

“Appraisal of Job Satisfaction among High School Teachers of District Yamunanagar in Haryana”

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INTRODUCTION

Centuries ago on this land of Vedas the teacher devoted on his time for the upliftment of his stupid in all direction knowledge moral and values at cetera she was called the Guru of Acharya. The real teacher characteristics on the laid down on the 13th chapter of the Bhagavad Gita are absence of pride, freedom from hypocrisy, non-violence, for giving nature, service of the preceptor, purity of mind and body, straightforwardness stead-fastness and self-control.

Role of the teacher: Teachers play an important role in the building of the character of the future generation. They act pivot for the information and transfer of intellectual, cultural, social, technical and scientific skills from one generation to another which necessitate great attention in the selection and preparation of suitable teachers.

The teacher in the past and the present: In ancient time there was a close relationship between the teacher and the taught, a relationship that was founded more on love and affection then on authority. It was so intimate, that one was giving shelter to the other, whenever there was a need.

At present the situation with regard to teacher pupil relationship and teachers status is contrary to what was obtained in the olden days. In those days the teacher was looked up as Guru or Acharya and not look down as is being done today. He was paid the highest respect by one and all including the rulers. The student and the society as well used to look up at the Archarya for guidance.

DEFINITION OF TERMS:

Job satisfaction: Job satisfaction is the result of various attitude possessed by an employee. in a narrow sense these attitudes are related to the job and are concerned with specific factors as wages supervision, steadiness of employment, conditions of work, opportunities for advancement, recognition of ability, fair settlement of grievances, fair evaluation of work, fair treatment by

employer and the others similar factors.

OBJECTIVE OF THE STUDY:

1. To find the significant difference between job satisfaction of men and women teachers.
2. To find the significant difference between job satisfaction of graduate and postgraduate teachers.
3. To study the role of type of Management related to job satisfaction.
4. To find the significant difference between the job satisfaction of married and unmarried teachers.
5. To compare the job satisfaction of ruler teachers and urban teachers.

HYPOTHESIS OF THE STUDY:

1. There would not be any significant difference between the level of job satisfaction of men and women teachers.
2. There would not be any significant difference between the level of job satisfaction of graduate and postgraduate teachers.
3. There would not be any significant difference between job satisfaction of Government and private teachers.
4. There would not be significant difference between the level of job satisfaction of married and unmarried teachers.
5. There would not be any significant difference between the level of job satisfaction of Urban and ruler teachers.

DELIMITATION OF THE STUDY:

1. The study is limited to the high school teachers only.
2. The study is limited to the district Yamunanagar of Haryana state only.
3. The study is limited to the sample of 200 high school teachers only.

DESIGN OF THE STUDY:

Tool to be used:

In order to achieve the objectives for data collection a standardized questionnaire prepared by Narsimha Reddy (Appendix-II) was used.

It is consisted of 65 items; there are 34 positive items and 31 negative items in the questionnaire. Each of items was arranged on a five point scale with the following alternatives: The numerical value values for the positive and negative items are shown in the table below:-

Table -1

Type of statement	Strongly agree,	Agree.	Undecided,	Disagree,	Strongly disagree
Positive Statement	5	4	3	2	1
Negative Statement	1	2	3	4	5

SAMPLE OF THE STUDY:

The investigator has taken 200 high school teachers from the school of Yamunanagar district. The teacher and sample for the study were selected by a multistage stratified random sampling. The study was carried out on the basis of different area e.g. sex, qualification, type of Management area, marital status and rural/urban area. Thereby the simple was stratified in these categories and areas explained in the chapter 1 and display in table -2 below:-

Table -2:

Table showing sample distribution according to the variable Wise

S. No.	variable	number
1	sex	
	Male	125
	Female	75
2	Qualification	
	Graduation	149
	Post-graduation	51
3	Management	
	Government	117

	Private	83
4	Marital status	
	Married	148
	Unmarried	52
5	Locality	
	Urban	111
	Rural	89

Statistical techniques used: The scores of the sample of teachers were analyzed using T- test on basis relevant like Mean & SD. Two level of significance, viz. 0.05, 0.01 levels were employed in the study. The numerical results were also adumbrated by graphical representations.

