

Job satisfaction and mental health among school teachers

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Abstract

The present study examines the influence of gender, management and job tenure on job satisfaction of high school teachers of Kakinada Town, Andhra Pradesh. The sample of the study consisted of 240 high school teachers. Job Satisfaction was measured by using Job Satisfaction Questionnaire by Rama Mohan Babu (1992) and Mental Health was assessed by using Mental Health Inventory developed Jagdish and Srivastava (1983). The obtained data are quantitatively analyzed by using Means, SDs and Analysis of Variance (ANOVA). The findings of the study reveal that there is a significant influence of gender, management and job tenure on job satisfaction of high school teachers. But there is no significant influence of gender, management and job tenure on mental health of high school teachers.

Keywords: mental health, Job satisfaction

Introduction

A good mental health and job satisfaction are important pre – requisites for the effective functioning of the teachers. School teachers lay the foundation of education of the children. It is they who not only teach but also mould the character and personality of the children. Therefore they should have a sound mental health and should get satisfaction in their job. In recent time it is seen that school teachers are being engaged in different social and governmental activities like census, election etc. and various other activities (Subhadra Das Baro and Bibhuti Bhusan Panda, 2014) ^[20].

Mental health which today is recognized as an important aspect of one's total health status is a basic factor that contributes to the importance of physical health as well as social effectiveness. It is a normal state of well-being, and in the words of Johns, Sutton and Webster, "is a positive but relative quality of life. It is a condition which is characteristic of the average person who meets the demands of life on the basis of his own capacities and limitations" (Subhadra Das Baro and Bibhuti Bhusan Panda, 2014) ^[20].

A mentally healthy teacher plays a vital role in promoting the mental health of school children. If the mental health of the teacher is inadequate, it is bound to affect adversely the mental health of the pupil. In general meaning, teacher's mental health stands for his adjustment and motivation with which he functions in the teaching profession. It is an index of his/her identification with the job. In the words of Bernard (1961, P.14), "Mental health for teachers is a state in which they are effective in their work, take satisfaction and pride in the activities they pursue, manifest cheer in the performance of their duties and are human considerate of their co-workers" (Anand 2009, P. 47) ^[2].

The term job satisfaction has been used in different ways by different persons. In general, job satisfaction refers to the satisfaction of a worker in his/her work. According to Sinha (1974), "Job satisfaction is an integration of effects for produced by individual perception of fulfillment of his/her needs in relations to his/her work and situation surrounding it." Job satisfaction is the favourableness or unfavourableness

with which employee's view their work (Brunerberg, 1976). It signifies the amount of agreement between one's expectations of the job and the rewards to the job provides. Job satisfaction is concerned with a person or a group in the organization. Satisfaction related to the teaching job is regarded as teachers' job satisfaction. Satisfaction when applied to work context of teaching seems to refer to the extent to which a teacher can meet individual, personal and professional needs as an employee (Strauss, 1974).

Review of Literature

Studies related to Job Satisfaction

Usmani *et al.*, (2006) ^[23] studied that teachers job satisfaction in relation to their school, the results reveal that, there was a significant difference in the level of job satisfaction of teachers of government and private schools, where the government school teachers were highly satisfied than the private school teachers.

Tilak Raj and Lalita (2013) ^[21] investigated the present level of job satisfaction among the private and govt. school teachers. In this research, 50 Govt. and 50 Private teachers, 100 in total, working in different govt. & private schools were examined. The obtained data were analyzed based on the descriptive statistics using SPSS Version 16. Independent sample t-test has been used in this study to analyze the job satisfaction level among male & female teachers and Govt. & Private school teachers. The study revealed that there is no significant difference in the level of satisfaction of male and female teachers. Furthermore, it was again revealed that there is no significant difference in the level of satisfaction of Govt. and Private school teachers.

