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## **Teaching Profession and Satisfaction: A Female Perspective**

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### **Abstract**

*Teachers are role models for educational improvement. Quality of education depends upon the provider and facilitator's ability. The issue of this study is focused on the teaching profession and satisfaction from a female perspective. To explore the views on the teaching profession from a female teacher's perspective and dig- out the affective reasons for teachers regarding professional satisfaction. This study talks about the female teacher profession's situation and their happiness with the quality of education they provide. This study is based on a qualitative research design. Purposefully selected three permanent female teachers of different community schools in Kathmandu Valley. To fulfill the objective of the study, I developed the interview it has used in-depth interviews with secondary female teachers for data collection. Every of my participants have stated that they are very glad and equally satisfied by their professions. There are many reasons behind it the major being an independent respectful and self-earning person. The profession in itself comes with huge respect and good social status in a community. Being respected by the children by their guardians and people of the community makes them self-satisfied and continue to do what they do. From the collected data teachers expressed their strong opinions regarding the teaching.*

**Keywords** – quality, education, Professional happiness, relevancy, opportunity, and challenges.

### **Background**

Education is the key to the sustainable development of every generation. Job satisfaction is the main element of school development and it is the attitude of teachers in their job (Unjrik,2012). It is a proven fact that education plays a vital role in producing

competent and productive human resources in every context. So, it is one of the most powerful instruments for fighting poverty and inequality and lays a foundation of sustainable growth (world bank,2004). Now, in the context of Nepal there are mainly two types; community and institutional schools both types of schools' quality of education depends on a planner that is a teacher. The school sector development plan (SSDP,2016-2023) also provides the guidelines ad goal to be achieved in school-level education the main agent to fulfill the targeted goal of SSDP is the school family including, the teacher's attitude and behaviors, accountability, and ability of the teacher directly affect the quality of education at the school level. S/he is a diver who should drive properly to reach the destination. Attracting and retaining quality teachers is a major challenge for educational institutions. In education, the essential quality is to have a positive approach. All teachers need to have the potential and clear intent to carry out their duties. Almost devotedly to bringing satisfaction to their job. Job is a combination of emotional and psychological experiences in any work (Nigma K. 2018). Satisfaction and production are interrelated. if we are not satisfied with our profession, we cannot be much motivated to produce policy products. therefore, if the teacher is satisfied with h/her duty and responsibilities as a teacher then they can perform better results in this sector. So, this study is important to carry out for the situation analysis of professional satisfaction and its effect on school performance. These previous statements suggest that teacher professional satisfaction is related to various variables, such as school environment, teachers' attitude towards their work, promotion policies, and the process of the communication process. e teacher's job satisfaction is an important element of educational development and it helps to reduce the negative behavior of teachers in the school. Similarly, Luthans (2011), That professional satisfaction is a result of teachers' perception of how well their job provides those things that are viewed as important. It is generally recognized in the school behavior field that job satisfaction is the most important and frequently studied teacher's attitude. Job satisfaction is the emotional response to a job situation. Job satisfaction is often determined by how well outcomes meet or exceed expectations (p.141) The above statement clarified that job satisfaction is to meet the expectations of teachers in the school. It is related to teachers' perception and output of their performing tasks. Likewise, "the teacher's job satisfaction is needed for obtaining the pre-determined goals and objectives of the school" (Newstroom, 2000). Job satisfaction is a job-related attitude that has received considerable attention from researchers around the globe. Teachers are the pillars of our nation. Teachers play an important part in developing the knowledge and skills of youth. This study aims to investigate job satisfaction among school teachers. (Nadu, 2018)Teacher and quality education The quality of higher education depends upon the quality of those who impart it. Teachers are the most important components of any educational system. Teachers play the most crucial role in the development of the education system as a whole and also in imparting and maintaining the standards of higher education. Teacher competency and expectation; the basic purpose of teacher

training is to ensure the effective planning, management, development, and administration of the educational system by equipping teachers with competencies. The concept of teachers' competencies is mostly discussed the basic purpose of teacher training is to ensure the effective planning, management, development, and administration of the educational system by equipping teachers with certain competencies. The concept of teachers' competencies is mostly discussed in reference to Job satisfaction can be influenced by several factors, many of which are directly or indirectly related to the job itself. Job satisfaction is influenced even by such personal aspects like age, health, job experience, emotional stability, social status, leisure time activities, family as well as other factors (Schultz & Schultz, 2006).

