JOB ATTITUDE, JOB SATISFACTION AND ORGANIZATIONAL COMMITMENT AMONG SCHOOL TEACHERS- A STUDY ON GENDER DIFFERENCES

NAYANIKA SINGH*; SAPNA JAIN**

*ASSISTANT PROFESSOR,
DEPT. OF PSYCHOLOGY,
DAV COLLEGE, SECTOR-10, CHANDIGARH

**ASSISTANT PROFESSOR,
DEPT. OF COMMERCE,
DAV COLLEGE, SECTOR-10, CHANDIGARH

ABSTRACT
Most study on job satisfaction has been aimed towards the Individual-Environment fit (Sousa-Poza & Sousa-Poza, 2000) concept. There are three drivers of employee commitment ie., fairness, trust and concern for employees. Employers should act in ways that employees perceive it as fair, trusting and caring by providing right physical environment and social environment that enhances his job satisfaction otherwise it becomes difficult to secure employee commitment. Being an important area in research most of the researches are being done on Job satisfaction as job dissatisfaction is the main cause of employees discontinuing a job (Dirani, 2011). Keeping this in mind, the present research work was carried out with the purpose of examining the effect of gender on job satisfaction, job commitment and job attitude of teachers (50 Males & 50 Females) selected randomly from private schools of the tri-city. The sample consisted of 100 teachers, age ranging from 30-40 years. Results of the present investigation indicated that a significant difference was found on the dimension of Job attitude, Job satisfaction and job commitment among male and female school teachers, where female teachers were found to be higher than their male counterparts on all the dimensions. Thereby, concluding that gender difference plays a significant role on the level of job attitude, job satisfaction and job commitment among school teachers.

KEY WORDS: Job satisfaction, Job Commitment, Gender difference, Job attitude.