

A STUDY OF JOB SATISFACTION AMONG GOVERNMENT COLLEGE MUSIC TEACHERS UNDER THE DEPARTMENT OF HIGHER EDUCATION 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 higher education, the level of job satisfaction may be affected 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 higher education because they provide students with knowledge and practical training in music and also contribute to the promotion of art and cultural traditions. The present study was conducted to study the level of job satisfaction among Government College Music Teachers working under the Department of Higher Education 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 57 Government College Music Teachers participated in the study. The respondents were selected through convenience sampling. Data were collected through questionnaire. The findings show that the majority of Government College Music Teachers were satisfied with the 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 uncertain responses. Overall, the study found that Government College Music Teachers in Himachal Pradesh generally have a satisfactory level of job satisfaction. The study suggests that maintaining supportive working conditions, adequate teaching facilities, job security, opportunities for professional growth, and proper recognition can further improve teachers' job satisfaction and professional effectiveness.

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

Introduction

Education is one of the most important tools for the development of society. Teachers play a key role in the education system because they guide students and help them achieve their goals. The success of any educational institution depends greatly on the dedication and satisfaction of its teachers. When teachers are satisfied with their jobs they perform their duties more effectively and contribute positively to student learning and institutional growth. Job satisfaction refers to the feeling of happiness and fulfillment that a person experiences from his or her work. It reflects how much an employee likes the job and feels comfortable in the working environment. A teacher who is satisfied with the profession usually shows greater commitment and enthusiasm towards teaching. On the other hand, dissatisfaction may reduce motivation and affect the quality of work.

In higher education job satisfaction is influenced by many factors such as salary promotion opportunities job security working conditions administrative support and professional recognition. These factors affect the attitude of teachers towards their work and influence their overall performance. Therefore, the study of job satisfaction has become an important area of educational research. Music teachers have a special role in higher education. They help students develop musical skills and appreciation for art and culture. Music education not only promotes creativity but also preserves the rich cultural traditions of society. Government College Music Teachers are responsible for classroom teaching practical training cultural activities student guidance and other academic duties. The nature of their work requires dedication patience and professional competence.

The Department of Higher Education in Himachal Pradesh manages many government colleges across the state. Music teachers working in these colleges contribute significantly to the promotion of music education. However their level of job satisfaction may be influenced by various professional and institutional factors. Understanding

these factors is important because satisfied teachers are more likely to provide quality education and contribute to the overall development of students.

Himachal Pradesh is known for its rich cultural heritage and musical traditions. Government colleges play an important role in promoting music education among young learners. The effectiveness of these programmes depends largely on the commitment and satisfaction of music teachers. Therefore it is necessary to examine their level of job satisfaction and identify the factors that influence it.

The present study focuses on Government College Music Teachers working under the Department of Higher Education in Himachal Pradesh. It seeks to understand their level of job satisfaction and the factors associated with it. The findings of the study may help educational administrators and policy makers improve working conditions and enhance the quality of higher education in the state.

Objectives of the Study

The present study was conducted with the following objectives:

- To study the level of job satisfaction among Government College Music Teachers working under the Department of Higher Education in Himachal Pradesh.
- To examine the influence of salary and financial benefits on the job satisfaction of Government College Music Teachers.
- To study the effect of working conditions on the job satisfaction of Government College Music Teachers.
- To assess the role of teaching facilities and institutional support in determining job satisfaction.
- To examine the influence of promotion opportunities and job security on job satisfaction.
- To study the impact of professional recognition and social status on the job satisfaction of Government College Music Teachers.
- To identify the factors responsible for enhancing or reducing job satisfaction among Government College Music Teachers in Himachal Pradesh.
- To suggest measures for improving the job satisfaction of Government College Music Teachers working under the Department of Higher Education in Himachal Pradesh.

Hypotheses of the Study

The following null hypotheses were formulated for the present study:

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

Tools and Instruments

The present study employed a structured questionnaire to collect data from Government College Music Teachers working under the Department of Higher Education in Himachal Pradesh. The questionnaire consisted of items related to various dimensions of job satisfaction such as salary and financial benefits, working conditions, teaching facilities, institutional support, promotion opportunities, job security, professional recognition, and working environment.