Abha Sharma (2016) ^[1] job satisfaction secondary school teachers on the basis of sex and location. A purposive sample of 200 male and female teachers was selected equally from 20 secondary schools of Pratapgarh District of UP state situated in urban and rural areas. Data were collected using Teacher Job Satisfaction Scale developed by Singh and Sharma (1986). The data collected were analyzed using percentage, Mean, SD and t test. The study revealed that (i) there was no significant

difference in the job satisfaction of male and female teachers. (ii) There was significant difference in the job satisfaction of urban and rural teachers where rural teachers were higher in job satisfaction. (iii) Teachers of government schools were more satisfied than the teachers of private schools. (iv). Teachers of aided private schools were more satisfied than the teachers of unaided private schools.

Neelam (2014) ^[13] compared the job satisfaction among primary school teachers with respect to some demographical variables. Job satisfaction was treated as dependent variable. The independent variable comprised of gender, group of teachers (BTC and special BTC), marital status and educational qualification. For the purpose of study, descriptive survey method was employed. The sample comprised of 240 primary school teachers working in the government primary schools located in Varanasi district and was selected by Multi-Stage Random Sampling technique. Personal Data Sheet prepared by the researcher, Primary teacher Job Satisfaction Scale (DJSS) by Meera Dixit (1993) was used for the collection of data. The obtained data were analyzed using mean, SD, t-test and F-test. The findings of the study revealed:

- i) No significant difference was found in the job satisfaction of male and female primary school teachers,
- ii) Significant difference was reported in the job satisfaction of primary school teachers on the basis of group of teacher (BTC & Special BTC),
- iii) No significant difference was found in the job satisfaction of unmarried and married primary school teachers,
- iv) No significant difference was found in the job satisfaction of primary school teachers on the basis of their educational qualifications.

Bhim Chandra Mondal (2014) studied the level of job satisfaction of secondary school teacher of west Bengal, India in relation to their gender, level of education and residence. Stratified random sampling technique has been used to draw 499 samples from population. Job Satisfaction Scale (JSS) as developed by Mondal (2014) is used for data collection. A schedule is added to collect demographic variables like gender, residence and level of education. Findings of the results shows that teacher's level of job satisfaction is average. The effect of gender, level of education and residence is insignificant on the level of job Satisfaction.

Senthil Kumar (2015) studied Job Satisfaction of Higher Secondary School Teachers at Trichy and found that there is no significant difference in the job satisfaction of schools with respect to the locality. Age has no bearing on the level of job satisfaction of higher secondary school teachers.

Twinkle M. Trivedi (2014) analyzed the job satisfaction level among male and female faculties of Ahmedabad and impact of gender on job satisfaction. Data was collected from 31 faculties serving in different government and self-finance colleges through structured questionnaire. The findings indicate that there is no significant difference between job satisfaction of male and female faculties. Also the research proves that gender is variable which helps us to predict level of job satisfaction of individuals specifically work related component and utilization of skills and abilities component of Job Satisfaction.

Tilak Raj and Lalita (2013) ^[21] investigated Job Satisfaction among Teachers of Private and Government School: A Comparative Analysis. The study revealed that there is no significant difference in the level of satisfaction of male and

female teachers. Furthermore, it was again revealed that there is no significant difference in the level of satisfaction of government and private school teachers.

Studied related to Mental Health

Panda Nityan and Pradhan and Senapaty (1996) ^[15] studied Job Satisfaction and Mental Health of secondary school teachers working in Government and Private Schools. The results revealed that mental health had significant effect on secondary school teachers job satisfaction ($F=.0003$; $P>0.05$). The study implies that job satisfaction, which is one of the essential characteristics of an effective teacher, can be enhanced if teachers are mentally healthy.

Basu (2009) ^[3] studied job satisfaction and mental health among teachers - A Survey. He found that job satisfaction does have a significant relationship with mental health in case of primary school teachers. When gender, marital status and locality of the primary school teachers were taken into consideration, satisfied teachers evinced significantly better mental health than their unsatisfied counterparts.

Muhammad Asghar Ali (2011) ^[12] studied job satisfaction of secondary school teachers, their result revealed that there was a significant difference in job satisfaction between male and female secondary school teachers, where the male respondents were more satisfied than the female respondents.

