

ОПРЕДЕЛЕНИЕ СТЕПЕНИ УДОВЛЕТВОРЕННОСТИ УСЛОВИЯМИ ТРУДА УЧИТЕЛЕЙ НАЧАЛЬНЫХ КЛАССОВ ОБЩЕОБРАЗОВАТЕЛЬНЫХ ШКОЛ

Ф.И.Саломова.¹, Н.О.Ахмадалиева.², Д.Ж.Нигматуллаева.³,

О.А.Ниязова.⁴, Г.А.Тошматова.⁵

^{1,2,3,4,5}Ташкентская медицинская академия.

Для цитирования: © Саломова Ф.И., Ахмадалиева Н.О., Нигматуллаева Д.Ж., Ниязова О.А., Тошматова Г.А.
ОПРЕДЕЛЕНИЕ СТЕПЕНИ УДОВЛЕТВОРЕННОСТИ УСЛОВИЯМИ ТРУДА УЧИТЕЛЕЙ НАЧАЛЬНЫХ КЛАССОВ ОБЩЕОБРАЗОВАТЕЛЬНЫХ ШКОЛ.
ЖКМП.-2023.-Т.2.-№2.-С

Поступила: 19.05.2023

Одобрена: 20.05.2023

Принята к печати: 28.06.2023

Аннотация: Для определения степени удовлетворенности условиями труда учителей начальных классов общеобразовательных школ был проведен социологический опрос-анкетирование в электронной форме в пределах одной школы города Ташкента, в котором приняли участие 40 учителей начальных классов. Анализ результатов сбора данных, указывает на довольно высокий коэффициент удовлетворенности своей работой, так как процент и количество положительных ответов преобладает над отрицательными.
Ключевые слова: учитель начальных классов общеобразовательной школы, условия труда, коэффициент удовлетворенности, состояние здоровья, анкетирование.

UMUMTA'LIM MAKTABLARINING BOSHLANG'ICH SINIF O'QITUVCHILARINING MEHNAT SHAROITLARIDAN QONIQLASH DARAJASINI ANIQLASH

F.I.Salomova.¹, N.O.Axmadaliyeva.², D.J.Nigmatullayeva.³,

O.A.Niyazova.⁴, G.A.Toshmatova.⁵

^{1,2,3,4,5}Toshkent tibbiyot akademiyasi.

Izoh: © Salomova F. I., Axmadaliyeva N.O., Nigmatullayeva D. J., Niyazova O.A., Toshmatova G. A.

ҚЎЛ КАФТИ СУЯКЛАРИ СИНИШЛАРИ ВА УНИНГ ОҚИБАТЛАРИНИ ДАВОЛАШДА ЯНГИЧА ЙЎНАЛИШ. КРТЖ.-2023-Т.2.-№2-М

Qabul qilindi: 19.05.2023

Ko'rib chiqildi: 20.05.2023

Nashrga tayyorlandi: 28.06.2023

Annotatsiya: Umumta'lim maktablarining boshlang'ich sinf o'qituvchilarining mehnat sharoitlaridan qoniqlash darajasini aniqlash maqsadida Toshkent shahridagi umumta'lim maktab o'qituvchilari o'rtasida elektron shaklda ijtimoiy so'rov o'tkazildi, unda 40 nafar boshlang'ich sinf o'qituvchilari ishtirok etdilar. Ma'lumotlarni yig'ish natijalarini tahlil qilish uning ishidan qoniqlash darajasi ancha yuqori ekanligini ko'rsatadi, chunki ijobiy javoblarning foizi va soni salbiylardan ustun turadi.

Kalit so'zlar: umumta'lim maktabining boshlang'ich sinf o'qituvchisi, ish sharoitlari, qoniqlash darajasi, sog'liq holati, so'rovnoma.

DETERMINATION OF THE DEGREE OF SATISFACTION WITH THE WORKING CONDITIONS OF PRIMARY SCHOOL TEACHERS OF SECONDARY SCHOOLS

F.I.Salomova.¹, N.O.Akhmadaliyeva.², D.Zh.Nigmatullayeva.³,

O.A.Niyazova.⁴, G.A.Toshmatova.⁵

^{1,2,3,4,5}Tashkent medical academy.

For situation: © Salomova F.I., Akhmadaliyeva N.O., Nigmatullayeva D.Zh., Niyazova O.A., Toshmatova G.A.

DETERMINATION OF THE DEGREE OF SATISFACTION WITH THE WORKING CONDITIONS OF PRIMARY SCHOOL TEACHERS OF SECONDARY SCHOOLS.

JCPM.-2023.T.2.№2.-A

Received: 19.05.2023

Revised: 20.05.2023

Accepted: 28.06.2023

Annotation: To determine the degree of satisfaction with the working conditions of teachers of primary classes of general education schools, a sociological survey was conducted in electronic form within one school in the city of Tashkent. 30 primary school teachers took part. The analysis of the data collection results given below indicate a fairly high satisfaction rate, since the percentage and number of positive responses prevail over negative ones.

