

## EXTENDED ABSTRACT

# FACTORS THAT INFLUENCE ON TEACHERS' JOB SATISFACTION- AN EMPIRICAL LITERATURE REVIEW

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### Abstract

Teachers' job satisfaction is very important for the school community to have satisfied teachers whose role is their students' achievements, emotional development, social and professional progress. Consequently, teachers' shape the future citizens' behavior and attitude in a developed society. Quality of education depends on the teacher's performance. Teacher's performance based on the job satisfaction. Teachers in across the world are generally not satisfied with their jobs. The objective of the study is to identify the factors that influence on teachers' job satisfaction through empirical literature review. Data were collected from research theses, research papers, research articles and subjected to thematic analysis in a qualitative basic research approach. The following factors are affecting on the teachers' job satisfaction. They are internal factors, external factors, psychological factors and social factors. The human resource management factors such as job environment, appointment, recruitment, promotion, professional development, transfer, appraisal, supervision, motivation, colleagues, administration, management, way of education, and interaction also affecting directly or indirectly on the teachers' job satisfaction. The study suggested that it is advisable to the concerned bodies especially the educational management should give an attention to those factors and should plan different strategies to improve teachers' job satisfaction.

**Keywords:** Teachers, job satisfaction, internal and external factor

## 1. Introduction

Education is the unique and predominant factor of stimulating national development (Jhon & Agba, 2010). Teachers are the prominent resource of a school and the resource who determine the quality of education (Bolin, 2007). The concept of job satisfaction is the combination of job and satisfaction and job means the process of work and satisfaction means the perception of process of work and the working environment (Mitra, 2018). Job satisfaction refers to the subjective feeling of employees towards their work. This could either be favorable or unfavorable (Skaalvik & Skaalvik, 2014). Teacher job satisfaction and teacher resource management have received magnificent attention recently. Teacher job satisfaction has been identified as an important factor contributing to high-quality education. According to Ololude (2006), effectiveness and wellness of the school society depend on the teachers' job satisfaction. Job satisfaction has been studied for decades following the advance of sociology and psychology in order to describe employees' positive feelings, like contentment and happiness, as well as the accomplishment of their needs and desires in their working

place (Locke, 1976). Formation of human resource based on the educational process, the quality effectiveness, outputs, strength and performance should be in high level depend on the performance of the teachers. when the teacher's effectiveness in high level, educational out puts, goals of the education, output of the school also will be more strengthen. In the above background the teachers' performance related with the job satisfaction positively and negatively. This research will be processed based on the determinations which conducted globalized literature review.

## 2. Purpose of study

Explore of the factors affecting on the teachers' job satisfaction through the empirical literature review.

## 3. Research Question

what factors affect the teachers' job satisfaction?

## 4. Research Process

This research processing based on the major terms such as teachers' job satisfaction and the factors affecting on it. The data obtain from the twelve research articles in published research journal through the Google scholar and web pages. which samples was selected according to regional wise. Research samples are the research determines already published in various countries and various years throughout the literature review.

## 5. Research Methods

The factors affecting on the teachers' job satisfaction is processing through the literature review of comparing researches and analysis the research. Thematic content analysis was used to identify the themes and factors. Finding the connection and criticizing. literature review, organized evaluation and research synthesis are used without any alteration. In social science, Inclusive analysis and research synthesis are used. Before writing the research, writing and ending are having steps. Research reports, research summary, literature review, comparing the results, criticizing is the process of the research.

## 6. Findings

The concept of the teacher's job satisfaction directly and indirectly related with psychological, social and economic factors. Job satisfaction is related with emotional, attitude and motto effectiveness. job satisfaction is also based on the internal expression and behavioral impact of the factors are more spread and particularly. Teachers' internal factors such as emotion, stress, environmental state, like, dislike, expectation. and individual factors such as age, sex, location, education and knowledge level also affected. The factors related with the human resource management such as job environment, motivation, salary, job environment, appointment, recruitment, promotion, professional development, transfer, appraisal, supervision, motivation, colleagues, administration, management, way of education, and interaction also affecting directly or indirectly on the teachers' job satisfaction.

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