

The Effects of Lack of Career Path on Job Satisfaction among South African Teachers

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ABSTRACT In all professions employees who work hard get promoted but this does not apply to all teachers in South Africa. The Employment of Educators Act recognizes the promotion of teachers but in practice promotion does not exist for every teacher. A teacher remains on the post level of his/her first appointment for entire teaching life. It is assumed that this might lead to frustration and disillusionment among teachers and many might leave the profession or underperform. This paper is the result of an empirical investigation on the job satisfaction among South African teachers. The assumption of the research was validated by an empirical study of the problem in the Ruth Mompati Education District. The findings of the study include: lack of equal opportunities for teachers, poor conditions of service, increased workload, lack of discipline among learners, increasing violence against teachers and the apparent eroding of the teacher's authority.