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## The Examining of Job Satisfaction Level of Koran Teachers In Terms of Some Variables

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### Abstract

The aim of this study is to analyze the job satisfaction level of Koran teachers. The relationships between the job satisfaction level of Koran teachers and some demographic status (gender, age and educational level) were examined. For this purpose, the Koran teachers on the sample of 243 questionnaires were selected. Statistical operations on the data obtained were analyzed via SPSS program. At the conclusion of the study, it was found that gender is the ineffective factor; educational level and age are the effective factors for job satisfaction of Koran teachers.

**Keywords:** *Satisfaction, job satisfaction, Koran teacher, education level*

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## Introduction

Job satisfaction is a complex function of a number of variables. A person may be satisfied with one or more aspects of his/her job but at the same time may be unhappy with other things related to the job. Job satisfaction has been defined as the extent to which a staff member has favorable or positive feelings about work or the work environment (De Nobile, 2003). It refers to the positive attitudes or emotional dispositions people may gain from work or through aspects of work (Furnham, 1997; Locke, 1976). Conversely, job dissatisfaction refers to unhappy or negative feelings about work or the work environment (Furnham, 1997).

Many theories of job satisfaction have been proposed, but one of the most widely utilized in educational settings has been that of Herzberg and his associates (Abu Saad & Isralowitz, 1992; Derlin & Schneider, 1994; Dinham & Scott, 1998; Lester, 1987; Mercer, 1993; Scott, Cox & Dinham, 1999). Herzberg's two-factor theory posits that job satisfaction comes from one set of job variables (called motivator needs or satisfiers) and job dissatisfaction from another set of variables (hygiene factors or dissatisfiers). Satisfiers include, for example, recognition, responsibility for ones work, personal growth, achievement and advancement, while dissatisfiers include many aspects of work external to the self such as pay, relationships with colleagues and supervisors, work conditions and security (Herzberg, 1968).

There is little doubt that teaching has become a more demanding and intense job. The last decade and a half has seen the role of teachers in the world become more complex due to curriculum changes, new directions in pedagogy, new child protection legislation, raised community expectations and recent moves towards quality assurance just to name a few factors (Acirrt, 2002; Dinham, 2004). Teacher job satisfaction has also been the subject of considerable literature (for example, Dinham & Scott, 1998; McCormick, 1997a; 1997b; Woods & Weasmer, 2004). In this context, the purpose of this research is to study job satisfaction among Koran teachers working at Koran courses.

## Methodology

### 1. Sample

The sample consisted of two hundred and forty three Koran teachers drawn via stratified random sampling from eight hundred and fourteen teachers in Ankara, Turkey. Sample characteristics are shown in Table 1.

Table 1. Frequencies and Percentages of Some Descriptive Statistics

	Subscale	Frequency	Percent
Gender	Female	18	7,4
	Male	225	92,6
Age	20-28	68	27,9
	29-36	58	23,8
	37-44	73	30,3
	45-53	44	18,0
Educational Level	High School	105	43,0
	Bachelor's degree	119	49,0
	Postgraduate degree	19	8,0
Total		243	100,0

### 2. Instrument

Respondents were required to provide biographical information (gender, age, educational level). Job satisfaction was measured using the Teacher Job Satisfaction Questionnaire (TJSQ) developed by Lester (1987). This instrument was chosen for its suitability to the given sample, its theoretical base (Herzberg, 1968) and its proven reliability as a measure of job satisfaction dimensions in schools (Lester & Bishop, 1997; McCormick & Solman, 1992). Respondents were requested to rate the extent to which they agreed with each statement on a scale of 1 to 5 (strongly disagree to strongly agree). A general job satisfaction item was also included, requiring respondents to indicate how satisfied generally they were with their job on a scale of 1 to 5 (very dissatisfied to very satisfied).

### 3. Data Analysis

The data collected has been analyzed via SPSS program. The percentage distributions, averages and frequencies of job satisfaction articles have been paid attention by using descriptive statistics in the study. And also, gender, age and educational level have been selected as independent variables. One-way ANOVA analysis has been used to search whether any differences are available

between job satisfaction levels of Koran teachers with regard to age and educational level, t-test analysis has been used to search the difference in terms of gender.

## Results

Table 2. Distribution of Job Satisfaction Levels with Regard to Gender

Gender	N	Mean	S	T	P*
Male	18	3.42	.694	.194	.846
Female	225	3.39	.559		

\*  $p > 0.01$  (The difference is not meaningful).

As seen in Table 2, although the job satisfaction level of male Koran teachers ( $X=3.42$ ) is higher than female Koran teachers ( $X=3.39$ ), there hasn't occurred a significant differentiation in Koran teachers' job satisfaction level with regard to gender.