When analyzing the quality of education, the opinions of the authors differ. when analyzing understanding of the quality of education. Some authors consider the quality of education to be meeting the set goals (Winch Gingell, 1999). Thereby, opinions about the evaluation of the quality of education are also different. Based on literature analysis, it is concluded that quality education research requires capturing a broad range of opinions expressed by those in the sector (Koke,1999; Coates,2009)

#### **Theoretical explanation of job profession and satisfaction**

Many theories have been developed and tested to explain job satisfaction by scholars. Content theories of job satisfaction Maslow's (1954) needs hierarchy theory suggests job satisfaction is a product of how well an individual 's needs are met by a job and environment. There are five categories of needs organized in ascending order in Maslow's hierarchy. A) physiological; b) safety; c) belongingness; d) esteem; e); self-actualization. Physiological needs for a teacher include salaries or wages, lounges, facilities, and other working bases. Once the physiological level is met, the safety level must be met Zaid et al. (2020). A sense of safety covers one's sense of security as well as their sense of well-being, covering themselves, their families, their property, and their workplace. It is after the security level has been met that the third stage, namely the need to be accepted the next stage is the level of self - esteem must be met before being able to achieve satisfaction in the job done. Fauziyana et al. (2020) explain that human beings need appreciation, and love must be fulfilled at this stage. Spiritual and social aspects are key in this stage. Norazmi (2020) emphasizes that in school organizations, teachers have to be in a position where they can be appreciated and loved by their co-workers. The next stage is to have a high level of self-esteem to be able to achieve satisfaction with the job done. Fauziyana et al. (2020) explain that at this point, human beings need to feel appreciated and respected by those around them. (Fauziyana et al. 2020) explain that at this point, human beings need to feel appreciated and respected by those around them. At the top of the hierarchy is self-actualization, which represents the need, self-development, creativity, and utilization of opinion.

Feminist Theoretical Precative; while working as a teacher and development worker, I have witnessed and experienced women's participation in school governance and development processes. Women are largely dependent on men, which creates barriers for them to participate in the outside world with the market, economy, legal actions, and social actions (Haug & Aasland, 2015). A very small number of women are involved in educational institutions, community-level groups, social actions, and local development processes, observing the behavior of males and following their commands and working patterns. They can accept the decisions made by the male with more influence and power which are guided by patriarchal societal beliefs and ethics (Pandey, 2016). Participation requires citizens to be able to choose their roles and to be able to use their power in decision-making, whereas it is not true citizenship when only decisions are communicated to the citizens, and manipulate their complaints (Wang, 2001 as cited in Adhikari, 2021)

The relationship between knowledge production and power practices is a central theme of standpoint theory. This is not just an explanatory theory, but also a prescriptive theory suggesting a way to guide feminist research (Harding, 2004). It involves suggesting ways to empower oppressed groups, including women, valuing their experiences, and taking actions to develop an oppositional consciousness (Harding, 2004). This study connects the theory regarding female teacher professional satisfaction and quality increment in education.

### **Objectives**

The main purpose of this research is to identify the existing the teaching profession and satisfaction from female perspective in community school in Kathamanduvally. The research has attempted. First, to explore the views on the teaching profession from a female teacher .secondly To dig out the affective reasons for teachers regarding professional satisfaction.

### **Research questions**

For fulfilling the purpose this study, present study addresses the following research questions.

1. How do a female teacher fell towards the teaching profession?
2. What are the opportunity and challenges to be a teacher for a woman?
3. What may be the reasons that we can be satisfied in the teaching profession?

### **Methodology**

The ontology in my research will be multiple realities because data will obtain different participation views, visions, and expressions in this research. In the epistemology of my research, the knowledge of teachers' job satisfaction will be obtained from quality education. This study was conducted using an interpretative research paradigm, which takes into consideration a relativist ontology, a subjective epistemology, and a naturalistic set of methodological procedures (Creswell & Poth, 2018).

This study based broadly on qualitative research design employs multiple methods, and emphasizes a naturalistic interpretation of the subject matter qualitative research approach involves analyzing and collecting a variety of empirical materials. (Denzin & Lincoln, 2005, p. 3). I purposefully select three permanent teachers of a community school in Kathmandu valley as participants I developed interview guideline and, collect data through the in-depth interview. Specifically, I asked questions to highlight their experience of the issues under investigation, but generally, I wanted the conversation to focus on topics that women considered important. I may refer to these interviews as 'conversations' (as Pascal and Ribbins 1998), since I try to avoid establishing a power structure, in order to allow the women's voices to be heard. Each interview was audio-recorded and transcribed based on the nature of the data and research questions, I code the meaningful data and identify themes for interpreting the meaning inherent the data. The analysis of the participants' information and voices, as meaning-making units, proceeded inductively from the first interview. In subsequent interviews with the same and other participants, I clarified and verified the notes I had taken during the transcription. I analyzed and interpreted the themes using thematic analysis (Braun & Clarke, 2006).

