

A Study of Job Satisfaction and Teacher Effectiveness of Secondary School Teacher in Relation to Their Gender and Type of School

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Abstract – The present study was conducted to relationship in job satisfaction and teacher effectiveness between Government school and Private school teachers of Haryana. The data pertaining to this study was collected on 50 Government school and 50 Private school of different parts of Haryana by using the Teacher Effectiveness Scale by Dr. KUMAR AND MUTHA (1974) and Job satisfaction scale by Dr. PARMOD KUMAR AND D.N MUTHA(1993) and the response in YES/NO form were converted numerically following the scoring keys. The collected data were analyzed statistically through Mean, Standard Deviation (S.D) & Correlation, T-test and the level of significant was observed at 0.05 level of confidence. On the basis of statistical findings it was conclude that there were no significant relationship between Teacher Effectiveness and Job satisfaction of male teachers and female teacher ($t_{0.05} (98) 252.246$ & 21.1) 256.72 & 18.42 . There were present the relationship between Teacher Effectiveness and job satisfaction of Govt. School secondary teachers and Private school secondary teacher. The calculated mean of Teacher Effectiveness and job satisfaction is (242.46 & 20.16) (262.38 & 19.56) respectively there were significant relationship between Teacher Effectiveness and job satisfaction.

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OPERATIONAL DEFINITION OF THE KEY TERMS:-

For the present study the key words are define as:-

Job Satisfaction -The job satisfaction is the result of various attitude of an employee towards his job. These attitudes are related with specific factors such as salary, service condition.

Teacher Effectiveness- In the present study teacher effectiveness mean being effective as a teacher means not only being proficient with teaching processes that lead to student achievements but also being a person who can facilitate positive change in people's lives. Teacher effectiveness includes characteristics of a teacher, his personality, attitudes etc and process like teacher-pupil interaction and production variables like outcomes of teacher-learning process, namely pupil achievement. (Umme Kulsum, 2000).

Secondary Teachers - These teachers teach from 6th standard to 12th standard. They teach one or more subjects within a prescribed curriculum to secondary school students and promote student's social, emotional, intellectual and physical development.

OBJECTIVES OF THE STUDY:

The present study will be designed to attain the following objective:

- ▶ To find out the relationship between Teacher Effectiveness and Job Satisfaction in male secondary schoolteachers.
- ▶ To find out the relationship between Teacher Effectiveness and Job Satisfaction in female secondary school teachers.
- ▶ To find out the relationship between Teacher Effectiveness and Job Satisfaction in Govt. school secondary teachers.
- ▶ To find out the relationship between Teacher Effectiveness and Job Satisfaction in private school secondary teachers.

HYPOTHESIS OF THE STUDY:

The study was designed to test the following hypothesis:

- ▶ There exist no significant relationship between the Teacher Effectiveness and Job

Satisfaction in male secondary school teachers.

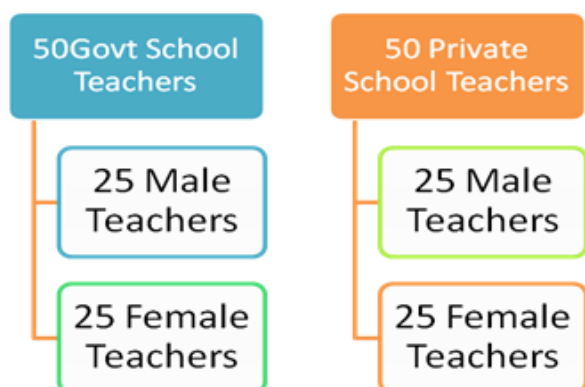
- ▶ There exist no significant relationship between the Teacher Effectiveness and Job Satisfaction in female secondary school teachers.
- ▶ There exist no significant relationship between the Teacher Effectiveness and Job Satisfaction in Govt. school secondary teachers.
- ▶ There exist no significant relationship between the Teacher Effectiveness and Job Satisfaction in private school secondary teachers.

