

Job Satisfaction in English Language Teaching: Experiences of Female Teachers

**A Thesis Submitted to the Department of English Education
In Partial Fulfillment for the Master of Education in English**

**Submitted by
Suchitra Gurung**

**Faculty of Education
Tribhuvan University,
Kirtipur, Kathmandu, Nepal**

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**T.U Regd. No.: 9-2-285-121-2010
Fourth Semester Examination
Roll No.: 7228660/073**

**Date of Approval of Thesis
Proposal: 15/03/2020
Date of Submission: 11/07/2022**

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This is certify that **Ms. Suchitra Gurung** has prepared the thesis entitled **Job Satisfaction in English Language Teaching: Experiences of Female Teachers** under my guidance and supervision.

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Dedication

Dedicated to my parents
for the exceptional love, endless support and sacrifices.

Declaration

I, hereby, declare that to the best of my knowledge this thesis original; no part of it was earlier submitted for candidature of research degree to any university.

Date: 10/07/2022

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Suchitra Gurung

Acknowledgements

Most importantly, I would like to express my deepest gratitude to my supervisor **Mr. Resham Acharya**, Teaching Assistant, Department of English Education, T.U., Kirtipur. Without his invaluable support, guidance, his encouragement and belief on me, I would have never been able to accomplish this work. More specifically, I am always indebted to him for his incredible and constructive feedback and input against the problems or errors throughout the study.

Similarly, I would like to express my profound gratitude to **Dr. Gopal Prasad Pandey**, Reader and Head, Department of English Education, T.U., Kirtipur for his inspirations, productive comments and invaluable advices during the viva voce of the study.

Similarly, I am thankful to my external examiner **Dr. Ram Ekwel Singh, Reader**, for providing me valuable feedback and suggestions during my thesis presentation.

I also extend my sincere gratitude to **Prof. Dr. Anjana Bhattarai, Prof. Dr. Bal Mukunda Bhandari, Prof. Dr. Tara Datta Bhatta, Mr. Bhim Prasad Wasti, Dr. Prem Bahadur Phyak, Dr. Purna Bahadur Kandel, Dr. Madhu Neupane, Dr. Renu Singh, Dr. Hari Maya Sharma, Ms. Saraswati Dawadi and Ms. Hima Rawal, Lecturer** for their constructive suggestions. My sincere gratitude also goes to my respected teachers, **Mr. Ashok Sapkota, Guru Prasad Paudel, and Mr. Khem Raj Joshi** for their guidance and inspirations during my study at university.

It will be unfair if I forget to express my sincere gratitude to all the informants therefore I would also like to acknowledge them for providing me valuable information while carrying out this research.

My heartfelt thanks my parents for their support and everlasting encouragement throughout my educational years. Additionally, I appreciate their financial and moral assistance I endured during the data collection period. Finally, I am also grateful to my classmates for their pieces of advice regarding this research work.

Suchitra Gurung

Abstract

This research entitled **Job Satisfaction in English Language Teaching: Experiences of Female Teachers** is an attempt to explore and analyze job satisfaction of female teachers in teaching English. I used narrative research design to meet the objective of the study. The sample of the study included four female teachers of (lower secondary) level from Gorkha district. I used purposive non-random sampling procedure. I collected data through in-depth interview. The study was entirely based on primary sources of data. Data was analyzed qualitatively with the help of thematic analysis procedure. The findings of the study showed that ongoing teachers are personally motivated so they are satisfied with their job but drop out teacher are personally less motivated so they are dissatisfied with their job. Furthermore, findings of this research suggest that not only female English teachers but also other concern authority and guardian should have positive thoughts towards the female teacher job satisfaction. Similarly, the female teachers are dissatisfied with their profession. So, the government should bring new prospect and the program for female teachers.

This thesis consists of five chapters. Each chapter is divided into different heading and subheading. The first chapter deals with the introduction of the topic in which background of the study, statement of the problem, objectives of the study, research questions, and significance of the study, delimitations of the study and operational definition of the key terms. The second chapter consist review of all the related theoretical and empirical literature, their implications on the study and conceptual framework of the whole study. The chapter three consists of the methodological procedure, data analysis and interpretation procedures and ethical considerations. Then fifth chapter deals with findings, conclusions and recommendations of the study. The references and appendixes have been included in the last part of the thesis.

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Acronyms/Abbreviations

B. ED :	Bachelor of Education
ELT :	English language Teaching
M. Ed :	Master of Education
P. :	Page
Prof. :	Professor
SLC. :	School Leaving Certificate
T.U. :	Tribhuvan University

Chapter I

Introduction

The present research is entitled **Job Satisfaction in English Language Teaching: Experiences of Female Teachers**. The chapter consists of background of the study, statement of the problem, objectives of the study, research questions, significance of the study, delimitations of the study and operational definitions of the key term.

Background of the Study

Teachers are the source of knowledge. They teach or instruct, especially as a profession. The future of children and future citizens of the nation are in the hands of teachers. It depends on the quality of teachers and their contribution toward the profession. Their contribution depends on job satisfaction. It means how teachers feel about their profession and different aspects of their profession. It is related to attitude, motivation and perception of people who are engaged with the profession. Female teachers are called good teacher due to her inherent qualities of motherly nature. Teacher's attitude towards teaching may be positive or negative. The female teachers play a double role in the teaching profession. It means female English teachers having satisfaction gives positive results.

Job satisfaction is an attitude and emotions which results from the balance of many specific likes and dislikes experienced in connection with the job. So, positive perception creates a fruit full environment to do work for all female teachers. Everyone needs a job but it creates problems. The attitude manifests itself in the evaluation of a job. This evaluation may rest largely upon one's success or failure in the achievement of personal objectives. Thus, a worker may like certain aspects of his work yet thoroughly dislike others. Bradey (2001, p.86) portrays job satisfaction is an emotional effective response derived from one's job. These feelings are not limited to salaries but include factors like the way the employees are treated and how the management regards their input. This means female teachers feel that the climate is favorable when they are doing something useful that provides a sense of personal value. They regularly want difficult work that is inherently satisfying. Many female

teachers also want responsibility and the opportunity to succeed. They want to be listened to, treated and valued as individuals.

Needs, satisfaction and motivation to work are very essential in the lives of female English language teachers because they form the fundamental reason for working in life. While almost every female teacher works in order to satisfy her needs in life, she continually need satisfaction. The female teacher can be satisfied with their work and able to produce a good product. In the context of Nepal, there have only been little systematic, small-scale researches which use a real test to examine between ages, gender, education level and years of experiences. Though some researchers give information regarding job satisfaction among teachers, large numbers of research have to be carried out to understand the job satisfaction among female teachers. There are lots of reasons behind why the numbers of female teachers are less participating in their profession. The main reason may be the job dissatisfaction. Female teacher have to work at home as well as school which gives them work burden. There is less provision for maternity leave to women teachers, though the government has given 60 days leave. Female English teachers often reported feeling lonely and isolated in schools. Many of them reported that they are often ignored or neglected at work, particularly in situations where men dominated the staff (Bista, 2006).

Job is also related to create form working environment, supervision style, interpersonal relationship and organizational culture also. A satisfy teacher plays a crucial role in the society. A dissatisfy teacher can become irritable and may create tensions which can have negative influence on the student learning process. Teaching is the biggest profession of employment for women in formal sectors. Only female teachers recruited to teach in girl's school. In teaching it is more important to have mental commitment and devotion than physical presence. It can be possible by only female teacher. So, female teacher play crucial role for teaching field. Many researchers research about job but very few researcher researches about female teacher job satisfaction. Female teacher face so many problems. It can be the affecting factors of female teacher. At present situation job satisfaction has been an important issue about female teachers. Teachers have interested work in the field where they get more satisfaction. It is human behavior. But in reality how far such job satisfaction is ensured in different jobs. Moreover looking job satisfaction from women perspective

will also be interesting to present. Female teacher plays significant role in school but the participation of women teacher in school is very few. More than half of the population is covered by women. However, those women are deprived by many sectors. Women teacher could not get equal opportunity like as man and there is number of reason behind it. Female teachers take care and give motherly love in school. So, students will learn easily and enthusiastically. In the teaching sector, female teachers get a satisfied and positive feeling about their job there will be beneficial for all as well as developing the country quickly. If the teacher will be dissatisfied there will be negative feeling and hamper the development of the country. In our Nepalese society status of female teacher seems pitiable. There is a lack of reward, awareness and residential facilities throughout this research frequently improve it. Female teacher role is most important in the school, home as well as education sector. So that, for women teachers respect her work and encourage them to uplift in the nation quickly.

In this way the research will explore the affecting factors to develop female teacher job satisfaction and profession. And also deals with the level of female teacher job satisfaction. My attempt was to explore the job satisfaction of female teachers. The female teachers which one is most satisfied or dissatisfied with their job: ongoing female teachers or the female teachers who quit the teaching profession.

Statement of the Problem

Job satisfaction refers to a person's feelings of satisfaction on the job. People involved in different jobs. Among them, teaching is one. Male and female both are in the teaching profession. Teaching profession is a really respectable job in comparison to other jobs but teaching seems valueless in society because of the narrow concept of people. In the school female teacher participation is very low compared to male (Bista, 2006). Nowadays, education is the eye or media through which women's development can be achieved where the female teachers have a significant role to play. Reviewing the literature, it was found that a number of researches were carried out on the status of female teachers, attitude and activities of female teachers. However, the research about job satisfaction level in teaching and the affected factor of female teachers has not so far. We find very little research on female teachers. So, this research is new. In the present situation we can see many female teachers quit the

teaching profession and join other sectors. They are not satisfied with the teaching profession. The lack of satisfaction is the serious problem of the teaching profession. So, what are the major factors that affect satisfaction of the female teachers? What is the level of female teacher's job satisfaction? What may be the solution to promote the female teacher's job satisfaction? These questions made me curious. That is why I am interested in carrying out this research.

Objectives of the Study

The main objectives of this study were as follows:

- a. To explore the level of satisfaction in teaching for the female teachers.
- b. To explore the factors that affect job satisfaction of the female teachers.
- c. To suggest some pedagogical implications.

Research Questions

The present study found out the answer of the following question

- a. What are the levels of satisfaction in teaching for the female teachers?
- b. What are the factors that affect job satisfaction of female teachers?

