

Factors Affecting Teachers' Job Satisfaction in Primary Schools

Aye Nandar Aung¹ and Cho Cho Sett²

Abstract

The purposes of this study are to study the degree of teachers' job satisfaction in their job, to study the variations on the teachers' job satisfaction in terms of personal factors and school-related factors, and to study the potential factors affecting the teachers' job satisfaction. Quantitative and qualitative methods were used in this study. A total of one hundred and ninety six teachers were selected as subjects from fifty one schools in Ponnagyun Township, Rakhine State, using random sampling method. This questionnaires included demographic data, job satisfaction items and school-related factors. Instrument was reviewed by a panel of experts. The Cronbach's alpha (α) of the whole scale of teachers' job satisfaction was .88. Descriptive statistics, one-way ANOVA, Independent Samples *t* Test and multiple regression were used to analyze the data in this study. Group interview was conducted. The teachers' job satisfaction in this study was moderately high (Mean=2.65, SD=.43). There were no significant differences in the degree of perceived job satisfaction among teaches grouped by gender, age and service. There were significant differences in the degree of perceived job satisfaction among school-related factors. Information from group interview and documentation were complementary to each other. According to multiple regression analysis, headmaster's traits and school environment are the best predictors of the teachers' job satisfaction ($R^2 = .45$, $F(5,190) = 30.713$).

Key Word: job satisfaction

1. MEd Student, Senior Assistant Teacher, Basic Education High School Ponnagyun, Ponnagyun Township
2. Lecturer, Dr., Department of Educational Theory, Yangon University of Education