**VALUES, REWARDS & JOB SATISFACTION in EFL**

**(Kassabgy, Boraie, & Schmidt, 2001)**

The purpose of this survey is to identify some of the factors that influence, motivate, and empower English language teachers in EFL setting. The questionnaire concerns both job satisfaction and career satisfaction. There is no known risk associated with participation in this research. Participation is entirely voluntary. Data from the questionnaires that follow will be anonymous. I greatly appreciate your contribution.

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**SECTION ONE**

**Gender:** Male:\_\_\_\_\_ Female:\_\_\_\_\_

**Age:** 22-29: \_\_\_\_\_

30-39: \_\_\_\_\_

40-49: \_\_\_\_\_

50+ : \_\_\_\_\_

**Teaching Experience:** 1-5 years: \_\_\_\_\_

6-10 years: \_\_\_\_\_

11-15 years: \_\_\_\_\_

15+ years: \_\_\_\_\_

**SECTION TWO**

Rate each of the following according to how important this aspect of work is to you personally. Indicate your response by circling a number on the scale below each item. The numbers on the scale correspond to the following:

5=very important

4=somewhat important

3=no opinion

2=somewhat unimportant

1=not important at all

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| 1. Earning a good salary | 1 | 2 | 3 | 4 | 5 |
| 1. Having flexible working hours | 1 | 2 | 3 | 4 | 5 |
| 1. Job security | 1 | 2 | 3 | 4 | 5 |
| 1. Fringe benefits | 1 | 2 | 3 | 4 | 5 |
| 1. Having clear rules and procedures | 1 | 2 | 3 | 4 | 5 |
| 1. Having a manageable work load | 1 | 2 | 3 | 4 | 5 |
| 1. Being fairly treated in my organization | 1 | 2 | 3 | 4 | 5 |
| 1. Having a supervisor who is responsive to suggestions and grievances | 1 | 2 | 3 | 4 | 5 |
| 1. Having a supervisor who gives clear guidance | 1 | 2 | 3 | 4 | 5 |
| 1. Having sufficient variety in tasks/type of activity | 1 | 2 | 3 | 4 | 5 |
| 1. Working for a reputable educational organization | 1 | 2 | 3 | 4 | 5 |
| 1. Having a profession that is prestigious | 1 | 2 | 3 | 4 | 5 |
| 1. Having a prestigious job title | 1 | 2 | 3 | 4 | 5 |
| 1. Having the freedom to do what is necessary in my teaching to do a good job | 1 | 2 | 3 | 4 | 5 |
| 1. Being allowed to deal creatively with students’ problems | 1 | 2 | 3 | 4 | 5 |
| 1. Being included in the goal setting process | 1 | 2 | 3 | 4 | 5 |
| 1. Being able to introduce changes without going through a lot of red tape | 1 | 2 | 3 | 4 | 5 |
| 1. Having a job in which I can perform to the best of my ability | 1 | 2 | 3 | 4 | 5 |
| 1. Being promoted to a senior supervisory job at some point in my career | 1 | 2 | 3 | 4 | 5 |
| 1. Having a challenging job | 1 | 2 | 3 | 4 | 5 |
| 1. Having a job in which I can learn and develop my abilities to my full potential | 1 | 2 | 3 | 4 | 5 |
| 1. Having contact with professionals in the field of English language teaching | 1 | 2 | 3 | 4 | 5 |
| 1. Frequent feedback about the effectiveness of my performance | 1 | 2 | 3 | 4 | 5 |
| 1. Being able to work independently and use my own initiative | 1 | 2 | 3 | 4 | 5 |
| 1. Being evaluated positively by my students | 1 | 2 | 3 | 4 | 5 |
| 1. Being evaluated positively by my supervisors | 1 | 2 | 3 | 4 | 5 |
| 1. Being recognized for my teaching accomplishment | 1 | 2 | 3 | 4 | 5 |
| 1. Really helping my students to learn English | 1 | 2 | 3 | 4 | 5 |
| 1. Having good relationships with colleagues | 1 | 2 | 3 | 4 | 5 |
| 1. Having a friendly relationship with my students | 1 | 2 | 3 | 4 | 5 |
| 1. Having a good relationship with my supervisor(s) | 1 | 2 | 3 | 4 | 5 |
| 1. Working with other teachers as a team | 1 | 2 | 3 | 4 | 5 |
| 1. Having a job that is enjoyable and stimulating | 1 | 2 | 3 | 4 | 5 |
| 1. Having a job that is fun | 1 | 2 | 3 | 4 | 5 |
| 1. Having a job in which I am relaxed and have peace of mind | 1 | 2 | 3 | 4 | 5 |

