

A Comparative Study of Regular and Contractual Teachers' Job Satisfaction

By

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Abstract

This study was undertaken to explore the job satisfaction of teachers. Present research compared job satisfaction of 26 contractual and 24 regular teachers on pay, promotion, supervision, fringe benefits, coworkers, nature of work, communication, contingent & rewards and operating conditions. These aspects of working environment contribute as factors of job satisfaction. Data were collected through a six point rating scale developed by Spector (1994). Results indicated that there is significant difference between the contractual and regular teacher's job satisfaction on the pay, fringe benefits and contingent & reward aspects. As the job satisfaction of teachers can directly affect students and classroom so it is recommended that there should be regular teachers in the schools so that their satisfaction can produce good results.