Significance of the Study

This research was focused on finding women's powerful capacities and it was significant for the female teacher who wants to enter a teaching job. In the same way, this study was to know more about the status of English language female teachers. This research focused on finding the real affecting factors of English language female teachers who are directly or indirectly involved in the teaching learning field. Similarly, this statement is important to the policy makers to develop the plans and policies for the Nepalese government to make a gender friendly approach in education. I expect this study would be beneficial to get strong policy and provision for empowering female teachers. Most prominently, this study helped me to explore the hidden reality of a female teacher's life. It can be helpful to the researcher who wants to undertake resources in the area of job satisfaction of female teachers. This study will be advantageous for government, policy makers, administrative heads,

principals or headmasters and even for the teachers to improve and enhance their working capabilities. Thus, present study is most significant to the female teachers who are working in the field of teaching. Likewise, this study will be significant to bring strong provision and policy for empowering the female teachers. Similarly, it will be beneficial for the researchers who want to undertake research in the area of job satisfaction. In the same way, most of the research on job satisfaction is related to management of industrial or business organizations. But the study of the female teachers' job satisfaction is not much. This study helped to contribute to that.

Finally, this research will be helpful for the researchers who want to conduct research in this area because this study will find out the female teacher satisfaction level and affecting factors.

Delimitations of the Study

The area of study was limited to Gorkha district. This study was based on 4 English language female teachers at government school. This study was limited in exploring the job satisfaction of female teachers for their profession. The study was qualitative in nature and the research was delimited in narrative inquiry. In-depth interviews were used as the only research tool for the data collection.

Operational Definition of the Key Terms

The major key words are given below.

Affecting factors. The factors which affected female teacher job satisfaction or dissatisfaction. There are some factors that make female teachers dissatisfied with their job.

Female teacher. The female teachers, who have faithful, deserving, struggle and worked hard for their profession. Female teachers play a significant role in teaching profession and job satisfaction or dissatisfaction.

Job satisfaction. Job satisfaction means one kind of favorable psychological feeling or attitude of a teacher about their job. It is the dimension of the working environment, accessibility of infrastructural and colleague rapport.

Chapter II

Review of Related Literature and Conceptual Framework

This chapter includes review of the related theoretical literature, review of empirical literature, implications of the review of the study and conceptual framework.

Review of Related Theoretical Literature

In this section I have reviewed various existing theoretical literature related to my study which give us guidelines for my research and choose appropriate design. The theoretical related subtopics are mentioned below.

An introduction to job satisfaction. Job satisfaction is an attitude of people about their job. Young (1984) defines job satisfaction as “the affective reaction that employees have about their jobs”. Thus, this study means when their job is fulfilled with positive expectation they work very well. They are satisfied with their work. According to Locke (1976), job satisfaction is “a pleasurable or positive emotional state resulting from the appraisal of one’s job experience”. It means pleasurable feelings create good productivity. Productivity may differ from the satisfaction and dissatisfaction of female teachers. Spector (1985, p.1) defines “job satisfaction as a cluster of evaluative feelings about the job”. He identified 9 facets of job satisfaction: pay, promotion, supervision, benefits, contingent procedures, operating procedure, coworkers, and nature of work. Pay refers to amount and fairness of salary, promotion means opportunities and fairness of promotion, supervision means fairness and competence at managerial task by one’s supervisor, contingent procedures refers to sense of respect, recognition and appreciation, operating procedure means policies procedure, rules perceived red tape, coworkers means perceived competence and pleasantness of one’s colleagues, nature of work means enjoyment of the actual tasks themselves.

Job satisfaction is directly linked with some organizational phenomena, like hierarchy, supervision. Workers preferred decentralized administration. Participation in decision making can bring job satisfaction. Smith, Kendall and Hullin have

suggested that there are five job dimensions that represent the most important characteristics of a job about which people have an effective response. They are, The work itself: the extent to which the job provides the individual with interesting tasks, opportunities for learning and the chance to accept responsibility , Pay: The amount of financial remuneration that is received and the degree to which this is viewed as equitable vis a vis that of others in the organization , Promotion opportunities: the chances for advancement in the hierarchy, Supervision: the abilities of the supervisor to provide technical assistance and behavior support , Coworkers: the degree to which fellow workers are technically proficient and socially supportive.

Theory of job satisfaction. Satisfaction is an interesting work- related phenomenon for the fulfillment of needs. Generally, job satisfaction is related to the attitudes, emotions and feelings about a job. Theories present explanations of how and why people think and perform as they want. Theories identify vital variables and link them to form tentative propositions that can be tested through research (Newstrom, 2007:6). Under these theories of job satisfaction, I have reviewed different three scholars' theories related to job satisfaction. They are Maslow's hierarchy of need theory, Herzberg's hygiene theory and Max Georger's X and Y theory.

Maslow's hierarchy of need theory. Abraham Maslow is a well-known psychologist in the world. Abraham Maslow conducted that individual motivational needs could be arranged in a hierarchy. Motivation needs could be arranged in hierarchies are some needs that are essential to all human beings and in the absence of their nothing else. Maslow (1943) identified five levels in his need hierarchy: 1. Physical needs: (food, clothing, shelter, sex), 2. Safety needs: (physical protection), 3. Social: (opportunities to develop close associations with other persons), 4. Esteem/Achievement needs: (prestige received from others), and 5. Self-Actualization: (opportunities for self-fulfillment and accomplishment through personal growth. The basic needs are the physical needs which exist by birth. While satisfied these basic needs then searching for other higher needs. Like as, this process is regularly changed and one basic need is fulfilled rather than starting another need. Through Maslow postulated hierarchy the main finding could be lower-level needs more satisfied than higher level needs. Higher levels can change the behavior of humans. Moreover, individual need satisfaction is influenced both by the importance

attached to various needs and the degree to which each individual perceive that different aspects of his or her life should, and actually do, fulfill these needs (Karimi, 2007, p. 48). The theory is related with needs of the person that who is going to achieve one after another. Like a female teacher associated with her life with Maslow hierarchy series in parallel form. At first, she is motivated by her salary so that, it could fulfill her physical demand as at the stage she wants to satisfy her past teaching profession. Female teachers develop their job satisfaction in different areas of their life, one stage than another. This theory can be applied for the female teacher job satisfaction. It helps female teachers to be satisfied or dissatisfied with their professional development.

Herzberg's hygiene of motivator theory. Herzberg hygiene theory is also called the two-factor theory. It has certain factors in the workplace result in job satisfaction for the employee, employer as well as teacher. He describes the distinction between two motivating factors and hygiene factors. These factors relate to the context of the job such as, Company policy, Administration, Supervision, Salary, Interpersonal relations, Supervisor, and Working conditions (Herzberg et al., 1959, p .48). If the individual has the absence of these hygiene factors who feel dissatisfied with the profession. As a result, female teachers could not engage in their own career development.

The hygiene factors are easier to evaluate, manage and control than the motivator factors one because motivators are more difficult and subjective to measure. The job satisfaction is made up of two unipolar such as job satisfaction and dissatisfaction. The theory has been admired as the most useful model to study job satisfaction (Kim, 2004). Here this study says if the person has a positive role toward work people become more satisfied.

Herzberg's theory is related to the motivational factors that they can connect from a female teacher perspective. Hygiene motivation always gives satisfaction to the female teachers. The satisfaction attitude leads them to increase their professional career. The positive motivator promotes the female teacher to do their work, duty and responsibilities for their own professional development. We can apply this theory for female teachers to satisfy their professional development. By the help of this theory

female teachers can internally motivate their job satisfaction and professional skill and get more satisfied.

Max Georger's x and y theory. The theory X and Y are developed by McGregor. These separated theories one is authoritarian style of management (Theory X) and another is helpful and participative style of organization (Theory Y). The theory X tend to negative or dislike feeling of employees even they are motivated by the authoritative nature of management body. And average human beings have an inherent dislike of work and will avoid it if they can. According to McGregor, organizations a theory X tend to have several tiers of management team to reverse and direct employees. It is related to reliable and suppressive natures. Managers are more actively involved to get things done. The theory Y managers have an encouraging, positive opinion of their people. And they use a decentralized, participative management style. There is the positive and collaborative relation to the managers and their team members. Employees think that they have greater responsibility to do successive work, if the manager encourages them to develop their skills. Average human beings prefer to be directed, wish to avoid responsibility, have relatively little ambition, and want security (Wehrich & Koontz, 1999:466). Theory Y provides the positive aspirations of employees' motivation for their personal as well professional development. In this way both theories can contribute to the female teacher's job satisfaction and female teachers' professional development. The theory X creates an obligatory environment to connect on their development. In authoritative bodies demand for teachers' competency to improve students' learning. Theory Y provides the democratic environment for teachers to acquire knowledge and skills.

This theory can be applied for the job satisfaction of female teachers. In the comparison to x the Worker gives more focus on the theory Y emotions and feelings affect the job and the employee's personal life.

Factors affecting job satisfaction. There are so many factors which affect female teacher job satisfaction. While job satisfaction is one of the major factors which include career prospect, academic qualification, salary, supervision, working environment, culture (Subramanian et al., 2013) those factors are given below.

Career prospect. Career prospects simply refer to how far a job makes one's career. It means whether the job is supporting the teachers to be established to develop a career. It is essential for the female teachers to develop their life. Female teachers are satisfied or dissatisfied depends upon affecting factors. From these factors female teacher can reach the ultimate goals of the job. Equality of support to the higher position brings satisfaction for the female teachers. The enrollment and encouragement process of female teachers affects their profession. According to (Bennell and Akyeampong, 2007, as cited in Iliya and Ifeoma, 2015) highlighted the need for more attractive career structures and more opportunities for teacher professional development. It means they get positive support from their job and it will frequently increase job satisfaction level. If there is no fairness in the recruitment, training, and promotion system of career prospects it will bring dissatisfaction to everyone. Thus, the career prospect of a job is highly linked with job satisfaction. Here is just talking about career prospects and not clearly describing female teacher career prospects. Government should focus on female teacher career needs and make up forms.

Academic qualification. Academic qualification is the standard form of one's academic background. Such qualification is a request for applying for any job. Each individual has different levels of education, skills and abilities. Their educational qualifications, skills and abilities determine their attitude towards their jobs. Getting a job according to academic qualifications definitely will achieve satisfy level. Moreover, if someone's job is inferior to her academic qualification it brings dissatisfaction to them. Academic qualification is the prime factor of being qualified to be recruited as teachers in school. The teachers who have qualified for higher level are obligated to teach a low level number of reasons behind it.

