

# **The Impact of Staff Development on Job Satisfaction of Senior and Junior Teachers, Insein Township**

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## **Abstract**

This study aimed to investigate the difference between senior and junior teachers in their sense of job satisfaction. A total of 84 teaching staff was included in this study. Questionnaires addressing professional development on job performance, and organizational effectiveness were used as a study tool. S.H.S (A) and (C), it was found that junior staff were more satisfied than senior staff with their job, with their working environment and with the guidance of headmaster in solving student problems. Especially, junior staff from S.H.S (C) enjoyed more than senior staff in relationship with the headmaster, with an alternative chance to attend the workshop, seminars and a computer training course, and to receive in-service training. In all schools, it was also found that junior staff had more job satisfaction than senior staff. According to this study, it can be generally acceptable that junior staff have more job satisfaction than senior staff. It was found that job satisfaction is significantly related with staff development at all schools ( $r=.369$ ,  $p<0.01$ ).

**Key words:** staff development, job satisfaction

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