

## Exploring Teachers' Satisfaction Regarding Salary and Work Environment at Secondary School Level Swabi



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**Abstract:** *The study explored the teachers' satisfaction regarding salary and work environment at secondary school level. The objectives of the study were to explore teachers' satisfaction with respect to their salary at secondary school level and to investigate teachers' satisfaction with respect to work environment at secondary school level. The population of the study consisted of 491 secondary school teachers. Out of the total population, 150 secondary school teachers were randomly selected by selecting 5 teachers from each school. Findings of the study concluded that Most respondents expressed satisfaction with their pay. Over 50% of educators thought their pay covered their essential needs. Of those surveyed, half believed that their pay was sufficient to cover their children's educational costs. Less than half of participants can pay for their family's medical needs out of their paychecks. The majority of participants expressed satisfaction with the superannuation pension serving as a means of assistance for their post-retirement later years. The majority of participants thought that their monthly pension would provide them with financial security in later life. The majority of educators are happy that their work allows them to make money legally.*

**Key Words:** Salary, Work environment, Job satisfaction

### Introduction

The treatment of employees determines the efficacy and efficiency of the organizations established to accomplish specific goals. The significance of humanitarian conception in organizations is demonstrated by the creation of positive work environments, which also ensure that employees are satisfied with their jobs, work in a safe environment, and exercise self-control in their work. Additionally, workers that are in a happy work environment produce better work. Encouraging teachers to work in a happy environment is crucial for schools since it will increase their job happiness and performance.

Teachers who believe their work is of a good caliber have little interest of changing schools and do not think about quitting. As a result, there are several ways in which the caliber of teachers' work is crucial. People work at workplaces for a significant portion of their life. Because of the high caliber of these working environments, employees are more motivated and self-assured. The idea of teachers' quality of work emerged as a means of reducing these issues in their daily lives at work and boosting organizational effectiveness. The

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term "quality of work life" now refers to a variety of topics, including managing work and relationships, exercising self-control, employment safety, compensation, and career path (2018, [Arslan](#)).

In order to ensure that teachers produce high-quality work, it is necessary to improve working conditions, job satisfaction, productivity, and social balance (Aba, [2009](#)). One strategy to achieve this is to make changes to the current work environment and improve the quality of life for employees while also increasing productivity and trying to improve the skills of those who work for the organization and ensure their satisfaction (Erginer, [2003](#)). Finally, physical and psychological well-being in the workplace should be prioritized in a way that promotes employees' integration with the entire workplace.

The assessment of working conditions, employee happiness and discontent, productivity, the social atmosphere inside the company, management style, and the integration of work and social life are all strongly impacted by the caliber of teachers' work (Martel & Dupuis, [2006](#)).

The caliber of teachers' work maintains their employment inside the company and ensures their longevity (Sandrick, [2003](#)). By arranging the working environment, a teacher's caliber of work can raise staff performance and job happiness. Teachers who labor in bad environments and with a heavy workload produce work that is of worse quality (Demir, [2016](#)).

Employees spend most of their time at work, and productivity increases when they are happy in their jobs (Yalcin, [2014](#)). When working in a happy atmosphere, workers may become more committed to their work and provide their best work.

## **Problem Statement**

The importance of teachers producing high-quality work has evolved due to the fact that employees have an impact on an organization's performance. We can conclude that employee performance directly affects how effective the organization is. A variety of elements, including pay, benefits, and professional advancement chances, can contribute to job satisfaction. When job satisfaction is attained, employees may be very productive and effective (Demir, [2019](#)). The present study was sought to explore the satisfaction level of regarding salary and work environment at secondary school level in Swabi.

## **Objectives**

1. To explore teachers' satisfaction with respect to their salary at secondary school level.
2. To investigate teachers' satisfaction with respect to work environment at secondary school level.

## **Research Questions**

1. Are secondary school teachers satisfied with their salary?
2. Are secondary school teachers satisfied with the work environment?

## **Significance of the Study**

The study will be beneficial for all the stakeholders belonging to the teaching learning process.

