



Working Satisfaction as a Teacher

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ABSTRACT

Teachers evaluate their roles in their school environment by what they feel as they go to work every day. The ability of workers to adapt to the work environment is often associated with job satisfaction. Job satisfaction is urgently needed to provide comfort in performing tasks that have been entrusted to the teachers. It would be achieved if all requirements are met and it would indirectly increase the motivation of the teachers. Nowadays there are few signs which indicate that job satisfaction has occurred degradation. The stages of adaptation at the workplace often vary which will result in job dissatisfaction and thus the job performance is affected. Apart from that, findings of several studies have found that the key factors affecting job satisfaction to teachers is the development of motivation, attitude and behavior of an individual and the emotional stress due to workload and their internal problem. Job satisfaction is also closely related to the working-class pressure. The working pressure is always identified as factors leading to low production yield, absenteeism, resignations and poor health of workers. An individual who has high job satisfaction will focus on his career, will be not easily tired, hardworking, highly motivated and will strive to improve work performance. Aspects of job satisfaction is also associated with the psychological aspects inseparable from the concept of motivation. The emphasis on job satisfaction is very important because it will indirectly affect individual performance and contribution to the organization. Someone who does not get job satisfaction will be tempted to neglect their duty and does not carry out the mandate that was given to him.

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Introduction

Job satisfaction is closely related to the involvement of teachers in decision-making, high autonomy in the workplace, an environment where work and progress in student achievement. Job satisfaction is often associated with fun person to work. It is important for individuals to pursue any line of work to improve the working enthusiasm. According to Ahmad Johari and Mohammad Zuhairy, (2011) aspects of teachers' job satisfaction in Peninsular Malaysia is the occurrence of fun teaching, satisfied with their students' academic achievement, appreciation from the administrators and the opportunity for sabbatical leaves. Review from Ahmad Johari and Mohammad Zuhairy (2011) explains that teachers' job satisfaction is positively related to the issues that are often raised in school which are teacher professionalism, involvement in decision making, development of teachers, teachers' ability, and performance on school climate, cohesiveness and working environment. Educators who are creative, prudent generous, competent and highly motivated will be able to achieve optimized satisfaction while those who think positively will have high moral values will eventually produce anything progressively, productively and effectively more accountable to the assigned tasks (Salmah Jaafar, 2007; Raziah Mansor dan Ahmad Esa, 2009). Human capital is actually an asset that needs to be injected from the point of spiritual values, intellectuals and enriching the cultural capital of each individual (Ahmad Esa & Mohd Zaid Mustafa (2010).)

Importance

Job satisfaction is indispensable in the life of an employee. Researchers like Herzberg, McGregor and Maslow stressed that job satisfaction is one of the largest primary human needs and must be met, especially to achieve self-perfection. Job satisfaction to an individual, whether it is a teacher or other careers are dependent on the value of work in accordance with the interpretation of the individual's own assessment. The height of the work is perceived by the individual himself. Its value is felt by an individual that cause one to be satisfied, committed, passionate and loyal. Job satisfaction is an important element in determining the employee's attitude towards work. It is also the will of instinct every individual in an organization's operations. The level of job satisfaction will be a driving force towards achieving the goals of working and contributing to the advancement of the organization. The teaching profession is one of many services that perform tasks for the realization of national goals. Bestiana (2012) argues that the focus of the study of job satisfaction is her study as there is a general perception that job satisfaction can increase productivity and lead to a lot of benefits earned to the organization. Job satisfaction is important in the management of the organization, especially because this aspect can be the deciding factor on the behavior of employees whether they really work or not. Various opinions and theories of job satisfaction have been used by researchers to identify factors that influence job satisfaction, impact and sustainability of career.

Factor

According to Ahmad Jawahir (2009), most individuals feel more satisfied with his work if he has served for so long with such a career. Job satisfaction factors often manifests as the effect of the individual's desire to improve self-achievement, want to be recognized, respected and wanted to build a reputation for himself.

Psychology pioneered by Maslow (1970) and several other research has also focused on the relevance of certain factors with psychological aspects. Growth factor motivation is said to be a key factor to the achievement of individual job satisfaction. Evidence of significant state employees who are not satisfied will be pushed toward truancy and may have unexpected behavior. Gordon (2002), said that job satisfaction can be achieved when the values, expectations and goals can be achieved in a job, while dissatisfaction occurs when something prevents to achieve the satisfaction. Muda, Mohd Shaladdin and Omar, Nik Wan (2006), states that an employee will feel satisfied with his work if the nature of work and the environment in line with personal values and expectations of its work. He found that the concept of job satisfaction as an attitude held by individuals involved in an organization at a time. The attitude of these individuals is referring to aspects of the job or field of interest.

The Issue of Job Satisfaction of Teachers In Malaysia.

Reviews by Doraisamy (2007) found that the workload has a correlation with the degree of satisfaction of teachers because some teachers have to devote the actual task of teachers to educate the result is assigned to key positions that require teachers are out of school or work outside the field of teaching. According to Ahmad Johari and Mohammad Zuhairy (2011), more women teachers feel the satisfaction of teaching compared with male teachers and post-graduate teachers were more satisfied than graduates of teacher training colleges. According to Shahrin and Saraswaty (2010), not all employees have a positive view of the work they chose. They are also likely to suffer from depression, frustration, drab atmosphere, anxiety, fatigue, and a feeling that is not fun. Heed Park (2008), found the collaborative and cooperation between members of the group have a positive relationship with job satisfaction. The closer the relationship between colleagues the higher level of satisfaction achieved. Abas, Liza Watti and Hairul, Nurasyikin and Masood, Mimi and Esa, Ahmad found that job satisfaction was high for the salary and workload, while the last orders are at moderately high level. Reviews by Azlina Mohd Kosnin & Tan Sew Lee (2008) found in a career of more teachers have faced high levels of stress at work which have resulted in low levels of job satisfaction. The level of teacher professionalism and integrity can only be enhanced if they can maximize satisfaction and minimize stress in their work.

Proposal

Islam sees it as a worship if done with sincerity, lawful and trust which indirectly will be able to give satisfaction in oneself. Therefore we should go back to nature with a religious belief as a foundation for the satisfaction of self-employment. Increase recite the Quran and try to improve ourselves and to accept all conditions and tasks in the field of education as a challenge in carrying out their responsibilities as educators. Other proposal is overcome the stress used Problem Based Learning (PBL) for satisfaction.

Generating abstract or concrete ideas for solving problem is a PBL where individual are exposed to the actual solving process Baharom Mohamad, Ahmad Esa and Husin Junoh (2008)

Conclusion

Someone who does not get a job satisfaction will be encouraged to devote their duties and do not perform discharges as there is no trust given to and will give a negative image of the community to the teaching profession. Satisfaction in the work will be obtained with high motivation in yourself and always be willing to accept gracefully all circumstances, whether good or bad. Job satisfaction will be met if a job is done with utmost sincerity and are in an environment that stimulates the mind to move further ahead.

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