MEASURING TEACHER JOB SATISFACTION: A QUANTITATIVE EMPIRICAL TOOL.

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Job satisfaction is an issue of substantial importance in everyday life of all workers and employees. The subject is investigated by several disciplines of social sciences (psychology, sociology) and organizational literature (economics and management sciences) giving that job satisfaction is a strong predictor of overall individual well-being (Diaz-Serrano & Cabral Vieira, 2005). Blum (1956) defined ‘job satisfaction’ as the result of various attitudes which the person holds towards his job and towards other job-related factors. Today, teaching is still one of the most stressful occupations (Brackett, Palomera, Amojja-Kaja, Reyes & Alovev, 2010) and quantitative empirically-based measures of job satisfaction in groups of teachers provide essential input to monitor and prevent potential adverse effects of teaching profession.

In the present study, we assess the adequacy of the factor structure of the Italian Teacher Job Satisfaction Scale (TJSS-11) in a sample of Italian primary teachers (N=375). The questionnaire has been developed with the aim of measuring teachers job satisfaction with regards of interactions with other groups of people in the school context. The factor structure of the questionnaire was assessed via structural equation modelling (confirmatory factor analysis) and scales were assessed via reliability analysis with Cronbach’s alpha. The scores to TJSS-11 were finally correlated with a measure of general health (General Health Questionnaire, GHQ-12) in order to test their concurrent validity.

The result favor a three factors model (‘satisfaction with colleague’, ‘satisfaction with students’ and ‘satisfaction with parents’) confirmed by robust statistical parameters: $\chi^2_{(37)} = 45.98$ ($p = .15$); RMSEA = .023 (90% CI .004 - .046); NFI = .98; GFI = .98; AGFI (.96). Reliability analysis reported general good values for all scales and all correlations of concurrent validity were in the expected direction. Theoretical implications for research using the TJSS-11 are finally discussed.

Keywords:
Primary teacher, job satisfaction, confirmatory analysis, Italian teacher job satisfaction scale.
References:

