

**Investigation of the Association between Gender and Job Satisfaction,  
Organizational Commitment and Self-esteem of Government School Teachers in  
North-Western Province, Sri Lanka**

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A teacher has a higher obligation in comparison with other professions to shape and round up the future generation in a country. Only committed, satisfied and highly self-esteemed teachers can create knowledgeable, mindfully and spiritually developed citizens. Gender is a vital demographical factor that creates different individual attitudes and perceptions among the employees in an organization. Accordingly, present research focuses on analyzing the association of gender with job satisfaction, organizational commitment and self-esteem of the government school teachers in North Western province providing conclusions and recommendations to teachers, teacher educators, education planners, educational policy makers and administrators in Sri Lanka. Three hundred and eighty-three government school teachers were selected using stratified sampling method with representation of both Kurunegala and Puttalam districts in North-Western province, Sri Lanka. Self-administered questionnaire was applied as the primary data collection tool of the present research. Independent sample t- test and Pearson's correlation test were applied to analyze the data using SPSS to measure the association of testing variables.

Findings of the present research reveal that gender has an association with the level of self-esteem of government school teachers. Further, it was proved that male teachers have higher self-esteemed compared to female teachers. Findings reveal that the level of job satisfaction of the male teachers is higher than that of female teachers. Further, it was showed that the level of commitment of males is higher than the female. Accordingly, it can be concluded that gender has a significant association with job satisfaction, employee commitment and self-esteem of government school teachers. Females, in developing countries like Sri Lanka, are completely responsible for taking care of the children and fulfillment of household activities in a family. Therefore, female teachers may not make sufficient efforts to increase the level of job satisfaction, employee commitment and self-esteem. It is recommended to organize workshops, seminars and training programs, especially for female teachers using relevant resource persons such as councilors and psychiatrics in order to increase the level of job satisfaction, employee commitment and self-esteem to uplift the motivation for the career growth.

**Key words:** *Commitment, Gender, Job satisfaction, Self-esteem, Teachers*