Keywords: primary school teacher, working conditions, satisfaction rate, state of health, questioning.

Relevance. In today's world, education issues are in the spotlight in both economically developed and developing countries. These problems are discussed at international conferences on education, as well as at conferences of various levels in individual countries. Such attention to the educational sphere is understandable [1, 5, 7, 8]. The teaching profession is one of the most respected, honorable and responsible professions. It can be said that the teacher creates the future of the country, since the versatility of the development of knowledge of the younger generation, his beliefs, worldview, and moral qualities largely depend on his work [1, 9, 10].

It is necessary to point the fact that primary school teachers are the first to lay the foundations of learning skills in a student, standards of behavior at school, ethics, aesthetics, on which the success of learning in subsequent years largely depends. 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 schoolchildren and, thirdly, close interaction between the primary school teacher and the parents of students [4]. 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 [1, 2, 4, 6]. The aim of the study is determination of the degree of satisfaction with the working conditions of primary school teachers of the Republic of Uzbekistan.

Research methods: conducting a sociological survey - questionnaire (online) among primary school teachers. The questionnaire contained 16 questions characterizing various aspects of the organization, working conditions and social status of respondents. The degree of satisfaction with the profession was assessed by the average rate of positive responses to each questionnaire question. (https://docs.google.com/forms/d/e/1FAIpQLSf8iJWJVYvIp6fE-aZSfGvrufXziG4qj9kc6IWD08ZpVeirWA/viewform?usp=sf_link)

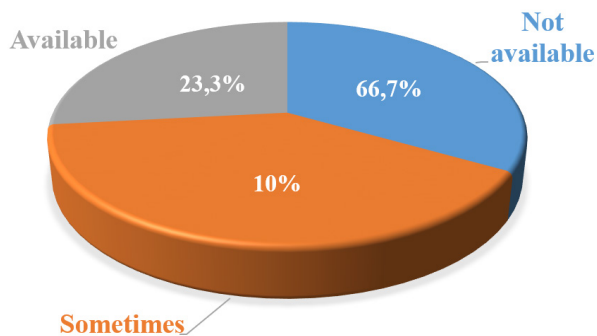
The object of the study were teachers of primary classes of secondary schools in the city of Tashkent 90 teachers were subjected to a survey-questionnaire.

Research results. According to a 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 relations 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.

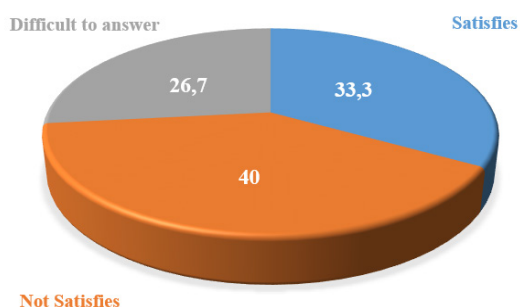
When assessing labor factors, we paid the most attention to those that negatively affect the job satisfaction of school teachers. 77% of teachers note sufficient provision of workplaces with modern technical devices, 56% of respondents - insufficient provision of workplaces with the Internet. To the question "Do you have modern technical devices? (projectors, interactive whiteboards, etc.)" 77% noted "Yes, they 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 respondents, 26.7% of respondents noted not regular or absence of such water supply. 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 (Picture 1), 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 difficult.



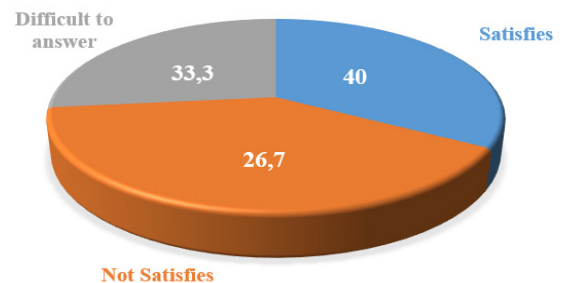
Picture. 1. Exposure of the surveyed teachers to stressful situations, %

To the impact of daily school noise, 46.7% of teachers proved to be resilient and responded that they had already adapted to this, but 26.7% feel tired after working hours, 16.6% noted a lack of rest time, and finally 10% persevered about the negative impact of daily school noise on their health status; An analysis of complaints from school teachers about the state of their health, self-esteem and self-diagnosis of a possible or existing pathology by various organs and systems showed that only a small number of teachers consider themselves healthy, and 97% note the presence of chronic diseases. When assessing the degree of fatigue by the end of the school year, they found the following: 50% answered - "Tired, but if necessary, I can work more," 33.3% - "Minor fatigue, ready to work more," 16.7% - "Very tired, a little more strength left." To the question "Do your earnings satisfy you?" 40% answered that they do not satisfy, 33.3% say otherwise, and the remaining 26.7% find it difficult to answer (Pic. 2).