Data were collected through an online Google Form which enabled the researcher to reach respondents located in different parts of Himachal Pradesh. The questionnaire included both personal information and statements related

to job satisfaction. Respondents were requested to indicate their opinions on each statement using a five-point Likert scale ranging from Strongly Agree to Strongly Disagree.

The tool was designed to measure the overall level of job satisfaction among Government College Music Teachers and to identify the factors that influence their professional satisfaction. The responses obtained through the questionnaire were compiled and analyzed using appropriate statistical techniques.

Sample

The population of the present study consisted of all Government College Music Teachers working under the Department of Higher Education in Himachal Pradesh. These teachers were serving in various government colleges located in different districts of the state. For the purpose of the study a sample of Government College Music Teachers was selected from different government colleges of Himachal Pradesh. The sample represented teachers belonging to diverse age groups educational qualifications teaching experience and professional backgrounds. A total of 57 Government College Music Teachers participated in the study and provided the required information through an online questionnaire. The respondents were selected on the basis of availability and willingness to participate in the study. The sample was considered adequate for achieving the objectives of the research and obtaining reliable information regarding the level of job satisfaction among Government College Music Teachers in Himachal Pradesh.

Table 1: Distribution of the Sample by Gender

Category	Description
Population	Government College Music Teachers working in Himachal Pradesh
Sample Size (N)	57
Sampling Technique	Convenience Sampling
Area of Study	Himachal Pradesh

Interpretation: Table 1 shows the distribution of the sample by gender. Out of the total 57 Government College Music Teachers selected for the study, 38 (66.67%) were male and 19 (33.33%) were female. Thus, male respondents constituted the majority of the sample.

Analysis of Responses of Government College Music Teachers with Respect to Salary and Financial Benefits

Salary and financial benefits are among the most important factors influencing job satisfaction. To examine this aspect, the responses of 57 Government College Music Teachers were analyzed on the statement “You are getting a salary commensurate with your work.”

Table 2: Responses Regarding Salary and Financial Benefits

Response Category	Frequency (N)	Percentage (%)
Strongly Agree	11	19.30
Agree	23	40.35
Uncertain	3	5.26
Disagree	13	22.81
Strongly Disagree	7	12.28
Total	57	100.00

Interpretation

Table 2 reveals that out of 57 Government College Music Teachers, 23 (40.35%) respondents agreed and 11 (19.30%) strongly agreed that they receive a salary commensurate with their work. Thus, a total of 34 (59.65%) respondents expressed satisfaction with their salary and financial benefits. On the other hand, 13 (22.81%) respondents disagreed and 7 (12.28%) strongly disagreed with the statement, indicating dissatisfaction regarding salary and financial benefits. Only 3 (5.26%) respondents remained uncertain.

The findings indicate that the majority of Government College 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 Government College 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 Government College 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 Government College Music Teachers.

Hence, the null hypothesis (H1) is rejected.

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

Workload and working conditions play an important role in determining the level of job satisfaction among teachers. A reasonable workload and favorable working conditions help teachers perform their duties effectively and contribute to their professional well-being. To examine this aspect, the responses of 57 Government College Music Teachers were analyzed.

Table 3: Responses Regarding Workload and Working Conditions

Response Category	Frequency (N)	Percentage (%)
Strongly Agree	7	12.28
Agree	33	57.89
Uncertain	8	14.04
Disagree	7	12.28
Strongly Disagree	2	3.51
Total	57	100.00

Interpretation

Table 3 reveals that out of 57 Government College Music Teachers, 33 (57.89%) respondents agreed and 7 (12.28%) strongly agreed that they were satisfied with their workload and working conditions. Thus, a total of 40 (70.17%) respondents expressed a positive opinion regarding this aspect of their profession. On the other hand, 7 (12.28%) respondents disagreed and 2 (3.51%) strongly disagreed with the statement, indicating dissatisfaction with their workload and working conditions. Further, 8 (14.04%) respondents remained uncertain.