Salary. One of the most important purposes is doing a job and getting a handsome salary. If one gets an attractive salary by which one can have enough money, the lifestyle may cause job satisfaction. But if the salary cannot be sufficient, one should not be satisfied with the salary. Salary is one of the most influencing factors of female teacher job satisfaction. Subramanian et al. (2013), says that "there seems to be evidence to confirm the positive relationship between financial factors and job performance. Money is the fundamental inducement no other incentive

motivational technique comes even close to with respect to its influential value". Salary plays a significant role for female teacher job satisfaction. If the salary structure is poor for the school female teacher, such a low salary structure is not satisfactory to the entire team. Therefore, the pay structure may make them unhappy as well as dissatisfied. As a result salary directly impacts job satisfaction. Female teachers also want to get good salaries like as other jobs. They became so happy. But a poor salary could not fulfill their daily needs. As a result, the female teacher was frustrated. The government is also concerned about the teaching profession and salary.

Supervision. Supervision means guiding, monitoring and observing the employees while they are performing jobs. Harassment in the name of supervision by the senior teachers many times causes dissatisfaction to the female subordinates. So, this is connected to environment and the culture of the society. The females have had so many responsibilities in families like cooking and caring the kids, taking care and nursing their husbands as well as other members of the family. All these activities of the female teachers are obstacle for their professional seriousness and commitment. The support of the supervisor is one of the important factors for employee protection and to do well in one's job duties. Supervisor support is defined as the extent to which the leaders and the administrators make provision of care for the welfare of the employees and value their contribution (Neog&Barua, 2014) While they are supervised these are noted and they are humiliated. It prolonged the female teachers dissatisfied with their profession.

Working environment. Working environment also affects the female teacher's job satisfaction. Shonje (2016) says that a poor working environment creates a problem for teachers. They have faced many problems in their day to day activities. The working environments can affect job satisfaction. Physical environment includes infrastructure of the school building, classrooms, furniture and other interior, teachers room, toilets; specially, female teachers toilets, playground of the students, computer facilities. Physical environment is directly linked with job satisfaction. If one gets a useful physical environment he or she may be satisfied with the job. On the other hand, an unconstructive working environment creates dissatisfaction. The social environment covers family support to the female teacher, teacher student relationship, interpersonal relationship among the colleagues, head teacher assistant teachers'

relationship and teachers' - guardian relationship attitudes of the school managing committee (Shah et al., 2014). If such a relationship is good, someone can be satisfied with the job, because of the opposite relation one may be dissatisfied with their job. Thus, the environment plays a crucial role in female teacher job satisfaction.

Culture. Culture is mental software of the mind. It is learned, not inborn. It derives from one's social environment rather than from one's genes. Culture should be distinguished from human nature and an individual's personality. Job satisfaction is related to these criteria. If decision making process is fair everyone should be satisfied on the other hand under unfair decision making process creates dissatisfaction. So, female teacher will satisfy while democratic situation create. On the other hand, undemocratic situations create female teachers dissatisfied with their job. Here, the men are self-confident; though those cause women to be undermined. In formal rule and regulations, the women are given equal status as men but because of patriarchal and male dominated dimensions the women are far behind in their formal power. The male teachers do not feel comfortable working under female teacher's supervision. Thus, culture affects job satisfaction.

Status of female teacher in Nepal. Female teachers have a significant role to improve girls' position. Female teachers are the insight for females to be involved in the teaching profession. Many reasons behind it, there have been longtime democratic rule and political instability for a long. Another fundamental factor for being the country is very poor due to lack of knowledge, awareness and access to quality education. As a result, people have conservative, superstitious beliefs, there is gender discrimination and inequality and political leader have decreased political vision. So, the socio economic status of women in Nepal is very poor. Women are being deprived in every aspect of society. Other main factors have contributed to turn Nepal into a lower human development.

Generally, the status of women in Nepal seems pitiable. However, the status of women has been a little bit higher than it was in the past. They are still deprived of many rights, rules and facilities when they deserve. Nowadays very few people are ware about the girl education system and the government has also conducted different programs regarding women rights, but women are still low in number in every sector.

Nepal is that type of country where geographical; land luck, cultural, ethical, religious diversity. Across the diversity the majority of the communities in Nepal are patriarchal and conservative. A woman's life is strongly influenced by male counterpart: her husband, father, brother as well as son. Such patriarchal practices are further reinforced by the legal system. There is too much difference between one ethnic group and female creative statuses to another ethnic group. The economic contribution of women is substantial but largely unnoticed because their role was taken for granted.

Ethical data have said that the situation of Nepal women is very poor in health, education, political participation, income generation, self-confidence, decision making, access to policy making and human rights. In the past, women's work wasn't considered an economic activity. Those women who are in the front line and may be few and their voice is rarely heard (Bhandari, 2012)

In Nepal people were greatly affected by different struggles. They cross against the Rana regime. Women like Mangal Devi SahanPradhan started coming together and from 1914 until 1952 few women organizations were born to raise the political and social awareness among women in Nepal while we talk about women participation in politics the women and question raised main reason as the root of poverty and lack of education indeed.

In Nepal women have made contributions for the democratic process in Nepal. However, women have to face discrimination. It still existed in politics. Men are always superior, and females are always inferior from all sectors. Male is the head of the home they take their decision and Women have always been kept way from the decision-making role socially and economically as well as face hegemony (Bista,2006).

Review of Empirical Literature

The most important function of the literature review is to ensure researchers read widely around the subject area in which he/she is interested.

Khoddami (2011) conducted a research entitled “Being a female English language Teacher: Narratives of Identities in the Iranian Academy”. She explored the feeling and perception of female teachers in the Iranian context and their sense of identity. She took eight Iranian female English teachers as the respondents. The data were collected using in –depth interview and email correspondence by the two years collaboration with the participants. The findings provide a glimpse to the fact that the Iranian female teachers’ experiences in reconstruction professional discourses.

Paudyal(2012) conducted research on “Being a women teacher in Nepal: Experience of Social Exclusion and Inclusion”. The main objective of this research was to explore women teachers’ experience on the issue of social exclusion and inclusion. The researcher collected data using questionnaires by selecting the sample size purposely. The sample size was 40 secondary level English language female teachers from the Kathmandu valley. The research design was a survey, so the data was analyzed and interpreted. The major finding of this study was female teacher attitudes toward their profession. She attempted to find out the reason for exclusion and inclusion and why most of the females are interested in teaching.

Ghimre (2014) conducted research entitled “Attitude of Female Teachers Profession in Community Schools”. The main objective of this study was to find out the education status of female teachers in community schools. Twenty-one schools of 45 female teachers were the sample of that study. Under tools of data collection questionnaire and observation form used to elicit the required information from the present study and used qualitative and quantitative methods. The finding of that study showed that female teachers education status in community school. There was less participation of female teachers in school. Female teacher have faced problems.

Rashid and Maharshi (2015) conducted a research entitled “Problem of Female Teachers in District Kulyam”. The main purpose of this study was to explore the problem faced by female teachers in educational institution. The research was based on descriptive analysis and stratified random sampling was used for sampling. Questionnaire and interview were research tools for this research. The main finding of this research was that the main problems for female teachers were unnecessary clerical works, huge syllabus, low female teacher ratio, lack of reference materials, inadequate support from head and institute on and their colleagues and inadequate in-

service training. Another important finding of this research was lack of cooperation of family members, husband and children is one of the major problems of female teachers.

Yadav (2015) conducted a research entitle “Attitude of female teachers toward their job” the main objective of this research was to find out the perception of female teacher jobs. The researcher collects the data using questionnaire and observation by selecting the sample size with purpose. The sample size was 65 higher secondary, secondary and primary level teachers in Kathmandu valley. Qualitative research was conducted. The major finding of this study was that the women teachers faced problems in community school. There is a lack of management in school for female teachers.

Shrestha (2015) conducted a research entitle “Activities of Female Teachers for their Professional Development”. The main objective of this research was to find out the activities performed by female teachers towards their profession, the research was limited to the Bajura District of government schools and 20 respondents were only female teachers. The research tool was questionnaires (open-ended and close-ended) and carried out through survey design. The findings of the research showed that female teachers play a crucial role in their profession and a special training package is necessary to empower women in education, moreover, workshops, seminars and so on for their successful professional development.

Singh (2017) conducted research on “A critical Study on the Problem Faced by Women Teachers of Government Colleges within Imphal Urban Area, Manipur”. The main purpose of the research was to find out the economic, academic, administrative, social, personal, and infrastructural problems of women teachers. The methodology of the research was descriptive, and the design was survey. Question was the tools used in this research. The participants of this study were 100 women teachers working in 6 government colleges. The major finding of the study was that female teachers have the problem in infrastructure areas, such as in the classroom, teaching learning material, sports and library facility. They also have problems in academic and administrative area.

Oco (2022) conducted a research entitled “Level of Job Satisfaction of Public High School Teachers: A Survey”. The main purpose of the research was to find out the level of job satisfaction of the public high school teachers. The methodology of research is descriptive and the design was survey. Questionnaire was the tools used in this research. The participants of this study were 41 teachers working in the public high school. His main findings of the study were strongly satisfied with their social relationship and satisfied only with their compensation and benefits.

Although many research have been conducted in this field none of the above mentioned studies particularly focus female teacher job satisfaction or dissatisfaction my knowledge therefore this study is different from the already existed research it means affected factor and level of female teacher job satisfaction.

