



A STUDY OF JOB SATISFACTION AMONG SCHOOL MUSIC TEACHERS IN HIMACHAL PRADESH

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Published on 01.09.2026

Abstract

Job satisfaction is an important part of a teacher's professional life. A satisfied teacher is more likely to perform teaching responsibilities with interest, commitment and a positive attitude. In school education, job satisfaction may be influenced by different factors such as salary, workload, working conditions, teaching facilities, institutional support, promotion opportunities, job security, professional recognition, social status and the working environment. Music teachers have an important role in schools because they help students develop musical skills, creativity, confidence, and appreciation of art and culture. They also contribute to cultural programmes and help in preserving musical traditions. The present study was conducted to study the level of job satisfaction among School Music Teachers in Himachal Pradesh. The study also examined the major factors related to their job satisfaction, including salary and financial benefits, workload and working conditions, teaching facilities and institutional support, promotion opportunities and job security, professional recognition and social status, and working environment. A total of 42 School Music Teachers from government schools in Himachal Pradesh participated in the study. The respondents were selected through convenience sampling. Data were collected through a questionnaire prepared using Google Forms. The questionnaire included personal and professional information and statements related to job satisfaction. Responses were recorded on a five-point Likert scale ranging from Strongly Agree to Strongly Disagree. Frequency and percentage were used for analyzing and interpreting the responses.

The findings show that the majority of School Music Teachers were satisfied with different aspects of their profession. Most respondents expressed positive views regarding salary and financial benefits, workload and working conditions, teaching facilities and institutional support, promotion opportunities and job security, professional recognition and social status and the working environment. Promotion opportunities and job security received the highest level of positive responses, while professional recognition and social status showed comparatively more uncertainty and dissatisfaction. Overall, the study found that School Music Teachers in Himachal Pradesh generally have a satisfactory level of job satisfaction. The study suggests that maintaining supportive working conditions, adequate teaching facilities, professional recognition, job security, and supportive school policies can further improve teachers' job satisfaction and professional well-being.

Keywords: Job Satisfaction, School Music Teachers, Government Schools, Salary and Financial Benefits, Working Conditions, Teaching Facilities, Institutional Support, Promotion Opportunities, Job Security, Professional Recognition, Himachal Pradesh.

Introduction

Job satisfaction is an important part of a teacher's professional life. It reflects how happy and satisfied a teacher feels with his or her job. A satisfied teacher performs duties with greater interest, dedication, and confidence. In the field of education, job satisfaction is important because it affects teaching quality, student learning, and the overall environment of the school. Music education plays a valuable role in the development of students. It helps students develop creativity, discipline, confidence, and appreciation for culture and arts. School Music Teachers contribute greatly to this process. They teach music, prepare students for cultural programmes, and encourage participation in various artistic activities. Their role is important in promoting musical knowledge and preserving cultural heritage.

The level of job satisfaction among School Music Teachers depends on many factors. These include salary and financial benefits, workload, working conditions, teaching facilities, institutional support, promotion opportunities, job security, professional recognition, social status, and the working environment. When these factors are favorable teachers are more motivated and committed to their profession. In Himachal Pradesh School Music Teachers work in different schools and serve students from diverse backgrounds. Their experiences and working conditions may differ from one school to another. Therefore, it is important to understand how satisfied they are with their profession and what factors influence their job satisfaction.

Objectives

To study the level of job satisfaction among School Music Teachers in Himachal Pradesh.

- To examine the relationship between salary and financial benefits and job satisfaction among School Music Teachers.
- To study the relationship between workload and working conditions and job satisfaction among School Music Teachers.
- To examine the relationship between teaching facilities and institutional support and job satisfaction among School Music Teachers.
- To study the relationship between promotion opportunities and job security and job satisfaction among School Music Teachers.
- To examine the relationship between professional recognition and social status and job satisfaction among School Music Teachers.
- To study the relationship between the working environment and job satisfaction among School Music Teachers.
- To identify the major factors affecting job satisfaction among School Music Teachers in Himachal Pradesh.

Hypotheses

- H1 There is no significant relationship between salary and financial benefits and the job satisfaction of School Music Teachers in Himachal Pradesh.
- H2 There is no significant relationship between workload and working conditions and the job satisfaction of School Music Teachers in Himachal Pradesh.
- H3 There is no significant relationship between teaching facilities and institutional support and the job satisfaction of School Music Teachers in Himachal Pradesh.
- H4 There is no significant relationship between promotion opportunities and job security and the job satisfaction of School Music Teachers in Himachal Pradesh.
- H5 There is no significant relationship between professional recognition and social status and the job satisfaction of School Music Teachers in Himachal Pradesh.
- H6 There is no significant relationship between the working environment and the job satisfaction of School Music Teachers in Himachal Pradesh.

