

PalArch's Journal of Archaeology of Egypt / Egyptology

EFFECT OF WORK ENVIRONMENT ON JOB SATISFACTION OF SECONDARY SCHOOL TEACHERS IN KASUR

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Mirza Muhammad Afzal Baig, Dr. Tariq Mahmood Khan. Effect Of Work Environment On Job Satisfaction Of Secondary School Teachers In Kasur -- Palarch's Journal Of Archaeology Of Egypt/Egyptology 19(1), 2254-2265. ISSN 1567-214x

Key Words: Job Satisfaction, Performance, Work Environment, Academic Faculty

ABSTRACT

The major objective of this research was to examine the effect of work environment on job satisfaction and performance. The study was based on quantitative and correlational research design. In this study work environment was used as independent variable while job satisfaction and performance were treated as dependent variables. The target population was secondary school teachers from District Kasur whereas 237 participants were selected as sample of the research by applying simple random sampling technique. The self-administered questionnaire was used to collect the primary data through survey method while using five points Likert scale. SPSS software was administered to analyze the objectives of the study by descriptive and inferential statistics. The findings revealed there was significant correlation of work environment with job satisfaction and performance. Moreover, it was significant effect of work environment on job satisfaction and performance of secondary school teachers. The findings of this research may be helpful to adopt the various strategies for the enhancement of job satisfaction and performance of the academic faculty which is best tool for the development of whole educational institutions.

INTRODUCTION

Organization lying resting on investigate conduct more than a few experts linked with job performance, which fundamentally articulate to the model-oriented management just before member of staff wills consequence in greater than before motivation to member of staff job. thus, it preserves be alive affirmed that the commencement of the object before inspiration, an explanation situation used for the accomplishment of association. Institution imaginary impression exceeding, it can be predictable present be a

constructive guidance ultimately manipulate the job inspiration (Rawung, 2012; Widyanto & Sutarno, 2011).

Additionally, it was recognized unhelpful organize imperative characters as skills and satisfaction with definite personality and satisfaction height, feeling like worry and despair go well together to job stress which the person establishes complicated to handle within the lack of manage instrument such as sympathy, countrified be concerned, leadership and carry (Prasastono, 2012). Locus of organize specify the amount to which persons thought skills facets in lives. Additionally, life creature proscribed through individuals' measures while externally life form restricted through outer surface produce outcome fortune, some revision Güntert (2015) discovered skilled altitude probably since complete and enhanced profession that established better reward.

The previous researches concluded that the favorable work environment is an important tool to successful completion the objectives of teaching learning process. The organizations focus on the effective work environment to do the professional activities for getting the desired output (Sharif & Nazir, 2016). Gim et al. (2015) observed work environment in governmental wellbeing, preserve well environment, permeate optimistic democratic leader relationship, and vision to location towering thus possible objective and determined to complete these objectives.

LITERATURE REVIEW

The previous studies demonstrate to in attendance are various factors that attain the occupation happiness such as; supervision, environment, climate, job security, recognition, pay and promotion (Ganai & Ali, 2013; Jain, 2020; Naz & Sharma, 2017). The literature determined many issues related to these factors, which enhance the job satisfaction. The theories of motivation and satisfaction also endorsed these variables (Bentley et al., 2013). The administration of the education institutions makes a strategic plan to overcome the issues related to these variables that characterized the satisfaction level (Larkin et al., 2016; Murage & Kibera, 2014).

The leadership initiates the several managerial decisions to motivate the workers for their satisfaction (Abu-Taleb, 2013). It has been realized that the motivated and satisfied employees perform professional activities with full zeal and zest for the completion of the common objectives which develop the job performance and growth of the whole organization (Abraiz et al., 2012; Saner & Eyupoglu, 2015).

