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Analytic Examination of Teachers' Career Satisfaction in Public Secondary Schools

Agharuwhe A. Akiri* and Nkechi M. Ugborugbo**

**Department of Educational Administration and Policy Studies,
Delta State University, Abraka Delta State, Nigeria*

E-mail: agtakiri@yahoo.com

***Alegbo Secondary School, Effurun. Delta State Nigeria. P.O.Box 1085,
Effurun, Delta State Nigeria*

E-mail: nkeomu@yahoo.co.uk

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ABSTRACT This study critically examined the influence of teachers' gender, educational attainment and teaching experience on teachers' career satisfaction. Data was collected from nine hundred and seventy nine teachers in public secondary schools. The instrument used for the study was tagged teachers' career satisfaction questionnaire (TCSQ). The instrument had a reliability coefficient of 0.87. The results of the analyses showed that female teachers were slightly more satisfied than male teachers; the higher the educational attainment of teachers the lower the teachers' career satisfaction; and that the most experienced teachers were least satisfied. It was recommended that government and all stakeholders in education should implement measures that will ensure a high level of career satisfaction for the highly qualified and experienced teachers in order to minimize teachers' turnover and burnout.