Implications of Review for the Study

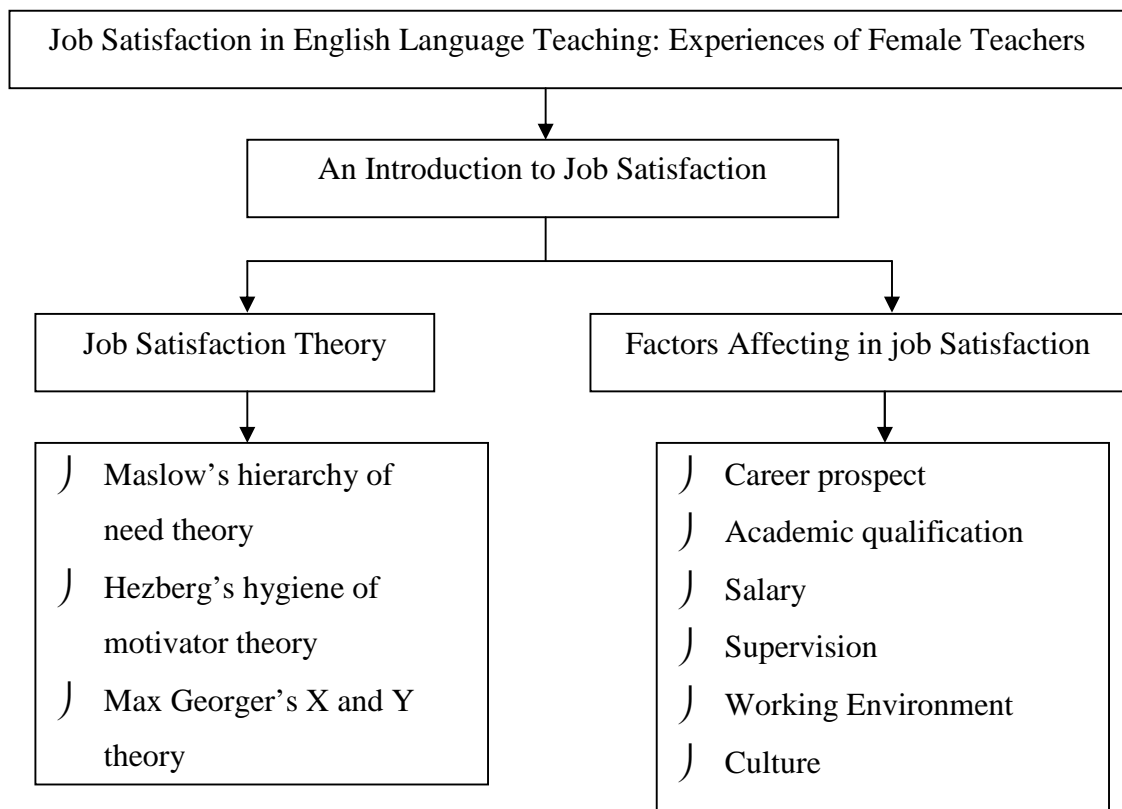
The literature review is a necessary part of the entire process and makes a valuable contribution to almost every operational step. It plays a significant role in any research because it helps the researcher to bring clarity and focus on research problems, reform methodology and contextualize the findings. It broadens the mind of a researcher in study he/she is looking into. Thus, I had tried to review the previous research works, ELT journals, articles and books which were related to my research work.

From the different reviewed literature, I got an idea about related study. Those research works have been carried out with various objectives, methodology, and research questions pertinent to the situation they were meant for. So after reviewing all those research works, I updated myself with the research process and methodological tools which are beneficial to my present research work. Hence, all the reviewed documents helped me to broaden the knowledge of related study in order to get practical ideas about conducting action research. Thus, these works have direct implication to my research study. Poudyal (2012) helped me to know about research design. Shrestha (2015) helped me to get an idea about tools of study. Similarly I got a lot of ideas about population; sample and sample strategy of data collection by Yadav (2015), Khodami (2011) provided me insights about collecting the real experiences of female teachers in school and college level. The study Oco (2022),

Rashid and Maharshi (2015), Singh (2015), Ghimire(2014) helped me to know about female teacher status and challenges faced. By the help of the review above, mention research study. I developed horizon theoretical knowledge about narrative research design.

Conceptual Framework

Affecting factor refers to challenge or difficulties. I have developed my conceptual framework base on following.



Chapter III

Methods and Procedures of the Study

Methods and procedures are very important fundamentals for the research study. It deals with research design, selection of participants, sampling procedure, sources and method of data collection tools, and data collection procedure and ethical consideration. If the researcher follows appropriate methodology and procedures, the objectives of the study are achieved very easily. Methods and procedures facilitate the researcher to go in the exact direction in research study.

Design and Method of the Study

I selected narrative inquiry research design for the purpose of my research work. Narrative inquiry is the process of gathering information for the purpose of research through storytelling. Connelly and Clandinin (1990) say that, "Humans are storytelling organisms who, individually and collectively, lead storied lives". Thus, this study of narrative is the study of the ways humans experience in the world. Narrative inquiry is an umbrella term that captures personal and human dimensions of experience over time and takes account of the relationship between individual experience and cultural context (Clandinin and Connelly 2000). It means systematically analyzing and representing people's stories. In narrative research designs, researchers describe the experience of individuals, collect, tell and retell the stories of people's autobiography.

Narrative research has emerged as a new form of qualitative research. Extremely few numbers of respondents are necessary. Data can be collected through diaries, interviews, autobiographies, people's life experience or stories as well as in-depth interviews. Furthermore, the collected data are described by narrative form focusing on the individual's life stories. The process of narrative research design refers to the way of carrying out the research by using this method. According to Creswell (2012, pp. 513-516), the steps of conducting narrative research are to identify a phenomenon, select one or more participant collect the story from that individual, re-story or retell the individual's story, collaborate with the participant-storyteller, write a story about the participant's experiences and validate and accuracy of the report.

Narrative inquiry means storytelling process that explores the real experience of an individual. I adopted narrative inquiry for my research study.

Population, Sample and Sampling Strategy

In this study, the female teachers of government schools of Gorkha district were the population of this study. The sample of this study was four female teachers of government schools. I selected two of them, who had been teaching in a government school and two female teachers who quit teaching and started another job. I adopted a purposive non-random sampling strategy for the selection.

Research Tool

In this study the main tool for data collection was in-depth interview.

Sources of Data

Both primary and secondary sources of data were used for this study.

Primary sources of data. The primary sources of data of this study were interviews with lived experience of 4 female teachers. The primary data was the information taken from the in depth interview of four female teachers. I used the purposive nonrandom sampling procedure to select female teachers. The data from primary sources were collected by recording, translating and transcribing their narratives.

Secondary sources of data. I used the secondary sources to collect the data. I went through the different books, articles, journals, thesis, research, research studies, dictionaries, Governmental policy, internet, informants for my research study.

Data Collection Procedures

When a researcher follows appropriate data collection procedure, researchers easily get their required information. To collect primary data required for this study, I followed certain procedures. First, I prepared tools for data collection and went to a school in Gorkha district then I took permission from the authority and built good rapport with the principal and concerned people. I created a good environment and

clarified the purpose of visiting them and requested to meet female teachers. After that, I took permission and met her and established good rapport then I explained the purpose of visiting. Then, I encouraged them to express their own lived experience of the teaching profession. After that, I collected required information with the help of an interview schedule. I took an in-depth interview and recorded audio of them. Then, I went to the community to meet female teachers who have quit the teaching job. I informed them about my purpose and took the interview. I met them four times for collect information. And finally, I thanked the respondents and other school authorities for their kind cooperation.

Data Analysis and Interpretation Procedures

In this research the process of data analysis started after the collection of raw data from interviews and diary keeping. This research design was based on the qualitative narrative inquiry so qualitative raw data were systematically collected. And then systematically collected data were transcribed, coded, developed themes, analyzed and interpreted and then presented thematically and descriptively.

Ethical Considerations

Ethical consideration is one of the most important things that researchers should follow while conducting research work. So, this study conducted all kinds of ethical code and conduct from beginning to the end. I went to the government school of Gorkha district. After that, I informed my purpose to my respondent, took permission from them to take their response. Moreover, I assured them that the collected data are going to be used for the current research study, not for other purposes. Along with institutions, none of the informant's real identification will be disclosed in any part of this research work. Furthermore, I assured them that any piece of information about the current study will be available if they want. During the period of my research observation, my work has not hampered the respondent. To accomplish the research work, I considered the ethical value like conducting research by taking permission of authority, keeping the responses of the respondent's secret and avoiding plagiarism.

Chapter IV

Analysis and Interpretation of Data

This chapter contains analysis and interpretation of the collected qualitative data. I have collected the stories of respondent female teachers through their narratives. I made the theme and sub theme to determine the live experiences of female English language teachers. In this part I have conducted the information about the teacher's lived experience regarding their affected factor and level of satisfaction. Here are four female teachers among them teacher A and B are ongoing teachers and teachers C and D are quit teaching professions. The data have analyzed and interpreted through the several way themes and sub themes given below

Job Satisfaction Level of Female Teachers

Job satisfaction is significant for the female teachers who are entering the teaching profession. Throughout the discussion with my respondent, I came to know that professional female English teachers have good collaboration with students, parents and all members. She gives new instruction and motivates the student to learn. The entire students are active to learn with her, at that time she feels glad. She has a positive attitude toward the teaching profession. It makes them satisfied with their job. The other participant who works in another organization gets name and fame in the working time but it is not long lasting. So, she feels regret in her past teaching profession. Teaching profession is the best for her right now because the government gives more facilities. So, she is satisfied with her profession. Her career is affected by educational factors. The main reason is that she gets a chance to teach higher level students even though she is a lower level permanent teacher. This evidence shows that she is satisfied with her job. The teacher had good qualifications but she could not get a chance to teach because of her household work and having a small baby. So, she is totally dissatisfied with her job. Economics is another major affecting factor of the female teacher profession. The government paid better salaries than in the past decade which motivated them to do work. As a result, she is satisfied with her profession. Another respondent works in an organization where she gets a good salary. She has fulfilled her daily needs. So, she has satisfied with her profession. The teachers who are totally dependent on her husband salary while she is qualifying. She is fully

dissatisfied with her profession. In supportive school administration they are satisfied with this profession. In such an environment they will be able to create a fruitful environment in the classroom and school. It makes them more satisfied. In the organization before going to the field they had taken training rather than entering the field. She gets some ideas about work. She is not satisfied.

Affecting Factors in Teaching Profession

Affecting factors are those factors which affect the female teacher's job satisfaction and dissatisfaction. Throughout the discussion with my participant, I came to know that female English language teachers have their different factors affecting job satisfaction. The story revealed that female teachers have affected different factors like personal factors, educational, economical, environmental, and many other factors. Therefore, in these sections I have presented the real stories about the professional life of four lower secondary level female English language teachers. According to the respondents, I have generated some of the themes in this part.

Personal factor. Personal factors are one of the most important factors for every teacher who has engaged in their job. Throughout the discussion, I came to know that female English teachers have been affected by different personal factors. The story revealed that personal factors are one of the major factors that affect female teacher job satisfaction and dissatisfaction. Here, two female teachers explore their own story. Ongoing teachers have a positive response toward jobs but another teacher bitterly expresses their story. They have faced the problem going to far away from home. All of the respondents share their stories about the personal factor. While conducting an interview, all respondents share their experience about the personal factor. In this regard

Teacher B shared:

Being a female English language teacher, teaching is the best profession for me. I am a lower secondary level English teacher and class teacher of class 8. Being an English teacher I have to know the new techniques in teaching. Teaching English is not easy, especially for the government school. I have to make teaching materials and lesson plans to make my class more attractive. I

should come to school at 9.40. As a class teacher I have to make a plan to create my class well. I have to take 6 periods in a day. Being a class teacher I want to meet with parents but all parents do not meet at school because they are busy doing their work. At that time I felt nervous. I am so happy while I give new knowledge and share new information with them. I spend lots of time with them. I feel proud to be a professional English teacher. This profession helps me develop my career. From this profession I reach to fulfill my goal. So, I am satisfied with my job.