POPULATION AND SAMPLE

The term population in research is used in broader sense. The entire group from which the sample has been selected is called as the population. That group may consist of person, objects, attributes, qualities, behaviors of people and animals, cities, families, answers to various items of test and the like. According to nature and scope of the research in hand a population should be well defined in terms of geographical limits, age, grade, sex, category, social behaviour. In this study population consisted of all

Sample: A sample is a subset of a population that is used to represent the entire group as a whole. In order to make inferences about characteristics of a population, researchers can use a random sample."The Random sampling technique was employed. The investigator selected a sample of 100 secondary school teachers by using Random Sampling Technique. 50 teachers of Govt. school and 50 teachers of Private school were selected in the present study. The sample detail is explained in the following chart:

100 SECONDARY SCHOOL TEACHERS



Variables of the Study - Variables are the conditions or characteristics that the experimenter manipulates, controls, or observes. Two types of variables were included in the research work.

- **Independent Variable:-** Independent variables are the conditions that the researcher manipulates or controls to ascertain their relationship to observed phenomena. Here job satisfaction was the independent variable.
- **Dependent variable:** dependent variables are the conditions that appear, disappear, or change as the researcher introduces, removes or changes independent variables. In this study, teacher effectiveness was taken as dependent variable.

Description of Instruments used - The instruments employs distinctive ways of describing and quantifying the data. The following tools were used for the collection of data in the present study:

- ▶ Teacher Effectiveness Scale by **Dr. Kumar and Mutha (1974)**
- ▶ Job satisfaction scale by **Dr. Parmod Kumar and D.N Mutha (1993)**

DATA COLLECTION:

The researcher collected data from teacher educators working in Government/Government aided and Self-financed teacher education institutions situated in Haryana. There are three types of teacher education institutions:

1. Government Teacher Education Institutions/Colleges
 2. Government-aided Teacher Education Institutions/Colleges
 3. Self-Financed Teacher Education Institutions/Colleges
- (i) The Researcher collected data from Government and Government aided teacher education institutions/colleges collectively as these institutions are limited in number and are situated in the Districts of Bhiwani, Gurgaon, Mahendergarh, Rewari, Rohtak, Sonapat, Kurukshetra, Ambala, Karnal, Hisar and Sirsa.
- (ii) The Researcher collected data from the Self-financed teacher education Institutions/colleges situated in the above districts in such a way that each district was given equal representation.

PROCEDURE OF DATA COLLECTION:

The Researcher visited Government, Government-aided and Self-financed teacher education institutions/colleges situated in the above districts of Haryana. The Principals/Heads of the colleges were

contacted in advance for this purpose. The whole plan of the administration of the tests for collecting the data from the teacher educators was decided in advance. After meeting the Principals/Heads of the different teacher education institutions/colleges personally, the investigator fixed the specific time and date for administration of the tests. The time for administering the tests was settled during the working hours so that the teachers are available in the colleges and they may be able to give the answers to the various questionnaires with proper concentration.

Preliminary Preparations:

Two days before the administration of the tests the Researcher again contacted the Principals/Heads of the Institution/College concerned and requested them that being a research project, all possible help and facilities may be provided for successful completion of the job. The Principals/Heads and the teachers assured the Researcher that every help will be provided for data collection.

STATISTICAL ANALYSIS:

In the present study, several basic statistical measures were used for describing and analyzing mass data in a meaningful way. (i) Mean, SDs, SEMs and SEDs were worked out to describe the nature of data. (ii) 't' test was applied to test the significance of different groups. (iii) to study the relationship between different variables, co-efficient of correlation was worked out.