The supervision is an important factor to enhance satisfaction of job. The leaders adopt the supporting behavior and provide the democratic environment to perform the daily routine activities (Ali, et al., 2016). The leaders try to enhance the abilities and skills to the employees for development. Moreover, the leadership help the subordinates to aware about the problems faced during activities and provide the solution of the problems (Omeka & Onah, 2012). In supervision the head of the institutions make a plan and strategies according to the vision and mission of the organizations (Akhtar et al., 2010). Therefore,

the employees perform various kinds of activities under setting standards which have made to follow the rules and regulations. So, the positive supervision contributes to get the desire outcome according to the objectives of the organizations (Nyamubi, 2017).

McBride (2014) a behavior, might participate a main position in expect friendly interpersonal relationships. While it was commonly established that kind as were accomplishment leaning and aggressive, investigate point out that kind a behavior be inclined to be connected with opposition, anger, emotional insecurity, obsessionally, and subordinate psychosomatic happiness. Therefore, public who have kind character adduced to make concerned interactive difference before types. Public in different personality have not importance, haven conflict, talented for calm down without responsibility, were helpful and elastic, were deferential of others' reliability, confident conviction and honesty, and were willing to unenthusiastic analysis (Heyliger, 2014). By evaluation, therefore, public with character were additional goal-driven to accomplish, administer additional serious confront and reside on responsibilities for longer. If belongings did not go their approach, they without troubles turn out to be downhearted, discouraged and demotivated individuality manage enhanced intense circumstances, implement better decision and were not with no complexity discouraged (Grierson et al., 2013). Among other factors the recognition is an important factor which boost the satisfaction of the employees and provide the well-being (Ali & Ahmed, 2009). Katou (2008) posited acknowledgement and rewards have the pivotal role for long established the physically influential workers which know how to exist greater than before significantly, if supplementary attention is known on personnel reward and their recognition, satisfaction, motivation, in sequence, teamwork with friends and generation, dedications, investment and contribution may be in the arrange of the majority significant feature of person reserve organization consequences. Presentation container is moderator through a lonely measure and that is behavioral size of a personnel (Silberstein et al., 2017).

There are no systems through which strangely good measure, and it can be enjoyable performance, serving generation or promptness. Bearing in mind acknowledgment, it can be said that it is a significant issue moving worker motivation. Recognition is a community look of satisfaction known by a collection to persons who take on preferred behaviors (Hafiza et al., 2011). In the teaching line of work, together person and feminine humankind influence on work force that growing other than quiet the masculinity changes are also increasing in respects to financial and operational is surfaces some position or consequence. Teacher has specialized capabilities for teaching and actions (Ahmed et al., 2010).

To enhance the satisfaction of the and motivated them the leadership rendered the various kinds of remuneration within the passage of time. These rewards can be in shape of different rewards such as; best teacher awards, compensation and other social facilities (Aydin et al., 2013). When performance as well as motivation of the cliques when performance goals are satisfied. These rewards may be in finance or in other way which can be

certification and shield. (Mustapha, 2013). Due to these rewards the employees perform well for getting the differentiate from other. Thus, these rewards provide the motivation to do well during job hours and get the satisfaction being part of the organization (Hafiza et al., 2011).

It has been observed that there is dissimilarity between payment organization of the younger and skilled staff. investigate has revealed that mainly youthful personnel are content with the pay they have, but skilled personnel are not salaried according to their job, so the salary arrangement necessitate additional concentration (Abd-El-Fattah, 2010; Singh et al., 2010). This difference does not convey good consequences for the relationship (Monyatsi, 2012). Concentration of job satisfaction depends on the difference individuals' prospect, what he or she requirements and what he or she increase. Job satisfaction is a scope to which worker believe completely or harmfully concerning dissimilar feature of job e.g., job situation, moment, arrangement, compensation, responsibilities, and relationship with colleague and responsibilities (Long & Shields, 2010).

Past studies emphasized that the work condition is one of the most important tools for the satisfaction of the workers. It has been studied which state the number of indicators appears on work place that influence the internal feelings such as; environment, behavior, communication, commitment, recognition, condition of job: these factors have great significance on pleasure (Inayat et al., 2021). Pronounces that most important organize environment. Most important successfully describe job is appropriate planned encourage supportive environment, teaching improve, confidence both release and congested imperatives (Chughati et al., 2013; Anastasiou et al., 2014).