From the above extract, she is a professional English female teacher. She has a positive response toward the teaching profession. Her story indicates that a successful teacher can be able to build good rapport with parents, teachers, students and community. She has fulfilled her duties. She is satisfied with her job. In order to become a successful female teacher there must be positive responsibility for her profession. I found that being a professional English teacher used new techniques and methods. Students become active to learn new things by new instruction. Teachers are also active and motivated in their profession. Here I found that she is satisfied with her job because of personal factors. Her childhood dream is to become a teacher and she loves to share new knowledge with the students.

Teacher C shared:

At first I am an English teacher. It is my childhood aim. I teach at government school. I have been teaching there more than two year then I left teaching profession, because of facilities and prestige. After sometimes I get chance to work organization. After that I am starting to work in NGO/INGO organization. I have worked Nepal water for health, transcultural psychosocial organization Nepal and shree suwara integrated commute development center. I get chance to visit new place. I go too far away from my home at that time I feel difficult. It is easy for me present situation. It is not long lasting while the one project planning finished after that waited for another project. It is temporary not permanent. I feel regret with my job because government of Nepal maintain the facilities for teacher. People respect teaching profession more than past time. I become more motivated with teaching again. Now I am preparing the Teacher service commission.

From the above response of respondent, teacher 'C' is involved in the organizational sector. She works in the field based. Her stories indicate that her job is best for the short term only. A Government job is the best job for her because it is long lasting as well as permanent too. But, NGOs organization jobs are not for a long period of time. Furthermore, that job is not her aim. So, she is dissatisfied with other job and again she is continuing with her teaching profession.

Educational factor. Education is very essential in each and every sector. Educational factor is another major affected factor of English language teachers. All the teachers became happy to be appointed based on their academic qualification. The respondents share their lived experience about educational factors. They are mainly focused on their qualifications. Ongoing teachers are happier than the teachers who quit teaching profession. Qualification and the faculty and their goal are not match.

Teacher A shared:

To talk about my education I have completed a master degree from education faculty and humanities. My family fully supported my study. I am completely satisfied with my work because I have been teaching here at a secondary level according to my qualifications. I am a permanent teacher of lower secondary, but I have got an opportunity to teach secondary level according to my qualification. There is a lack of permanent teachers for secondary level. Our school is situated in a remote area. There is a lack of facilities as a result no one is interested to teach here. If the permanent teacher comes he or she stays a few months after that and sifts their own home center. So, I get a chance to teach secondary level students.

From the above narrative, I found that she gets an opportunity to teach her student her deserving qualification. There is a lack of facilities but she enjoys her profession. Her story clarifies that she is being a lower secondary teacher but she teaches secondary level. She is very optimistic about their work. She bitterly expresses that those permanent teachers could not want to stay in their profession with lack of facilities and in rural areas. Here is the main issue raised as to why the secondary level teacher left to teach there. In some contexts, teachers' numbers are not fulfilling because of geographical issues. So, issues are being solved by

educational factor. Those teachers who complete their qualification level cover this problem.

Teacher C shared:

Education is our third eye. Without education we are blind so, educational factors affect my profession. I am dissatisfied with the educational factor. I am a student of the education faculty. But I am working in an organization at project based work. So, at first, I have faced problems at work. If I work according to my academic field it will be beneficial for me. Ma'am I remember one quotation "kam kura yakatir namloboki thimitir vane jastai vayo". If I taught at school, I would develop my English language and knowledge too. This evidence makes me dissatisfied.

Respondent articulated that she has regret she does not work according to their education faculty. She is dissatisfied because she is faculty of education but she works on a project based. This field does not match according to her academic faculty. If she works according to her education faculty she works very easily. Most of the students are jobless because of the government management system. It does not cover all jobless students' financial problems. So, they are obligated to do a job which does not match their education faculty.

Teacher D articulated:

I have qualifications but I did not continue my job due to my small child. After having a child it becomes the main problem for me. I have to do all the household work. I should take care of myself in my family and there is no one for the child. My husband himself is a job holder. Such a small age I do not wish to keep my baby in a baby care center. I am qualified even though I cannot continue my job. So, I am dissatisfied with my qualifications.

From the above extract, the story clearly shows the problem faced by female teachers due to their personal problems. It is very difficult to manage the time. She describes her story. She is staying at home just caring for the baby and busy with household work. Her qualifications seem to be valueless. In the context of Nepal,

most of the women sacrifice their career development. They bond with the boundaries of different responsibilities. They were not able to manage the time for their aim. So, most of the women are dissatisfied with their qualifications.

Economical factor. The Economic factor is one of the crucial factors for every female English language teacher dedicated to their job. All the teachers have their own desire and responsibility to fulfill their needs. One of the major purposes of teaching is to enhance economic conditions. Most of the female teachers hope to enhance their economic condition. Through the interview, I came to know that the low economic condition is one of the major factors that forced female teachers to quit teaching. Here, all of the participants share their stories about economic factors. The theme is made according to their narratives of female teachers.

Teacher B said:

If teachers are paid well they will work very effectively in their field. As I believe in a happy mind to do creative work. Our government should pay special attention to the teaching profession. If we talk about the salary that the teachers are paid, they are paid less than labor work. Therefore, when the teacher gets opportunities they easily change their profession even if they are building their career goal to be a teacher. I am satisfied with my salary.

From the above extract, I came to know that teacher B is satisfied with her salary. She says that well paid salaries have motivated to do good work. Nowadays, the government should give equal salary male and women. In the context of Nepal, the policies of the government continuously change the facilities of the teaching profession. We can compare the present and past salaries. There are drastic changes over a period of time and exactly motivate the teaching profession.

Teacher C shared:

Yes, economic factors affect my job. Every sector needs economic development. I cannot do anything. I am satisfied with my economy right now. I am still working on Shree Suwara Integrate, Community Develop, and Center. These organizations helped me enrich my economic situation. I am from a general family

background. From my salary I have fulfilled my home as well as my daily needs. Before I was teaching in school I did not get an expected salary. Government paid a very low salary. Right now government schools pay a good salary.

From this above extract, I found that teacher 'C' is satisfied with their economic condition. Here is similar between teacher B and C about the salary. While she was teaching in the government school, she did not get a better salary. At that time, she would be dissatisfied. Right now she will be happy with their salary. Most of the teachers are satisfied with their salary because the government paid an attractive salary. This is one of the most crucial factors that affect the teacher to motivate their own profession.

Teacher D said:

I am totally dependent on my husband's salary. From this salary I should move my whole family's needs which make me dissatisfied. And another thing is that one qualified person never satisfied another's salary and dependent on the other person.

She is a qualified educated female English teacher. Due to her household works. She lefts the job. She is unable to do job. She is dissatisfied with her job because she has to depend on husband salary even though she is qualified in her field. The above extract shows teacher 'D' has a different opinion about salary than teacher 'B' and 'C'. She bitterly explains her story. Her story suggests that she is capable of her qualification but she is dependent on her husband's hand. I found that she is unable to continue with her job because of having a small child. This is one of the major problems for each and every woman who is bearing a child.

Environmental factor. Environmental factors are one of the vital affected factors of English language female teachers. Every woman is interested in creating a fruitful environment while working in their field. Here all of the participants shared their experiences about the working environment. There are mainly two parts: environmental factors, physical environment and social environment.

Teacher A shared:

The teacher working environment should be out of business and politics .If there is domination of male female high level sector staff to lower level teachers and staff, the teacher cannot work properly .So, the working environment should be equal and happy. In the school physical environment and social environment play crucial roles. Very close relationship between head teacher and teacher, teacher and students, teacher and parents makes me satisfied.

The above explanation, I found that she says the working environment should be out of business and politics. Her experiences explore that the environment creates fruitful equality and joy. It motivates the teachers. She explains the school having a good social and physical environment. She gets an effective environment while she is teaching in the school.

Teacher B shared:

Teaching English is a language teaching subject. As we know that English is our second language. It is very difficult to teach government school. To make effective learning environment, students would be happy. We have to make good communicative class. In the school I have to create good physical environment which makes me more satisfaction. On the other hand I have full support of my family. I have good rapport building with students and their parents as well as school staff. In the school I have got fruitful environment.

From the above articulation, I found that teacher 'A' and teacher 'B' have similar views about the working environment. Working environment is effective. She explains English is our second language. It is difficult to teach in school. First, the teacher should create a peaceful environment with the parents, students and families too. This helps the teacher and student to become active to learn. The more the school environment is cooperative, healthy and helpful, the better education achievement will be better.

Teacher C shared:

Extremely, I have affected environmental factors in my profession. At first it was very difficult to adjust to the new environment. After a few days, I am very friendly with that environment. I am satisfied with this environment. I have worked for organizations like Nepal Water for health, Tran's culture Psycho Social Organization and Shree Suwara Integrate Community development. From this organization I got an opportunity to learn new things and get more experience about work. First, I have taken training from a trainer about our work field. Then, I went to the field. In the society I have got a positive response about my work. I gave some ideas, plans, guidelines about work but the workers did not work according to plan. At that time I felt a burden.

From the above extract, the experience shows that she has faced a difficult situation going to new field work. She bitterly explains that she has given some idea about the work but they work their own way at that time she feels a burden. If the trainer should give effective training, the learner grabs the new idea. Mainly the school management environment plays the vital role to promote the teaching profession. The school environment promotes the teacher to engage in their profession.

Teacher D Interoperated:

Working environment is a major affected factor. I am staying at home just caring for my two babies. I do not get a chance to enter the profession due to lack of time. While I teach in the school I am enjoying my job but now I do not get that opportunity. I have two babies. I just care for them.

From the above extract, the stories reflect that she explains her story about the working environment. She has just been caring for her baby and spending her time at household work. This situation makes her dissatisfied with her job.

Socio cultural factors. In society, different people have their own different culture, values and norms. Those female teachers who enter new societies have affected the socio-culture. Through the interview, I found that the female teachers

have affected school culture and society culture. She has faced language problems when she visits new places for work. She explains that she has a very difficult time managing therefore she is obligated to quit their teaching job.

Teacher A shared

It is one of the factors that affect the teaching profession .In the past decade women were not allowed to do jobs. They were enclosed within conservatism religion and limited with household work but the generation drastically changed the opinion now. We can do work outside and the teaching profession is well for women known in the new generation.

