



The Management of Work Satisfaction among Sports Teacher

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Abstract

Teachers are very important to the community and nation especially in school. They help students with their full responsibility to make sure students get the best result in their exams. Teachers give their full commitment during their class hours and sometimes also during school holidays. It truly for sure needs to help students get all the information and knowledge to prepare for their exams. But, dissatisfaction among them nowadays is needed to see in clear view for ministry. According to [1], there are a variety of factors that can influence a person's level of job satisfaction. Some of these factors include the level of pay and benefits, the perceived fairness of the promotion system within a company, the quality of the working conditions, leaderships and social relationships and the job itself. Why they do not satisfy with the job? This paper discusses job satisfaction among sports teacher in primary school at Kulim district in Malaysia.

Subject Areas

Education, Sports Science

Keywords

Work Satisfaction, Sports Teachers, Primary School, Work Environment, Financial Remuneration, Job Promotion, Supervision, Colleague

1. Introduction

The work or effort undertaken by man means in Arabic words ('amala and kasb) is the concept of work in Islam. The balance between spiritual and physical satisfaction is emphasized in job satisfaction in Islam. Job satisfaction makes employees happy while working and focusing on work. Job satisfaction is the will of

every individual who works. Achieving career goals and contributing towards the interests of the organization will result in feelings of responsibility as well as encouraging a person to be involved thoroughly. The working environment of a variety of ways is capable of satisfying employees in today's time.

High-performance employees who can benefit a company in terms of productivity and profits are often committed employees. Teachers' professions are also irrespective of this issue. The Malaysian government through the 2011 Budget has outlined a new salary ladder for all civil servants. This clearly shows us the motivational and job satisfaction aspects among workers; especially civil servants are heavily regarded by the government [2].

To ensure the national education policy, PPPM 2013-2025 is able to optimize the potential of pupils. The Prime Minister of Malaysia in Budget 2013, said that the education sector was allocated 38.7 billion ringgit or 21% of the total budget of the country [3]. This is, to create a conducive working environment and learning environment, the government is committed to providing various facilities to educational institutions.

The grievances of the frequent workers among them are inadequate remuneration, increased workload, troubled colleagues, unfair heads or un-conducive working environments. An indicator that shows a troubled worker is often out of work, using technology not in his/her field of work, and hangs out until he/she is willing to fake a Holidays. This has resulted in the productivity that has come to a halt because of the satisfaction of its work satisfaction. The Director General of Education Malaysia 2017 recommends in the newspaper that teachers be self-sufficient in terms of knowledge, especially in technology as the rapid development of technology indirectly adds to the challenging field of teacher work.

Finally, job satisfaction among teachers in schools especially primary schools requires serious attention from the responsible party to ensure that the nation's education system is developing in line with the wishes of the Malaysian government.

2. Job Satisfaction in Malaysia

A study conducted by [4] on job satisfaction relationships with work performance among workers in the manufacturing industry. The results of this study found that the level of job satisfaction of respondents was at a moderate level while the respondents' work performance was at a better level.

A study conducted by [5] which is what predict job satisfaction in Malaysia. The predictors influencing job satisfaction in this study are gender, age, level of education, salary, role in the job and years of working in the organization. The result indicated gender as the only significant predictor of one's job satisfaction.

Another study found by [6] which is job satisfaction among Malaysian employee and application of spectors job satisfaction survey in the South East Asia context. The result showed significant differences in pay, promotion, fringe benefits, contingent rewards, supervision, co-workers and nature of work subscales. The result also supports the previous study suggesting possible cultural differ-

ences in the understanding of and consensus regarding the structure of the job satisfaction scale.

3. Satisfaction of Working as Sport Teachers

Overall, the satisfaction of sports teachers in Malaysia is divided into two parts, namely the satisfaction of teachers' work in Malaysia in general and the satisfaction of sports teachers in Malaysia in particular. The stress and Satisfaction of Work in the Physical Education Teacher stated that overall, conducted by [7], although there is no significant difference between satisfaction on demographic factors such as gender and job satisfaction, it is clear that the existence of factors that contribute to the level of stress and job satisfaction among Physical Education teachers in secondary schools while carrying out the teaching and learning of Physical Education have existed and proven.

[8], concludes that the level of satisfaction of working among the co-curriculum teachers and sports teachers is positive. The results showed that there was no significant difference in the level of job satisfaction between male and female teachers in conducting sports and co-curricular activities as well as the experience of involvement with sports and co-curricular activities. On the contrary, there is a significant difference in the level of job satisfaction of teachers based on active involvement in co-curricular activities and sports as well as through their own choice or if given instructions to run them.

