

## The level of male and female private school teachers regarding job satisfaction in Sindh

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**Abstract:** In this study, researchers investigated and measured the level of private schools regarding satisfaction in employment, Employees' satisfaction, salary / society satisfaction, and training and capabilities and important features especially to focus on private schools and the research site is khairpur Mirs' Sindh. This research the work on the level of satisfaction of researchers, during this time, the private school goals, measured about school working environment. This research is about Teacher's behavior and teachers with key knowledge in private schools that monitor school work. Findings revealed Curriculum is easy to teach and reflect the re-reading development and the number of students is minor for teaching in private schools. The researchers have utilized quantitative methodology, the data collected from hundred private teachers. The participants are combined male and female. The data is analysis through SPSS. The data revealed that most of great number of respondents has shown disagreements on satisfaction, of Private High School Teachers in Sindh. The monitoring system of the principals of private schools and the content of curriculum is easy in teaching, and the student's ratio is satisfied.

**Key words:** Teacher; Job; Satisfaction; Private school; Environment; Curriculum

### 1. Introduction

Employees' satisfaction reflects the impacts of feedback on their school activities, teaching work-related to exercise and situations. This work is a combination of mentally and physically meetings regarding private jobs satisfactions (Bruning & Campion, 2019). The job satisfaction result reveals that employees had more their needs (Landy & Conte 2016). The job satisfaction of the employees depends upon their needs and salaries (Keynes, 2018). Education is important for everyone and has access to all good institutions. Sanford (2017) stated that it has been advised to change the purpose of society through education and it is the need of next generation to improve their work quality with knowledge, information. The methods of teaching and learning are going on through continuous psychological guidance and social practices.

According to Salman (2015) the satisfaction of the jobs indicates that how an agent is satisfied with their performance at target place. The Positive and full-fledged activities show, uniqueness and exposed the confidentiality and remove negativity and anxiety for job. This study conducted at Khairpur Mirs, it tried to investigate the level of satisfaction of men and women teachers of private schools in Sindh. Due to frustration in private school respondents responses show that the study calculated more

authentic results regarding jobs satisfactions in private school teaching because employees feel uncertainty and unsecure future. This study is an attempt to include the all above indicators and basic factors which highlights effect of the teacher satisfaction of workplace based on the decision and determination. The researchers have investigated the private school teacher's intention regarding their jobs at Khairpur Mirs. This study involves schools owners, members who run schools for business and acquiring money including parents and their children who want to gate admission in private schools (Smith, & Joshi 2016). At the same time, this study investigates private school teacher's requirement at their private job school level.

### 2. Objectives of the study

1. To analyses the satisfaction level of Private High School Teachers in Sindh.
2. To assess, achieved the goal of given tasks to private High School Teachers in Sindh.
3. To evaluate, the set objectives achieved timely in private schools of Sindh.
4. To assess, the environmental satisfactions of private schools.
5. To evaluate, the monitoring system of the principals of private schools of Sindh.
6. To evaluate, the content of curriculum for teaching.

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7. To assess, the student's ratio are satisfied according to number of students.

### 3. Research questions

1. What is the rate of satisfaction level of Private High School Teachers in Sindh?
2. What about achieved the goal of given tasks to Private High School Teachers in Sindh?
3. What about the set objectives achieved timely in private schools of Sindh?
4. What about the environmental satisfaction of private schools?
5. What about the monitoring system of the principals of private schools of Sindh?
6. What about the content of curriculum is easy to teach?
7. What about the student's ratio is satisfied according to number of students?

### 4. Literature review

This idea is about the teacher's satisfaction, commitment to satisfaction to job satisfaction levels. The teaching occupation is a good or it is trouble maker's profession? The satisfactions and unsatisfactions terms of service are appropriate, representative requests and wishes. This gives the representatives of the match class, the wish for activity, and the reward of mediation (Brookfield, 2015). The process of physical conditions and social nature is complete and profitable. There is a general feeling and concept in Sindh that educators of Sindh are not sincere in their business. The harmful and unhealthy activity damage the trust of head of institute and it is creating trouble for employees (Johnson et al., 2016). The Employment evaluation depends upon total functionality of emotions, the idea of behavioral activity, the nature of monitoring, and its individual activity. The employment is a chance that the completion of the overall development of these elements such as endurance of pain, completing individual work, completing the teacher's activity, which are linked to 'teacher work, inspecting teacher's organization, assurance, and activity (Ward, 2016).

It is not necessary for the teachers to be communicative and powerful on the school performance by completing the physical, educational and institutional understanding. It may be possible to understand and recognize the quality and stability of guidance and teaching and learning process at school level (Sleeter & Carmona, 2017). The teacher's and his consistent ability to instruct the learner's ability to encourage the students' performance by using all means for better learning. Ferguson (2016) stated that the impact of the gradual completion of the step-by-step impacts of fake, outer reaches, social association work, and how many people are successful or bombarded in their work. Just in case of all position, both internal and

external factors can fully influence the education of both, especially from the community practitioners. Nilson (2016) stated that the teachers are looking at their absence of work, they are not willing to work in their class room and when teachers are not happy to fulfill their work in favorable conditions. Some different factors are greatly accomplished with education activity, they should be specific; age, involvement and position. Analysts have clarified the wonder of employment fulfilled by looking at the emotions or criticism of people. Educators' activity will be increasing through educational atmosphere. Employment is absolutely based on "mentally and physical, environmental conditions, state's either employee is honest or not " (Zerwekh & Garneau 2017).

For those employees who have more positive minds to ask them to complete their assigned work and get positive result. The employment is fully responsible to the quality of education at school, personal responsibility and related responsibility, including: scholastic accomplishment, educator turnover, and regulatory execution (Stewart 2018).

