

## **JOB SATISFACTION: AN IMPORTANT FACTOR IN RETAINING PERFORMING TEACHERS**

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There are several reasons why teachers are significant members of society. They are the ones who impart knowledge to the young, who go on to lead the following generation. When the kids are most impressionable, they teach them things. Children's lifelong learning will be shaped in part by the lessons they get from their teachers. Without a doubt, educators play a big part in the growth of their students.

One of the elements influencing learning outcomes and school efficacy is teacher performance. While teaching is seen as an honorable profession, it is also a tough one. Teachers must take personal responsibility for their own performance, development, and growth to maintain a high standard of professional performance in these circumstances.

Ayele (2014) cited that education is widely recognized as one indicator of development. Producing trained human resources capable of overcoming a nation's development obstacles is one of education's primary goals. In order to accomplish this, the workforce in the industry needs to be content. High productivity is the outcome of workers who are highly satisfied with their jobs dedicating their time, energy, and efforts to their work.

As generated from [www.boundless.com](http://www.boundless.com) (2016), job satisfaction is the level of contentment a person feels regarding his or her job. A person's sense of contentment serves as the primary foundation for this emotion. The ability to finish necessary duties, the degree of communication within an organization, and the treatment of employees by management can all have an impact on job satisfaction. Since different individuals within

an organization may have different definitions of what constitutes job satisfaction, many firms struggle to measure it accurately. Nonetheless, the majority of businesses understand that employees' job happiness can affect how well they perform, thus choosing the right measures is essential to building great efficiency.

Wodon (2014) even emphasized that job satisfaction is known to have an impact on employee well-being, productivity, absenteeism, and turnover. Pupils may not reap the full benefits of education when teachers' job satisfaction levels are low, or when teachers are plainly dissatisfied with their work or working conditions. Job satisfaction among teachers should be a major topic of concern not only for Department of Education, but also for children, parents, and societies. However, not much research has been done at the national level in developing nations to determine how satisfied teachers are with their professions.

Bautista (2018) assessed the job satisfaction of public elementary teachers assigned in far-flung schools in Hermosa, Bataan. Findings revealed that Awards and Recognition had the highest average weighted mean while Working Condition obtained the lowest perception from the two groups of respondents. Over-all, teachers had an average weighted mean of 4.51 as they assessed their job satisfaction while the school heads' perception had an average weighted mean of 4.52. It generated a combined average weighted mean of 4.52 with a description of "strongly agree".

Summing-up, teachers were still satisfied on their job even if they were designated in far-flung schools. As to Awards and Recognition, Work Achievement, Work Responsibility, School Policy and its Administration, and Income and Other Benefits, the null hypothesis was rejected. This means that the two groups of respondents viewed job satisfaction differently particularly on these five aspects. On the contrary, as to Satisfaction on the Job Itself, Professional Development, Opportunities for Promotion, Instructional Supervision, Working Relationship and Working Condition, the null

hypothesis was accepted. Meaning, there is no significant difference on the perception of the two groups of respondents as regards to the cited aspects.

Hence, the findings manifested good working relationships among school heads and teachers. Summing up, there is no variation on how the school heads and the teachers themselves perceived teachers' job satisfaction. This signifies that both groups of respondents have the same perceptions on teachers' job satisfaction.

For educational leaders, attracting and keeping excellent teachers is both a critical need and a challenge. Teachers may have been highly driven to become educators, but there may be additional circumstances or elements that affect their job satisfaction and desire to stay in the schools where they are assigned. By then, administrators need to be perceptive enough about the needs and emotions of their staff members to assist them in overcoming obstacles.

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