In addition [9] in the Study of Satisfaction in Working Among Special Education Teachers also clearly show that the duration of teaching experience does not have significant mean difference with job satisfaction. The findings show that min experience teaching teachers on job satisfaction through task factors, work environment and higher reward at the level of teaching experience 16 years and above if compared to others. This demonstrates the possibility that teachers can adapt to the work environment and the students and can expect future expectations that will be faced in the future will be easily overcome by teachers with more than 16 years of experience.

[10] conducted a study on Job Satisfaction Factors Among Lecturers of Community College Ledang and Pagoh Community College proving that the dimension of the job itself represented the highest mean of 38.8 compared to other components.

4. Important Study of Working Satisfaction

The study on the satisfaction of the Primary School Sport Teacher in Kulim District is important to be carried out because:

- 1) Assisting the Management has been looking at, identifying and identifying the reasons for being a major driver of satisfaction and dissatisfaction among teachers in the school.

- 2) Referring to this study, the administrators are expected to be able to track the teachers at school whether they face job satisfaction at school or face dissa-

tisfaction with work.

3) Knowledge and information regarding job satisfaction can also be adopted by the District Education Office (PPD) as a measure for assessing, planning and implementing programs related to the improvement of teachers' professionalism.

5. Challenge Teachers in School

Job satisfaction will affect the worker and the work itself. The situation around the job is considered as a working environment factor that affects job satisfaction. Positive work environment will have a positive impact on the interests and seriousness of the employees to carry out their responsibilities towards their work. A wide range of workloads will create discomfort and dissatisfaction with the responsibilities they bear. Based on the area of work that needs to be borne and the responsibilities played by the teachers are very heavy and challenging. Teachers' patience and patience are tested when they are in schools with enrollment of many students because their field of work will increase [11] [12]. Thus, teachers feel overwhelmed with the other tasks they carry.

Sufficient financial remuneration, desirable by every employee. They need enough income to cover any living expenses. Therefore, financial remuneration factors affect their job satisfaction. The study by [13] to finance all the needs of his life, the workers are also looking forward to earning enough work. Employees expect their sacrifices and their perspective to be worth the income they will earn. Individual job satisfaction responds directly to financial problems.

The next problem for teachers is the promotion aspect. Promotion is a major factor in achieving job satisfaction. Someone enjoys increased power, status and salary when gaining a perfect promotion. Promotion has a positive relationship with the achievement of job satisfaction, as a result of some research done in Malaysia. However, the opportunity to gain promotion in the education system is small. Eight percent of 19,200 out of 240,000 teachers were promoted in 2000 based on studies in the promotion of education services. This means that 92 percent of the teachers are not concerned with a total of 220,000 people.

In conclusion, the study based on the above problems, namely the satisfaction of working sports teachers in the Kulim district, needs to be done to see how far the working environment, financial remuneration, promotion, supervision and colleagues influence the level of satisfaction of primary school teachers in the Kulim district.

6. Conclusions

Teachers' satisfaction plays a role in the formation of an education system in schools. The findings of this study are appropriate and important for stakeholders who are involved in and are continuing to improve the satisfaction of working in primary school teachers in the Kulim district. For the sequence, some suggestions have been suggested as suggestions to other researchers for im-

provement to this study.

In addition, based on the research's conclusions, some opinions are recommended to researchers who are interested in research in the field of job satisfaction of primary school teachers. Among them are:

1) This study does not represent the entire primary school teacher in Malaysia as it is only conducted in the Kulim district. Therefore, it is good if the researcher conducts studies involving the entire sports teacher throughout the country so that the findings from the more comprehensive and validity studies can be improved with more respondents.

2) Additionally, it is recommended that subject teachers be involved in sports besides sports. This is to identify the variation in the findings of the study, where it is important to make comparisons on the level of job satisfaction based on teacher options.

3) Furthermore, further studies can also focus on other aspects as well as teachers' attitudes, goals, skills and constraints to identify the level of job satisfaction in primary school teachers. This will probably help identify the true perception of teachers about the aspect of the work of primary school teachers. Therefore, the findings may also differ from this study.

4) The aspects of job satisfaction can be diversified in further studies. In addition to the aspects that have been tested, researchers can use other aspects to obtain more detailed data and information.

Conflicts of Interest

The authors declare no conflicts of interest regarding the publication of this paper.

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