

**RELATIONSHIP BETWEEN DEMOGRAPHIC FACTORS AND JOB
SATISFACTION OF GOVERNMENT SCHOOL TEACHERS: SPECIAL
REFERENCE TO KALMUNAI EDUCATIONAL ZONE**

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The main purpose of this research study is to investigate the relationship between demographic factors and the job satisfaction factors such as, Ability utilization, Achievement, Advancement, Creativity, Job security, Compensation, Social status, School policies & practices, Working conditions and Moral values of government school teachers working at Kalmunai Zone, Ampara district in Sri Lanka. The job satisfactions of government school teachers were analyzed with demographic factors: Gender, Ethnicity, Age, Civil Status, Educational qualifications and Years of Experience. 12 government schools were selected randomly from Kalmunai educational zone. This study comprised 64 government schools in Kalmunai zone in Ampara district Sri Lanka. Twelve Schools were randomly selected as sample to achieve the goal of this research study. There are 635 government school teachers of which 271 males and 364 female teachers working in the selected schools. Out of 635 teachers 170 (27%) teachers were randomly selected from twelve schools to collect data for this research of which 73 male and 97 female teachers and also equal number of educational qualification (G.C.E. (A/L), Diploma & Degree) teachers are in the sample. Statistical tests: Reliability Analysis, Principal Component Analysis, t-Test and One-Way ANOVA were used to analyze the data. The results of this study indicated that the Gender and Civil status do not have significant impact on job satisfaction. This means male & female teachers and unmarried and married teachers have same level of job satisfaction. Ethnicity has significant impact on job satisfaction. Hence, Tamil teachers have more job satisfaction than Muslim teachers with their job. Age and Years of experiences do not have significant impact on job satisfaction. That is each level of age as well as each level of years of experiences have same level of job satisfaction. Whereas Educational qualifications have significant impact on job satisfaction that is Degree level teachers have more job satisfaction than the G.C.E. (A/L) and Diploma qualification teachers.

Keywords: Job Satisfaction, Government School, Kalmunai Zone, Demographic Factors.