From the above extract, the stories explore that in the past the female teachers never had the freedom and chance to do a job. Her experience says in the past decade females were deprived by conservative society but now free from that situation. In this regard it reflected that cultures, norms, values, religion rooted affected the profession. I found that the teacher is one of the role models for society. They have to know the ways of collaborating with society. The more knowledge of the school society approves the teacher to rapport building with the students.

Teacher B shared

While talking about social culture, we Nepalese language and English language speakers are completely different. Therefore teaching English in our government school is the most challenging profession. Even though, students are very interested in learning English. This evidence makes me dissatisfied. It is very important in the modern age. When a teacher finds his/her students eager to learn the English language he /she certainly feels satisfied. I do not think gender discrimination among teachers. I never felt such behaviors during my teaching career.

From the above explanation, the experience explains that Nepalese and English language speakers are completely different. The English language is the biggest challenge which affects the learner. On the other hand, she describes there is not gender discrimination at school as well as at home too. I found that our mother

tongue language is Nepalese and English is our second language. So, students faced difficulties learning English in the government school.

Teacher C shared

I have affected socio-cultural factors in my job. I am going to do field work far away from my village. At that time I faced language problems. They are using to their own mother tongue but I do not understand their language. I am speaking Nepali language. They do not understand Nepali language. I am not satisfied with this factor in my job because I meet another person who is friendly with their own language. I requested him language translation. There are so many cultural factors, among them language is a major factor for me.

The above extract explains that she goes to the field. She has faced language problems in the field work. She is dissatisfied because she needs help from other people to understand their language. I found that language problems are one of the major affecting factors of her. Our societies have multi religion, culture and caste. Different people speak their own mother tongue. New person faced problems adjusting to the new society.

Chapter V

Findings, Conclusions and Recommendations

This is the final chapter of this research study which deals with findings, conclusions and recommendations on the basis of analysis and interpretation of the data.

Findings

I have tried to explore the factors that affect job satisfaction of female English language teachers which address the objectives and research questions. I found the life experiences shared by the respondent of my study were highly accounted for. It helped me to understand the participant's reality. I got the opportunity to understand their life experience closely. In this part, I have presented the findings based on in-depth interviews with the female teachers. Moreover, based on interpretation and analysis of the data I have mentioned the major findings of this study given below.

Affecting Factors in teaching profession and job satisfaction level of female teachers. According to the narratives of the female teachers they are facing different affected factors like personal factors, educational factors, economic factors, environmental factors, socio-cultural factors. Based on the result, I have mentioned the major point given below.

Personal factor. The narratives of the respondents revealed that being a professional English language teacher have the ability to build good rapport building with students; parents and community are the major personal affected factors. Teacher used a new technique and method. Students will be active to learn new things by new instruction. She spends a lot of time with their students and good collaboration with them. She feels happy. Professional female English teachers have positive effect toward career prospect. So, they are satisfied with their job. But the female teachers who changed jobs, she works in the organization for a short time. According to her, government job is good because it is long lasting and permanent. As a result, she is dissatisfied. In the comparison between an ongoing teacher and a quit job teaching profession teacher, I found that ongoing teachers are more satisfied.

Educational factor. The female English language teachers get a chance to teach according to her qualifications. She is a lower secondary permanent teacher even though she is teaching secondary level is one of the major affected educational factors. So, she is satisfied with her academic qualification but other teachers could not deserve her profession according to her education faculty. She has faced problems in organization work. She is dissatisfied with her education factor. In the comparison between these two teachers, ongoing teachers are more satisfied than quit teaching professionals.

Economical factors. The entire participants shared that salary is one of the most affecting factors that affect the teaching profession. To get a good salary makes them encouraged and active to do their work. She is motivated to do work. She is satisfied with her job. Another quit teaching job female teacher works in the private sector. She gets a well-paid salary. She is satisfied with her profession. Three teachers are satisfied with their salary. They get a good salary according to their profession but another female teacher is totally dependent on her husband. She is not satisfied with salary. According to their stories in the comparison between ongoing female English teachers and quit teaching teacher; I found that ongoing female teachers are more satisfied with their economics.

Environmental factor. The data shows that the working environment should be out of business and politics. The female English teachers who are capable create a fruitful and joyful environment in teaching time. There is a very close relationship between teacher and head teacher, student and teacher and staff and management team. She is not fully satisfied. Another experience shared by those who work in an organization is a major affecting factor. She has taken training before going to the real field. She has gained more information and knowledge from their work. So, she is fully satisfied. The stories revealed that lack of time management is one of the major affecting factors. She is not continuing her job having a small baby. She is a caring child and does household work. This evidence makes her dissatisfied. Comparison between ongoing teacher and quit teaching profession teachers A is not fully satisfied, teacher B is fully satisfied and teacher D is dissatisfied.

Socio cultural factor. The data found that in the past decade female teacher do not get opportunity entering the job and never get freedom is one of the major cultural

factors. Now a day's, female teacher freedom carry out work according to her desire. She is little bit satisfaction. She shares that teaching English language in our government school is most challenges profession even though students want to learn. In this evidence she is dissatisfaction. While the students are eager to learn English this sense she is satisfied. Her stories explore that language problem is one of the major affected socio cultural factors. She went to the field work at that time she did not understand their mother tongue language. At that time she faced the problem for their work. She is dissatisfaction. The data shows extremely rooted conservative society was one of the main affected factors. The society is still male dominate. Her husband gives her freedom but she follows society rule, norm and value. She is dissatisfaction. Among the comparisons between four female English teachers, here is an ongoing female teacher is satisfaction but another ongoing teacher along with two teachers are dissatisfaction.

Conclusions

The main objectives of my research study were to explore the factors that affect job satisfaction of the female teachers, to find out the level of satisfaction in teaching for the female teachers. This research study also focused on suggesting some pedagogical implications based on findings.

From the analysis and interpretation of the data I derived the major findings. The life experiences of female English language teachers showed that female English language teachers have affected many factors like personal factors, educational factors, economic factors and socio-cultural factors. This research mainly focuses on the factors that affect job satisfaction in English language teaching. In the context of Nepal, the English language is most important. It plays a significant role in teaching English. From the facts and data that are collected from this research work, personal factors mainly affect job satisfaction in English language teaching. The female teacher works in the private sector. It is not long lasting but it is beneficial for the present situation is the major professional affected factor. As a result, the female teacher can be dissatisfied with their job. The female teachers have to teach according to her academic qualification but the qualified teachers compel to teach at a lower level. If they get a chance to teach according to her qualifications, the entire female teacher is fully satisfied with her job. When the environment is create suitable for the female

teachers and students. They work freely, deserving and commitment then the entire female teacher is satisfied with their profession. There is a drastic change in the quality of education in Nepal. The government schools of students are very weak in English and they have difficulty listening and speaking English is the major affecting socio cultural factors. To minimize these problems the school administration and teacher should be aware about it. The conservative and male dominant society existing still in the society is the major affecting factor. The female teacher became stressed and dissatisfied.

The research work is believed to be a milestone to upgrade the standard and quality of female English teachers if the suggested measures are implemented by concerned authorities. The data collected for this project are based on the lived experience of the female teacher. There should not be any doubt the information is based on fact.

Recommendations

On the basis of finding and conclusion have been made to be appropriate in

Policy related. Policy refers to guidelines, plan and argument that explain a particular course of activities of a particular person, institution or a nation. On the basis of the findings of the study given policy level recommendation can be made.

The findings of my study revealed that female teachers dissatisfied with their professions lack of facilities. To improve the female teacher's profession, the government should bring new perspective and the program for female teachers. The finding of my study shows that lower level permanent teacher obligate to teach higher level student because higher level permanent teacher teach very short time after that he or she sifted the main reason is rural area. To solve this problem the government should make strike rules and regulations. To provide feedback and reinforcement to the female English teachers, regular supervision and monitoring of the teacher should be done.

Practice related. The narratives of the respondents revealed that the female teacher is depending on husband's salary. So, she has suffered from psychological

stress. To minimize these problems she tries to work herself. By analyzing their lived experiences, it has found that lower level permanent teachers teach higher level students. It will be better if lower level teachers get an equal salary like higher level teachers. It was small attempt to bring out their stories; it will motivate other female English language teacher practitioner have affected multiple factors. Government should provide different female friendly programs inside and outside the school as well as encourage them to participate.

Further study. All researchers desire to take out their research without limitations. No work is final and no research complete in itself. So this study couldn't cover whole areas of research that must have some limitations as well. Here I have pointed out some related areas for further study.

The narrative of the respondent revealed that this study was limited within 4 female English language teachers who have been teaching at government school of Gorkha district. It can be more interesting to see how female teachers are treated in schools. The researcher can study related to male teacher job satisfaction. It can be more interesting if we investigate their stories/experiences by applying the same method. The researcher can do research related to the methodological aspects to get better insight of the teachers training; fair promotion according to performance and qualification. In order to get a better insight, I use other sources like the teacher's diary, class observation report, class observation report and female reflective writing article.

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Appendix

Questionnaire

Dear Sir/Madam

This questionnaire is a part of my research study entitled **Job Satisfaction in English Language Teaching: Experiences of Female Teachers**. The study will be concluded under the supervision of Teaching Assistant Mr. Resham Acharya at the department of English Education, Tribhuvan University, Kirtipur, Kathmandu. The objective of the study is to identify and analyze the attitudes and practices of the secondary level English teachers towards the use of ICT as a resource for their professional development. Your kind co-operation in completion of the questionnaire will have a great value to me. Please, feel free to put your responses required in questionnaire. I assure you that the responses you make will have no harmful effects to you as well as others, and this will only be used for the research purpose.

Researcher

Suchitra Gurung

Interview - Schedule

Name of the Teacher : _____ Name of the School : _____

Address : _____ Age: _____ Qualification : _____

Experience : _____

Interviewer: I am a researcher from Tribhuvan University, Kirtipur, KTM, I want to investigate about job satisfaction of female teacher.

Could you please give me a little bit time to answer some questions related to your profession?

Interviewee: _____

- Interviewer: How did you get into English language teaching profession?

Interviewee: _____

- Interviewer: Could you please tell me from how long have you been teaching here?

Interviewee: _____

- Interviewer: Is family support necessary to develop your profession skill?

Interviewee: _____

- Interviewer: If yes what type of support do you get from your family?

Interviewee: _____

Interviewer: since how many years have you been serving as in this school?

Interviewee: _____

- Interviewer: In your opinion what do you mean by job satisfaction?

Interviewee: _____

- Interviewer: Are you satisfied to work with your academic qualification?

Interviewee: _____

- Interviewer: why have you chosen this profession give reason?

