

JOB SATISFACTION AMONG FEMALE TEACHERS IN PUBLIC SCHOOLS IN POKHARA

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LETTER OF RECOMMENDATION

This is to certify that **Kumari Bheem Gurung** has completed this dissertation entitled "**Job Satisfaction among Female Teachers in Public Schools in Pokhara**" under my supervision and guidance. I, therefore, recommend and forward this dissertation for final approval and acceptance by the dissertation committee.

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LETTER OF ACCEPTANCE

This dissertation entitled "**Job Satisfaction among Female Teachers in Public Schools in Pokhara**" submitted to the Department of Sociology/Anthropology, Tribhuvan University, Prithvi Narayan Campus, Bagar, Pokhara by **Kumari Bheem Gurung** has been accepted as the partial fulfillment of the requirements for the Degree of Master of Arts in Sociology by the undersigned members of the dissertation committee.

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ABSTRACT

“The job satisfaction among the Female Teachers of Public Schools” is a study on different dimensions of teaching women. The prime aim of this study is to find out the teachers perception on ‘Job Satisfaction’ and to identify the factors which affect job satisfaction. Out of 33 wards in Pokhara Metropolitan city, four wards were selected purposively for this study. There are seven Public Schools in these study area where total numbers of female teachers are 113.

In any context education has played a vital role for overall development of the society in the history of mankind. It is duly said that history of mankind is just the history of education.

The study has focused on the perception of female teachers regarding job satisfaction. It has been found that job satisfaction according to female teachers isn’t restricted to only salary rather there are other factors as well which they considers the influencing factors. The research shows friendly and supportive colleagues, interesting job, good employee- employer relationship, flexible and safe working place as the most important factors for job satisfaction.

Almost all of them wanted some support from their family members for the betterment in their professional lives. Even they desired some sharing in their work with their family members. They do like multiple roles because it proves their capability. But they found it much more when they are not able to manage their roles and responsible in hard times.

If female teachers has Gender Responsive working Environment there exists democratic norms in performing school activities teachers would enjoy more freedom of work and turn, her job satisfaction would be better in the present study.

Directly or indirectly every respondents accepts that they are stuffed with more work load and responsibilities. Problem faced by women is stress caused by role conflict or multiple roles. There is close relationship between their incomes and expenditure. Their volume of expenditure generally shows their living standard and either they are enjoying the qualitative lives or not. Most of the female teachers are not given the proper opportunities. Also they are facing the problem of underestimation towards them.

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ABBREVIATIONS

DEOs	:	District Education Officers
DV	:	Dependent Variables
GWE	:	General Working Environment
HLBQ	:	Headmaster's Leadership Behavior Questionnaire
HoD	:	Head of the Department
HSL	:	Higher Secondary Level
IV	:	Independent Variables
JCM	:	Job Characteristics Model
JDI	:	Job Descriptive Index
JS	:	Job Satisfaction
Js	:	Job Security
JSS	:	Job Satisfaction Survey
LBDQ	:	Leader Behavior Description Questionnaire
LSL	:	Lower Secondary Level
MOES	:	Ministry of Education and Sports
OC	:	Organizational Climate
PL	:	Primary Level
PO	:	Participation at Organization
SR	:	Social Relationship
TU	:	Tribhuvan University