I Priti S Desai, undertaking this survey as a part of Ph. D Research work on "JOB SATISFACTION AMONGST THE TEACHERS OF NAGAR PRATHMIK SHIKSHAN SAMITI'S SCHOOLS, MANAGED BY SURAT MUNICIPAL CORPORATION"

All information that is collected in this study will be used for the academic purpose only and will be treated confidentially, no information related to any teachers will be identified in any report of the results of the study.

Personal Details:

1. Name(Optional): __________________________

2. Age: __________________________

3. Gender: Male: _______ Female: _______

4. Area of Residence: __________________________

5. Distance from School (in Kilometers): _______

6. Educational Qualification:
   - Graduation [ ]
   - Post Graduation [ ]
   - PTC [ ]
   - B.Ed [ ]
   - Others (Please Specify) [ ]

7. Stream of Education: 
   - Arts [ ]
   - Commerce [ ]
   - Science [ ]
   - Others (please specify) [ ]

8. Marital Status: 
   - Single [ ]
   - Married [ ]
   - Widowed [ ]
   - Divorced [ ]

9. Family Type: 
   - Joint Family [ ]
   - Nuclear Family [ ]

10. Number of Family Members: _________________

11. Number of Children: _________________

12. Number of Dependents: _________________

Professional Details:

13. Name of School: _________________________

14. Medium of School: _________________________

15. School Timings: Morning [ ] Afternoon [ ]

16. Type of School: 
   - Boys School [ ]
   - Girls School [ ]
   - Co-Educational [ ]

17. Employment Status: 
   - Permanent [ ]
   - Temporary [ ]
   - Contractual [ ]
   - Others (Please Specify) _________________________
18. Designation: ________________

19. Is this your first job? Yes [ ] No [ ]

20. Total Teaching Experience: Years ____________ Months ____________

21. Total Teaching Experience in this school: Years ____________ Months ____________

22. Total Teaching Experience with corporation Schools: Years ____________ Months ____________

23. Number of Promotions received till date: ____________

24. Number of Transfers received till date: ____________

25. In which section of the school you are working?
   Standard 1 to 5 [ ] Standard 6 to 8 [ ]

26. Which Subjects do you teach?
   (1) ____ (3) ____
   (2) ____ (4) ____

Kindly rate the following statements from Strongly Agree to Strongly Disagree

5 = Strongly Agree, 4 = Agree, 3 = Neutral, 2 = Disagree, 1 = Strongly Disagree.

<table>
<thead>
<tr>
<th>Sr. no.</th>
<th>Statements</th>
<th>Strongly Agree (5)</th>
<th>Agree (4)</th>
<th>Neutral (3)</th>
<th>Disagree (2)</th>
<th>Strongly Disagree (1)</th>
</tr>
</thead>
</table>