Rosmin Thomas (2012) ^[18] investigated the mental health of higher secondary School teachers of Kerala. A representative sample of 600 higher secondary school teachers were selected at random from Thrissur, Ernakulam and Malappuram district of Kerala state. General Health Questionnaire -12 (GHQ - 12) was used to collect data and the results indicated that there was significant difference in mental health with respect to gender and income. But type of school did not act as a factor of mental health as there was no significant difference in mental health with regard to type of school. The results further showed that male teachers have higher mental health than their female counterparts and those with income above Rs.10,000 showed a commendably higher mental health than those with income below Rs.10,000.

Ritu Rani and Ajmer Singh (2012) ^[17] conducted "A Study of Mental Health in relation to Gender and Type of School and results of the study indicated that the primary school teachers were found to be average in their level of mental health. In general, there was found no significant difference in the level of mental health between male and female teachers. The teachers working in Government and Private schools do not differ in their level of mental health.

Madhab Ghosh (2013) ^[10] study intended highlight the job satisfaction of teachers working at the primary school in relation to nature of job, gender, locale, management and educational qualification variation. Dixits Job Satisfaction Scale (1998), developed by Panda (2007) was administered over a sample of 100 primary school teachers of Dakshin Dinajpur district of West Bengal. The findings of the study revealed that para, female, govt. school and under graduate teachers are more satisfied on their job than the regular, male, private school and graduate teachers.

Jadhav (2013) ^[8] study is intended to gain knowledge about Job Satisfaction and Mental Health of 600 Male and Female teachers working in government and private aided primary schools of Belgaum and Dharwad districts of Karnataka State. The Job Satisfaction and Mental Health Scales were

administered on the selected sample to know their level of job satisfaction and mental health. Statistical 't' test and correlation was applied to analyse the data. It was found that there is no significant difference in the Job Satisfaction of male and female teachers. It was also found that there is no significant difference in the mental health of teachers. There is a significant and positive correlation found in Job Satisfaction and Mental Health of teachers.

Mohan Galgotra (2013) [11] the study is aimed at finding the mental health of government and private teachers and its relation to sex and job satisfaction of Jammu. 250 teachers were selected from different High schools of Jammu District. Mental health inventory and job satisfaction inventory was used. It was found that government school teachers possess good mental health in comparison to private school teachers. Sex has no effect on the mental health of teachers. Further findings show that that job satisfaction has an effect on the mental health of the teachers.

Subhadra Das Baro and Bibhuti Bhusan Panda (2014) [20] found that there is no significant difference between male and female teachers with regard to mental health and job satisfaction. So it has been found that male and female teachers are not different in their mental health and job satisfaction. It also has been found that the mental health and job satisfaction of teachers' both are related to various conditions. The study has concluded that there is significant relationship between mental health and job satisfaction of primary school teachers.

Pachaiyappan and Ushalaya Raj (2014) [14] conducted a study to analyze the mental health of secondary and higher secondary school teachers. Teachers are the most powerful agents who influence the behaviour of the students and therefore teachers should possess emotional stability as well as healthy attitude towards life. Health of teacher, both physical and mental, adds to the efficiency of his/her work. Survey method has been used in the present study. Mental Health Inventory (MHI) was used for collecting the data. 130 secondary and higher secondary school teachers were chosen for the study. The data was analyzed using mean, Standard deviation, 't'- test and one way ANOVA. The study reveals that the Government school teachers' mental health is higher than their counterparts. Gender-wise analysis shows that female teachers' mental health is higher than the male teachers.

Chanderkant Gorsy, Neeraj Panwar and Sandeep Kumar (2015) [5, 6, 19] studied Mental Health among Government School Teachers and reveals that significant gender differences exist among government school teachers and male school teachers were found better on mental health than their female counterparts. Additionally, teachers posted at schools located under urban area were found higher on mental health as compared to teaches posted at schools located under rural areas.