Analysis and interpretation of data:

4.1 Description of the Frequency Distribution of Scores

The first dependent variable considered in the study is job satisfaction. The total score of job satisfaction for each teacher was calculated and presented in the form of a frequency distribution. All the descriptive statistics were calculated and necessary discussions were made to see whether the distribution follows normality. The frequency distribution of job satisfaction scores for the total sample is presented in Table- 3

Table 3. Frequency distribution of job satisfaction scores for the Total sample

S. No.	Class Interval	Frequency	Cumulative Frequency
1	180-189	1	1
2	190-199	3	4
3	200-209	8	12
4	210-219	25	37
5	220-229	36	73
6	230-239	42	175
7	240-249	43	158
8	250-259	25	183
9	260-269	13	196
10	270-279	4	200

Number of Teachers	N=200
Mean	M = 235.12
Median	Md = 222. 84
Mode	MD= 231 7
Standard Deviation	SD = 17.14
Skewness	SK = 2 .14
Kurtosis	Ku = 0. 36

From the Table 3: It is clear that the mean job satisfaction scores of High school teachers (Total sample = 200) is 235.12. There are 35 items in job satisfaction inventory.

The minimum score is 65($65 \times 1 = 65$), the natural score is 195($65 \times 3 = 195$) and the maximum scores is 325 ($35 \times 5 = 325$). It is observed that the mean score is above the neutral score. Hence it is concluded that the Teachers in this investigation on the whole are having satisfaction towards their jobs. The distribution is positively skewed. Hence, it is concluded that the score the massed at the Low end of the scale (left end) and are spread more gradually towards the High end (right end). The value of Kurtosis is 0.36. For the normal curve, the value of the Kurtosis is 0.263. Hence the obtained value is greater the normal value. Therefore the distribution is platy kurtic. The Histogram for the distribution of job satisfaction scores of the total sample is shown in fig (1). The frequency polygon for the distribution of job satisfaction scores of the total sample is given in figure-2.

4.2 COMPARISON BETWEEN TWO DIFFERENT CATEGORIES TO INDICATE THE SIGNIFICANCE OF DIFFERENCE

4.2.1 Male V/s Female Teachers

It was found that the mean score of total male teachers was 235.82 with a standard deviation of 17.56. The mean score of total Female teachers was 234.80 with a standard deviation of 16.52.

The male teachers mean score is higher than the mean of Female teachers and it is represented graphically of figure-3. The following null hypothesis was tested

HYPOTHESIS-1 There would be no significant different in the attitude scores towards job satisfaction between Male Female teachers

HYPOTHESIS -1 was tested by employing — Technique and results are presented in Table-4.

Table-4: Mean and S.D.'s of Male and Female teacher's attitude scores towards job satisfaction and results of 't' test.

Sex	N	Mean	SD	t Value
Male	125	235.82	17.56	0.21@
Female	75	234.80	16.52	

@ 't' is not significant at 0.05 level.

The different between two means was tested by 't' test. The obtained t value was 0.21. The table values for 198 df was found to be 1.97 at 0.05 level and 2.60 at 0.01 level. The table value is greater than calculated value. Hence the difference between Male and Female teachers was not significant at both levels. Therefore the null hypothesis that H₂ is accepted.

4.2.2 Graduate Vs Post Graduate Teachers

It was found that mean score of Graduate teachers was 235.61 with a S.D. of 16.56 and Post Graduate Teachers was 233.71 with a S.D. of 18.83. The Graduate teachers and it is graphically represented in Figure -4.

In order to find the significance of difference between graduate and post-graduate teachers in their job satisfaction, the following null hypothesis was tested.

Hypothesis-2: There would be no significant difference between graduate and Post graduate teachers in their attitude towards job satisfaction.

Hypothesis-2: is tested by using 't' technique and results and presented in Table -5.

Table – 5: Mean and SD's of graduate and post-graduate teacher's attitude scores towards job satisfaction and result of 't' test.

Qualification	Mean	SD	't' Value
Graduate	235.61	16.56	0.64@
Post Graduate	233.71	18.83	

@ t is not significant at 0.05 level

The difference between two means was tested for significance by 't' test. The obtained t value is 0.64 the table value for 198 df was found to be 1.97 at 0.05 level and 2.60 at 0.01 level. The table value is greater than the calculated value Hence the difference between Graduate the Post graduate teachers was not significant at both levels. Therefore the null hypothesis H₂ is accepted

4.2.3 Government Vs Private Teachers

It was found that mean score of Government teachers was 235.66 with a SD of 17.69 and Private School teachers was 237.37 with SD of 16.41. The government teachers were showing higher mean than the private teachers and it is graphically represented in figure -5.