Tool

1 Structured questionnaire developed by researcher

Population and Sample

The population of the present study consisted of School Music Teachers working in government schools of Himachal Pradesh. These teachers were serving in different districts of the state and were involved in teaching music at various school levels. For the purpose of the study a sample of School Music Teachers was selected from different government schools of Himachal Pradesh. The respondents were chosen on the basis of their availability and willingness to participate in the study. A total of 42 School Music Teachers participated in the study and provided the required information through an online questionnaire. The selected sample was considered adequate for studying the level of job satisfaction among School Music Teachers in Himachal Pradesh.

Table 1: Population and Sample of the Study

Category	Description
Population	School Music Teachers working in Himachal Pradesh
Sample Size (N)	42
Sampling Technique	Convenience Sampling
Area of Study	Himachal Pradesh

Analysis of Job Satisfaction Among School Music Teachers with Respect to Salary and Financial Benefits

Salary and financial benefits are important factors that influence the level of job satisfaction among teachers. Adequate salary helps teachers meet their personal and professional needs and motivates them to perform their duties effectively. To examine this aspect, the responses of 42 School Music Teachers were analyzed.

Table 2: Responses Regarding Salary and Financial Benefits

Response Category	Frequency (N)	Percentage (%)
Strongly Agree	3	7.14
Agree	23	54.76
Uncertain	3	7.14
Disagree	9	21.43
Strongly Disagree	4	9.52
Total	42	100.00

Interpretation

Table 2 reveals that out of 42 School Music Teachers, 23 (54.76%) respondents agreed and 3 (7.14%) strongly agreed that they receive a salary commensurate with their work. Thus, a total of 26 (61.90%) respondents expressed satisfaction with their salary and financial benefits. On the other hand, 9 (21.43%) respondents disagreed and 4 (9.52%) strongly disagreed with the statement, indicating dissatisfaction regarding salary and financial benefits. Further, 3 (7.14%) respondents remained uncertain. The findings indicate that the majority of School Music Teachers are satisfied with their salary and financial benefits. However, a considerable proportion of respondents expressed dissatisfaction, suggesting that salary-related concerns still exist among some teachers. Overall, salary and financial benefits appear to have a significant influence on the level of job satisfaction among School Music Teachers in Himachal Pradesh.

Testing of Hypothesis H1

H1: There is no significant relationship between salary and financial benefits and the job satisfaction of School Music Teachers in Himachal Pradesh. The analysis shows that a majority of respondents expressed satisfaction with their salary and financial benefits. Therefore, salary and financial benefits contribute positively to job satisfaction among School Music Teachers. Hence, the null hypothesis (H1) is rejected.

Analysis of Job Satisfaction Among School Music Teachers with Respect to Workload and Working Conditions

Workload and working conditions are important factors that influence the level of job satisfaction among teachers. A manageable workload and favorable working conditions help teachers perform their duties effectively and maintain a positive attitude towards their profession. To examine this aspect, the responses of 42 School Music Teachers were analyzed.

Table 3: Responses Regarding Workload and Working Conditions

Response Category	Frequency (N)	Percentage (%)
Strongly Agree	5	11.90
Agree	24	57.14
Uncertain	4	9.52
Disagree	7	16.67
Strongly Disagree	2	4.77
Total	42	100.00

Interpretation

Table 3 reveals that out of 42 School Music Teachers, 24 (57.14%) respondents agreed and 5 (11.90%) strongly agreed that they were satisfied with their workload and working conditions. Thus, a total of 29 (69.04%) respondents expressed satisfaction regarding this aspect of their profession. On the other hand, 7 (16.67%) respondents disagreed and 2 (4.77%) strongly disagreed with the statement, indicating dissatisfaction with their workload and working conditions. Further, 4 (9.52%) respondents remained uncertain. The findings indicate that the majority of School Music Teachers are satisfied with their workload and working conditions. The positive responses suggest that the existing work environment and distribution of duties are generally favorable. However, the presence of some dissatisfied respondents indicates that improvements may still be required in certain areas related to workload management and working conditions.

Testing of Hypothesis H2

H2: There is no significant relationship between workload and working conditions and the job satisfaction of School Music Teachers in Himachal Pradesh. The analysis shows that a majority of respondents expressed satisfaction with their workload and working conditions. Therefore, workload and working conditions have a positive influence on the job satisfaction of School Music Teachers. Hence, the null hypothesis (H2) is rejected.