The survey of related research has shown that only a very few studies have been conducted on job satisfaction of high school teachers. Although a good numbers of studies are reported in international and national level on the various dimensions. No significant study is reported on the mental health and job satisfaction of high school teachers. Therefore the present

study is designed to assess the job satisfaction and mental health of high school teachers of Kakinada town of Andhra Pradesh.

Objectives

To study whether gender, type of management and job tenure has any significant influence on the job satisfaction and mental health of school teachers.

Hypotheses

1. There would be significant difference between male and female school teachers in their job satisfaction.
2. There would be significant difference between government and private school teachers in their job satisfaction.
3. There would be significant difference between short job tenure and long job tenure school teachers in their job satisfaction.
4. There would be significant interaction among gender, type of management and job tenure with regard to job satisfaction of school teachers.
5. There would be significant difference between male and female school teachers in their mental health.
6. There would be significant difference between government and private school teachers in their mental health.
7. There would be significant difference between short job tenure and long job tenure school teachers in their mental health.
8. There would be significant interaction among gender, type of management and job tenure with regard to mental health of school teachers.

Population

Teachers working in primary / secondary schools in and around Kakinada town constituted the population of the study. There are around 50 schools and each school there are around 20-30 teachers both male and females. Of the 30 schools 15 are government and 15 are private schools. Their job tenure ranges from below 15 and above 15 years. In all 1500 teachers constituted the population of the study.

Sample

From among 1500 school teachers 240 teachers are selected by resorting to systematic sampling technique in such a way that they fit into a 2x2x2 factorial design. There are 8 groups of subjects and in each group there are 30 subjects. The sample include both men and women, teachers with long job tenure and short job tenure working in government and private schools. Their age ranges from 25 - 58 years and the distribution of the sample is presented in table-1.

Table 1: Distribution of the Sample

Job Tenure	Men		Women		Total
	Government	Private	Government	Private	
Short Job Tenure	30	30	30	30	120
Long Job Tenure	30	30	30	30	120
Total	60	60	60	60	240

Tools

Job Satisfaction

The job satisfaction questionnaire was adopted from Rama Mohan Babu (1992). The tool was highly reliable for the investigation. The total items are 65 there are 34 positive items and remaining 31 are negative items. For the purpose of scoring numerical values (weightages) were assigned to each of the five categories namely Strongly Agree (S.A.), Agree (A.), Doubtful (D.), Disagree (D.A.) and Strongly Disagree (S.D.A.). The test-retest reliability of the test is 0.91.

Mental Health Inventory

Mental Health Inventory developed by Jagdish and Srivastava (1983) was used. It has six dimensions *i.e.* positive self-evaluation, perception of reality, integration of personality, autonomy, group oriented attitude and environmental mastery. It contains 54 statements out of which 37 statements are negative and 23 statements are positive each statements has alternative answers like always, most of the time, some time and never. Scoring for positive statement was 4, 3, 2 and 1 and negative statement scoring was 1, 2, 3 and 4 the total score ranges from 54 to 196. High score indicate better mental health. The test-retest reliability of the test is 0.98.

Procedure

The investigator met the head masters of the respective

schools and obtained formal permission from them to collect the data. The researcher met the teachers in groups of 2 to 6 and explained to them the significance of the research and distributed the questionnaires. After obtaining their consent, the questionnaires are handed over to them and explained to them how they should fill in the questionnaires. The researcher clarified some of the doubts raised by the some of the teachers. They were given sufficient time to fill in the questionnaires. The filled in the questionnaires collected from the teachers in order to overcome the loss of the subjects during the research over sampling to the tune of 20% was resorted to. The responses of the subjects are scored accordingly and this constituted the data of the present study.

Research Design

As there are three independent variables (1) Gender (2) Management (3) Job Tenure, and each variable is varied into two ways. A 2x2x2 factorial design is employed.

Statistical Analysis

The obtained data are analyzed quantitatively by using descriptive statistics, such as Mean and Standard Deviation and Inferential Statistics such as Analysis of Variance (ANOVA) and ‘t’ test wherever necessary to test the hypotheses and the results are presented in the following pages.