## Literature Review

Scholars like Hess, who made it clear that teachers were not often underpaid, have questioned the results and petitions of several scholars and educators calling for increased compensation for teachers. According to his research, the majority of Americans who work in the workforce put in roughly 25% more hours than the typical teacher (Hess, [2004](#)).

According to research, studying this topic aids in our comprehension of instructors' mental states, including their work enthusiasm, passion for teaching, and occupational attitudes, all of which have an impact on the caliber of instruction and learning (Fuming & Jiliang, [2008](#)). Nonetheless, their research produced recommendations for methods to improve teacher work satisfaction, and one of these was to raise pay and compensation (Fuming & Jiliang, [2008](#)), which is in line with the recommendations of other American academics. According to their research, people prioritize their income while selecting a career (Fuming & Jiliang, [2008](#)).

The lack of necessary funding, according to Morgan ([2020](#)), has now resulted in a cycle of "unfavorable outcomes." She also emphasized that paying teachers more would be possible if more money was provided to schools, particularly those in socioeconomically disadvantaged areas where students' needs are frequently greater.

The majority of teachers are actually not very content with the current working conditions they are expected to work in, according to efforts to examine the topic of teacher job satisfaction (Fuming & Jiliang, [2008](#)), leaving them with a stronger sense of dissatisfaction in their employment. Even in the United States, a number of aspects of school environments have been directly linked to teacher discontent. For instance, higher rates of teacher discontent have been linked to unfavorable school climates, inadequate administrative leadership, and subpar school buildings (Buckley et al., [2005](#)).

According to Bascia and Rottmann ([2011](#)), working circumstances in schools are crucial for student learning possibilities as well as teacher motivation, efficacy, and job satisfaction. Previous studies have identified a number of critical elements that guarantee the caliber of work produced by educators, including: sufficient resources; a manageable workload; collegial cooperation; professional development opportunities; leadership support; and possibilities for decision-making, to mention a few.

The factors that ultimately lead to teacher discontent, according to researcher Moore, are significant factors that should be understood because of their relationships to staff morale, student morale, teacher burnout, stress from trying to raise students' scores on standardized tests, and the current costs associated with replacing teachers who decide to leave the field (Moore, [2012](#)).

## Research Methodology

491 secondary school teachers made up the study's population (EMIS, 2016). Five teachers from each school were chosen at random to make up the 150 secondary school teachers that made up the overall population. To collect data, a closed-ended questionnaire with 14 Likert scale items—very satisfied, satisfied, neutral, dissatisfied, and highly dissatisfied—was created. The questionnaires were given to the respondents after the researchers personally visited the sample schools. They were given a week to complete and return the forms. There was a 100% response rate.

**Analysis of Data**

**Perceptions of Teachers regarding Salary/Financial Benefits**

**Table 1**

*I am ..... from my salary*

		<i>f</i>	<i>%</i>
Valid	D	18	12.0
	N	10	6.7
	S	87	58.0
	H	35	23.3
	Total	150	100.0

Table 1 shows that 81% of the participants were happy with their pay. All of the teachers were therefore content that the government was paying them a fair wage.

**Table 2**

*I am .....from my salary as it met my basic needs*

		<i>f</i>	<i>%</i>
Valid	D	37	24.0
	N	22	14.7
	S	77	51.3
	H	14	9.3
	Total	150	100.0

Table 2 demonstrates that 60.6% of instructors felt their pay covered their essential needs. In order to express how satisfied they are with the meeting of their basic requirements; the respondents gave an average response.

**Table 3**

*I am .....of my salary that as it manages my kids school/college/university expenses*

		<i>f</i>	<i>%</i>
Valid	HDS	11	7.3
	DS	44	29.3
	N	27	18.0
	S	57	38.0
	HS	11	7.3
	Total	150	100.0

Table 3 reveals that 45% of respondents thought their pay would be sufficient to cover the cost of raising their kids. The implication was that roughly 50% of teachers could pay for their kids' schooling out of their pay.