Statistical Technique Used

Various techniques were employed for testing hypothesis. A brief description of these techniques is made here:

- 1. Descriptive Statistics:** Mean, Standard Deviation (S.D) & Correlation.
- 2. Inferential Statistics:** Critical ration –'t' test for measuring the significance of difference between the performances of two groups

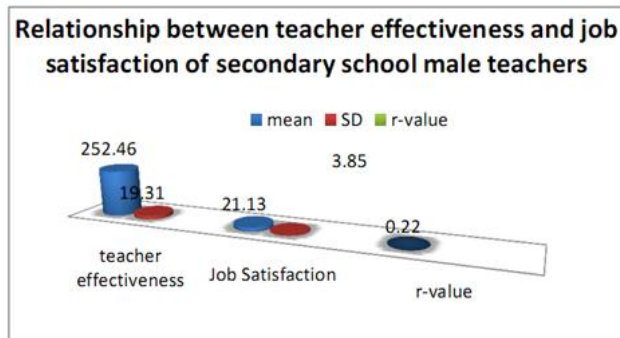
ANALYSIS AND INTERPRETATION OF DATA

Section1 : Relationship between Teacher Effectiveness and job satisfaction of secondary school male teachers.

Objective:- To find out the relationship between Teacher Effectiveness and job satisfaction in male teachers.

Table: 1

Group	No.	Mean	S.D	r- Value	Level Significance	Remark
Teacher Effectiveness (Male teachers)	50	252.46	19.31	0.22	0.05	Non Significant
Job satisfaction (Male teachers)	50	21.13	3.85			



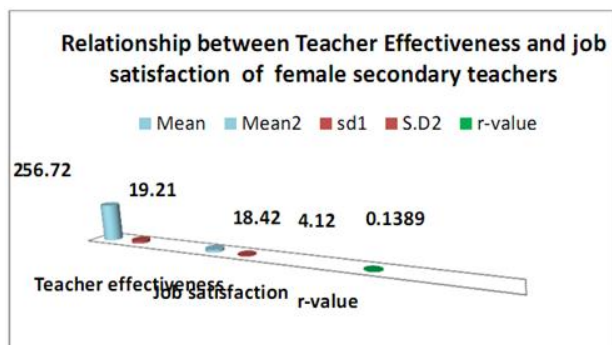
Interpretation: The interpretation of the above table shows that no. of teachers is 50. The calculated mean of Teacher Effectiveness and Job satisfaction is 252.246 & 21.1. The calculate value of correlation between Teacher Effectiveness & Job satisfaction of males teachers is 0.22. It means that there is low negative correlation factor. Also this value of 'r' is found significance. So the hypothesis "There will be no significant relationship between Teacher Effectiveness & Job satisfaction of male secondary school teachers" accepted. Thus there exist no significant relationship between Teacher Effectiveness and Job satisfaction of male teachers.

Section 2 : Relationship between Teacher Effectiveness and job satisfaction of secondary school female teachers.

Objective:- To find out the relationship between Teacher Effectiveness and job satisfaction in female teachers.

Table: 2

Group	No.	Mean	S.D	r- Value	Level of Significance	Remark
Teacher Effectiveness (Female teachers)	50	256.72	19.21	0.1389	0.05	Non Significant
Job satisfaction (Female teachers)	50	18.42	14.12			



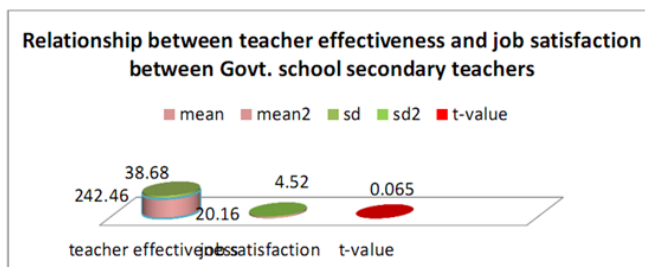
Interpretation:- Table 2 present the relationship between Teacher Effectiveness and job satisfaction of female secondary teachers. The calculated mean of Teacher Effectiveness and job satisfaction is 256.72 & 18.42 respectively. The correlation between Teacher Effectiveness and job satisfaction is calculated by Pearson correlation 'r' method. The value of 'r' is found 0.1389 It mean that there is negligible positive correlation between Teacher Effectiveness and job satisfaction. Also this value of 'r' is found to be non significant at 0.05 level of significance. So the null hypothesis "There exist no significant relationship between Teacher Effectiveness and job satisfaction of female secondary school teachers" is retained. Thus there exist no significant relationship between Teacher Effectiveness and job satisfaction of female secondary school teachers.

