

REVIEWER'S REPORT

Manuscript No.: IJAR-52424

Date: 25.06.2025

Title: Job Satisfaction among Government, Deficit, and Private School Teachers in Aizawl City, Mizoram, NE India"

Recommendation:

Accept as it is
 Accept after minor revision.....
 Accept after major revision✓
 Do not accept (*Reasons below*)

Rating	Excel.	Good	Fair	Poor
Originality			√	
Techn. Quality			√	
Clarity		√		
Significance			√	

Reviewer Name: Dr P Karthikeyan

Date: 25.06.2025

Reviewer's Comment for Publication.

This study highlights comparative job satisfaction among Government, Deficit, and Private school teachers in Mizoram. It offers useful insights but needs improvement in writing clarity, statistical depth, and reference formatting. Recommended for revision and resubmission.

REVIEWER'S REPORT

Detailed Reviewer's Report

1. Originality

This study presents a comparative analysis of job satisfaction among teachers working in three types of schools—Government, Deficit, and Private—in Aizawl City, Mizoram. While job satisfaction studies are common, this research gains originality by narrowing its focus to a less explored regional context in Northeast India and including deficit schools—a distinct category relevant to Mizoram's educational structure.

2. Methodology

The study uses a descriptive survey design with a well-defined sampling approach. It includes 85 teachers selected through random sampling from 14 schools (6 Government, 4 Deficit, 4 Private). The data collection instrument—**Job Satisfaction Scale** by Dr. Amar Singh and Dr. T.R. Sharma—is appropriate and standardized. However:

- The study would benefit from elaborating on **instrument reliability and validity**.
- **Statistical analysis details** (e.g., how comparisons were made, use of mean scores) could be expanded beyond frequency percentages.

3. Structure and Clarity

The paper is organized in conventional research sections: Introduction, Literature Review, Objectives, Methodology, Findings, and Recommendations. The language is generally clear, but:

- **Grammar and sentence structure** need revision in several places for conciseness and clarity.
- **Formatting issues** (e.g., inconsistent alignment, missing heading numbers) should be addressed to improve professionalism.
- The **literature review is brief** and would benefit from deeper engagement with current studies.

4. Data Presentation and Interpretation

The findings are clearly categorized and highlight levels of satisfaction by school type and gender:

- **Deficit school teachers** show the highest satisfaction, followed by Government and then Private school teachers.
- **Female teachers** are slightly more satisfied than male teachers.

However:

- Graphs or comparative tables could make the results more visually accessible.
- The study lacks **statistical tests** (e.g., t-test or ANOVA) to validate the significance of observed differences.

5. Citations and References

The references cited are limited and mostly regional or textbook-based. While some are relevant, the paper needs:

- More **recent scholarly sources**, particularly peer-reviewed journal articles.
- Full **APA 7th formatting compliance** (e.g., italicized journal titles, full author initials, consistent reference structure).
- Proper in-text citation alignment with the reference list.

Strengths

- Regional focus on Mizoram, especially inclusion of deficit schools.
- Use of standardized scale for data collection.
- Practical and actionable recommendations for enhancing teacher satisfaction.

Areas for Improvement

- Improve grammar, structure, and citation formatting.
- Add statistical analysis to validate comparisons.
- Expand literature review with updated and diverse sources.
- Include visuals (tables/charts) to enhance data presentation.