

AN EXAMINATION OF THE INFLUENCE OF JOB-RELATED FACTORS, LEADERSHIP STYLES, AND JOB SATISFACTION IN INDIA

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Abstract

School teachers' job satisfaction is crucially important in the provision of high quality performance as it has a positive influence on morale and the school's output, and it also links to the productivity and efficiency of teachers' working behavior. This research paper is aimed to test the influence factors between the independent variables such as transformational and transactional leadership, salary, job training, supervision, working conditions, Esprit de corps (team work), career progress, recognition, job clarity, and teachers' job satisfaction as the dependent variable in the diocese of Diphu, India. It also focuses on testing the different demographic factors such as gender, marital status, education and age levels towards school teachers' job satisfaction. The researchers applied descriptive research by using the survey technique to collect the data. 400 respondents from 30 schools in the diocese of Diphu, India completed the questionnaire. Multistage area sample from probability was designed to find the sampling unit by using stratified sampling and simple random sampling techniques. Descriptive statistics were used in describing the parameters of the respondents. The Independent t-test, ANOVA, and Multiple Linear Regression were used to test the hypotheses. Based on the hypotheses testing, the researchers found that job-related factors in terms of salary, working conditions, career progress, and job clarity were influential towards job satisfaction. Also, transformational and transactional leadership styles were significant influenced on job satisfaction. Finally, there was a statistically significant difference in job satisfaction when determined by marital status. The results of this study are beneficial to schools' management team, principals, educators or anyone who is related to the educational system in order to understand the factors affecting teachers' job satisfaction. It also would help them to adapt and develop school management strategies, help with recruiting the right person, and know how to train the principals and teachers for a more effective educational system.

Introduction

In a successful educational system, teachers are the pillars that help students to grow, and become the backbone to lead the nation forward. Teacher job satisfaction is closely related to work with students, which is of great importance to contribute to the students' knowledge in daily school life (Bogler and Nir, 2012). Menon-Eliophotou et al. (2008) implied that teachers' job satisfaction is a supreme crucial factor, and it has a significant impact on an effective school. Several studies have found that job satisfaction of teacher was influenced by leadership styles, and job-related factors such as salary, job