TEACHERS’ PERCEPTION OF THEIR JOB SATISFIERS AND ‘DISSATISFIERS’ IN THE WEST MAMPRUSI DISTRICT OF THE NORTHERN REGION OF GHANA

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ABSTRACT
The study focused on teachers’ perception of their job satisfiers and ‘dissatisfiers’ within the framework of the Two-factor theory. The study was carried out in the West Mamprusi District of the Northern Region of Ghana. Data for the study were obtained from a sample of 180 male and female teachers. Quantitative research strategies were employed in carrying out the study. The data gathering instruments were closed ended questionnaires whose reliability, as measured by Cronbach’s Alpha Coefficient was 0.76. Means, Mean differences, Standard deviations and ANOVA were used in the data analyses. The study revealed that the female teachers accepted four job satisfiers namely; responsibility, recognition, the work itself and possibility of growth as contributing more to their level of job satisfaction than the male teachers. The ANOVA test on the job ‘dissatisfiers’ persistently showed that there were no differences in the levels of acceptance indicated by both male and female teachers in nine of the ten job ‘dissatisfies’ except the job factor ‘relationship with superiors’. The study recommends a holistic approach by Government and managers of educational institutions in dealing with both monetary and non-monetary factors of motivation.

KEYWORDS: Job ‘dissatisfiers’, job satisfiers, motivation and West Mamprusi District.

REFERENCE


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