Results and Discussion

Table 2: Means and SD’s of Scores on Job Satisfaction

		Men		Women	
		Government	Private	Government	Private
Short Job Tenure	Mean	188.230	197.430	190.170	203.830
	SD	22.779	30.825	26.459	41.017
Long Job Tenure	Mean	174.570	179.330	174.300	198.270
	SD	17.282	14.935	17.005	33.432

Men = 184.89 Government = 181.82 Short Job Tenure = 194.91
 Women = 191.64 Private = 194.71 Long Job Tenure = 181.62

A close observation of table –2 clearly shows that women teachers working in private sector with short job tenure have obtained a high mean of 203.830 compared to women teachers working in government sector with long job tenure, whose mean score is 174.300. It clearly indicates women teacher working in private sector with short job tenure have high job satisfaction compared to all other groups.

There are mean differences among the eight groups of subjects in their job satisfaction. However in order to test whether there are any significant differences among the eight groups of subjects in their job satisfaction, the data are further subjected to Analysis of Variance and the results are presented in table-3.

Table 3: Summary of ANOVA of scores on Job Satisfaction

Source	Type of III Sum of Squares	df	Mean Square	F value
Gender (A)	2733.750	1	2733.750	3.784*
Management (B)	9984.600	1	9984.600	13.819**
Job Tenure (C)	10613.400	1	10613.400	14.689**
Gender x Management	2100.417	1	2100.417	2.907@
Gender x Job Tenure	400.417	1	400.417	0.554@
Management x Job Tenure	129.067	1	129.067	0.179@
Gender x Management x Job Tenure	814.017	1	814.017	1.127@
Error	167625.267	232	722.523	-
Total	194400.933	239	-	-

* - Indicates significant at 0.01 level
 ** - Indicates significant at 0.05 level
 @ - Indicates not significant

The “F” value of 3.784 for the variable gender is significant at 0.05 level, indicating that gender of the school teachers would significantly influence the job satisfaction. Female school teachers have high job satisfaction than compared to male school teachers. Women teachers (171.64) have high job satisfaction compared to men teachers (184.899). The finding of the present study consistent with earlier study of Lortie (1975) ^[19]; Raisani (1988) ^[16]; Demato (2001) ^[7]; Birmingham (1985) ^[4]; Ritu Rani and Ajmer Singh (2012) ^[17]; Neelam (2014) ^[13]; Abha Sharma (2016) ^[1] also found that women teachers were more satisfied with their job than men teachers. Thus the hypothesis -1 “*there would be significant difference between male and female school teachers in their job satisfaction*” is accepted.

The “F” value of 13.819 for the variable management is significant at 0.01 level, indicating that management of the school teachers would significantly influence on job satisfaction. School teachers working in private management have high job satisfaction compared to school teachers working in government schools. Teachers working in private schools (194.71) have high job satisfaction than teachers working in government schools (181.82). The finding of the present study in line with earlier study of Tilak Raj and Lalitha (2013) ^[21] found that there is no significant difference in the level of job satisfaction of male and female teachers. Thus the hypothesis – 2 “*there would be significant difference between government and private school teachers in their job*

satisfaction” is accepted.

The “F” value of 14.689 for the variable job tenure is significant at 0.01 level, indicating that job tenure of the school teachers would significantly influence the job satisfaction of school teachers. Teachers with short job tenure have high level of job satisfaction compared to teachers with long job tenure. Teachers with short job tenure (194.91) have high job satisfaction compared to teachers with long job tenure (181.62). The finding of the present study in line with earlier study of Asif Iqbal and Saeed Akhtar (2012) who found that work experience did not explore the job satisfaction difference in teachers. Thus the hypothesis – 3 “*there would be significant difference between short job tenure and long job tenure school teachers in their job satisfaction*” is accepted.

The “F” values for first order interaction as well as second order interaction are all not significant indicating that there is not significant interaction between gender, job tenure and qualification. Thus the hypothesis – 4 “*there would be significant interaction among gender, type of management and job tenure with regard to job satisfaction of school teachers*” is rejected.