### 5. Research methodology

A quantitative research at Khairpur Mirs is taken up for the current study, The present study has one hundred population equally shared by male and female. The administered questionnaire comprised of seven factors distributed among respondents regarding their jobs satisfactions. The collected data was analyses through SPSS and incorporated in table and graph in line with the research objective and research questions, each factor has been well explained in major table. Developed questioner based on five likert scales ranging from strongly agree to strongly disagree was distributed after get permission from the head of concerned institution in writing. Data analysis and interpretation is shown in Table 1 and Fig. 1.

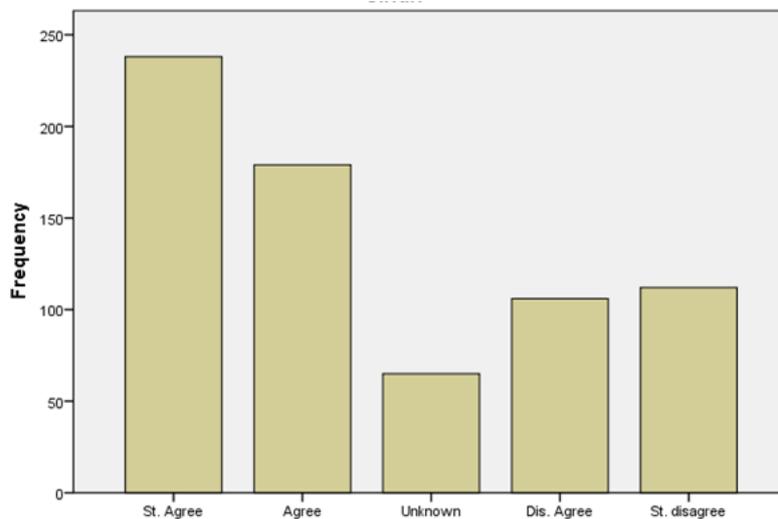
### 6. Conclusion, discussion and recommendations

After researching and analyzing this research, analysis of job satisfaction analysis, data obtains the ultimate results, it reflects on the personality effects, work-related exercises and conditions. This is a collection of mental and enthusiasm at work. Education has been approved through which bypassing the data it will collect together, information and quality with one place to the next generation. Through the traditional line of learning and skill like a guiding line, get stepping-up and basket of socialism.

There are big games in the way to educate teachers, who understand that they can test their test in their examination and eventually overcome daily life. In this way, the need for inspiration is needed to update the quality of the teacher, to ensure that it is successful and reliable to you.

**Table 1:** The level of male and female private school teachers regarding job satisfaction in Sindh

S. No.	Statement	Likert Scale	Respondents	Percentage	Results
01	The rate satisfaction level of Private High School Teachers in Sindh.	St. Agree	15	15%	Most of respondents were disagreed that the rate satisfaction level of Private High School Teachers in Sindh.
		Agree	10	10%	
		Unknown	10	10%	
		Dis. Agree	38	38%	
		St. disagree	27	27%	
		Total	100	100%	
02	The given tasks of Private High School Teachers in Sindh.	St. Agree	45	45%	Most of respondents were agreed that the given tasks of Private High School Teachers in Sindh.
		Agree	20	20%	
		Unknown	12	12%	
		Dis. Agree	10	10%	
		St. disagree	13	13%	
		Total	100	100%	
03	The objectives are clear to time in private schools of Sindh.	St. Agree	36	36%	Most of respondents were agreed that the objectives are clear to time in private schools of Sindh
		Agree	44	44%	
		Unknown	05	05%	
		Dis. Agree	03	03%	
		St. disagree	12	12%	
		Total	100	100%	
04	The environmental satisfactions of private schools.	St. Agree	32	32%	Most of respondents were agreed that the environmental satisfactions of private schools.
		Agree	40	40%	
		Unknown	08	08%	
		Dis. Agree	15	15%	
		St. disagree	05	05%	
		Total	100	100%	
05	The monitoring system of the principals of private schools of Sindh.	St. Agree	50	50%	Most of respondents were agreed that the monitoring system of the principals of private schools of Sindh.
		Agree	15	15%	
		Unknown	10	10%	
		Dis. Agree	07	07%	
		St. disagree	18	18%	
		Total	100	100%	
06	The content of curriculum is easy to teach.	St. Agree	35	35%	Most of respondents were agreed that the content of curriculum is easy to teach.
		Agree	20	20%	
		Unknown	10	10%	
		Dis. Agree	15	15%	
		St. disagree	20	20%	
		Total	100	100%	
07	The student's ratio is satisfied according to number of students.	St. Agree	25	25%	Most of respondents were agreed that the student's ratio is satisfied according to number of students.
		Agree	30	30%	
		Unknown	10	10%	
		Dis. Agree	18	18%	
		St. disagree	17	17%	
		Total	100	100%	



**Fig. 1:** The level of male and female private school teachers regarding job satisfaction in Sindh

In this research, researchers, private schools in Khairpur Mir, researcher district, know about numerical letters in relation to the satisfaction level of employment of the private schools. In this regard, the fields should prove that their jobs are inaccessible, whereas the government's employment and employment-related employment and employment control work is in the public sector. There are no rules and rules for their employment safety. Compatible with a job is a feature, it relates to human behavior. It is not easy that most respondents agree that they are not satisfied with the school because they cannot get training outside of the school's private teacher so that they are often more controversial than teachers, and they are worried that they are of their cars. Opportunities do not meet. The recommendations of this study are:

1. The rate satisfaction level of Private High School Teachers is poor.
2. The Private High School Teachers achieve the given tasks.
3. The objectives are clear to time in private High Schools.
4. The environmental satisfactions of private schools.
5. The monitoring system of the principals of private schools is satisfied.
6. The content of curriculum of private High Schools is easy to teach.

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