Section 3 : Relationship between Teacher Effectiveness and job satisfaction of Govt. school secondary teachers.

Objective:- To find out the relationship of Teacher Effectiveness and job satisfaction in Govt. school secondary teacher.

Table: 3

Group	No.	Mean	S.D	r- Value	Level of Significance	Remark
Teacher Effectiveness (Govt. school teachers)	50	242.46	38.68	0.065	0.05	Significant
Job satisfaction (Govt. School teachers)	50	20.16	4.52			



Interpretation:- Table 3 present the relationship between Teacher Effectiveness and job satisfaction of Govt. School secondary teachers. The calculated mean of Teacher Effectiveness and job satisfaction is

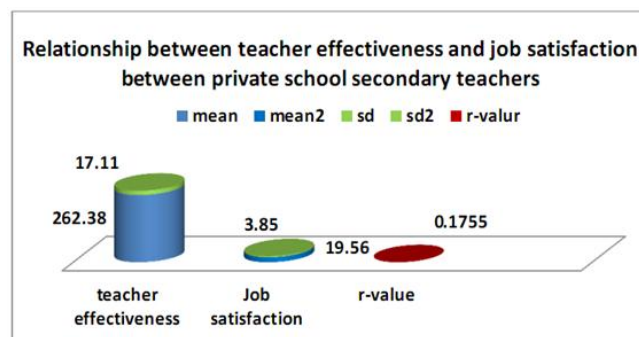
242.46& 20.16 respectively. The correlation between Teacher Effectiveness and job satisfaction is calculated by Pearson correlation 'r' method. The value of 'r' is found 0.065 It mean that there is high positive correlation between Teacher Effectiveness and job satisfaction. Also this value of 'r' is found to be significant at 0.05 level of significance. So the null hypothesis "There exist no significant relationship between Teacher Effectiveness and job satisfaction of Govt. school secondary teachers" is rejected. Thus there exist significant relationship between Teacher Effectiveness and job satisfaction of Govt. school secondary teachers.

Section 4: Relationship between Teacher Effectiveness and Job satisfaction of private school secondary teachers.

Objective:- To find out the relationship of Teacher Effectiveness and job satisfaction in private school secondary teachers.

Table: 4

Group	No.	Mean	S.D	r- Value	Level of Significance	Remark
Teacher Effectiveness (Private school teachers)	50	262.38	17.11	0.1755	0.05	Non Significant
Job satisfaction (Privation school teachers)	50	19.56	3.85			



Interpretation: The interpretation of the above table shows that no. of teachers is 50. The calculated mean of Teacher Effectiveness and Job satisfaction is 262.38& 19.56. The calculate value of correlation between Teacher Effectiveness & Job satisfaction of Private school elementary teachers is 0.1755. It means that there is negligible positive correlation facton. Also this value of 'r' is found significance. So the hypothesis "There will be no significant relationship between Teacher Effectiveness & Job satisfaction of Private school secondary teachers" accepted. Thus there exist no significant relationship between Teacher Effectiveness and Job satisfaction.

CONCLUSION

On the basis of statistical findings it was conclude that there were no significant relationship between Teacher

Effectiveness and Job satisfaction of male teachers and female teacher (t0.05 (98) 252.246 & 21.1) 256.72 & 18.42. There were present the relationship between Teacher Effectiveness and job satisfaction of Govt. School secondary teachers and Private school secondary teacher. The calculated mean of Teacher Effectiveness and job satisfaction is (242.46 & 20.16) (262.38 & 19.56) respectively there were significant relationship between Teacher Effectiveness and job satisfaction.

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