

Relationship between Teachers' Job Satisfaction and Commitment

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Abstract

The main aim of this study was to investigate the relationship between teachers' job satisfaction and commitment in Basic Education High Schools, Thar Kay Ta Township, Yangon Region. The specific aims were to investigate the level of teachers' job satisfaction and commitment and to study the relationship between teachers' job satisfaction and commitment. Quantitative and qualitative methods were used in this study. The participants of this study consisted of 299 teachers. The questionnaire included demographic data, job satisfaction items and commitment items. Instrument was reviewed by a panel of experts. Cronbach's alpha of the whole scale of teachers' job satisfaction and commitment was 0.81. Descriptive statistics, one-way ANOVA and Independent Samples *t* Test were used to analyze the data in this study. The result found that the mean value of level of teachers' job satisfaction for the satisfaction was 3.85. So, the level of overall teachers' job satisfaction was very satisfied. The mean value of level of teachers' commitment for the satisfaction was 4.09. So, the level of overall teachers' commitment was very satisfied. Pearson product correlation coefficient result revealed from the study was a significant and positive relationship between teachers' job satisfaction and commitment ($r = 0.554, p < 0.01$). Very satisfied levels of teachers' job satisfaction were associated with Very satisfied levels teachers' commitment in the study area.

Key words: teachers' job satisfaction, teachers' commitment

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