The findings indicate that the majority of Government College 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 conducive to effective teaching and professional satisfaction. However, the presence of some dissatisfied respondents indicates that improvements may still be required in certain areas related to workload management and institutional working conditions.

Testing of Hypothesis H2

H2: There is no significant relationship between workload and working conditions and the job satisfaction of Government College 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 Government College Music Teachers.

Hence, the null hypothesis (H2) is rejected.

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

Teaching facilities and institutional support play a vital role in enhancing the effectiveness of teaching and improving job satisfaction among teachers. Adequate resources, infrastructure, and administrative support help teachers perform their duties efficiently and create a positive work environment. To examine this aspect, the responses of 57 Government College Music Teachers were analyzed.

Table 4: Responses Regarding Teaching Facilities and Institutional Support

Response Category	Frequency (N)	Percentage (%)
Strongly Agree	8	14.04
Agree	32	56.14
Uncertain	6	10.53
Disagree	9	15.79
Strongly Disagree	2	3.51
Total	57	100.00

Interpretation

Table 4 reveals that out of 57 Government College Music Teachers, 32 (56.14%) respondents agreed and 8 (14.04%) strongly agreed that they receive adequate teaching facilities and institutional support to perform their duties effectively. Thus, a total of 40 (70.18%) respondents expressed satisfaction with the facilities and support available in their institutions. On the other hand, 9 (15.79%) respondents disagreed and 2 (3.51%) strongly disagreed with the statement, indicating dissatisfaction regarding the availability of teaching facilities and institutional support. Further, 6 (10.53%) respondents remained uncertain.

The findings indicate that the majority of Government College Music Teachers are satisfied with the teaching facilities and institutional support available in their institutions. Adequate resources, infrastructure, and administrative cooperation 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 Government College 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 institutions. Therefore, teaching facilities and institutional support have a positive influence on the job satisfaction of Government College Music Teachers.

Hence, the null hypothesis (H3) is rejected.

Analysis of Job Satisfaction Among 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 better, while job security provides confidence and stability in their professional lives. To examine this aspect, the responses of 57 Government College Music Teachers were analyzed.

Table 5: Responses Regarding Promotion Opportunities and Job Security

Response Category	Frequency (N)	Percentage (%)
Strongly Agree	12	21.05
Agree	43	75.44
Uncertain	2	3.51
Disagree	0	0.00
Strongly Disagree	0	0.00
Total	57	100.00

Interpretation

Table 5 reveals that out of 57 Government College Music Teachers, 43 (75.44%) respondents agreed and 12 (21.05%) strongly agreed that they were satisfied with the promotion opportunities and job security available in their profession. Thus, a total of 55 (96.49%) respondents expressed a positive opinion regarding this aspect. Only 2 (3.51%) respondents remained uncertain, while none of the respondents expressed disagreement or strong disagreement. The findings clearly indicate that the majority of Government College Music Teachers are satisfied with the opportunities for career advancement and the level of job security available to them.

The results suggest that promotion opportunities and job security contribute significantly to teachers' motivation, confidence, and commitment towards their profession. These factors play an important role in enhancing overall job satisfaction among Government College Music Teachers in Himachal Pradesh.

Testing of Hypothesis H4

H4: There is no significant relationship between promotion opportunities and job security and the job satisfaction of Government College Music Teachers in Himachal Pradesh.

The analysis shows that an overwhelming 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 Government College Music Teachers.

Hence, the null hypothesis (H4) is rejected.

Analysis of Job Satisfaction Among 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-esteem, motivation, and commitment to work. Teachers who feel valued and respected are more likely to experience higher levels of job satisfaction. To examine this aspect, the responses of 57 Government College Music Teachers were analyzed.

