfaction means the complacency of job and pleasure feeling that is result of doing the certain job. Consequently that person feels attachment feeling about his/ her job. Job satisfaction is a positive, emotional and pleased feeling of job evaluation of job experiences, it will cause to increase individual productivity, person will be committed than organization , his/ her physical and mental health will be guaranteed , increase the morality , person is satisfy with his/ her life and will learn new job skills quickly. There are many factors which affect job satisfaction and each of them contributes in satisfaction and non- satisfaction. According to the studies , there is consensus that some factors such as Salary and benefits , welfare facilities, cooperation and friendship between employees, relationship between employer and employee, trust to the chairman , to supply the job requirements, managers competency , efficiency of administrative department , correct communication , social status and recognizing the value of work , stability, work relationships, Compliance staff clear objectives with organizational goals , work conditions and work place , opportunity to improvement , Policy and corporate governance , discipline and conduct, relationship with coworkers, job security , success in work and appreciated the work are effective in job satisfaction and staff morality . Zin & Mc millan (1999) found female teachers are more satisfied of their profession as a teacher than male teachers. Faramarzi(1996) concluded teachin and non-teaching staff with different education levels enjoy similar job satisfaction and there is significant difference between job satisfaction of female teaching and non- teaching staff than male staff , and women enjoy more job satisfaction than men. Zahed(2009) concluded there is not significant relationship between gender and job satisfaction. Since the increasing

job satisfaction cause to development and improvement in society, this research seeks to study the effect of gender on job satisfaction of physical education teachers , so that answer the below questions: does the job satisfaction of physical education teachers is desirable? Is there significant difference between job satisfaction of male and female physical education teachers?

**2. Methodology**

Research population includes all 41 physical education teachers in Takestan city in 2014. Since this study has the limited population, the sample volume has been considered as equal to the statistical society. In this research, Martin Ganen job satisfaction inventory has used which includes 37 questions and the minimum score is 37 and maximum 185. Whether the obtained score is 87 or below, the job satisfaction will be low. But if this score is in range 87-135, it could be concluded that job satisfaction is in average and if this score is in range 135 to 185, people enjoy desirable job satisfaction ( Moghimi 2011). The validity of questionnaire was supported by experts and its reliability was obtained via Croanbach alpha 0.85 . To analyze data, the descriptive and inferential statistical methods were used by using SPS software.

**3. Findings**

Results showed %43.9 of teachers are women (18 persons) and %56.1 men (23) , and also %73.2 (30) have BA degree and %26.8 (11) with MA degree.

Results showed the mean of job satisfaction is 157.26 with standard deviation 18.68 among physical education teachers which this indicated desirable job satisfaction among physical education teachers. Mean of job satisfaction of female physical education teachers is 159.44 with standard deviation 18.55 , while in male teachers , mean of job satisfaction was 155.56 and SD 19.02 . These findings indicated job satisfaction of women was higher than men.

Due to table 1, there is no significant difference between job satisfaction of female and male physical education teachers.

**Table 1: independent sample test: non- difference between male and female physical education teachers**

		Levene's Test for Equality of Variances		t-test for Equality of Means						
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
									Lower	Upper
job satisfaction	Equal variances assumed	0/004	0/950	0/655	39	0/516	3/879	5/923	-8/102	15/860
	Equal variances not assumed			0/657	37/082	0/517	3/879	5/905	-8/084	15/843

**Discussion & conclusion:**

Results showed that job satisfaction of physical education teachers is desirable and there is no significant difference between male and female physical education teachers. Also the results showed, job satisfaction of female physical education teacher is higher than male teachers .this issue

may be result of the higher priority of economic and material needs for men than women. Thus, it is required to perform necessary arrangements to meet the teachers' needs. Failure to meet necessary needs may lead to irrational behaviors of failure to getting the living such as aggression and malicious behaviors including hostility and violence or submission and stabilization. Thus, to make the

interest to work it is necessary the educational authorities take some steps to increase the welfare facilities of teachers. In this regard, some procedures are recommended as below : to remove discrimination of teachers salary than other government staff , to dedicate some loans to establish non-profit , scientific and reinforcing schools with teachers cooperation , to provide a ground for teachers to study in fields are necessary in society to pay more rewards and salary in order to resolve material problems. Teachers are fundamental core of education system and true executors of this issue and their effect on society is so high so that it can be said the well-being of a nation is in their hands. So, job satisfaction of this social group is so critical. If we think about key jobs, we can see some employees who are not satisfy their job, position and status because of different reasons and this question is discussed: what's happen in our society. A society seeks development and growth of industry and technology, this society doesn't want to fall behind of other societies, so it is inevitable to consider different jobs in particular teachers in society. Teachers in spite of all jobs, financial, promotion and other problems, are standing in front of education enthusiasts without any decrease of their passion. It is clear we can't have effective physicians, engineers and other jobs employees without active and effective teachers. So it is better to help teachers in this important job and we must know the investment in this issue is not waste but will lead to development in country.

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