JOB SATISFACTION OF SCHOOL PRINCIPALS IN COLOMBO DISTRICT SRI LANKA

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ABSTRACT

Job satisfaction of school principals has become increasingly urgent in an educational context because they are dealing with the future of the community or society in which they operate. To enhance the education system, we must examine the factors that influence the job satisfaction of school principals. The purpose of this study was to examine job satisfaction of school principals in the Colombo district, Sri Lanka, by examining how their personal and organizational factors affect the job satisfaction factors of hygiene (relationship between superiors, peers, and subordinates, policy and administrative work, working conditions and salary) and motivation (recognition, advancement, achievement and responsibility). The research sample was 201 school principals in the Colombo District. Both descriptive statistical analyses (frequency, percentage, mean, and standard deviation) and inferential statistical analyses (t-test and one-way ANOVA) were used to analyze the data. The significant differences were tested by using a post hoc test with Least Significant Difference. The hypotheses were tested using a confidence level of 0.05.

Findings indicated that the job satisfaction of school principals in the Colombo district, Sri Lanka was at a high level. Out of the eight factors analyzed, six (relationship between superiors, peers, and subordinates, working conditions, recognition, advancement, achievement and responsibility) were found to be at a high level of satisfaction and two (policy and administrative work, and salary) were at a moderate level of satisfaction. When job satisfaction was examined from the influence of personal and organizational factors, there was a statistically significant difference based on education level and school type.

It is recommended that the concerned authorities should decisively reform their management and organize a number of training programs to professionally develop the school principals. Further, a qualitative study should be carried out to gain a better understanding regarding job satisfaction of school principals.

KEY WORDS: JOB SATISFACTION/ SCHOOL PRINCIPALS

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