Table 6: Responses Regarding Professional Recognition and Social Status

Response Category	Frequency (N)	Percentage (%)
Strongly Agree	8	14.04
Agree	26	45.61
Uncertain	14	24.56
Disagree	6	10.53
Strongly Disagree	3	5.26
Total	57	100.00

Interpretation

Table 6 reveals that out of 57 Government College Music Teachers, 26 (45.61%) respondents agreed and 8 (14.04%) strongly agreed that they receive adequate professional recognition and enjoy a respectable social status. Thus, a total of 34 (59.65%) respondents expressed a positive opinion regarding this aspect of their profession. On the other hand, 6 (10.53%) respondents disagreed and 3 (5.26%) strongly disagreed with the statement, indicating dissatisfaction regarding the level of professional recognition and social status. Further, 14 (24.56%) respondents remained uncertain.

The findings indicate that a majority of Government College Music Teachers feel respected and recognized for their professional contributions. However, the relatively high percentage of uncertain responses suggests that some teachers may not be fully satisfied with the recognition and social status associated with their profession. Overall, professional recognition and social status appear to play an important role in influencing the job satisfaction of Government College 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 Government College Music Teachers in Himachal Pradesh.

The analysis shows that a majority of respondents expressed satisfaction regarding the professional recognition and social status associated with their profession. Therefore, professional recognition and social status positively influence the job satisfaction of Government College Music Teachers.

Hence, the null hypothesis (H5) is rejected.

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

A healthy and supportive working environment is essential for effective teaching and professional growth. A positive working environment promotes cooperation among colleagues, enhances motivation, and enables teachers to perform their duties efficiently. To examine this aspect, the responses of 57 Government College Music Teachers were analyzed.

Table 7: Responses Regarding Working Environment

Response Category	Frequency (N)	Percentage (%)
Strongly Agree	4	7.02
Agree	38	66.67
Uncertain	9	15.79
Disagree	5	8.77
Strongly Disagree	1	1.75
Total	57	100.00

Interpretation

Table 7 reveals that out of 57 Government College Music Teachers, 38 (66.67%) respondents agreed and 4 (7.02%) strongly agreed that they were satisfied with the working environment in their institutions. Thus, a total of 42 (73.69%) respondents expressed a positive opinion regarding their working environment. On the other hand,

5 (8.77%) respondents disagreed and 1 (1.75%) respondent strongly disagreed with the statement, indicating dissatisfaction with the working environment. Further, 9 (15.79%) respondents remained uncertain.

The findings indicate that the majority of Government College Music Teachers are satisfied with the working environment available in their institutions. A supportive and cooperative environment appears to encourage better professional relationships, improve morale, and enhance overall job satisfaction. However, the presence of a small number of dissatisfied respondents suggests that there is still scope for improvement in certain aspects of the workplace environment.

Testing of Hypothesis H6

H6: There is no significant relationship between the working environment and the job satisfaction of Government College Music Teachers in Himachal Pradesh.

The analysis shows that a majority of respondents expressed satisfaction with the working environment in their institutions. Therefore, the working environment has a positive influence on the job satisfaction of Government College Music Teachers.

Hence, the null hypothesis (H6) is rejected.

Overall Conclusions

- The study revealed that Government College 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 further improvements in remuneration and benefits were needed.
- 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 institutions 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 institutions.
- Promotion opportunities and job security emerged as important factors influencing 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 affect job satisfaction. The majority of teachers felt respected and valued in society, although some respondents indicated the need for greater recognition of the teaching profession.
- The working environment was found to play a significant role in determining job satisfaction. Most respondents reported satisfaction with the atmosphere, cooperation, and interpersonal relationships within their institutions.
- Personal and professional characteristics such as age, educational qualifications, teaching experience, and designation were found to influence the level of job satisfaction among Government College Music Teachers.
- The findings indicate that job satisfaction among Government College Music Teachers is influenced by both institutional factors and individual characteristics. A supportive environment and adequate professional opportunities contribute to higher levels of satisfaction.
- Overall, the study concludes that Government College Music Teachers in Himachal Pradesh are generally satisfied with their profession. The findings emphasize the importance of maintaining favorable working conditions, adequate facilities, professional recognition, and supportive institutional policies to enhance teachers' effectiveness and job satisfaction.
- The findings of the study may be useful for educational administrators, policymakers, and higher education authorities in developing strategies and policies aimed at improving the professional well-being and job satisfaction of Government College Music Teachers.

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