Have scrutinize occupation contentment issues, allow us revolve to those affect inspiration. Two-factor hypothesis, which is myself connected to our disagreement of the association among job itself, satisfaction with inspiration, circumstances to workers happiness depends resting on their necessitate achievement (Jabbar et al., 2020). It disputes to performance individual learn to recognize the factors that increase satisfaction and dissatisfaction between white-collar employees. Interestingly, Adegbesan (2013) originate to the question basis happiness are individual as of the subject encompass articulate discontent. He appearance question associated by disappointment while cleanliness thing such when dominance of management, company policy and administration, working situation, earnings, pay with extra financial recompense.

On the additional hand, personnel display approval by the question be people surname because Motivators such because improvement, accountability, accomplishment, development, acceptance with employ it etc. purposely characteristic touching job satisfaction were include occupation content (Al-Hussami, 2008). Herzberg (1959) claimed that sanitation aspect is obligatory except not enough toward provide definitive satisfaction. Therefore, leader should also deliberate at the motivators. Abutayeh & Al-Qatawneh (2012) has spacious suggestion. meant for example, discipline concert principally depends winning victorious education, which is myself related toward

educator inspiration with their approach, equally the issue be crucial on two restrictions. The hypothesis of inherent performance. while educator is content with aggravated towards their work, it additional assist toward amplify good quality bodily, touching, with community setting into the classroom.

Research Objectives

- 1- To determine the relationship between work environment and job satisfaction of teachers.
- 2- To find out the effect of work environment on job satisfaction of teachers.

METHODOLOGY

The objective of this study was to determine the effect of work environment on job satisfaction of secondary school teachers. For this study a quantitative and correlational research design. The target population consists of all the public secondary school teachers in district Kasur while 237 participants were administered as sample through simple random sampling technique. In this study self-administered questionnaire was develop on the based on previous research studies according to the variables of the study. A tool was constructed by using five-points Likert scale (Strongly Disagree, Disagree, Neutral, Agree, and Strongly Agree) to collect data. For this study the primary data was collected from the respondents through survey method. For this study the Cronbach'S Alpha Coefficient was applied to analyze the reliability of the questionnaire that was greater than 0.7 (Nunnally 1978 ; Asada et al., 2020; Junoh et al., 2019; Basheer et al., 2019a;Muneer et al., 2019; Basheer et al., 2019b; Basheer et al., 2018) which was acceptable. Moreover, in this study the content and face validity of the questionnaire was administered. The validity is a procedure to assess what is supposed to be measure accurately (Gray, 2014; Raof et al., 2021; Abdulmuhsin et al., 2021; Hameed et al., 2021; Yan et al., 2020; Nuseir et al., 2020). To evaluate the content validity, it was assessed whether the items of the questionnaire are best fit according to the review of literature include in this research. Moreover, the face validity was also administered with the help of some experts related to the education field. The response of the primary data was coding and entered into sheets by using Statistical Package for Social Sciences (SPSS). Therefore, both descriptive (Cronbach's alpha, Mean, Standard Deviation) and inferential statistics (Pearson Correlation and Multiple Regression Analysis) were applied.

Findings

Table 1. Descriptive statistics

<i>Statements</i>	<i>M</i>	<i>SD</i>
Team Work	3.06	1.03
Planning	3.38	.98
Commitment	3.72	.95
Relationship	3.52	1.02
Conflict Management	3.49	.96

Work Environment	3.43	.98
Salary	3.56	1.01
Growth	3.14	1.00
Recognition	3.40	.97
Supervision	3.67	.95
Work Itself	3.05	.99
Contingent Rewards	3.34	.99
Job Satisfaction	3.36	.98

The opinion of the respondents was analyzed about the variables of the study through descriptive statistics, which indicate the mean value of items from 3.06 to 3.72 and cumulative M= 3.43, SD= .98 about work environment where, from 3.14 to 3.56 and cumulative M= 3.36, SD= .98 about job satisfaction. It was indicated that the respondents were agreed about the variables of the study.

