

ОБЗОР ФАКТОРОВ, ВЛИЯЮЩИХ НА УДОВЛЕТВОРЕННОСТЬ ПЕДАГОГОВ

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Аннотация. Ученые считают, что если образование является ключом к развитию страны, то техническое и профессиональное образование может снизить уровень бедности и открыть дверь к лучшей и более благополучной жизни. В этом смысле роль преподавателя в обществе заключается в обеспечении профессионального образования граждан в соответствии с требованиями рынка труда и потребностями работодателей, а также в подготовке тех, которые смогут обеспечить благосостояние страны. Преподаватель является ключевым фактором развития, если он мотивирован и несет ответственность за реализацию миссии и целей организации и отрасли экономики.

Поэтому для того чтобы в полной мере использовать профессионализм педагогов, важно выявить факторы, влияющие на их удовлетворенность. Зная факторы, влияющие и мотивирующие удовлетворенность учителей, отрасли и организации могут стать важными источниками информации и применять необходимые методы мотивации.

Ключевые слова: удовлетворенность, активация, заработная плата

SURVEY OF FACTORS AFFECTING ON TVET TEACHERS' SATISFACTION

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Abstract. A scholar says if education is the key of country's development, technical and vocational education can be reduced poverty and opened the door to a better and more prosperous life. In this sense, the role of TVET in society is to provide vocational education to citizens in accordance with the demands of the labor market and the needs of employers, and to train wealth creators, and teachers have a great role to be in this. A TVET teacher is a key factor in development if he or she is motivated and diligent to implement the mission and goals of the sector and the organization.

Therefore, in order to fully use the skills of teachers, it is important to identify the factors that affect their satisfaction. By knowing the factors that influence and motivate teacher satisfaction, industries and organizations can become important sources of information and use the appropriate motivation methods.

Keywords: satisfaction, activation, salary

Introduction

It is not always possible to create a guaranteed environment for job satisfaction. Job satisfaction and dissatisfaction limit an employee's ability and success.

It is very effective for management to study satisfaction and determine further actions based on the results of the research. In other words, the exact disease of the

patient should be diagnosed first, and the outcome of subsequent treatment will depend on how accurate the diagnosis is. Job satisfaction and dissatisfaction change as the employee is provided with job information. As you gain experience, your level of satisfaction increases and you adapt to your working conditions [4].

Having in one job for too long can lead to stagnation and a tendency to decline [2, 7, 8]. Satisfaction and dissatisfaction depend on certain factors. There is a need for well-improved research methods to address the negative factors that affect job satisfaction.

Therefore, the TVET organization conducted this study considering the need to identify the factors that influence teachers' job implement, which is a key value, and to study how to increase the level of satisfaction.

The purpose of the research

The purpose is to identify the sequence of factors influencing the satisfaction of TVET teachers and to determine the best way to improve their satisfaction.

Research objectives:

- conduct research on basic concepts and methodologies of satisfaction;
- analyze the factors influencing the satisfaction of TVET teachers;
- identify ways to improve teachers' satisfaction.

Survey methodology:

Determining factors and general attitudes that influence teachers' satisfaction is done by:

- method for average calculation;
- method for calculating the satisfaction index;

Questionnaire and observation, comparison, analysis and summarization methods were used for the survey. A calculator sample test program was also used to estimate the small set size.

The main part

Job satisfaction is a set of pleasant feelings and impressions that an employee has when evaluating the results of work in the labor process, in other words, job satisfaction is the level of people's likes and dislikes for their work. Why you are satisfied or dissatisfied with your job is conveyed in your work environment. Several disciplines study this concept, including psychology, sociology, economics, and management [1, 6].

Researchers consider job satisfaction to the labor market, productivity, and employee displacement. The term was first used in management books in the 1950s [5].

Job satisfaction is not limited to the importance of the surveys; it is an integral part of an individual's daily life. This is an important issue for both the organization and its employees.

Employees' job satisfaction allows employers to work sustainably and increase productivity [3]. Job satisfaction surveys are conducted using a variety of methods, including interviews, observations, and questionnaires. Researchers can use evaluation methods and measurements (1-5 points). There are three main components to job satisfaction (Figure 1).

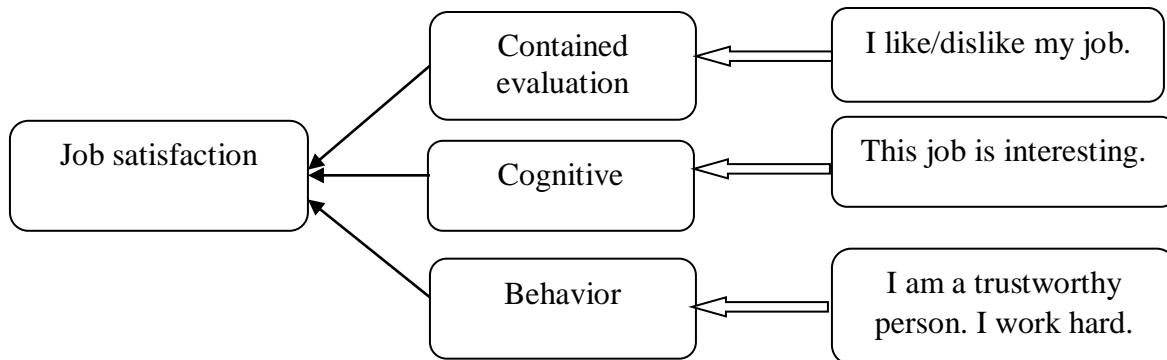


Fig. 1. Component of job satisfaction (Pennsylvania State University, 2010)

Job satisfaction is also determined by the level of employee satisfaction. There are two levels of job satisfaction.

