

Implementing Factors and Criteria That Affect the Increase of Job Satisfaction of Teachers in Government Schools

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Many teachers are taking their ‘noble’ career as a stepping stone to better careers which means they are discontent with teaching as a career. The main objective of this study was to investigate how implementing factors and criteria affect the increase of job satisfaction of teachers in government schools. In order to achieve this, Herzberg’s Motivation Theory model, which argued that there are two factors namely Motivating and Hygiene factors that an organization can adjust to influence motivation in the workplace, was used as the theoretical framework. For this study, the descriptive research approach was employed and questionnaires and interviews were used to collect data. For the preparation of questionnaires, five factors from Herzberg’s factor theory regarding criteria that affect job satisfaction were taken into consideration. The sample of this study consisted of principals and ninety-six teachers from eight selected Sinhala schools in Minuwangoda Educational Zone of Gampaha District. Data were analyzed and interpreted by means of numbers and percentages. As a whole, the study revealed that the implementation stage of the factors and criteria for the improvement of job satisfaction was unsatisfactory. Particularly, the principals showed fairly satisfactory remarks in terms of teachers allowing to be recognized, yet, in relation to providing opportunities for achievements, assigning responsibilities, chances for teacher development, welfare and other incentives were proved to be unsuccessful. With regard to principals facing problems and challenges, it was revealed that when implementing projects, teachers had negative attitudes towards financial and administrative regulations. As suggestions to enhance job satisfaction, the following were identified: organizing School Based Teacher Development programmes by understanding their needs, improving teacher welfare activities in terms of quality, creating an environment to engage in a satisfactory job by understanding teachers’ potentials and capabilities, and giving them due posts and appropriate positions with responsibilities.

Keywords: Job satisfaction, Motivational strategies