

Global Conference on Contemporary Issues in Education, GLOBE-EDU 2014, 12-14 July 2014, Las Vegas, USA

The Impact of Parental Involvement, Personality Traits and Organizational Support on Satisfaction

Nabil El-Hilali ^{a*}, Layla Al-Rashidi^b

^a*Kuwait Maastricht Business School, Kuwait.*

^b*Al-Jahra Governorate Primary School, Kuwait.*

Abstract

The study argues that there are a number of factors that influence job satisfaction of school teachers including; Parental Involvement, Personality Trait (Extraversion and Agreeableness) and Organizational Support (Professional development, Workload and Distribution of Justice). The research uses a questionnaire as a data collection instrument which targeted women primary school teachers from an educational region in Kuwait. Key results found that parental involvement, agreeableness, professional development and distribution justice are factors that significantly influence the level of school teachers' job satisfaction. Others findings indicate differences between nationalities and marital status of teachers when perceiving workload, distributive justice and satisfaction. The study adds to the existing knowledge of education from Kuwait where this type of study is scarce.

© 2015 The Authors. Published by Elsevier Ltd. This is an open access article under the CC BY-NC-ND license (<http://creativecommons.org/licenses/by-nc-nd/4.0/>).

Peer-review under responsibility of the Scientific Committee of GLOBE-EDU 2014.

Keywords: job satisfaction; parental involvement; personality traits; organizational support

1. Introduction

Employees are the most important assets of any company; they represent the internal customers of the firm, as they satisfy the working environment, especially when they are willing to cooperate with the organization to reach its business goals (Cheng and Chen, 2011). So, in order to satisfy customers, organizations must satisfy employees' needs and requirements. The literature on employee satisfaction is still immature compared to that on customer satisfaction especially in the education sector (Comm and Mathaisel, 2003). This has

* Nabil El-Hilali. Tel.: +4-532-234.

E-mail address: nabil_elhilali@yahoo.co.uk, layla_Alrashidi@gmail.com

inspired the authors to carry out this study on a number of primary schools in Kuwait. Moreover, worldwide there are a number of studies on the factors that influence school teachers' job satisfaction and job related stress. Unluckily, in Kuwait, only few researches were done on this topic. Therefore, there is a need to study about teaching techniques, curriculum, technologies and working condition of school teachers in order to understand the factors that influence job teachers' satisfaction in the country, so that strategies can be put in place to enhance performance in education in Kuwait.

2. Literature Review

2.1 Job Satisfaction in the Education Sector

According to Saari and Judge (2004) the most commonly accepted definition for employee job satisfaction is the definition proposed by Lock (1976) that is "the employees' positive emotions consequential from the evaluation of one's job or job experience." Job satisfaction is the level of contentment a person feels regarding his/her job (Boundless.com, 2013).

Teachers' satisfaction is believed to play an important role towards continuous development of any educational system together with other factors, like professional expertise, competencies, strategies, as well as educational resources (Ololube, 2004). Actually, Cheng and Chen (2011) explained that teachers' satisfaction with the working environment within an academic institution can promote the quality of teaching and research quality. Therefore, teachers' needs and requirements must be fulfilled in order to improve the environment they operate in and encourage them to present outstanding teaching performances. Several researchers argued that while most of the previous studies in the education sector were focusing on students as "customers," many of them ignored the importance of teachers' satisfaction, which is a key determinant of students' satisfaction (Comm and Mathaisel, 2000).

Supporting this idea are Bogler and Nir (2012) who stress that job satisfaction of teachers has a major influence on the school's effectiveness, and is perceived as a key element for performance improvement. Moreover, Saari and Judge (2004), and Li and Hung (2012) all agree that there is a positive relationship between employees' level of job satisfaction and their behavior and attitude at work.

Other authors like Darmody and Smyth (2010) focused on the negative aspects of satisfaction and explained that teachers' dissatisfaction and stress levels that might result from economic or personal issues can all lead to poor performance, burnout and consequently impact on students' results negatively. Furthermore, dissatisfied teachers are more likely to leave the teaching profession as they tend to be less productive and have low quality relationships with their students (Zembylas and Papanastasiou, 2004). For her part Heitin (2012) who conducted a US national survey in 2012, found that teachers' job satisfaction reached its lowest level. The author argues that this was mainly due to the economic and financial crisis which directly affected the educational budget. Therefore giving attention to research about teachers' satisfaction is becoming imperative so that key factors can be identified in order to improve it, as suggested by Houtte (2006).

2.2 Factors affecting job satisfaction

There are different factors that influence the level of job satisfaction of employees in general and of teachers in particular. In education, teachers have varying levels of capabilities, skills and needs, and hence they perceive tasks differently. So, what is highly satisfying for one teacher may be a great burden for another. Worldwide, studies have gathered different evidences and provided different factors that impact the level of job satisfaction of school teachers, as indicated in Table 1.

Download English Version:

<https://daneshyari.com/en/article/1110695>

Download Persian Version:

<https://daneshyari.com/article/1110695>

[Daneshyari.com](https://daneshyari.com)