

A Study of Relationship between Job Satisfaction and Administrative Behaviour of First Grade Degree Colleges of Hubli-Dharwad Corporation Area

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Abstract – The purpose of the study is to A STUDY OF RELATIONSHIP BETWEEN JOB SATISFACTION AND ITS DIMENSIONS OF FIRST GRADE DEGREE COLLEGES OF HUBLI-DHARWAD CORPORATION AREA, The nature of present study is of descriptive survey. 50 First Grade Degree Colleges of Hubli Dharwad Corporation area of Karnataka State were selected for the study. The findings of the study concluded that; whenever the infrastructure facilities, physical facilities, human resources increases it support to increase the job satisfaction of principals. Whenever the infrastructure facilities, physical facilities and human and material resources increases it support to increase the administrative behaviour of the principals.

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INTRODUCTION

The Teacher education is of utmost importance to make teaching an interesting profession. The heads of First Grade Degree Colleges as an administrator plays vital role in the system of teacher education. By virtue of his position, the heads of First Grade Degree Colleges is a functionary of its destiny. Just as every organization needs an administrator or leader, so also educational institutions in general and a college of education in particular must have an administrator who would stimulate and direct various activities of that particular institution. The heads holds key position in the administrative network of First Grade Degree Colleges. The success of the First Grade Degree College system is depends on his ability, skills, experience, efficiency, alertness, tactfulness, sociability, imagination and originality. The Head as a administrator should have adequate job satisfaction as it influences on the quality of teacher education. Unless and until the Head derives satisfaction on his job, he cannot initiate desirable outcomes to cater to the needs of the society as well as to leave up to the social expectations.

In the present study the investigation of job satisfaction and Administrative behaviour of First Grade Degree college heads in Karnataka State is undertaken to study its impact on the organisational climate of the college. Therefore, principle objective of the current research is to identify job satisfaction and administrative behaviour as well as to offer an

elementary idea of their contributions to the field of administration. On this basis, it is hoped that future researchers may be able to develop much deep into the subject

OBJECTIVES OF THE STUDY

1. To study the relationship between job satisfactions with infrastructure facilities, physical facilities, human and material resources of First grade degree colleges of Hubli-Dharwad Corporation area.
2. To study the relationship between administrative behaviour of the principals with infrastructure facilities, physical facilities and human and material resources of First grade degree colleges of Hubli-Dharwad Corporation area.

HYPOTHESES

1. There is no significant relationship between job satisfaction with infrastructure facilities, physical facilities, human and material resources of First grade degree colleges of Hubli-Dharwad Corporation area.
2. There is no significant relationship between administrative behaviour of the

principals with infrastructure facilities, physical facilities and human and material resources of First grade degree colleges of Hubli-Dharwad Corporation area.

METHODOLOGY

The study adopts Descriptive survey method for investigation

SAMPLE

Total 50 First Grade Degree College Principals were selected for the study from Hubli-Dharwad Corporation area of Karnatak State with Random sampling techniques.

TOOLS

Job Satisfaction Scale for the heads.

Administrative Behaviour Scale

STATISTICAL TECHNIQUES

The Correlation technique was used

ANALYSIS AND INTERPRETATION

Hypothesis-1: There is no significant relationship between job satisfaction with infrastructure facilities, physical facilities, human and material resources of B.Ed. Colleges.

To test or achieve this hypothesis, the Karl Pearson's product moment correlation coefficient test was applied and results are presented in the table.

Table:1: Correlation coefficient between job satisfaction with infrastructure facilities, physical facilities, human and material resources of B.Ed. Colleges.

Variables	Job satisfaction		t-value	p-value	Signi.
	r(X,Y)	r ²			
Infrastructure facilities	0.9218	0.8497	19.6107	<0.01	S
Physical facilities	0.8957	0.8022	16.6074	<0.01	S
Human resources	0.9309	0.8666	21.0173	<0.01	S

From the above table, it is clear that,

- A significant and positive correlation is found between infrastructure facilities of B.Ed. Colleges and job satisfaction of principals ($r=0.9218$, <0.01) at 0.01 level of significance. Hence, the null hypothesis is rejected and alternative hypothesis is accepted. Which means that, whenever the infrastructure facilities increases it support to increase the job satisfaction of principals.