### Results

This study has focused teachers are very satisfied in their profession, and they happy to be a teacher. In this section I have discussed the participation views to draw the conclusion.

#### **Views of female teachers about their profession:**

According to the participants being a teacher is satisfactory to them in every possible way. They are glad that they have good socioeconomic status and have earned a good respect in their community they feel proud that they have a good social status and when someone greets them as a teacher. Teacher in itself is quite a respectful profession. Journey of every successful career starts from school and colleges and the knowledge gained there as well knowledge depends on how well are the students trained by their teachers. So as my participants describe

*Salina (name changed) said, teaching is also a kind of social service. I feel glad to be providing social service in the form of teaching. I have a huge responsibility of their successful career and the kind of love and affection they have for me is indescribable. It makes me very proud of being a teacher in the success of my students.*

Hence it can be said that being a teacher and making it their primary profession aids them in their quality of life. Teachers are termed as second guardian after their parents and needless to say they are worth the respect. Since the beginning of life we are in the verge of learning something and the process never ends till our demise. Mother in a house is termed as a first teacher for us as she has a crucial role in upbringing of their child

likewise when the same child goes to school h/she sees a female teacher and thinks of her as own mother. So needless to say, the role of a female person as a teacher and the impact on the children.

*Saru (changed name) said, the satisfaction and positivity toward my profession have a good long-term result for my career and also for the quality of education I give to my students. Giving importance to the future and good career of my students I have supported them in every way I can have given my best for them.*

The positivity towards the profession makes them do it better on what they do and also has a major role in the students and their growth

*Mina (name changed) said I believe that positivity and satisfaction towards the job help in building the quality and growth of the respective profession. I entered the teaching profession in the year 2073. I have completed my master's in Humanities and still I am doing my M.ED. I am happy with my profession because it has given me an identity and I am also able to impart knowledge according to my qualification.*

### **Opportunities and Challenges**

Being a female working professional in a community of a developing country has got major challenges just even to enter in the field as people in our community has still got the thinking of women should never get out of kitchen and only be involved in household related activities. So, the opportunities coming in them are also missed by many of them. facing all those challenges and to enter in the field is a major step they head towards their own growth. So as the each participants say:

*It's a great opportunity and quite a challenge for me to be a female teacher as I have to look after my family and be in this service at the same time. I face many challenges being a lady. I stay in a rented apartment in the capital city I have to look after my children's expenses and cook for my family and their well-being so it's a challenge for me not to get that stress affect my profession.*

Being a mother, a wife a daughter and also a crucial part of her family a woman has a huge responsibility and challenges on them. and working outside of their comfort zone and not letting all those stresses come in their way is a greater challenge for them

*It is difficult for women to enter the profession so entering the teaching profession has been a great opportunity for me.*

So, the risks and challenges and overcoming them and also competing with others for their growth and betterment needless to say more a woman carry huge load of responsibilities in their shoulder

*There are many challenges for women in the teaching profession along with opportunities. It is challenging to work on a routine with home management but being financially self-sufficient has increased self-esteem. Women are becoming more confident that they can do more than just housework.*

### **Reasons for satisfaction towards their job**

Every of my participants have stated that they are very glad and equally satisfied by their professions. There are many reasons behind it the major being a independent respectful and self -earning person. The profession in itself comes with huge respect and good social status in a community. Being respected by the children by their guardians and people of the community makes them self-satisfied and continue to do what they do

*My social responsibilities and contact are on the verge of increasing because of my interaction with the students and their guardians. I have earned good respect and relationship with them which is bigger than wealth. So, I feel this is such a pure profession there is no place for corruption and politics in it. I am quite satisfied with my profession*

This satisfaction and positivity have a huge impact on the quality of the profession. it gives encouragement and motivates a person to give their best at what they do.

*I am also satisfied in this profession because I don't have to beg hands with others for money. I got the job according to my qualifications. Has a separate identity in society, as well as prestige increased in society Besides this it has been proved that women can do any profession.*

independence and freedom should be provided to every of the female person in every house that can help identify their skills and knowledges that in turn helps in the betterment of the society and people living there.

