

ABSTRACT

The present study was aimed to identify the job satisfaction of teachers working in most difficult schools in Puttalam zone. The objectives were to examine whether there is any relationship between teachers' job satisfaction with demographic, intrinsic and extrinsic factors. This study follows the research design of deductive approach. A survey has been done to identify their current attitude towards the career. Herzberg's Two Factor Theory was used as the theoretical framework for this study. 100 teachers were given questionnaires working in most difficult schools in Puttalam education zone. A self-developed, pre-tested questionnaire and an interview schedule were used to collect data. Data was analyzed using descriptive and inferential statistics. SPSS 21 statistical package and MINITAB 14 software were used for inferential analysis.

The nature of the study sample was analyzed through descriptive and inferential statistics. It was found that majority of teachers are female, married teachers. And it is remarkable to find that more than 80% of teachers working in most difficult schools have less than 10 years of working experience. There is a significant relationship between job satisfaction with intrinsic and extrinsic factors. When studying about the bi-variables of independent variables, it was found that sense of achievement of intrinsic factors and the extrinsic factors, work conditions, pay and rewards have no significant relationship with teachers' job satisfaction. Moreover, it was found that there is a multi-collinearity between the independent variables. There was, however, no significant relationship between job satisfaction with demographic factors. Content analysis of the responses added more substance to statistical findings and their suggestions were presented.

The study recommends the government to address teachers' problems through providing them adequate teaching facilities, in-service training, promotion, accommodation, incentives and through revising transferring policies to motivate and to retain teachers in most difficult schools which will provide a long term solution for teacher shortage in most difficult schools in Sri Lanka.

Key Words: Teachers, most difficult schools, job satisfaction, overall job satisfaction