

Job Satisfaction and Organisational Commitment of Sikshya Sahayak (SS) Teachers
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Abstract

Job satisfaction and organisational commitment are two crucial factors of organisational effectiveness. The present study focuses on the job satisfaction and organisational commitment of school teachers designated as Sikshya Sahayaks (SS) in Dhenkanal district, Odisha. Organisational commitment and job satisfaction were examined among 80 randomly selected Sikshya Sahayaks(SS teachers). The study adopted a descriptive correlation design. The data were randomly collected by survey method using Lester's (1982) Teacher job satisfaction questionnaire (TJSQ) and Meyer & Allen's (1990) organisational Commitment Questionnaire (OCQ). Descriptive, inferential, and correlational analysis of data found a positive correlation between organisational commitment and job satisfaction of Sikshya Sahayaks. Female teachers (Sikshya Sahayaks) are more contented with their profession as compared to their male counterparts. There is a significant effect of gender on organisational commitment of Sikshya Sahayaks.

Keywords: Job satisfaction, organizational commitment, Sikshya Sahayak