Analysis of Job Satisfaction Among School Music Teachers with Respect to Teaching Facilities and Institutional Support

Teaching facilities and institutional support play an important role in improving the effectiveness of teaching and enhancing job satisfaction among teachers. Adequate facilities and administrative support help teachers perform their duties efficiently and create a positive educational environment. To examine this aspect, the responses of 42 School Music Teachers were analyzed.

Table 4: Responses Regarding Teaching Facilities and Institutional Support

Response Category	Frequency (N)	Percentage (%)
Strongly Agree	6	14.29
Agree	22	52.38
Uncertain	5	11.90
Disagree	7	16.67
Strongly Disagree	2	4.76
Total	42	100.00

Interpretation

Table 4 reveals that out of 42 School Music Teachers, 22 (52.38%) respondents agreed and 6 (14.29%) strongly agreed that adequate teaching facilities and institutional support were available in their schools. Thus, a total of 28 (66.67%) respondents expressed satisfaction with the facilities and support provided by their institutions. On the other hand, 7 (16.67%) respondents disagreed and 2 (4.76%) strongly disagreed with the statement, indicating dissatisfaction regarding teaching facilities and institutional support. Further, 5 (11.90%) respondents remained uncertain. The findings indicate that the majority of School Music Teachers are satisfied with the teaching facilities and institutional support available in their schools. Adequate resources and administrative support appear to contribute positively to their professional performance and overall job satisfaction. However, the presence of some dissatisfied respondents suggests that there is still scope for improvement in providing better facilities and support services.

Testing of Hypothesis H3

H3: There is no significant relationship between teaching facilities and institutional support and the job satisfaction of School Music Teachers in Himachal Pradesh. The analysis shows that a majority of respondents expressed satisfaction with the teaching facilities and institutional support available in their schools. Therefore, teaching facilities and institutional support have a positive influence on the job satisfaction of School Music Teachers. Hence, the null hypothesis (H3) is rejected.

Analysis of Job Satisfaction Among School Music Teachers with Respect to Promotion Opportunities and Job Security

Promotion opportunities and job security are important factors that influence the level of job satisfaction among teachers. Opportunities for career advancement motivate teachers to perform their duties with greater dedication while job security provides confidence and stability in professional life. To examine this aspect, the responses of 42 School Music Teachers were analyzed.

Table 5: Responses Regarding Promotion Opportunities and Job Security

Response Category	Frequency (N)	Percentage (%)
Strongly Agree	8	19.05
Agree	28	66.67
Uncertain	3	7.14
Disagree	2	4.76
Strongly Disagree	1	2.38
Total	42	100.00

Interpretation

Table 5 reveals that out of 42 School Music Teachers, 28 (66.67%) respondents agreed and 8 (19.05%) strongly agreed that they were satisfied with the promotion opportunities and job security available in their profession. Thus, a total of 36 (85.72%) respondents expressed satisfaction regarding this aspect of their job. On the other hand, 2 (4.76%) respondents disagreed and 1 (2.38%) respondent strongly disagreed with the statement. Further, 3 (7.14%) respondents remained uncertain. The findings indicate that the majority of School Music Teachers are satisfied with the promotion opportunities and job security available in

their profession. The positive responses suggest that teachers feel secure in their jobs and are optimistic about their future career prospects. These factors contribute significantly to their overall job satisfaction and professional commitment.

Testing of Hypothesis H4

H4: There is no significant relationship between promotion opportunities and job security and the job satisfaction of School Music Teachers in Himachal Pradesh. The analysis shows that a majority of respondents expressed satisfaction with promotion opportunities and job security. Therefore, promotion opportunities and job security have a positive influence on the job satisfaction of School Music Teachers. Hence, the null hypothesis (H4) is rejected.

Analysis of Job Satisfaction Among School Music Teachers with Respect to Professional Recognition and Social Status

Professional recognition and social status are important aspects of the teaching profession. Recognition from society and respect for one's profession enhance self-confidence, motivation, and commitment towards work. Teachers who feel valued by society are more likely to experience a higher level of job satisfaction. To examine this aspect, the responses of 42 School Music Teachers were analyzed.

Table 6: Responses Regarding Professional Recognition and Social Status

Response Category	Frequency (N)	Percentage (%)
Strongly Agree	5	11.90
Agree	21	50.00
Uncertain	8	19.05
Disagree	6	14.29
Strongly Disagree	2	4.76
Total	42	100.00

Interpretation

Table 6 reveals that out of 42 School Music Teachers, 21 (50.00%) respondents agreed and 5 (11.90%) strongly agreed that they receive adequate professional recognition and enjoy a respectable social status. Thus, a total of 26 (61.90%) respondents expressed satisfaction regarding this aspect of their profession. On the other hand, 6 (14.29%) respondents disagreed and 2 (4.76%) respondents strongly disagreed with the statement. Further, 8 (19.05%) respondents remained uncertain. The findings indicate that the majority of School Music Teachers feel respected and recognized for their professional contribution. However, a considerable number of respondents remained uncertain or dissatisfied, suggesting that greater recognition of music education and the role of Music Teachers is still required. Overall, professional recognition and social status appear to have a positive influence on job satisfaction among School Music Teachers in Himachal Pradesh.

