

Level of job satisfaction among Government School teachers based on Herzberg's two factor theory

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■ **ABSTRACT :** The study entitled “Job satisfaction of government school teachers of Ludhiana district” was undertaken with objectives to study the level of job satisfaction of government school teachers and to find relationship of profile of the teacher and the level of job satisfaction. The study was conducted in schools randomly selected from two rural blocks Doraha and Pakkowal of Ludhiana district of Punjab. Results of the study revealed that majority of the teachers were female in middle adulthood stage of life, married and were graduate with B.Ed. degrees. Results further revealed that majority of the respondents had medium level of job satisfaction. It was found that ‘scope for professional growth’ was most important dimension of intrinsic (motivation) factor, while ‘ability of utilization’ was least and under extrinsic (hygiene) factor ‘social status attached to job’ was the most important dimension and ‘management policies and set up’ was least important for government school teachers. Education level was significantly positively correlated with job satisfaction. Family occupation of school teachers had significant association with job satisfaction. Monthly salary of school teachers had negative relationship with their job satisfaction.

■ **KEY WORDS:** Job satisfaction, Intrinsic, Extrinsic, Motivation, Hygiene

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