The following null hypothesis was tested.

Hypothesis-3: There would be no significant difference between in the attitude scores towards job satisfaction between Government and private teachers.

Hypothesis- 3 is tested by employing 't' technique and results are presented in

Table — 6: Mean and S.D.'s of Government and Private High School Teachers attitude scores towards job satisfaction.

Management	Mean	SD	t Value
Government	235.66	17.69	0.53@
Private	237.37	16.41	

@ T is not significant at 0.05 level

The difference between two means was tested for significance by test. The obtained t value is 0.53. The table value for 198 df and found be 1.97 at 0.05 level and 2.60 at 0.01 level. The table value is greater than the calculation value. Hence the difference between Government and Private Teachers was not significant at both levels. Therefore this null hypothesis was also accepted. Thus the teachers in Private and Government schools are equally satisfied with their job.

4.2-4 Married Vs Unmarried Teachers

It was found that mean scores of Married and Unmarried teachers are 235.26 and 234.73 respectively with a SDs 17.12 and 17.35 respectively. The married teachers were showing a higher mean score than the Un-married teachers and it is graphically represented in figure -6.

In order to find the significance if difference between married and unmarried teachers in their job satisfaction the following null - hypothesis was formulated.

Hypothesis-4: There would be no significant difference between married and un-married teachers in their attitude job satisfaction

Hypothesis-4 is tested by using t technique and the results are presented in Table-7.

Management	Mean	SD	t Value
Married	235.26	17.12	0.19@
Unmarried	234.73	17.35	

@ 'V is not significant at 0.05 level

The difference between two means was tested for significance by't' technique. The obtained t value is 0.19. The table value for 198 df and found be 1.97 at 0.05 level and 2.60 at 0.01 level. The table value is greater than the calculation value. Hence the difference between Married and unmarried teachers was not significant at both levels. Therefore this null hypothesis was also accepted.

42.5 Urban Vs Rural Teachers

It was found that mean score of urban teachers was 233.88 with a S.D of 17.93 and rural teachers was 236.67 with a S.D of 16.06. The rural teachers were showing higher mean score than the urban teachers and it is graphically repeated in figure 8.

In order to find the significance of difference between Urban and Rural teachers in their job satisfaction, the following null hypothesis was tested.

Hypothesis-5: There would be no significant difference between Urban and Rural Teachers in their attitude towards job satisfaction.

Hypothesis-5: is tested by using't' technique and the results are presented in Table -8

Table 8: Means and S.D's of Urban and Rural Teachers attitude scores towards job satisfaction and result of t test.

Locality of School	Mean	SD	t Value
Rural	236.05	16.6	1.15@
Urban	238.88	17.93	

@ Is not significant at 0.05 level

The difference between two means was tested for significance by't' test. The obtained't' value is 1.15. The table value for 198 df and found be 1.97 at 0.05 level and 2.60 at 0.01 level. The table value is greater than the calculation value. Hence the difference between Urban and Rural teachers was not significant at both levels. Therefore this null hypothesis was also accepted.

CONCLUSION:

Based on the analysis of this study, the following conclusions are drawn:

1. Sex has no significant effect on the job satisfaction.
2. It has found that there is no significant effect of variable qualification on the job satisfaction.
3. Rural teachers have been found more satisfied towards job than the teachers of urban area.
4. It was also found that type of management of school does not influence the job satisfaction.
5. Marital status is not an important variable which

influences job satisfaction.

SUGGESTION FOR FURTHER STUDY:

There present study is limited to High School teachers and size of the sample is 200. The following suggestions are given for further investigation is the area of job satisfaction.

1. A similar study may be undertaken for B.Ed. degree, polytechnic and university teachers.
2. A similar study may be undertaken on a large sample covering different districts.
3. Science and Non-Science teachers have not been studied in this investigation. It may be taken up in future studies.
4. Teacher's cadre is not studied in this investigation. It may be taken up in further studies.
5. A similar study may be undertaken for the teachers on the bases of their experience.

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