**Table 4**

*I am ..... of my salary as it is adequate to provide health facilities to my family*

		<i>f</i>	<i>%</i>
Valid	HDS	4	2.7
	DS	18	12.0
	N	29	19.3
	S	85	56.7
	HS	14	9.3
	Total	150	100.0

Table 4 demonstrates that 57% of participants can pay for their family's medical needs out of their paycheck. This leads us to the conclusion that fewer than half of the subjects can afford to give their family health care with their current income.

**Table 5**

*I am..... that my superannuation pension will come in handy once I retire*

		<i>f</i>	<i>%</i>
Valid	HDS	11	7.3
	DS	47	31.3
	N	26	17.3
	S	47	31.3
	HS	19	12.7
	Total	150	100.0

Table 5 shows that 44% of respondents felt that their superannuation pension provided some level of post-retirement support. Here, over half of the instructors expressed happiness about having a superannuation pension as a source of assistance.

**Table 6**

*I am..... that my monthly pension will help me out financially as I get older*

		<i>f</i>	<i>%</i>
Valid	HDS	14	8.8
	DS	7	4.7
	N	8	5.3
	S	74	49.3
	HS	47	31.3
	Total	150	100.0

Table 6 indicates that 80.6% of participants thought their monthly pension will provide them with financial security in their later years. This suggests that the majority of educators were content that a monthly pension would provide them with financial support in later life.

**Table 7**

*I am..... that I can make money legally through my job*

		<i>f</i>	<i>%</i>
Valid	HDS	5	3.3
	DS	11	7.3
	N	36	24.0
	S	79	52.7
	HS	19	12.7
	Total	150	100.0

Table 7 shows that 65.4% of instructors are happy that their work allows them to make a legitimate living. This view makes it clear that the majority of teachers find satisfaction in their work simply because it provides a means of legitimate education.

**Table 8**

*I am..... that I am completely compensated for my duties*

		<i>f</i>	<i>%</i>
Valid	HDS	5	3.3
	DS	21	14.0
	N	32	21.3
	S	74	49.3
	HS	18	12.0
	Total	150	100.0

Table 8 reveals that 61.3% of educators felt their compensation was commensurate with their performance. This researcher's findings indicate that a number of teachers were content with their pay in relation to their duties.

**Table 9**

*I am..... that If there's an emergency, I can take out GP funds*

		<i>f</i>	<i>%</i>
Valid	HDS	13	8.7
	DS	22	14.7
	N	25	16.7
	S	68	45.3
	HS	22	14.7
	Total	150	100.0

Table 9 shows that 55% of the participants were happy with their ability to take their GP fund in an emergency. It demonstrates how content many educators are to be able to withdraw their GP money in an emergency.

**Table 10**

*I am.....that the best teacher receives prizes from the government*

		<i>f</i>	<i>%</i>
Valid	HDS	8	5.3
	DS	14	9.3
	N	28	18.7
	S	74	49.3
	HS	26	17.3
	Total	150	100.0

Table 10 reveals that 67.6% of educators believe that all professionals who achieve the highest quality should be rewarded by the government. This suggests that the majority of educators hold the belief that the government's approach of rewarding high performers is acceptable.

**Perceptions of Teacher regarding Work Environment**

**Table 11**

*I am..... that I work the closest to the school of any staff member*

		<i>f</i>	<i>%</i>
Valid	HDS	15	10.0
	DS	28	18.7
	N	18	12.0
	S	72	48.0
	HS	17	11.3
	Total	150	100.0

Table 11 reveals that 59.3% of teachers were content with their closer proximity to the school. The majority of respondents feel very satisfied that they are closest to the school where they work, according to the researcher's analysis of this table.

**Table 12**

*I am..... that My coworkers are helpful and amiable*

		<i>f</i>	<i>%</i>
Valid	HDS	10	6.7
	DS	5	3.3
	N	12	8.0
	S	79	52.7
	HS	44	29.3
	Total	150	100.0

Table 12 indicates that eighty percent of respondents thought their coworkers were cooperative and kind. The majority of respondents felt content and glad that their coworkers were quite pleasant, the study concludes.