Interviewee: _____

- Interviewer: Are you interested on your field?

Interviewee: _____

- Interviewer: If no what job will you prefer instead of teaching?

- Interviewee: _____

- Interviewer: How many hour you have to work?

Interviewee: _____

- Interviewer: Do you think that you are overburdened with class because of female teacher?

Interviewee: _____

- Interviewer: how much leisure hour do you get in your job?

Interviewee: _____

- Interviewer: Do you need leisure hour in the school? Why?

Interviewee: _____

- Interviewer: Do you think that you are treated differently because of gender?

Interviewee: _____

- Interviewer: what are the major factors that affect in your job satisfaction? Can you explain about it? Why

Interviewee: _____

- Interviewer: what are the major factors that affect in your job dissatisfaction? Can you explain about it?

Interviewee: _____

- Interviewer: In general how would you describe your relation in your work place between you and your colleagues?

Interviewee: _____

- Interviewer: What is the main reason you obligated to change your profession?

Interviewee: _____:

Interviewer: Please will you tell me your satisfaction or dissatisfaction level of profession?

Interviewee: _____

- Interviewer: would you have any recommendation to increase your job satisfaction?

Interviewee: _____

- Interviewer: Please tell me can you satisfy of your profession for governmental facility?

Interview

Teacher A

Interviewer: I am a researcher from Tribhuvan University, Kirtipur, KTM, I want to investigate about job satisfaction of female teacher. Could you please give me a little bit time to answer some questions related to your profession?

Interviewee: Ok. Why not?

Interviewer: How did you get into English language teaching profession?

Interviewee: Teaching is my hobby. It is my dream job. So, I have completed my study in education faculty.

Interviewer: Could you please tell me from how long have you been teaching here?

Interviewee: I have been teaching here 8 year.

Interviewer: Is family support necessary to develop your profession skill?

Interviewee: I am married. My husband supports me in this field. My all family member support to me. It is very necessary to support family.

Interviewer: If yes, what type of support do you get from your family?

Interviewee: My family helps me in my profession. I am free from at my home while I need any work to do.

Interviewer: Since how many years have you been serving as in this school?

Interviewee: I have served here in this school 8years.

Interviewer: In your opinion what do you mean by job satisfaction?

Interviewee: In my opinion job satisfaction means satisfy with the salary working environment and supervision.

Interviewer: Are you satisfied to work with your academic qualification?

Interviewee: Yes, I am satisfied. I get chance to teach all level students. Actually, I am lower secondary permanent teachers.

Interviewer: Why have you chosen this profession give reason?

Interviewee: I have chosen this job because it is one of the prestigious jobs for me.

Interviewer: Are you interested on your field?

Interviewee: Yes, I have interested on my field. I think teaching is best job for each and every woman. I love teaching profession.

Interviewer: If no what job will you prefer instead of teaching?

Interviewee: Yes, I am interested. If I obligate chose other job. I involve technical field.

Interviewer: How many hour you have to work?

Interviewee: I have worked 6hour.

Interviewer: Do you think that you are overburdened with class because of female teacher?

Interviewee: I do not think that female teacher overburden because this job is good for female. I love teaching profession. I enjoy with my students. I am so glad while I give new knowledge for them.

Interviewer: how much leisure hour do you get in your job?

Interviewee: I get 45n is our leisure time.

Interviewer: Do you need leisure hour in the school? Why?

Interviewee: Yes, leisure time is need for teachers for freshness and rest.

Interviewer: Do you think that you are treated differently because of gender?

Interviewee: At the beginning, I faced with gender biasness but wright now I do not face that problem. Now a day's people are ware and respect to each other. They cooperate to each while to create difficult. Government publishes many facilities for women teachers. I do not feel gender biasness.

Interviewer: What are the major factors that affect in your job satisfaction? Can you explain bout it? Why?

Interviewee: I think there are so many factor affect our job among them educational, economic, management, environment and culture are major factor those cause satisfaction in our job. Of course. Why not? I am going to describe briefly how it is affects to me. I am also satisfied with this factor. Few points are given below to

To talk about my education I have completed master degree from education faculty and humanities. My family fully supported my study. I am completely satisfied with my work because I have been teaching here in secondary level according to my qualification deserves. I am permanent teacher of lower secondary, but I have got an opportunity to teach secondary level according to my qualification. Here is lack of permanent teacher for secondary level. Our school is situated at remote area. Here is lack of many facilities that's way no one interested to teach here. If the permanent teacher comes he or she stays few months after that sift their own home center. That's way I get chance to teach secondary level student. I am going to describe about economic or salary. It is one of the factor affect to the job. The teacher working environment should be out of business, politics .If there is domination of male female

high level sector staffs to lower level teachers and staff ,the teacher cannot work properly .So the working environment should be equality and happy. In the school physical environment and social environment ply crucial role. Very close relation between head teacher and teacher, teacher and students, teacher and parents makes me satisfaction. It is the one of the factor that affects the teaching profession .In the past decade women were no allowed to do job. They were enclosed with in conservation religious and limited with house hold work but the generation drastic change the opinion now. We can do work at outside and teaching profession is well for women known in new generation. This much for madam. I already told you ma'am there are so many affecting factor which makes me satisfaction or dissatisfaction but I am satisfaction with this factor. In reality there will be dissatisfied too. I just tell about satisfaction of my profession.

Interviewer: In general how would you describe your relation in your work place between you and your colleagues?

Interviewee: I already said that at the beginning there were domination by male but now we are equal in all position. My colleagues are friend and equal right we have.

Interviewer: What is the main reason you obligate to change your profession?

Interviewee: carrier, salary working environment are major reason for change the profession.

Interviewer: Please will you tell me your satisfaction or dissatisfaction level of profession?

Interviewee: Yes, Mada to talk about affected factor I am satisfaction with my profession.

Interviewer: Would you have any recommendation to increase your job satisfaction?

Interviewee: Although government developed new rule and regulation that provided equality but our conservative society may not change from the root religion.

Interviewer: Please tell me can you satisfy of your profession for governmental facility?

Interviewee: ok with the period of time the government is processing the management on education system that satisfy the teachers.

Teacher B

Interviewer: Could you please give me a little bit time to answer some questions related to your profession?

Interviewee: Sure, I will be happy to share my feeling with you.

Interviewer: How did you get into English language teaching profession?

Interviewee: My childhood dream is to be a good professional English teacher. So I enter in these fields.

Interviewer: Could you please tell me from how long have you been teaching here?

Interviewee: Well. I have been teaching since 7 year in this school.

Interviewer: Is family support necessary to develop your profession skill?

Interviewee: Of course. We need our family to get success in our profession. If we get families support we can easily perform in our class actively and creatively.

Interviewer: If yes what type of support do you get from your family?

Interviewee: My family support me to manage my time for study in the peaceful environment. Also help for my food.

Interviewer: Since how many years have you been serving as in this school?

Interviewee: I have been serving in this school since 7 year.

Interviewer: In your opinion what do you mean by job satisfaction?

Interviewee: In my opinion job satisfaction means to get happiness while performing in our profession.

Interviewer: Are you satisfied to work with your academic qualification?

Interviewee: Yes, I am completely satisfied with my work because I have been teaching here in secondary level student as my academic qualification deserves.

Interviewer: Why have you chosen this profession give reason?

Interviewee: I have chosen this profession because I was very interested in teaching since my childhood. I always very interested sharing my ideas and knowledge with others.

Interviewer: Are you interested on your field?

Interviewee: Yes, I am very interested in my job. I learn so many things while teaching from books and students.

Interviewer: If no what job will you prefer instead of teaching?

Interviewee: If no job prefer me instead of teaching. I would join any organization to provide services in the society of remote area of our country.

Interviewer: How many hour you have to work?

Interviewee: I have to work for six hours in the schools we get a leisure period and break time for lunch also during our work hour.

Interviewer: Do you think that you are overburdened with class because of female teacher?

Interviewee: No, I never felt any overburden with class because of being female teacher because all the students are satisfied and happy to learn with me.

Interviewer: How much leisure hour do you get in your job?

Interviewee: We get one hour and twenty minutes leisure time in our school.

Interviewer: Do you need leisure hour in the school? Why?

Interviewee: Yeah, we need leisure time to generate our energy for teaching. We get tired of teaching regularly. After short time leisure we can again perform in our class creatively and actively.

Interviewer: Do you think that you are treated differently because of gender?

Interviewee: No, I never treated differently in my school because of female.

Interviewer: What are the major factors that affect in your job satisfaction? Can you explain about it? Why?

Interviewee: The major factors are personal, education, political, economic, cultural, and environment. The most affecting factor which effect on my profession. . *I am being a female English language teacher teaching profession is best profession for me. I am lower secondary level English teacher and class teacher of class 8. Being English teacher I have to know the new techniques in teaching. Teaching English is not easy especially for the government school. I have to make teaching materials and lesson plan to make my class more attractive. I should come to school 9.40. As a class teacher I have to make plan for make my class good. I have to take 6 periods in a day. Being a class teacher I want meet with parents but all parents don't meet at school because they are busy doing their work. At that time I feel nervous. I am so happy while I give new knowledge and sharing new information with them. I spend lots of time with them. I feel proud to be professional English teacher. This profession helps to me develop my career. From this profession I reach to fulfill my goal. That's way I am satisfaction with my job.*

If teachers are paid well they will work very effectively in their field. As I believe that happy mind to do creative work. Our government should pay special attention to the teaching profession. If we talk about salary that the teacher are paid, they are paid less than labor work. Therefore, when the teacher get opportunities they easily change their profession even they are build their career goal to be a teacher. I am satisfied with my salary.

Teaching English is a language teaching subject. As we know that English is our second language. It is very difficult to teach government school. To make affective learning environment student would be happy. We have to make good communicative class. In the school I have to create good physical environment which makes me more satisfaction. On the other hand I have full support of my family. I have good rapport building with students and their parents as well as school staff. In the school I have got fruitful environment.

While talking about social culture, we Nepalese language and English language speakers have completely different. Therefore teaching English language in our government school is the most challenges profession. Even though, students are very interested to learn English. This evidence makes me dissatisfied. It is very important in the modern age. When a teacher fined his/her students eager to learn English language he /she certainly feel satisfied. I don't think gender discrimination among teachers. I never felt such behaviors during my teaching career.

Interviewer: what are the major factors that affect in your job satisfaction? Can you explain bout it? Why

Interviewee: I described the affected factor from this factor some evidence makes me dissatisfaction otherwise I have satisfied with my profession.

Interviewer: In general how would you describe your relation in your work place between you and your colleagues?