Picture. 2. Satisfaction with monthly salary of teachers participating in the survey, %

On the final question about the extent to which the conditions and the organization of your work as a whole satisfy you, the answer was satisfactory in 40% of cases, 33.3% found it difficult to answer, and finally 26.7% gave a non-satisfactory answer (Pic. 3).



Picture. 3. Satisfaction of teachers with working conditions and organizations, %

With a general assessment of the data obtained, we can say that in general, the survey results indicate a rather high satisfaction rate with their work, since the average percentage and the number of positive responses prevail over negative ones (42±2% and 33,3±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 was 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 improve the ability of teachers to work and the quality of education in secondary schools.

REFERENCES:

1. Ахмадалиева, Н. О., Хакимова, Д. С. (2019). Значимость оптимизации условий труда, снижения тяжести и напряженности трудового процесса преподавателей медицинских вузов. In international scientific review of the problems of natural sciences and medicine (pp. 20-24).
2. Саломова, Ф. И., Нигматуллаева, Д. Ж., Сайди-каримова, И. Т., Махкамова, Д. М. (2022). Степень удовлетворенности педагогической деятельностью учителя начальных классов.
3. Бардахчян А.В. Гигиеническая оценка состояния здоровья учителей и его влияния на здоровье учащихся средних общеобразовательных учреждений// Автореф. Диссертации на соискание ученой степени

Кандидата медицинских наук Ростов-на-Дону 2007. Стр. 24.

4. Горбунова Н. В., Игнатова О. И. Особенности личностного и профессионального развития учителей начальных классов в профессиональной деятельности // Научно-теоретический журнал. Выпуск 2 (39) 2019. Стр. 15-21.

5. Николаева А. Д. Гигиеническая оценка и оптимизация условий труда учителей начальных классов общеобразовательных школ // Автореф. диссертации ... кандидата медицинских наук. - Москва, 2005.- 24 стр.

6. Мухтарова Л.Р. Комплексная оценка влияния факторов внешней и внутришкольной среды на состояние здоровья учителей // Автореф. Диссертации на соискание ученой степени Кандидата медицинских наук. Москва-2005. 31 стр.

7. Станченко Е. Н. Профессиональная деятельность педагога в школе // Актуальные задачи педагогики: материалы V Междунар. науч. конф. (г. Чита, апрель 2014 г.). — Чита: Издательство Молодой ученый, 2014. — С. 147-150. — URL: <https://moluch.ru/conf/ped/archive/102/5461/>

8. Salomova, F. I., Akhmadaliev, N. O., Zh, N. D., Saidikarimova, I. T., Makhkamova, D. M., & Boltaev, M. M. (2022, April). Determining the degree of satisfaction with the working conditions of primary school teachers. In E Conference Zone (pp. 163-164).

9. Нигматуллаева, Д. Ж. (2018). Исследование функционального состояния зрительного и слухового анализаторов у работников умственного труда. In advanced science (pp. 218-220).

10. <https://medical-diss.com/medicina/gigienicheskaya-otsenka-i-optimizatsiya-usloviy-truda-uchiteley-nachalnyh-klassov-obscheobrazovatelnyh-shkol>
<http://www.dslib.net/gigiena/gigienicheskaja-ocenka-i-optimizacija-uslovij-truda-uchitelej-nachalnyh-klassov.html>
<https://www.dissercat.com/content/kompleksnaya-sotsialno-gigienicheskaya-otsenka-uslovii-truda-i-zdorovya-uchitelei-obshcheobr>

Информация об авторах:

© САЛОМОВА Ф.И. - Ташкентская медицинская академия, Узбекистан
 © АХМАДАЛИЕВА Н.О. - Ташкентская медицинская академия, Узбекистан
 © НИГМАТУЛЛАЕВА Д.Ж. - Ташкентская медицинская академия, Узбекистан
 © НИЯЗОВА О.А. - Ташкентская медицинская академия, Узбекистан
 © ТОШМАТОВА Г.А. - Ташкентская медицинская академия, Узбекистан.

Muallif haqida ma'lumot:

© SALOMOVA F.I.-Toshkent tibbiyot akademiyasi, O'zbekiston.
 © AHMADALIYEVA N.O.-Toshkent tibbiyot akademiyasi, O'zbekiston.
 © NIGMATULLAYEVA D.J.- Toshkent tibbiyot akademiyasi, O'zbekiston.
 © NIYAZOVA O.A.- Toshkent tibbiyot akademiyasi, O'zbekiston.
 © TOSHMATOVA G.A.- Toshkent tibbiyot akademiyasi, O'zbekiston.

Information about the authors:

© SALOMOVA F.I.-Tashkent medical academy, Uzbekistan.
 © AKHMADALIEVA N.O.- Tashkent medical academy, Uzbekistan.
 © NIGMATULLAYEVA D.ZH.- Tashkent medical academy, Uzbekistan.
 © NIYAZOVA O.A.- Tashkent medical academy, Uzbekistan.
 © TOSHMATOVA G.A.-Tashkent medical academy, Uzbekistan.