An observation of table-4 clearly shows that women teachers working in private sector with short job tenure had obtained a high mean of 140.900 compared to men teachers working in private sector with short job tenure. It indicates that women teachers working in private sector with short job tenure have better mental health compared to all other groups.

Table 4: Means and SD’s of Scores on Mental Health

		Men		Women	
		Government	Private	Government	Private
Short Job Tenure	Mean	139.230	133.470	134.930	140.900
	SD	4.561	10.187	9.801	13.137
Long Job Tenure	Mean	134.030	138.470	139.670	137.100
	SD	8.931	10.126	13.822	5.567

Men = 136.30 Government = 136.96 Short Job Tenure = 137.13
 Women = 138.15 Private = 137.48 Long Job Tenure = 137.32

There are mean differences among the eight groups of subjects in their job satisfaction. However in order to test whether there are any significant differences among the eight groups of

subjects with regard to mental health, the data are further subjected to Analysis of Variance and the results are presented in table-5.

Table 5: Summary of ANOVA of scores on Mental Health

Source	Type of III Sum of Squares	df	Mean Square	F value
Gender (A)	205.350	1	205.350	2.060@
Management (B)	16.017	1	16.017	0.161@
Job Tenure (C)	2.017	1	2.017	0.020@
Gender x Management	84.017	1	84.017	0.843@
Gender x Job Tenure	4.817	1	4.817	0.048@
Management x Job Tenure	10.417	1	10.417	0.104@
Gender x Management x Job Tenure	1316.017	1	1316.017	13.200**
Error	23129.200	232	99.695	
Total	24767.850	239	-	-

@ - Indicates not significant
 ** - Indicates significant at 0.01 level

The “F” value of 2.060 for the variable gender is not significant, indicating that gender of the school teachers has no significant impact on mental health of school teachers.

Both male and female school teachers have similar levels of mental health. The finding of the present study in line with earlier studies of Muhammad Asghar *et al.* (2012); Mohan

Galgotra (2013)^[11]; Subhadra Das Bro and Bibhuti Bhusan Panda (2014)^[20] who also found that there is no significant difference in the mental health of teachers. Thus the hypothesis – 5 “*there would be significant difference between male and female school teachers in their mental health*” is rejected.

The “F” value of 0.161 for the variable management is not significant, indicating that there is no significant impact of type of management on the mental health of school teachers. Teachers working in government and private schools have similar levels of mental health. The finding of the present study collaborated with earlier studies of Rosmin Thomas (2012)^[18] and Ritu Rani and Ajmer Singh (2012)^[17] who also found that there was no significant difference in mental health with regard to type of school. Thus the hypothesis – 6 “*there would be significant difference between government and private school teachers in their mental health*” is rejected.

The “F” value of 0.020 for the variable job tenure is not significant, indicating that job tenure of the teachers has no significant influence on the mental health of school teachers. Teachers with short job tenure and long job tenure have similar levels of mental health. Thus the hypothesis – 7 “*there would be significant difference between short job tenure and long job tenure school teachers in their mental health*” is rejected.

The first order interaction effects are not significant. The ‘F’ value of 18.06 for second order interaction is significant at 0.01 level, suggesting that there is significant interaction among the three variables i.e., gender, job tenure and qualification with regard to mental health of high school teachers. Thus the hypothesis – 8 “*there would be significant interaction among gender, type of management and job tenure with regard to mental health of school teachers*” is rejected.

Findings

1. Female school teachers have high job satisfaction than compared to male school teachers.
2. School teachers working in private schools have high job satisfaction compared to teachers working in government schools.
3. Teachers with short job tenure have high level of job satisfaction compared to teachers with long job tenure.
4. There is no significant interaction between gender, type of management and job tenure with regard to job satisfaction school teachers.
5. Gender, type of management and job tenure have no significant impact on the mental health of school teachers.
6. There is significant interaction among gender, type of management and job tenure with regard to mental health of school teachers.

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