**Income**

1. My monthly income is sufficient enough to live a decent life in the society.

2. My income is appropriate to my qualification.

3. I feel increase in income would increase my job satisfaction

**Policy and Management**

4. I am satisfied with leave policy of the school
<table>
<thead>
<tr>
<th>Sr. No.</th>
<th>Statements</th>
<th>Strongly Agree (5)</th>
<th>Agree (4)</th>
<th>Neutral (3)</th>
<th>Disagree (2)</th>
<th>Strongly Disagree (1)</th>
</tr>
</thead>
<tbody>
<tr>
<td>5</td>
<td>I feel that my job is secure in this school</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>6</td>
<td>I am happy with the number of teaching hours allocated to me.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>7</td>
<td>School arranges talks and seminars by the outsiders (consultants, educationalist)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>8</td>
<td>I am satisfied with the school overall administration</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td><strong>Working Condition</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>9</td>
<td>I am satisfied with the physical facilities provided by the school</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>10</td>
<td>Working hours are convenient for me to work</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>11</td>
<td>I feel comfortable working in this school</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>12</td>
<td>I have more of co curricular activities than teaching duties</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td><strong>Interpersonal Relation</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>13</td>
<td>I receive cooperation from the superior of the school</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>14</td>
<td>I feel Pleasant and friendly atmosphere between me and my superior</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>15</td>
<td>Superiors gives practical advice on my performance</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>16</td>
<td>My colleagues stimulates me to do better work</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>17</td>
<td>My views are considered in any decision making process of the school</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td><strong>Intrinsic Reward</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>18</td>
<td>My work is highly acknowledged by the superiors.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>19</td>
<td>I have opportunity to be promoted in accordance with my competence</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>20</td>
<td>I receive praise appreciation and rewards from the superiors for the work I do</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td><strong>Advancement</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>21</td>
<td>Creativity and innovation is being encouraged by the superior</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>No.</td>
<td>Statement</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>-----</td>
<td>-----------------------------------------------------------------------------------------------------</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>22</td>
<td>There is high level of opportunity for the personal development in this school</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>23</td>
<td>School has fair and reasonable justice in staffs promotion and advancements</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>24</td>
<td>I am usually assigned with the important work</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>25</td>
<td>My job is interesting and challenging</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>26</td>
<td>I am happy with the given responsibilities as it gives me opportunity to utilize my knowledge and skills</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>27</td>
<td>I have enough freedom to make my own decision within the given responsibilities</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>28</td>
<td>People respect me as a teacher</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>29</td>
<td>I am proud to be a teacher</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>30</td>
<td>My job as a teacher in SMC schools give me a great deal of personal satisfaction</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Work Responsibilities**

**Personal Satisfaction**

List two most important factors in your job that is most satisfying

List two most important factors in your job that is most dissatisfying

Suggest the strategies that could be adopted to motivate teachers and improve their job satisfaction.

*Thank You*

---

**Table of Content**

Acknowledgement

Preface

List of Tables

List of Figures

Chapter 1 12

Introduction of Job Satisfaction 12

1.0 Job Satisfaction of Teachers ................................................................. 12

1.1 Introduction of Job Satisfaction ............................................................... 13

1.2 Concept of Job Satisfaction ................................................................. 14

1.3 Aim of Job Satisfaction Studies ........................................................... 15
5.3.0 Analysis for Third Objective: ................................................................. 123
5.4.0 Analysis for Fourth Objective: ............................................................... 173
5.5.0 Analysis for Fifth Objective: ................................................................. 192
5.6.0 Analysis for Sixth Objective: ................................................................. 196

Chapter 6 219
Major Findings, Suggestions, Conclusion 219

6.0 Major Findings ......................................................................................... 219
  Findings of First Objective ................................................................. 219
  Findings of the Second Objective ......................................................... 221
  Findings of the Third Objective ........................................................... 223
  Findings of the Fourth Objective ........................................................... 224
  Findings of the Fifth objective ............................................................... 225
  Findings of the Sixth Objectives ............................................................ 225

6.1 Conclusions and Suggestions ............................................................... 226

6.2 Limitations of Study .............................................................................. 228

6.3 Future Scope of Study ........................................................................... 228

References .................................................................................................. 243

Bibliography ............................................................................................... 251

List of Tables

Table 3. 1 List of Members of Nagar Prathamik Shikshan Samiti, Surat ......................... 47
Table 3. 2 Total Number of Schools Zone Wise ...................................................... 48
Table 3. 3 Number of Schools Zone and Medium Wise ........................................... 49
Table 3. 4 Total Number of Teachers Zone Wise ................................................... 50
Table 3. 5 Total Number of Students Standard Wise ............................................. 50
Table 3. 6 Total Number of Boys and Girls in Standard 1to 5 and 6 to 8 ....................... 51
Table 3. 7 Students Enrollment Data ..................................................................... 51
Table 3. 8 Training Calendar for the Academic year 2016-17 .................................... 51

Table 4. 1 Athwa Zone School’s Name ................................................................ 60
Table 4. 2 Limbayat Zone School’s Name ............................................................ 61
Table 4. 3 Nanpura Zone School’s Name ............................................................ 61