

Appendix - IVSECOND LIST OF CAUSES OF TEACHERS' DISSATISFACTION

The following 40 causes of teacher dissatisfaction were selected from the initial list of 80 for tool construction :-

1. Salary received.
2. Job Security.
3. Liking for the nature of job.
4. My involvement in the job.
5. Recognition of my work.
6. My achievement in the work.
7. Freedom of expression in my job.
8. Responsibility in my job.
9. Prestige of my job.
10. Autonomy in my job.
11. Level of promotion reached in the job.
12. Possibilities of advancement in the job for me.
13. Use of talents in my job.
14. Challenges in the job.
15. Status in my job.
16. Relations with colleagues.
17. Fairness of authority in the job.
18. Relations with the head of institution.
19. Interest shown by the department head in my work.
20. Technical competence of the head of department.
21. Comforts at work.
22. Technical facilities for the job.
23. Help from administration for the job.
24. Facilities of modern techniques available for class-room teaching.
25. Opportunities to exercise leadership in my job.
26. Participation in decision making in the job.
27. Ease of procedural formalities in the job.

(Appendix - IV (Contd.))

28. Sense of belonging in the job.
  29. Workload in my job.
  30. Respect from colleagues in the job.
  31. Fringe benefits for teachers.
  32. Boredom in the job.
  33. Connected non-teaching jobs.
  34. Necessity of extra-time to complete the job.
  35. Dangers from students.
  36. Protection against humiliations as a result of honest performance of duty.
  37. Fairness of authority in Principals attitude.
  38. Social image of the teacher community.
  39. Parents cooperation in pupils' guidance.
  40. Recognition of work done.
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