- A significant and positive correlation is found between physical facilities of B.Ed. Colleges and job satisfaction of principals ($r=0.8957$, <0.01) at 0.01 level of significance. Hence, the null hypothesis is rejected and alternative hypothesis is accepted. Which means that, whenever the physical facilities increases it suppose increases the job satisfaction of principals.
- A significant and positive correlation is found between human resources of B.Ed. Colleges and job satisfaction of principals ($r=0.9309$, <0.01) at 0.01 level of significance. Hence, the null hypothesis is rejected and alternative hypothesis is accepted. Which means that, whenever the human resources increases it suppose to increase the job satisfaction of principals.

Hypothesis-2: There is no significant relationship between administrative behaviour of the principals with infrastructure facilities, physical facilities and human and material resources of B.Ed. Colleges.

To test or achieve this hypothesis, the Karl Pearson's product moment correlation coefficient test was applied and results are presented in the table.

Table: 2 Correlation coefficient between administrative behaviour of the principals with infrastructure facilities, physical facilities, human and material resources of B.Ed. Colleges

Variables	Administrative behaviour		t-value	p-value	Signi.
	r(X,Y)	r ²			
Infrastructure facilities	0.9477	0.8981	24.4833	<0.01	S
Physical facilities	0.8967	0.8042	16.7097	<0.01	S
Human resources	0.9489	0.9004	24.7872	<0.01	S

From the above table, it is clear that,

- A significant and positive correlation is found between infrastructure facilities of B.Ed. Colleges and administrative behaviour of principals ($r=0.9477$, <0.01) at 0.01 level of significance. Hence, the null hypothesis is rejected and alternative hypothesis is accepted. Which means that, whenever the infrastructure facilities increases it support to increase the administrative behaviour of the principals.
- A significant and positive correlation is found between physical facilities of B.Ed. Colleges and administrative behaviour of principals ($r=0.8967$, <0.01) at 0.01 level of significance. Hence, the null hypothesis is

rejected and alternative hypothesis is accepted. Which means that, whenever the physical facilities increases it support to increase the administrative behaviour of principals.

- A significant and positive correlation is found between human and material resources of B.Ed. Colleges and job satisfaction of principals ($r=0.9489$, <0.01) at 0.01 level of significance. Hence, the null hypothesis is rejected and alternative hypothesis is accepted. Which means that, whenever the human and material resources increases it support to increase the administrative behaviour of principals.

DISCUSSION AND CONCLUSION

From the findings it is concluded that;

Whenever the infrastructure facilities, physical facilities, human resources increases it support to increase the job satisfaction of principals. Whenever the infrastructure facilities, physical facilities and human and material resources increases it support to increase the administrative behaviour of the principals.

Educational Implications

The Indian Constitution clearly indicated the urgent need of life oriented education. As a result of which in India the primary and secondary education sectors are developing rapidly throughout the country. Due to this factor teacher education at the both level developed with full modern technical and scientific background.

Every teacher education institutions are expected to carry out all the activities with the help of a leader as well as the faculty. The institutional planning, administration and organization requires very efficient person as a head of the institution. He/ She is known as the principal. No doubt every teacher training institution is having a principal. But, if one looks at the prospective angle, the ability and affectivity of the existing principals will be very rarely found.

Hence, there is urgent need to develop following factors among the principals of teacher education institutions.

- Self-confidence and leadership qualities.
- High educational qualifications and professional training.
- Managing, organizing and Communicative skills.

- Effective administrative behaviour.
- Ability to know the norms and policies of educational administration.
- Commanding nature.
- Professional ethics and code of conduct.
- Qualities of an effective teacher-educator.
- Skills of time management and Resource management.
- Optimistic and encouraging behaviour.

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