JOB SATISFACTION OF PRIMARY TEACHERS UNDER SAMTSE DISTRICT OF BHUTAN

KINLEY DORJI 4838016 SHEM/M

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THESIS ADVISORS: NAWARAT PHAINOI, Ed.D. (DEVELOPMENT EDUCATION), UTHAITHIP RAKCHANYABAN, Ph.D. (DEMOGRAPHY)

ABSTRACT

The purpose of the study was to determine the level of job satisfaction of primary teachers under Samtse district of Bhutan and to compare the significant differences on the level of job satisfaction by its socio-demographic factors and organizational factors. The research method applied in this study was a cross-sectional survey. The data were analyzed using both descriptive and inferential statistics for data interpretation. The satisfaction levels were measured on a five point Likert scale from the mean scores (scale from 1= very unsatisfied to 5 = very satisfied).

The findings indicated that the overall job satisfaction was at the satisfied level with a mean score of 3.58. Both motivation and hygiene aspects were at the satisfied level with very little difference in the mean scores. However, when the two aspects were compared the hygiene aspect was slightly higher than the motivation aspect. With regard to the significant difference on the level of job satisfaction by its socio-demographic factors and organizational factors, age, educational level, experience in teaching, position and their commitment were found to be statistically significant, while gender, marital status, size of the school and the teaching load were not statistically significant.

Although the overall job satisfaction was found to be at the satisfied level, there were a few aspects like salary, image of the job and growth and advancement where teachers expressed dissatisfaction. In this context, it is recommended that an in-depth study be carried out in future by focusing on these aspects and responding with appropriate measures. Further studies should be carried out for the maintenance of the job satisfaction of teachers in the future.

KEY WORDS: JOB SATISFACTION/PRIMARY TEACHERS/BHUTAN.

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