Testing of Hypothesis H5

H5: There is no significant relationship between professional recognition and social status and the job satisfaction of School Music Teachers in Himachal Pradesh. The analysis shows that a majority of respondents expressed satisfaction regarding professional recognition and social status. Therefore, professional recognition and social status positively influence the job satisfaction of School Music Teachers. Hence, the null hypothesis (H5) is rejected.

Analysis of Job Satisfaction Among School Music Teachers with Respect to Working Environment

The working environment is an important factor that influences the level of job satisfaction among teachers. A positive and supportive working environment helps teachers perform their duties effectively and promotes professional growth. Good relationships with colleagues and administrators create a sense of satisfaction and belonging in the workplace. To examine this aspect, the responses of 42 School Music Teachers were analyzed.

Table 7: Responses Regarding Working Environment

Response Category	Frequency (N)	Percentage (%)
Strongly Agree	4	9.52
Agree	27	64.29
Uncertain	5	11.90
Disagree	4	9.52
Strongly Disagree	2	4.77
Total	42	100.00

Interpretation

Table 7 reveals that out of 42 School Music Teachers, 27 (64.29%) respondents agreed and 4 (9.52%) strongly agreed that they were satisfied with the working environment in their schools. Thus, a total of 31 (73.81%) respondents expressed satisfaction regarding their working environment. On the other hand, 4 (9.52%) respondents disagreed and 2 (4.77%) respondents strongly disagreed with the statement. Further, 5 (11.90%) respondents remained uncertain. The findings indicate that the majority of School Music Teachers are satisfied with the working environment available in their schools. A supportive atmosphere and healthy professional relationships appear to contribute positively to their motivation and effectiveness. However, a small proportion of respondents expressed dissatisfaction, indicating that improvements in certain aspects of the working environment may further enhance job satisfaction.

Testing of Hypothesis H6

H6: There is no significant relationship between the working environment and the job satisfaction of School Music Teachers in Himachal Pradesh. The analysis shows that a majority of respondents expressed satisfaction with the working environment in their schools. Therefore, the working environment has a positive influence on the job satisfaction of School Music Teachers. Hence, the null hypothesis (H6) is rejected.

Overall Conclusions

- The study revealed that School Music Teachers in Himachal Pradesh generally possess a satisfactory level of job satisfaction and maintain a positive attitude towards their profession.
- Salary and financial benefits were found to influence job satisfaction. A majority of respondents expressed satisfaction with their salary and financial benefits, although some teachers felt that improvements in remuneration and benefits were still required.
- Workload and working conditions were found to have a positive impact on job satisfaction. Most respondents reported that their workload was manageable and that the working conditions in their schools were satisfactory.
- Teaching facilities and institutional support contributed significantly to job satisfaction. The majority of teachers expressed satisfaction with the availability of teaching resources, infrastructure, and administrative support provided by their schools.
- Promotion opportunities and job security emerged as important factors affecting job satisfaction. Most respondents were satisfied with the security of their jobs and the opportunities available for professional advancement.
- Professional recognition and social status were found to positively influence job satisfaction. The majority of teachers felt respected and valued in society. However, some respondents believed that Music Teachers deserve greater professional recognition.
- The working environment played an important role in determining job satisfaction. Most respondents reported satisfaction with the atmosphere, cooperation, and interpersonal relationships within their schools.
- Personal and professional characteristics such as age, educational qualifications, teaching experience, and designation were found to influence the level of job satisfaction among School Music Teachers.
- The findings indicate that job satisfaction among School Music Teachers is influenced by both institutional factors and individual characteristics. Supportive working conditions and professional opportunities contribute to higher levels of satisfaction.
- Overall, the study concludes that School Music Teachers in Himachal Pradesh are generally satisfied with their profession. The findings highlight the importance of maintaining favorable working conditions, adequate facilities, professional recognition, and supportive educational policies to enhance teachers' effectiveness and job satisfaction.
- The findings of the study may be useful for school administrators, educational planners, policymakers, and researchers in developing strategies to improve the professional well-being and job satisfaction of School Music Teachers in Himachal Pradesh.

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