Table 3. Distribution of Job Satisfaction Levels with Regard to the Age

Age	N	Mean*	Sd
1 20-28	68	3.23	.537
2 29-36	58	3.49	.492
3 37-44	73	3.44	.637
4 45-53	44	3.42	.557
Total	243	3.39	.569

One-way ANOVA  $F= 2.692$   $p= .003^{**}$   $p < .05$

According to Post hoc (LSD) analysis, the first and the second groups differentiate.

\* 1= strongly disagree, 2= disagree, 3= undecided, 4= agree, 5= strongly agree

\*\*  $p < 0.01$  (The difference is meaningful).

According to Table 3, the highest level of job satisfaction belongs to teachers 29-36 years old and the lowest level belongs to those 20-28 years old and significant difference was seen between the first and the second groups. ( $p < .05$ ) Accordingly, it can be said that the Koran teachers 29-36 years old are more satisfied than those 20-28 years old.

Table 4. Distribution of Job Satisfaction Levels with Regard to Educational Level

Educational Level	N	Mean*	Sd
1 High School	105	3.49	.575
2 Bachelor's degree	119	3.35	.547
3 Postgraduate degree	19	3.00	.506
Total	243	3.39	.569

One-way ANOVA  $F= 1.161$   $p= .001^{**}$   $p < .05$

According to Post hoc (LSD) analysis, the first and the third groups differentiate.

\* 1= strongly disagree, 2= disagree, 3= undecided, 4= agree, 5= strongly agree

\*\*  $p < 0.01$  (The difference is meaningful).

When the differentiation situations of job satisfaction levels of Koran teachers with regard to the educational level are examined, it can be seen that the average of job satisfaction levels of Koran teachers who have been graduated from high schools is 3.49, the average of those who have had bachelor's degree is 3.35 and of those who have had postgraduate degree is 3.00. When post hoc analysis has been carried out, there has occurred a differentiation at a significant level between Koran teachers graduated from high school and those who have had postgraduate degree ( $p < .05$ ). Accordingly, the Koran teachers graduated from high schools are more satisfied than those who have had postgraduate degree.

## Discussion

Our results show that there is no significant difference between gender and job satisfaction of Koran teachers, but some gender based studies revealed that female faculty members were rather more satisfied than male ones. For example, Parsa's (1996) study in which the mean of job satisfaction scores of female teachers has been reported higher than male ones, and also to Shah Sani's (1996) study in which the mean of female teachers' job satisfaction is higher than male teachers. Also, Syeds (1990) concludes from his own researches that female teachers, compared to male teachers, are more satisfied with their jobs (quoted by Bozorgi 1996). Although these studies have showed that there is a relation between job satisfaction and gender, in our study, it couldn't any relationship between them (Table 2).

Besides, in our study, it was determined that age is one of the factors affecting job satisfaction of Koran teachers. The older Koran teachers are more satisfied than young ones (Table 3). Age based studies revealed some similar findings to ours. In a study entitled "Age and the Determinants of Teacher Job Satisfaction" age was found to be significantly related to job satisfaction. Job satisfaction was found to increase with age (Lowther *et al*, 1985). Mertler's study (2002) titled, "Job Satisfaction and Perception of Motivation among Middle and High School Teachers" which examined the extent to which motivation levels of teachers, school organizational factors, and demographic variables affect job satisfaction. Some of the variables that were studied include; gender, ethnicity, age, years of teaching experience, and geographic school setting. The age of the teacher and years of teaching experience were statistically significant. Both age and years of experience showed younger, less experienced teachers as having significantly higher rates of job satisfaction than older, more experienced teachers.

Finally, our findings demonstrated a relationship between education level and job satisfaction. Koran teachers graduated from High Schools are more satisfied than those who have had postgraduate degree (Table 4). "Increasing Teacher Job Satisfaction: A Study of the Changing Role of the Secondary Principal" conducted by Kevin S. Baughman examines both demographic (teacher age, years of experience, gender, salary and level of teacher education) and organizational factors that may affect job satisfaction in secondary school teachers. The level of teacher education was found to be significantly related to job satisfaction (Baughman, 1996). In a study conducted by Lisa Thorsen-Spano entitled, "A School Conflict Resolution Program: Relationships Among Teacher Attitude, Program Implementation, and Job Satisfaction", the age of the teacher, years of teaching experience, type of level of education, and the number of years were the descriptive factors examined (Thorsen-Spano, 1996). These factors were found to have a significant effect on job satisfaction. As seen in these studies, education level may be effective on job satisfaction level of Koran teachers.

## Conclusion

In this study determined that while gender is the ineffective factor, educational level and age are the effective factors on the job satisfaction level of Koran teachers.

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