**Table 13**

*I am ..... that the mindset of the head of my institution is democratic*

		<i>f</i>	<i>%</i>
Valid	HDS	8	5.3
	DS	7	4.7
	N	17	11.3
	S	63	42.0
	HS	55	36.7
	Total	150	100.0

Table 13 shows that 78.7% of teachers were pleased with their head's democratic approach. It comes to the conclusion that many educators were happy with their institution's head's democratic stance. They get along well with their teachers and subordinates.

**Table 14**

*I am..... that my institution's atmosphere is favorable to education*

		<i>f</i>	<i>%</i>
Valid	HDS	8	5.3
	DS	14	9.3
	N	28	18.7
	S	74	49.3
	HS	26	17.3
	Total	150	100.0

Table 14 shows 66.6% of participants expressed satisfaction with the school's atmosphere for learning. This indicates that the majority of respondents were content with their affiliation with the organization, which offers a learning-friendly atmosphere and teachers who are dedicated to fulfilling their job as information providers.

**Findings (Perceptions of Teachers Regarding Salary/Financial Benefits)**

1. Table 1 shows that 81% of the participants were happy with their pay
2. Table 2 demonstrates that 60.6% of instructors felt their pay covered their essential needs.
3. Table 3 reveals that 45% of respondents thought their pay would be sufficient to cover the cost of raising their kids.
4. Table 4 demonstrates that 57% of participants can pay for their family's medical needs out of their paycheck.
5. Table 5 shows that 44% of respondents felt that their superannuation pension provided some level of post-retirement support.
6. Table 6 indicates that 80.6% of participants thought their monthly pension will provide them with financial security in their later years.



7. Table 7 shows that 65.4% of instructors are happy that their work allows them to make a legitimate living.
8. Table 8 reveals that 61.3% of educators felt their compensation was commensurate with their performance.
9. Table 9 shows that 55% of the participants were happy with their ability to take their GP fund in an emergency.
10. Table 10 reveals that 67.6% of educators believe that all professionals who achieve the highest quality should be rewarded by the government.

### **Findings (Perceptions of Teachers regarding Work Environment)**

11. Table 11 reveals that 59.3% of teachers were content with their closer proximity to the school.
12. Table 12 indicates that eighty percent of respondents thought their coworkers were cooperative and kind.
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14. Table 14 shows 66.6% of participants expressed satisfaction with the school's atmosphere for learning.

### **Conclusion**

For this reason, the teachers were all satisfied that they were receiving a fair remuneration from the government. The respondents provided an average response when asked how pleased they are with the fulfillment of their basic criteria. It was implied that about half of the teachers could use their salaries to cover the cost of their children's education. This leads us to the conclusion that, with their current salary, fewer than half of the participants are able to provide health care for their family. Here, more than half of the teachers said they were grateful for their superannuation pension as a source of support. This implies that most teachers were satisfied that they would have access to a monthly pension to help them out financially when they retired. According to this perspective, the reason why most teachers are happy in their jobs is that they enable students to receive a proper education. The results of this study show that some teachers were happy with their compensation given their job responsibilities. It shows how happy a lot of instructors are to be able to take out their GP money in case of necessity. This implies that the majority of educators think it is appropriate for the government to recognize excellent performance. Based on the researcher's examination of this table, most respondents are really satisfied that they are closest to the school where they work. The study reveals that most respondents were happy and relieved that their coworkers were friendly. It is concluded that a large number of educators were satisfied with the democratic attitude taken by the head of their school. They get along well with both their superiors and teachers. This suggests that most participants were satisfied with their association with the organization, which provides an environment conducive to learning and instructors committed to carrying out their role as information suppliers.

### **Recommendations**

Based on the findings the following recommendations were made.

1. Government may raise a handsome in salaries of the teachers.
2. Government may provide medical facilities for teachers.
3. Government may strengthen the pension plans.
4. The heads of the institution may ensure a democratic working environment.

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