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FACTORS INFLUENCING JOB SATISFACTION AMONG SCHOOL
TEACHERS IN SMK GERIK, PERAK

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CHAPTER 1

INTRODUCTION

1.1 Introduction

The cornerstone of a successful educational system is a high quality of teaching staff. The interaction between teachers and students on daily basis is the center of educational process which it can be concerned in order to build high quality of teachers. Furthermore, understanding the factors associated with teaching quality is the step in developing high quality. Another factors is job satisfaction which is has been studied widely by organizational researchers and has been linked to organizational commitment as well as to organizational performance (Ostroff, 1992 & Mathieu 1991). The satisfaction is not just focus on the job but also career in general which is very important. Satisfaction with teaching as a career is an important policy issue since it associated with teacher effectiveness which ultimately affects student achievement (Ashton and Webb, 1986; Carnegie Task Force on Teaching, 1986).

On the other hand, according to Nuffic (2010), the education system in the United States is very diverse because it have major differences in level, content and quality. However, none of the various phases of education conclude with a standardized final examination. This is because the concept of standardized entrance and outcome levels does not exist in the American system. Then, private and public institutions exist at all educational levels, from primary school to higher education. Even the number of private higher education institutions is much higher than public institutions, the number of students is the reverse, more students study at public institutions.

In addition, according to Nuffic (2010), the National Philosophy of Education stated that education in Malaysia is an on-going effort towards further developing the potential of individuals in a holistic and integrated manner. In order to produce individuals who are