



**A STUDY ON THE JOB SATISFACTION AND INSTITUTIONAL COMMITMENT
AMONG SCHOOL TEACHERS IN KERALA WITH SPECIAL REFERENCE TO
MALAPPURAM DISTRICT.**

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Abstract

Teachers are pillars our nation. Teacher plays an important role in developing the knowledge and skill of youth. This study aims at investigating the job satisfaction and institutional commitment among school teachers in Malappuram district. 30 respondents from government school, 30 respondents from aided schools and 30 respondents from private school were taken for the purpose of the study. Data collected was analysed with both descriptive and inferential statistics using spss version 21. Independent sample t-test and chi-square test has been used in this study to analyse the job satisfaction and institutional commitment level among male and female teachers and government, aided and private school teachers. On comparing the job satisfaction level and institutional commitment between government and aided and public school teachers. Job satisfaction influences job commitment towards the institution

Key words: job satisfaction, Institutional commitment, organisational climate, government school, private school, aided school, gender

1.1 Introduction

High quality teaching staff is the cornerstone of a successful educational system. Teachers are both the largest human capital resource of an educational system, particularly at the school level. Attracting and retaining high quality teachers is thus a primary necessity for educational institution. However, good teachers are difficult to recruit and almost impossible to retain if the rewards of teaching do not outweigh the possible frustrations on account of poor job conditions. Job satisfaction has always been a flash point of discussion among the researchers and scholars since along. This critical issue has gained enthusiastic attention of researchers all around the world after the