Teacher's Job Satisfaction Scale (TJSS)

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Please fill up the followings:

Name: -
Age: - Years: - Sex: -
Designation: - Department: -
Name of the Institution: -
Total monthly emoluments Rs. - Total length of service: - (years)
Married / Unmarried
Number of children - (I) Male - Female -

Instruction

The primary aim of this scale is to find out the degree of job satisfaction enjoyed by the teachers. Please read the items one by one on the next pages. Each statement is followed by the five response categories i.e. Strongly agree, Agree, Indifferent or Uncertain, Disagree, Strongly disagree.

In case you strongly agree with a particular statement, please tick ( ) the cell (L1) under strongly agree. Before recording the response, be sure how strongly you agree or disagree and tick the cell in the appropriate response category.

It is necessary to answer each and every item. Only one response is to be ticked for each statement. There is no time limit and there are no right or wrong answers. In case you have any difficulty with regard to the instructions, please get it clarified before passing on to the next pages for answering the various items.
1. In my profession, people get promotion due to personal 
Pulls. □ □ □ □ □

2. The service conditions here are at least at par with those 
provided by other institutions. □ □ □ □ □

3. The University or College administration extends every 
possible help to teachers during any emergency. □ □ □ □ □

4. For the sake of higher salary, I am prepared to change 
my profession. □ □ □ □ □

5. I usually discuss my problems/achievements with my 
colleagues. □ □ □ □ □

6. Most of my colleagues work under duress and fear. □ □ □ □ □

7. Teachers are considered to be the national builders. □ □ □ □ □

8. I have no regret in joining this University/College. □ □ □ □ □

9. My Heads/Seniors sympathetically listen to my 
difficulties. □ □ □ □ □

10. My income is sufficient to maintain my family 
according to my status. □ □ □ □ □

11. The overall working conditions in my Department/College 
are satisfactory. □ □ □ □ □

12. Young teachers are facing harassment in this University 
/College for want of teacher's hostel. □ □ □ □ □

13. Teaching is undoubtedly the best profession. □ □ □ □ □

14. Even on the same salary and grade, I would like to move 
to another institution. □ □ □ □ □

15. I think that the work I am doing is interesting. □ □ □ □ □
16. I am often given such order by my superiors, which are difficult to carry out.

17. Teaching profession provides better facilities for the education of teacher's wards.

18. My work provides opportunity to display my talent and skill.

19. The promotions/appointments in this institution are usually merit-based.

20. I used to feel/am feeling insecure in the probationary period.

21. The seating arrangement for the students in the Classroom is inadequate.

22. Excepting Head of the Departments/Principals, Senior faculty members, other teachers are not involved in policy formulation.

23. Salary grades in my profession are inadequate.

24. I have to face unnecessary harassment in the reimbursement of medical bills.

25. Most of the people at my workplace misunderstand me.

26. I have adequate time to my research pursuits.

27. Text and reference books are usually available in the library.

28. My colleagues are very helpful.

29. My job has scope for promotions in time.

30. It is very difficult to maintain discipline in classes these days.

31. Hard and conscientious work pay in teaching profession.

32. The thought of future mishaps make me worried.
33. My job allows me sufficient time for rest and recreation. □ □ □ □ □
34. I feel/would feel more secure after being confirmed. □ □ □ □ □
35. My seniors appreciate my academic knowledge and abilities. □ □ □ □ □
36. The physical facilities (classroom, laboratory equipment etc.) are sufficient for the number of students admitted to the Department/Class. □ □ □ □ □
37. I am happy with the academic environment of my college/department. □ □ □ □ □
38. My profession is respected by others. □ □ □ □ □
39. My Head of the Department/Principal usually give sympathetic hearing to any problem brought to his/her notice. □ □ □ □ □
40. There are no perks in my profession. □ □ □ □ □
41. I am sure the University/College administration would grant me leave if I get an opportunity to go abroad for further studies/research work. □ □ □ □ □
42. The Vice-Chancellor/Head of the Department/Principal thinks that most of the teachers are hard working. □ □ □ □ □
43. I would advice my children to adopt teaching profession. □ □ □ □ □
44. I generally feel tired after returning from my Department/College. □ □ □ □ □
45. I am happy with the leave rules of my college. □ □ □ □ □
46. People join teaching profession as a last resort when they have failed to get into any other profession. □ □ □ □ □
47. I sometimes feel like giving up this job and taking up some other job. □ □ □ □ □
48. Still good teachers are respected by their students. □ □ □ □ □
49. The University administration believes that teachers welfare is their own welfare.

50. I think teaching profession commands respect in society.

51. Teacher's workload should be drastically cut.

52. I love my job.

53. Even small things hurt my feelings.

54. My annual salary increments are released in time by the administrative office unless reminders are sent by me.

55. Teachers should be available to students in the Department/College for about 5 1/2 hours daily as recommended by the UGC.

56. I feel that I have no job involvement.

57. Teachers lead isolated life in society.

58. University/College administration is full of bureaucracy.

59. Political changes at the state level affect teachers.

60. I usually think that I could have earned more had I joined any other profession?

61. Grants for the development of my department are usually inadequate.

62. I would like to shift if alternative residential accommodation is provided by University/College authorities on the campus.

63. Most of the facilities required for my research work are available in the Department/College.

64. I would feel more secure for the old age if the job was pensionable (not to be answered by Govt. employees)

65. I am satisfied with my present residential accommodation.

66. I think that I have selected the right job for myself.
67. While going to bed I often get ideas linked with my job, which keep me awake for quite sometime.

68. My students usually come to me to discuss their difficulties.

69. My employer provides me with adequate medical facilities.

70. My neighbours are indifferent to me because being a teacher, I have no administrative power inherent in public servants.

71. It is usually difficult to locate a required book/journal/periodical in the library.

72. I sometimes feel that there is none in my profession in whom I can confide.

73. Teachers’ Association is absolutely necessary in my Institution.

74. I have also to work with people whom I do not like.

75. Most of the teachers can not put best in their profession because of economic worries.