1. Consider overall job satisfaction (Absolute (general) feeling)
2. Consider job satisfaction from all forms (Examples of choices: salary, promotion, job responsibilities, co-workers, managements).

Scientists have also developed many definitions and models of job satisfaction.

Research section

A survey of 298 TVET teachers and 116 secondary school teachers were conducted to determine the factors that influence the satisfaction of TVET teachers. Respondents rated the following 30 factors that may affect teachers' satisfaction on a scale of 1 to 5 points, with the highest value being rated at 5 and the lowest at 1 point. The calculator sample test program can be used (chart 1).

Sample Size Calculator

This calculator gives out the number of sampling/observation needed for a measurement based on the requirements.

Find Out Sample Size

Result

You will need to measure **116** or more samples.

Confidence Level:	<input type="text" value="90%"/>
Confidence Interval:	<input type="text" value="10"/> %
Population Size:	<input type="text" value="298"/> Leave blank if unlimited population size.
Calculate	

Chart 1. Factors influencing teachers' satisfaction

№	Satisfaction with the teacher's job factors that may affect	Participant numbers	Total	Average	Order
<i>1</i>	<i>2</i>	<i>3</i>	<i>4</i>	<i>5</i>	<i>6</i>
1	Salary	110	462	4.2	I
2	Management support	110	393	3.6	
3	Reward	110	364	3.3	
4	Sectoral policy, decision and implementation	110	390	3.5	
5	Job and professional development opportunities	110	390	3.5	
6	Promotion opportunities	110	319	2.9	
7	Independence	110	362	3.3	
8	Management stability and policy Succession	110	325	3.0	
9	Additions	110	360	3.3	
10	Contribution to organizational progress / work /	110	408	3.7	
11	Management of employee implement to inform the public	110	386	3.5	
12	Rules and regulations applicable to the organization	110	403	3.7	
13	Significance of the work	110	416	3.8	VIII
14	Students' knowledge and attitudes	110	422	3.8	VI
15	Internal organization of the organization	110	396	3.6	
16	Organization culture	110	412	3.7	
17	Employment and livelihoods of graduates	110	388	3.5	
18	Clarity of job duties	110	410	3.7	
19	Workplace safety	110	449	4.1	II
20	Training results	110	434	3.9	IV

21	Comfortable working environment	110	414	3.8	IX
22	Relationships between colleagues	110	439	4.0	III
23	Listen to praise and get encouragement	110	390	3.5	
24	Opportunity to use your skills and talents	110	417	3.8	VII
25	Required techniques and tools in the workplace	110	406	3.7	
26	Keep flexible work and life issues in balance	110	402	3.7	
27	Stress	110	371	3.4	
28	Work load	110	392	3.6	
29	Hours of work and rest	110	427	3.9	V
30	Working ability in a team of colleagues	110	413	3.8	X

The factors influencing the satisfaction of TVET teachers are determined the following (figure 2).