**SECTION THREE**

Read the following statements and think about each in relation to your current job. The numbers on the scale correspond to the following:

5=strongly agree

4=agree

3=no opinion

2=disagree

1=strongly disagree

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| 1. I have a good salary. | 1 | 2 | 3 | 4 | 5 |
| 1. I have flexible working hours. | 1 | 2 | 3 | 4 | 5 |
| 1. I have good job security. | 1 | 2 | 3 | 4 | 5 |
| 1. I have good fringe benefits. | 1 | 2 | 3 | 4 | 5 |
| 1. There are clear rules and procedures at work. | 1 | 2 | 3 | 4 | 5 |
| 1. I have a manageable work load. | 1 | 2 | 3 | 4 | 5 |
| 1. I am fairly treated in my organization. | 1 | 2 | 3 | 4 | 5 |
| 1. My supervisor is responsive to suggestions and grievances. | 1 | 2 | 3 | 4 | 5 |
| 1. My supervisor gives clear guidance. | 1 | 2 | 3 | 4 | 5 |
| 1. My job provides sufficient variety in tasks/type of activity. | 1 | 2 | 3 | 4 | 5 |
| 1. I work for a reputable educational organization. | 1 | 2 | 3 | 4 | 5 |
| 1. Teaching English is a prestigious profession. | 1 | 2 | 3 | 4 | 5 |
| 1. My job title is satisfactory. | 1 | 2 | 3 | 4 | 5 |
| 1. I am allowed sufficient freedom to do what is necessary in my teaching in order to do a good job. | 1 | 2 | 3 | 4 | 5 |
| 1. Creativity is emphasized and rewarded. | 1 | 2 | 3 | 4 | 5 |
| 1. I am included in the goal setting process. | 1 | 2 | 3 | 4 | 5 |
| 1. I am able to introduce changes without going through a lot of red tape. | 1 | 2 | 3 | 4 | 5 |
| 1. I have a job in which I can perform to the best of my ability. | 1 | 2 | 3 | 4 | 5 |
| 1. I have prospects for promotion. | 1 | 2 | 3 | 4 | 5 |
| 1. My job is challenging. | 1 | 2 | 3 | 4 | 5 |
| 1. My job provides scope to learn and develop my abilities to my full potential. | 1 | 2 | 3 | 4 | 5 |
| 1. I have sufficient opportunities for contact with professionals in the field of English language teaching. | 1 | 2 | 3 | 4 | 5 |
| 1. I receive frequent feedback about the effectiveness of my performance. | 1 | 2 | 3 | 4 | 5 |
| 1. Independence and initiative are rewarded. | 1 | 2 | 3 | 4 | 5 |
| 1. My students evaluate me positively. | 1 | 2 | 3 | 4 | 5 |
| 1. My supervisor evaluates me positively. | 1 | 2 | 3 | 4 | 5 |
| 1. Teaching accomplishments are recognized. | 1 | 2 | 3 | 4 | 5 |
| 1. I know that I am really helping my students to learn English. | 1 | 2 | 3 | 4 | 5 |
| 1. I have good relationships with colleagues. | 1 | 2 | 3 | 4 | 5 |
| 1. I have a friendly relationship with my students. | 1 | 2 | 3 | 4 | 5 |
| 1. I have a good relationship with my supervisor(s) | 1 | 2 | 3 | 4 | 5 |
| 1. The emphasis is on team-work. | 1 | 2 | 3 | 4 | 5 |
| 1. My work is enjoyable and stimulating. | 1 | 2 | 3 | 4 | 5 |
| 1. My job is fun. | 1 | 2 | 3 | 4 | 5 |
| 1. I’m relaxed and have peace of mind in my job. | 1 | 2 | 3 | 4 | 5 |
| 1. I’m truly satisfied with my profession as a teacher. | 1 | 2 | 3 | 4 | 5 |
| 1. I’m truly satisfied with my present job. | 1 | 2 | 3 | 4 | 5 |
| 1. I will change my career if I have the opportunity to do so. | 1 | 2 | 3 | 4 | 5 |
| 1. I will change my job if I have the opportunity to do so. | 1 | 2 | 3 | 4 | 5 |