Table 2. Correlation between the dimensions of work environment and job satisfaction

Variable	1	2	3	4	5	6
Team Work	1					
Planning	.361(**)	1				
Commitment	.469(**)	.395(**)	1			
Relationship	.452(**)	.369(**)	.369(**)	1		
Conflict Management	.393(**)	.419(**)	.290(**)	3.99(**)	1	
Job Satisfaction	.433(**)	.390(**)	.271(**)	.388(**)	.351(**)	1

** Correlation is significant at the 0.01 level (2-tailed)

For analyzing the correlation between the dimensions of work environment and job satisfaction. The results of person correlation show the positive and moderate correlation of all the dimensions except commitment which shows the weak correlation the R values were .433, .390, .271, .388 and .351 respectively. It indicated that it was significant correlation between all the dimensions of work environment and job satisfaction.

Table 3. Correlation of work environment and job satisfaction

Variables	1	2	3
Work Environment	1		
Job Satisfaction	.348(**)	1	
Job Performance	.366	.345	1

** Correlation is significant at the 0.01 level (2-tailed).

For evaluating the correlation of work environment with job satisfaction and performance. The results of person correlation show the positive and moderate correlation of work environment with job satisfaction and performance with R values .366 and .345. It indicated the significant relationship of work environment with job satisfaction and performance.

Table 4. Effect of the dimensions of work environment and job satisfaction

<i>DV</i>	<i>Variables</i>	<i>Std. Error</i>	<i>Beta</i>	<i>T</i>	<i>Sig</i>
Job Satisfaction	(Constant)				
	Team Work	.071	.511	7.18	.00*
	Planning	.062	.332	5.43	.00*
	Commitment	.057	.242	4.21	.02*
	Relationship	.064	.366	5.69	.00*
	Conflict Management	.059	.319	5.38	.00*

Multiple Regression Analysis was administered to examine the effect of the dimensions of work environment on job satisfaction. The results show the moderate and positive effect of all the dimensions of work environment on job satisfaction with beta value of .511, .332, .242, .366 and .319 respectively. It indicated the significant effect of work environment on job satisfaction.

Table 5. Effect of work environment on job satisfaction

<i>DV</i>	<i>Variables</i>	<i>Std. Error</i>	<i>Beta</i>	<i>T</i>	<i>Sig</i>
Job Satisfaction	(Constant)				
	Work Environment	.062	.354	5.57	.00*

Multiple Regression Analysis was administered to examine the effect of work environment on job performance. The results show the moderate and positive effect of work environment on job satisfaction with beta value of .354. It indicated the significant effect of work environment on job satisfaction.

CONCLUSIONS

1. It concluded the significant relationship between work environment and job satisfaction of teachers.
2. It concluded the significance effect of work environment on job satisfaction.

DISCUSSION AND RECOMMENDATIONS

The findings of the study may be helpful to leaders within the school in the district of supervision professionalism in conditions of management release within every school below his or her management. The outcome of this research can be helpful to school leader by providing them with teachers on the relationship between work environment on summit of occupation satisfaction and performance of teacher in school. The conclusion of the learn

determination put in to the investigate information of teachers, academic that will be helpful designed for prospect revise in education. This learn have packed a whole of information in recitation which of the three-management approach: work environment, satisfaction and performance are secondary school division skull are by. Whether, they are conscious of this style as well as the significant employ of persons. It is fundamental to acquire respond of this query, because the conclusion of this learn be intelligent towards be exploit towards improve the efficiency of minor discipline subdivision skull to support prospect directorial accomplishment. generally, the result of this learns give a cadaver of information to tried to fill up the opening inside our fiction in the revise of management approach inspiration issue presentation evaluation with occupation pleasure minor educate teachers within Pakistan. The additional researches may be conducted with other variables which enhance the job satisfaction and performance of the teaching staff.

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