*My respected seniors and co-workers have helped me a lot at the beginning of my career which has been a great help in the growth of my career and I feel very happy and have a lot of respect for them for the continuous support and the guidance they have provided to me and I am sincerely very grateful for them.*

*The school environment people there and their affection towards has always motivated me and I feel like going to teach them even on holidays. Also being independent economically at home and being able to fulfill the necessities of my children and also supporting my family members economically makes me more glad and more motivated to continue what I do giving my best.*

Furthermore, the support and the guidance provided to them by their co-workers have encouraged them and do it in a better way and apply every of their skills and knowledges to their profession.

## **Discussion**

### **Professional happiness**

according to all my respondents being a female in the field of the teaching profession each one of them is satisfied with what they do and is glad and motivated for continuing their profession giving the best they possibly could. Satisfaction in them in my opinion came from three things Being socially and economically active from which they can support their family economically. Getting good social status and self-respect and being independent and engaged with their quality of life. The findings also correspond with A teacher's physiological requirements including salary or wages, lounges, facilities, and other working conditions (Zaid et al. 2020).

### **Challenges and Opportunities**

According to the participants being a female in a teaching profession and doing a job in itself carries a lot of challenges. Being able to be there for the family and children taking care of the daily household activities supporting their husband and also working at the same time is quite challenging for them to manage time to let go of the household stress while at work and give their best for their children .in this way, this is not just an explanatory theory, but also a prescriptive theory suggesting a way to guide feminist research (Harding, 2004). It involves suggesting ways to empower oppressed groups, including women, valuing their experiences, and taking actions to develop an oppositional consciousness (Harding, 2004). There are many challenges, the stress in work, and oppression from different views.

Likewise, according to them, they are also grateful for the opportunities provided to them by the government and their family to get enrolled in the good institution and government-based job for the betterment of their profession and continuous support from their seniors, co- workers, and family. They feel that opportunities come to everyone it depends on themselves what to make out of them. and they are glad they grabbed the opportunity and made their career and life better out of it. a high level of self-esteem to be able to achieve satisfaction with the job done. (Fauziyana 2020) explain that at this point, human beings need to feel appreciated and respected by those around them.

### **Education and Life**

Professional happiness towards the respective job and positivity makes a person motivated towards doing what they do and give their best in their respective field which in turn has a major role in the betterment of the children their career growth and also has a direct impact in the society and the people living there. Being a female doing good in her field, her confidence in what she does, and her positive impact on the children has a lot to

offer for the people in the society as they get encouraged and feel motivated to be like her which in the long run can have a direct effect on the literacy rate and also solving the major problem of unemployment. According to, Norazmi (2020) emphasizes that in school organizations, teachers have to be in a position where they can be appreciated and loved by their co-workers. The next stage is to have a high level of self-esteem to be able to achieve satisfaction with the job done.

Above the all-respondent views shows that women have job satisfaction but they felt so many challenges as well. The major challenge is shown lack of time. In another word, time management is a great problem faced by them. Self-sufficiency brings happiness to them. Social prestige and self-esteem are other motive factors in the teaching profession. and all respondents agree to their happiness and job satisfaction ensuring quality education because A teacher can only teach well when he is committed and satisfied with his profession. They urged. The motivation of teachers is an important contribution.

### **Conclusion**

So, to summarize and conclude all of these and according to my participants, being a female in teaching field each of them is fully satisfied and happy with their job. Many factors have contributed in their satisfaction. Teacher being a respectful profession in itself comes with great respect and social status. The respect they gain in the society and in their surroundings makes them feel that they have earned some value for their life and makes them positive about their job which in turn improves the quality of their profession and helps in the betterment the children and society. Being financial independent is another major factor that motivates women in a positive way as most of the women in a developing country like ours are dependent in their husband's income and primary source of their finance is totally dependent upon their husband.

So needless to say being able to pay for their own expenses and also supporting their children and family economically makes a positive mentality of women and helps in their personality and career growth.

Continuous and positive Support from the co- workers at the working place for a woman at the starting of her career helps her to motivate in a good way and helps in their growth. providing various opportunities and support for a woman to get outside of a kitchen, social awareness in the community and positive support from their family members are some of the factors in helping them for their career buildup.

Being a woman and a lecturer myself I feel that this profession comes with self-satisfaction, self- respect and good socioeconomic status. A woman has to be a wife a mother and also a good daughter for her own family. She has to support her husband her children and the family to do the household chores, work in the kitchen, and with all those stress in mind has to go to work and give her best there too. We have to guide others in

building their career and the growth of the individual. Supporting our own children academically also pays for our hard work and stress.

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