

ABSTRACT

This survey explored the level of job satisfaction, the sources of satisfaction and dissatisfaction among primary school teachers in the Lundu District. Two hundred and fifty (250) sets of questionnaires were sent to thirty-one (31) primary schools with the help of the District Education Office, Lundu. Only twenty-eight (28) primary schools send back the questionnaires amounting to two hundred and twelve (212), but thirty-one had to be rejected as they were partially filled. Only one hundred and eighty one ($n = 181$) sets of questionnaires were duly completed ones. The return-rate was 72.4%. Data were obtained by using the questionnaire based on the Job Description Index (JDI) and the demographic characteristics of the respondents. All statements were measured using a Four-Likert scale. The survey showed that the overall level of job satisfaction was moderately high (mean score 3.286). The teachers were most satisfied with colleagues, supervisor and work with a mean score of 3.018, 2.976 and 2.931 respectively. The teachers were least satisfied with promotion and pay facets with a mean score of 2.427 and 2.461 respectively. This survey revealed that there was a significant difference in the respondents' overall level of job satisfaction based on their school enrolment ($p = .004$), school grade ($p = .050$) and their professional qualification ($p = .025$). There was a relationship between the respondents' job-in-general and the teachers' category ($r = .217^{**}$), and their length in service ($r = .196^{**}$). A weak moderate relationship also existed between respondents' school enrolment and promotion ($r = .152^{**}$), supervisor ($r = .176^{**}$) and colleagues ($r = .164^{**}$) facets. Finally, it was suggested that the authorities must address the issue on teachers' salary scheme and promotion prospects in the teaching profession, which was the source of dissatisfaction among teachers. Performance appraisal system, teachers' transfer and posting, workplace conditions, teachers' welfare, availability of teaching aids and moral decadence among students nowadays should be given due attention by the relevant authorities as these were the aspects which the teachers' were least satisfied with.

ABSTRAK

Kajian ini merupakan satu penyelidikan untuk meninjau tahap kepuasan bekerja, punca-punca kepuasan dan ketidakpuasan bekerja di kalangan guru-guru sekolah dalam daerah Lundu. Sebanyak dua ratus lima puluh (250) set borang soal selidik telah dihantar ke tiga puluh satu (31) dengan bantuan Pejabat Pendidikan Daerah Lundu. Hanya dua puluh lapan buah (28) buah sekolah mengembalikan borang soal selidik yang berjumlah dua ratus dua belas (212) set. Daripada dua ratus dua belas yang diterima, tiga puluh satu (31) set borang terpaksa ditolak kerana tidak diisi dengan selengkapnya. Sebanyak seratus lapan puluh satu (181) set borang soal selidik diisi dengan lengkap. Kadar pemulangan ialah 72.4%. Data diperolehi menggunakan borang soal selidik berdasarkan borang Job Description Index dan ciri-ciri demografi responden. Semua pernyataan diukur dengan skala Likert 1 – 4. Kajian ini mendapati keseluruhan tahap kepuasan bekerja adalah sederhana tinggi dengan skor min 3.286. Responden mempunyai tahap kepuasan yang tinggi terhadap rakan sekerja, penyelia dan pekerjaan dengan skor min masing-masing bernilai 3.018, 2.976 dan 2.931. Sebaliknya responden tidak berpuashati terhadap aspek kenaikan pangkat dan gaji dengan skor min bernilai 2.427 dan 2.461. Kajian ini juga mendapati terdapat perbezaan yang signifikan dalam keseluruhan tahap kepuasan berdasarkan enrolmen sekolah ($p = .004$), gred sekolah ($p = .050$) dan kelayakan perofesional ($p = .025$) responden. Selain itu, terdapat juga pertalian di antara keseluruhan pekerjaan dengan kategori jawatan guru ($r = .217^{**}$) dan tempoh perkhidmatan ($r = .196^{**}$). Terdapat juga pertalian yang lemah di antara enrolmen sekolah tempat respon bertugas dengan aspek kenaikan pangkat ($r = .152^{**}$), penyelia ($r = .176^{**}$) dan rakan sejawat ($r = .164^{**}$). Cadangan diberikan agar pihak berwajib menangani isu skim gaji guru dan peluang kenaikan pangkat bagi guru-guru kerana ini merupakan punca ketidakpuasan bekerja guru. Akhir sekali, sistem penilaian prestasi, pertukaran dan penempatan guru, suasana tempat kerja, kebajikan guru, kekurangan alat bantu mengajar dan keruntuhan moral di kalangan pelajar pada hari ini diberi perhatian khusus oleh pihak berwajib kerana responden didapati tidak berpuashati dengan aspek-aspek ini.