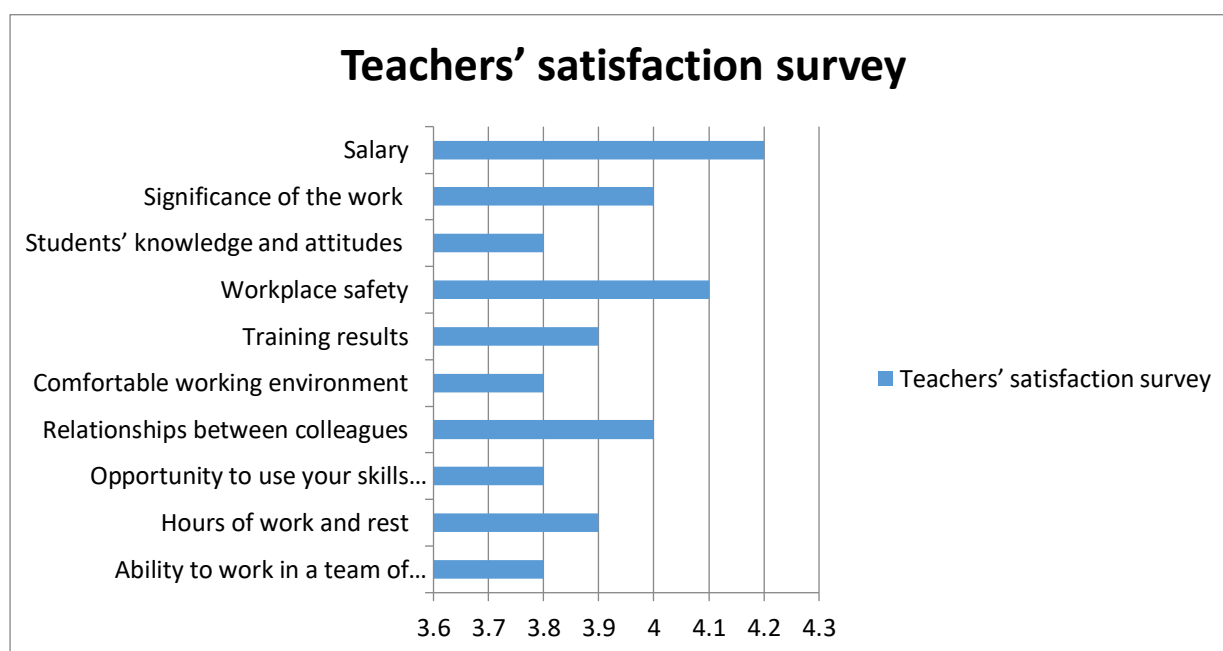


Fig. 2. The most important factors influencing teachers' satisfaction

The results of the study were compared with a Gallup survey of workers in the United States. Although the factors influencing employee satisfaction with job vary depending on the social and economic situation of the country or nation, and the specifics of the industry in which they work, the following comparisons show the

satisfaction indicators. This means that these factors need to be considered first in order for an organization to be satisfied with its employees (chart 2).

Chart 2. Ranking of factors influencing satisfaction

Results of Gallup survey from US workers		Results of a survey of TVET teachers in Mongolia	
Situations	Satisfaction index	Satisfaction index	Situations
Relationship of colleagues	4.7	4.0	Relationship of colleagues
Workplace safety	4.5	4.1	Workplace safety
Management	4.1	3.9	Students' knowledge and attitudes
Salary	4.0	4.2	Salary
Health insurance	3.6	3.9	Hours of work and rest

Employee satisfaction index is a measure of the level of employee satisfaction in an organization. The index is calculated as follows.

$$ESI = (Total\ point/question\ number) * 100$$

Chart 3. Explanation of satisfaction index.

№	Index amount	Satisfaction point	Explanation
1	1.00 – 1.80	E	Very dissatisfied
2	1.81 – 2.60	D	Dissatisfied
3	2.61 – 3.40	C	Average
4	3.41 – 4.20	B	Satisfied
5	4.21 – 5.00	A	Very satisfied

A survey to determine the TVET Teachers' satisfaction index was conducted among 96 teachers in Ulaanbaatar and the local area. Five factors were selected as the most important factors influencing teachers' job satisfaction, and each was rated on a scale of 1-5, with the results shown in the chart below – chart 4.

Chart 4. Current status of teachers' satisfaction

№	Questions	Evaluation			Evaluation differences of teachers	ESI
		Local teachers	Capital teachers	Average evaluation of answers		
1	Are you satisfied with your salary	2.6	2.9	2.75	-1.45	C

	now?					
2	Are you satisfied with your working environment and hygiene?	4.1	4.1	4.1	0	B
3	Are you satisfied with your colleague relationship?	3.3	3.8	3.55	-0.45	B
4	Are you satisfied with students' knowledge and attitude?	3.9	4.1	4.0	0.1	B
5	Are you satisfied with your hours of work and rest?	2.2	2.6	2.4	-1.5	D
	Average	3.22	3.5	3.36		C

For the above 4 factors, the difference between the two assessments given by the teachers is the salary. Wages were rated as the most important for job satisfaction, but current satisfaction was 1.45 points lower. The results also overlapped on hours of work and rest.

Conclusion

TVET teachers work in a more demanding and difficult environment than teachers in other education sectors. Therefore, it is important to create all opportunities to evaluate their job results and get satisfaction from their work in accordance with the specifics of their work. This requires a lot of research and analysis related to the work of TVET teachers.

The survey was conducted among TVET teachers to assess the factors influencing teachers' satisfaction in the sector and the current state of the factors. This suggests that the most important factor influencing teachers' satisfaction is the salary, They are not satisfied with the current salary. The survey also shows that teachers' satisfaction is average or at a "C" level, which suggests that the productivity level in the sector is average.

Job satisfaction and productivity are two directly related indicators. In order to ensure the sustainable development of the sector and increase productivity, first of all, teachers need to improve the value of their work. The value of work is accompanied by the issue of personal development.

It is important for TVET to increase the income of teachers, to support their livelihoods, to work continuously and professionally, and to create an economic environment in which they can devote all their knowledge, skills, and time to training.

It is clear that no good policy, strategy, educational standard, or curriculum can bring the quality of education that we want today without a sufficient increase in teachers' incomes.

In addition, as teachers' incomes increase, they will be able to better manage their vacation time. Therefore, it is necessary to organize teachers' evaluation activities and increase teachers' satisfaction, and in order to do this, it is necessary to conduct a large-scale scientific research on teachers' organization.

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