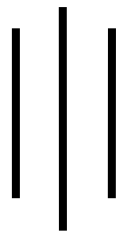


**JOB SATISFACTION AMONG FEMALE TEACHERS
A STUDY OF WOMEN IN PRIVATE SCHOOLS IN KIRTIPUR
MUNICIPALITY**



**A DISSERTATION SUBMITTED FOR THE PARTIAL FULFILLMENT OF
THE REQUIREMENTS FOR THE COURSE OF THESIS WRITING (SA560)
OF MASTERS OF ARTS IN SOCIOLOGY**

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LETTER OF RECOMMENDATION

This is to certify that Satya Raj Phulara has prepared this dissertation entitled **Job Satisfaction Among Female Teachers: A Study of Women in Private Schools in Kirtipur Municipality** under my guidance and supervision in the partial fulfillment of the requirements of the course SA560 Thesis Writing of Masters in Arts in Sociology. Therefore, this dissertation report is recommended for final evaluation.

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LETTER OF APPROVAL

The dissertation entitled **Job Satisfaction Among Female Teachers: A Study of Women in Private Schools in Kirtipur Municipality** has been submitted by Satya Raj Phulara in the partial fulfillment of the requirements for the degree of Masters in Arts in Sociology/Anthropology.

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DECLARATION

I hereby declare that the work presented here has not been submitted for the candidature for any other degree. Any literature, data or work done by others and cited in this dissertation work has been given due acknowledgement and are listed in the reference section. I understand that my dissertation will be a part of the permanent collection of Tribhuwan University Campus Library. My signature below authorizes release of dissertation to any reader upon request for any scholarly purposes.

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Satya Raj Phulara

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ABSTRACT

The dissertation entitled *Job Satisfaction Among Female Teachers; a Study of Women in Private Schools in Kirtipur Municipality*, is the research work made to study about the status and job satisfaction level of female teachers working in private boarding schools of Kirtipur Municipality. Attempts to improve performance in schools will never succeed if teachers job satisfaction is ignored. Here, situation of female teachers is basically studied as most of the boarding schools of Kirtipur Municipality consist of large number of female teachers. The study investigates whether female teachers job satisfaction differs significantly in relation to socio-economic factors such as gender, age, marital status, teaching experience, place of residence, promotional or leadership position, educational qualifications, relationship with family members, their economic standard, working environment in school and gender differences in job. Moreover, the study investigates the factors that contribute significantly to the teachers intention to remain in the job. The main objective of this study is to find out the socio- economic condition, intensity of gender discrimination and job satisfaction level of female teachers working in private boarding school of Kirtipur Municipality.

The study is based on primary data, collected from Kirtipur Municipality in 2019. This includes 50 females of age between 20 to 60 years as sample size. To conduct this research, semi-structured questionnaire was designed for the data collection. Most of the questions were pre-coded and some open questions had also been included in the questionnaire. A set of 34 questions were prepared and interviewed to the targeted population from whom the data were collected. The case study and key informants' interview has also been added. Secondary data has also been used to give completion to the study. The filled up questionnaires were done manual editing thoroughly. After completing the manual edition, the data were analyzed. The analyzed data were interpreted using different statistical tools and writings.

The working ladies in private schools of Kirtipur Municipality seem to have improved lifestyle. Working women though have hard time to manage their dual role are seem quite satisfactory towards their job because of family support, changing view towards teaching profession by the society and increased salary and facilities in

the teaching field. Therefore in today's context, teaching job in private school has started receiving positive responses since the socio-economic factors are inclined towards the progress. If some draw backs are reduced then teaching profession also will be one of the priorities job in Nepal helping ladies who are mostly associated with this job.

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ABBREVIATIONS

AD	After Death of Christ
BOEP	Basic and Primary Education Project
BPEP	Basic and Primary Education Project
CBS	Central Bureau of Statistics
CDPS	Central Department of Population Studies
CERID	Center for Educational Research, Innovation and Development
DEP	District Education Plans
DOE	Department of Education
ECD	Early Childhood Development
EGWN	Education for girls and women in Nepal
INGO	International Non-Governmental Organization
MA	Masters in Arts
MOE	Ministry of Education
MOPE	Ministry of Population and Environment
NDHS	National Demographic Health Survey
SSRP	School Sector Reform Plan
UN	United Nations
UNESCO	United Nations Educational, Scientific and Cultural Organization