

DETERMINING THE DEGREE OF SATISFACTION WITH THE WORKING CONDITIONS OF PRIMARY SCHOOL TEACHERS

Salomova F.I.,
Akhmadalieva N.O.,
Nigmatullaeva D.Zh.,
Saidikarimova I.T.,
Makhkamova D.M.,
Boltaev M.M.

Tashkent Medical Academy, Uzbekistan
Tashkent Pharmaceutical Institute, Uzbekistan

Relevance. The profession of a teacher today continues to be one of the most massive varieties of mental labor, including for the professional activity of a primary school teacher. Specific features that distinguish the activity of a primary school teacher from the activity of a subject teacher of a secondary or high school are, firstly, teaching them various disciplines of mathematical, humanitarian, natural science, artistic and aesthetic cycles, and secondly, the referential nature of his role for younger students and, thirdly, the close interaction of the primary school teacher with the parents of the students. At the same time, the researchers note that the prestige of the teaching profession is declining. This largely depends on working conditions, wages, society's attitude to the teacher. All this leads to the departure of qualified specialists from the education system, the destruction of family pedagogical dynasties, a sharp aging of the teaching staff, and the absence of male teachers in the school. The search for ways to increase the efficiency of the work of educators while maintaining their health to the maximum requires a sufficient amount of scientific information that reveals the essence, content of the profession and the conditions in which their daily work is carried out.

The aim of the study is determination of the degree of satisfaction with the working conditions of primary school teachers of secondary schools of the Republic of Uzbekistan.

Research results. According to the survey of primary school teachers, when analyzing the results, the following data were obtained: the survey participants were 100% female. The age of the participants ranged from 28 to 53 years. The marital status of the majority (66.7%) is married women, mothers of 1-3 children. The work experience of the respondents ranged from 4 to 30 years. 86.6% of respondents spend exactly 8 hours at work, 6.7% - 6 hours and the remaining 6.7% - 9 hours. To the question: "Would you like to move from work at this school to some other job, or stop working at all?", 90% of respondents answered that they did not want to leave this job, and 10% would like to stop work. To the question: "Do you like working at school?" most often, a satisfactory answer was received - "Yes, I like it mostly"; To the question "What do you dislike about this school?" 73% of respondents answered "I like everything", and the remaining 27% account for single answers, such as: "Bad atmosphere in the team", "Work is far from home", "High study load (many study hours, etc.)", "Difficulties in relationships with the administration, management", "Low wages", "There are no opportunities for career growth", "Duplication of documentation and reporting in electronic and paper formats".

When clarifying some parameters, the following was revealed: satisfaction with the results of their work was 50% satisfied, 50% dissatisfied; work motivation has improved significantly; authority among students and respect from parents also improved significantly; but at the same time, the opportunity to devote time to the family has significantly worsened.

When assessing labor factors, we paid the most attention to those that negatively affect the job satisfaction of school teachers. 77% of teachers note sufficient provision of workplaces with modern technical devices, 56% of respondents - insufficient provision of workplaces with the Internet.

To the question "Do you have modern technical devices? (projectors, interactive whiteboards, etc.)" 77% marked "Yes, there are", respectively 23% - "No, they are not". To the question "Are there individual wardrobes for students' outerwear?" in 83.3% the answer was "Yes, there are", but 16.7% of respondents gave the opposite answer.

The sanitary and technical provision of the studied schools (heating, water supply, ventilation, lighting, sewerage system) basically met the sanitary requirements.

The presence of cold and hot water supply was noted by 46.6% of the respondents, irregular or lack of such water supply was noted by 26.7% each.

To the question: "Are you satisfied with the school inventory? (desks, chairs)" 43.3% of the respondents answered that they are satisfied, 43.3% say that it could be better, and the remaining 13.4% do not agree with any of these statements.

Most of the survey participants spend 6-8 hours on sleep, and 46.6% answered the question "How does lack of sleep affect you?" that become irritable and often tired. To the question: "Are you often exposed to stressful situations at work?" 66.7% answered "No", 23.3% - "Yes", and 10% - sometimes.

As the results of the survey showed - 93.3% of teachers do not find it difficult to work with children, but the rest 6.7% - sometimes it is difficult. 46.7% of teachers were resistant to the influence of daily school noise and answered that they had already adapted to this, but 26.7% felt tired after a working day, 16.6% noted a lack of time for rest, and finally 10% were persistent in their opinion about the negative the impact of daily school noise on their health; An analysis of school teachers' complaints about their health status, self-assessment and self-diagnosis of possible or existing pathologies on the part of various organs and systems showed that only a small number of teachers consider themselves healthy, and 97% note that they have chronic diseases.

When assessing the degree of fatigue by the end of the academic year, they found the following: 50% answered - "I'm tired, but if necessary, I can work more", 33.3% - "Insignificant fatigue, ready to work more", 16.7% - "Very tired, I have a little bit of strength left."

To the question "Are you satisfied with your earnings?" 40% answered that they are not satisfied, 33.3% say the opposite, and the remaining 26.7% find it difficult to answer. To the final question about the extent to which you are satisfied with the conditions and organization of your work in general, the answer was satisfactory in 40% of cases, 33.3% found it difficult to answer, and finally 26.7% gave an unsatisfactory answer.

With a general assessment of the data obtained, it can be said that, in general, the results of the survey indicate a rather high coefficient of job satisfaction, since the average percentage and the number of positive answers prevail over negative ones ($42 \pm 2\%$ and $33.3 \pm 1.9\%$, respectively). But there are some points that are subject to more in-depth study and consideration - these are the questions to which an unsatisfactory answer has been received.

It is impossible not to notice the fact that primary school teachers with more than 25-30 years of experience have chronic diseases. Summing up the above, it is important to note the need to improve certain aspects of working conditions in order to achieve the most favorable atmosphere, as well as to increase the working capacity of teachers and the quality of education in general education schools.