Interviewee: The relationship among our colleagues is very friendly.

Interviewer: What is the main reason you obligate to change your profession?

Interviewee: There is no any reason to obligate to change my profession because I am getting support of parents, students and my family's too.

Interviewer: Please will you tell me your satisfaction or dissatisfaction level of profession?

Interviewee: I am satisfied with my profession to talk about factor which makes me satisfaction I told on the basis of affecting factor. Yes, our government should pay

attention to the teaching profession. The teachers of Nepal are paid very low. Therefore most of the educated people go abroad instead of teaching. The government pay us better we all enjoy servicing to our pupils. As my qualification I have got opportunity to teach in secondary level. It is a very good opportunity to me. The school I have been teaching is located in village. Therefore it is not well equipped school for teaching and learning even though we have been managing for everything for better learning using local resources.

Interviewer: Please tell me can you satisfy of your profession for governmental facility?

Interviewee: Yes, I am little bit satisfied with my profession for governmental facilities we get alliance during training, examinations and given more priorities another profession.

Teacher C

Interviewer: I am a researcher from Tribhuvan University, Kirtipur, KTM, I want to investigate about job satisfaction of female teacher. Could you please give me a little bit time to answer some questions related to your profession?

Interviewee: Of course. Why not?

Interviewer: How did you get into English language teaching profession?

Interviewee: Yah, I have good feel in servicing teaching profession before join organization.

Interviewer: Could you please tell me from how long have you been teaching here?

Interviewee: Yes, I teach 2 year in school after that I had quit teaching profession than I get an opportunity to work in Nepal water for health organization.

Interviewer: Is family support necessary to develop your profession skill?

Interviewee: Yes, I have full support from my family for my profession.

Interviewer: If yes, what type of support do you get from your family?

Interviewee: Yes, family support is necessary for me to develop my profession.

I get positive response as well as fully understanding me from my families.

Interviewer: Since how many years have you been serving as in this school?

Interviewee: I have been 2years working in teaching profession than I changed my profession and starting to work organization. I still work in the organization.

Interviewer: In your opinion what do you mean by job satisfaction?

Interviewee: In my thought job satisfaction means positive response towards our work or profession.

Interviewer: Are you satisfied to work with your academic qualification?

Interviewee: I am little bit satisfied.

Interviewer: why have you chosen this profession give reason?

Interviewee: I have chosen this profession because it is practical base as well as get satisfactory salary. I belong to general family background. I have faced economic condition.

Interviewer: Are you interested on your field?

Interviewee: Yes, this job good for me than teaching. Teaching job is prestige able job even though I have interested in this field.

Interviewer: If no what job will you prefer instead of teaching?

Interviewee: Yes, I prefer in this organization.

Interviewer: If no what job will you prefer instead of teaching?

Interviewee: I have interested in my organization field before. Now a days, I feel guilty some time.

Interviewer: How many hour you have to work?

Interviewee: In my working field there is not time boundary some time I worked morning to at night some time I get much more free time.

Interviewer: Do you need leisure hour in the school? Why?

Interviewee: Yah, leisure time is very necessary for all. We are working long time we feel very tired. So, some time we need rest for good work.

Interviewer: Do you think that you are treated differently because of gender?

Interviewee: At first I faced many problems being female. In the society people did not understand me and my work. They do not support, co-operate me. After long time while I am close with them than I get full support from them. While I was working in the field people more believe that man are strong and doing well rather than female. Little bite feel not many and more.

Interviewer: what are the major factors that affect in your job satisfaction? Can you explain bout it?

Interviewee: Economic is the major affecting factor affect in my teaching profession. Yup I explain about it. *Yes economical factor affect my job. Every sector has need economic without economic we cannot do anything. I am satisfied with my economic right now. I am still working on Shree Suwara Integrate, Community Develop, and*

Center. These organizations help me enriched my economic situation. I am general family background .From my salary I have fulfilled my home as well as my daily needs. Before I was teaching in school I couldn't get expected salary. Government paid very low salary. Right now government school paid good salary.

Interviewer: what are the major factors that affect in your job dissatisfaction? Can you explain about it?

Interviewee: Yes, there are so many factor effects on my teaching profession which makes dissatisfaction. The major point of dissatisfaction of my teaching profession is explain. *Education is our third eye. Without education we became blind that's way educational factor affects my profession. I am dissatisfied with educational factor. I am a student of education faculty. But I am working on organization of project-based work. So that, at first, I have faced problem doing at work. If I could work according to my sector it would be beneficial for me Ma'am I remember one quotation "kam kura yakatir namloboki thimitir vane jastai vayo". If I taught at school, I would develop my English language and knowledge too. I have affected environmental factor in my profession. At first I have very difficult to adjust in new environment. After few days I am very friendly with that environment. I am satisfied with this environment. I have worked organization like Nepal Water for health, Trans cultur Psycho Social Organization and Shree Suwara Integrate Community development. From this organization I got an opportunity to learn new thing and get more experience about work. At first I have taken training from trainer about our work field. Than went to the field. In the society I have got positive response about my work. I gave some idea, plan, guideline about work but the worker does not work according to plan at that time I feel burden. I have affected socio cultural factor in my job. I am going to field work far away from my village at that time I have faced language problem. They have used to their own mother tongue but I did not understand their language. I am speaking Nepali language they do not understand Nepali language also. I am not satisfied from this factor in my job because I meet another person who is friendly their own language. I request to him language translation. There are so many cultural factor among them language is major factor for me*

Definitely management affect in my profession. Organization sector have good management system. I am little bit dissatisfied from this factor. Organization already

made plan, objective. I am staying under the superior what they said. I have done project work according to their guide line but cannot get positive response from them. Working environment is major affected factor. I am staying at home just caring of my two babies. I do not get chance to entering in the profession because I have lack of time. While I teach in the school I am enjoying with my job but now I do not get that opportunity. I have two babies I just caring of them

Interviewer: Please will you tell me your satisfaction or dissatisfaction level of profession?

Interviewee: Getting handsome salary, create good working environment, deserving academic qualification, adjusting culture, positive perception of supervision, permanent career prospect are the main factor satisfied in my job. While there is hindering of this sector there would be dis satisfied of their work.

Interviewer: What is the main reason you obligate to change your profession?

Interviewee: Economical condition is the main reason for me to change. I am little bit satisfaction and litte bit dissatisfaction with my profession according to affecting

Interviewer: would you have any recommendation to increase your job satisfaction?

Interviewee: The government should may concern about private sector too.

Interviewer: Please tell me can you satisfy of your profession for governmental facility?

Interviewee: I am not fully satisfied with governmental support.

Teacher D

Interviewer: I am a researcher from Tribhuvan University, Kirtipur, KTM, I want to investigate about job satisfaction of female teacher. Could you please give me a little bit time to answer some questions related to your profession?

Interviewee: Yes, of course.

Interviewer: How did you get into English language teaching profession?

Interviewee: After completed my bachlor . I was free I have planed to involved in teaching profession in school.

Interviewer: Could you please tell me from how long have you been teaching here?

Interviewee: I have been teaching 6years. Than I left teaching job and went to India with My husband. My husband is Indian army.

Interviewer: Is family support necessary to develop your profession skill?

Interviewee: Yes, my family support is necessary to develop my profession.

Interviewer: If yes what type of support do you get from your family?

Interviewee: My family support to me in household work. Which help me to reach school on time. I manage time to do school work in at my home like paper checking, making question and homework checking etc.

Interviewer: since how many years have you been serving as in this school?

Interviewee: I have engaged teaching profession 6 years.

Interviewer: In your opinion what do you mean by job satisfaction?

Interviewee: In my opinion job satisfaction means internal feeling which makes the teacher happy to fulfill his/ her desire and needs.

Interviewer: Are you satisfied to work with your academic qualification?

Interviewee: Yes, I am satisfied from my work according to my academic qualification.

Interviewer: why have you chosen this profession give reason?

Interviewee: I chose this profession teacher is the life mentor of students. But right now I am not satisfied because I am staying at home just caring baby.

Interviewer: Are you interested on your field?

Interviewee: Yes, I am interested in my field before. Now I am obligated to stay at home.

Interviewer: If no what job will you prefer instead of teaching?

Interviewee: If I am not interested I would be involved in tourist guide.

Interviewer: Do you think that you are overburdened with class because of female teacher?

Interviewee: I never overburden being female teacher.

Interviewer: How many hour you have to work?

Interviewee: I get 45m break time while I taught at school but right now not fixed hour of time work.

Interviewer: Do you think that you are treated differently because of gender?

Interviewee: Yes, I have faced gender discrimination.

Interviewer: what are the major factors that affect in your job satisfaction? Can you explain about it?

Interviewee: There are so many factors affect like social, economical, culture, geographic etc makes the teacher satisfaction while does not fulfill according to goal, wish, desire, plan and objectives definitely never can be reach the satisfaction level. There

are so many factors affect the profession. Ma'am I just describe factors which makes me dissatisfaction.

Interviewer: what are the major factors that affect in your job dissatisfaction? Can you explain about it?

Interviewee: I am dissatisfaction in these factor I just tell you about it. *I have qualification but I couldn't attend my job due to my small child. After having a child it becomes the main problem for me. I have to do all household work. I should care myself in my family there is no person for care my child. My husband himself is job holder. Such a small age I cannot keep my baby in baby care center. That way, I am qualified even though I could not attend my job. So, I am dissatisfied with my qualification. I am totally dependent on my husband salary from this I should move my whole families need which makes me dissatisfied. And another thing is that one qualified person never satisfied other salary and being dependent to other person. Working environment is major affected factor. I am staying at home just caring of my two babies. I do not get chance to entering in the profession because I have lack of time. While I teach in the school I am enjoying with my job but now I do not get that opportunity. I have two babies I just caring of them.*

Interviewer: In general how would you describe your relation in your work place between you and your colleagues?

Interviewee: I have good relation with my colleagues because our all staffs are cooperative while I need help at past but at my home my husband supporte to me.

Interviewer: What is the main reason you obligate to change your profession?

Interviewee: The main reason is lack of management of the time.

Interviewer: Please will you tell me your satisfaction or dissatisfaction level of profession?

Interviewee: To talk about satisfaction level of profession I am totoaly dissatisfaction with my profession there is so many factor which affect to my profession like as qualification, economic, environment so on.

Interviewer: Please tell me can you satisfy of your profession for governmental facility?

Interviewee: I am not satisfied governmental facility past days. At that time there is lack of facility. Now a days I spend my day at home just caring baby and household work. Im staying at home im not satisfied.