



# The Daily Grind: Assessing Male and Female Agricultural Educators' Perceived Job Satisfaction



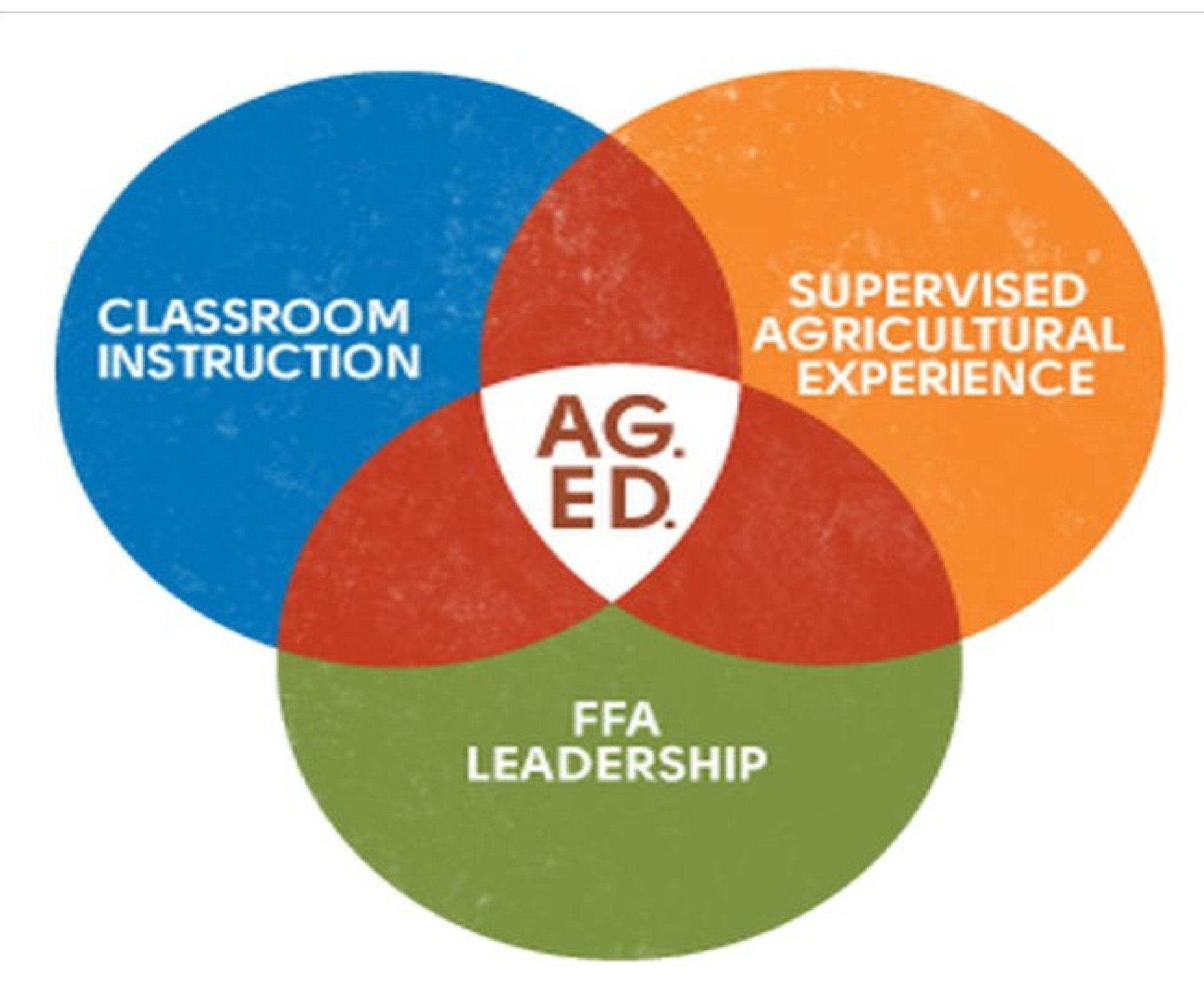
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## Introduction

- School-based agricultural education (SBAE) has impacted millions of students since its inception. Unfortunately, one of the largest threats to this impact is the lack of qualified educators entering the classroom (Solomonson & Retallick, 2018)
- The challenge of recruiting and retaining high-quality educators has plagued the profession for decades (Lemons et al., 2015). One of the main factors affecting longevity in the SBAE profession is a lack of job satisfaction, which can lead to burnout (Sorensen et al., 2016).
- This sense of burnout is caused by a variety of factors, such as FFA/SAE duties (Traini et al., 2019), compassion fatigue from emotionally supporting students (Schmidt et al., 2022), and balancing the numerous duties associated with operating a successful SBAE program (Shoulders & Toland, 2017)

## Theoretical Framework

- This study was guided by the motivator-hygiene theory (MHT). The MHT suggests that various factors influence job satisfaction, and they can be manipulated to improve overall fulfillment (Herzberg et al., 1959).
- This study sought to identify specific factors influencing job satisfaction among male and female agricultural educators.



## Research Objective

- 1.) Assess statistical differences between the job satisfaction of male and female agricultural educators.

## Methods

- Descriptive Correlational Research Design
  - Likert-type scale ranging from 1 = *Never* to 5 = *Always*.
  - Survey via Qualtrics in four states, 608 total educators, 20.9% response rate, 96 usable responses.
  - Cronbach's Alpha was .88.
  - Modified Abridged Job Descriptive Index (AJDI), measuring satisfaction in five factors across three education components.
  - Data analyzed using SPSS, employing independent samples *t*-tests with reverse-coded items for accuracy.

## Conclusions

Agricultural educators reported that the largest discrepancy between importance and ability were:

- 1.) Female agricultural educators experience lower job satisfaction in all facets of their roles compared to their male counterparts.
- 2.) The increasing number of women in agricultural education roles heightens the concern regarding their job satisfaction levels.

## Recommendations

- 1.) Supervisors should implement better administrative practices and enhance the quality of supervision to improve job satisfaction among female agricultural educators.
- 2.) Conduct further research through qualitative interviews with female agricultural educators to delve into the specific causes of their dissatisfaction.

## Results

Category	Group	<i>M</i>	<i>SD</i>	<i>t</i>	<i>p</i>
Classroom Instruction	Male	3.47	.56	.22	.03
	Female	3.26	.36		
FFA	Male	3.57	.54	2.81	.006
	Female	3.30	.39		
Supervised Agricultural Experience (SAE)	Male	3.36	.58	3.29	.001
	Female	3.02	.41		

- Findings indicate that considering all components of Ag educators teaching, male Ag educators are more satisfied with their jobs than female Ag educators

## References



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