

**TEACHERS' JOB SATISFACTION: A STUDY OF TYPE 2
SCHOOLS IN POLONNARUWA ZONE AT SRI LANKA**



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ABSTRACT

The purpose of this study was to determine job satisfaction levels of teachers, degree of intrinsic, extrinsic, and general job satisfaction and, those demographic factors which affected the job satisfaction of teachers in type 2 schools. A quantitative approach was adopted by using questionnaires to collect data from type 2 school teachers in the Polonnaruwa zone in Sri Lanka. The questionnaire was developed after reviewing substantial literature in conjunction with the job satisfaction of the teachers. The Minnesota Satisfaction Questionnaire (short form) which was designed to measure an employee's satisfaction with their particular job was adopted as a teacher job satisfaction questionnaire (TJSQ) for the current research. The research population was 261 teachers who were employed at the time of data collection. The sample number was 166 according to the Yamane formula, and random sampling was done. Both descriptive statistical analysis and inferential statistical analysis were used to analyze the data.

Results showed that the overall job satisfaction level of the teachers was at the satisfied level and intrinsic, extrinsic, and general job satisfaction levels were at the satisfied level. It was noted that teachers had higher intrinsic satisfaction than extrinsic satisfaction. Research findings indicated that gender was the only variable that had an effect on job satisfaction, intrinsic satisfaction, and extrinsic satisfaction of the teachers in type 2 schools in the Polonnaruwa zone but not with the age, educational qualification, and teaching experience of teachers. The hypotheses were tested using a confidence level of 0.05. It was indicated that female teachers had higher job satisfaction than male teachers. In addition, this research revealed that for the factors called advancement and compensation, the levels of satisfaction were neutral while for the other factors teachers were satisfied. Thus, it is highly recommended that there should be adequate educational policies for reasonable salaries and for promotion to increase the job satisfaction of teachers.

KEY WORDS: TEACHERS/ SRI LANKA/JOB SATISFACTION/MSQ/TJSQ

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