REVIEW OF RESEARCH

CONSTRUCTION AND STANDARDIZATION JOB SATISFACTION SCALE FOR POST GRADUATE TEACHERS

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ABSTRACT:

Job satisfaction, refers as the state of mind, the employee possess towards their work based on various factors related to the organization they work in Job satisfaction as a positive emotional state that results from the appraisal of one's job experience (Locke, 1976). A humanistic approach towards the job creates the importance of job satisfaction that directly impacts the quality of the output or the standards of outcomes. Thus, the Job satisfaction is a vital term to be addressed for the betterment result of any kind of organization. In this study the Job satisfaction of post graduate teachers has been taken into account which gains the pivotal importance as the teachers are the mentors of future India and they handle the higher secondary students whose are in the position to guide them not only in their academics but for their career that decides their path of life. Job satisfaction can be measured by observation-longitudinal method which takes long span of time as well as getting responses from teachers through a scale-survey method. There is only very few Job satisfaction scale but not specific in manner with concentration on different dimensions of job satisfaction and especially for post graduate teachers. In the present article the Job satisfaction scale has been constructed and standardized for the Post graduate teachers. This inventory consists of 56 statements which come under the following four dimensions as Job Security, Infrastructure, Teaching Resources and Working Environment. Simple random technique was used for collection of sample data. The sample consists of 100 post graduate teachers randomly selected and 't' test used to standardize the tool and finally 44 statements were retained for the final study that focuses on the relation to the job involvement, work commitment and teaching aptitude of post graduate teachers.

KEYWORDS: *Job Satisfaction, High School Students, Job Involvement.*

INTRODUCTION

Job satisfaction, the concept that originated from the humanistic school of psychology, refers as the state of mind, the employee possess towards their work based on various factors related to the organization they work in Job satisfaction as a positive emotional state that results from the appraisal of one's job experience (Locke, 1976). The various factors that influence the Job satisfaction are the quality of working environment, the relationship in the workplace, the leadership, the nature of job, and the pay band - benefits so on. A humanistic approach towards the job creates the importance of job satisfaction that directly impacts the quality of the output or the standards of outcomes. Thus, the Job satisfaction is a vital term to be addressed for the betterment result of any kind of organization. In this study the Job satisfaction of post graduate teachers has been taken into account which gains the pivotal importance as the teachers are the mentors of future

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India, the Job satisfaction of them have greater role that extracts their efficiency to guide and inspire the young learners not only in their academics but for their entire life.

REVIEW OF LITERATURE

Job satisfaction is an interesting term that kindles the interest of the people who work in the organization as well as the researchers. There exist various factors that are associated with Job satisfaction such as outcomes, attitude formation, and conflict resolution etc. Here the investigator attempts the different aspects of Job satisfaction that must be clarified through research that exhibits the relation between Job satisfaction, the Job involvement, the work motivation and the teaching aptitude of teachers.

Jitendra Kumar and Mini Jain (2013), in their article states that the employees job satisfaction-the essential factor to be created by constantly engaging their workforce and motivating them face the challenging productivity of organization. Thiagaraj and Thangasamy (2017) in their study states different theoretical concepts about job satisfaction that collectively states that the significant determinant for the effectiveness and efficiency of the organization they work.

Barbara A. Sypniewska (2013), in their research study exhibit that the individual factors in job satisfaction, stability, company culture, atmosphere at work and so on have an effect on the perception of an employee's overall job contentment and states that the satisfied employee builds and participates in the success of any organization. Mark G. Resheshe (2001) investigated the relationship between the group cohesion and Job satisfaction among the faculty of the college. The study reveals that the pay, assistance and time to work freely, equal workload induces Job satisfaction among them and creates better work environment.

RATIONALE BEHIND THE CONSTRUCTION OF TOOL

Job satisfaction can be measured by observation-longitudinal method which takes long span of time as well as getting responses from teachers through a scale-survey method. There are only very few Job satisfaction scale but not specific in manner with concentration on different dimensions of job satisfaction and especially for P.G teachers. Hence there is need to construct a tool to measure the job satisfaction of P.G teachers.

OBJECTIVES OF THE STUDY

To develop a Job satisfaction scale and to measure the extent to which Job satisfaction influences the job involvement of P.G Teachers in the schools or the institutions.

PILOT STUDY

Job satisfaction influences the overall performance of the organization. Job satisfaction is a powerful indicator that extracts the work of any kind of employee to the full scale. In the context of Post graduate teachers, the job satisfaction plays a vital role that directly impacts the student community who needs assistance in academics as well as in choosing the career. So, to assess, the investigator with the assistance of the guide and through related literatures constructed the job satisfaction scale.

To construct the Job satisfaction scale, after a thorough study of various concepts and theories related to job satisfaction, the investigator decided to frame components of the scale as
1. Job Security
2. Infrastructure
3. Teaching Resources
4. Working Environment

For the statements of relevant to the decided dimensions, the investigator consulted and received the ideas from the teachers, administrators, Human resource managers and educational experts. Finally, 56 statements covering decided components with 5-point scale was arrived. Each statement was followed with five alternatives viz. Always, Frequently, Sometimes, Rare and Never.

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Students were asked to put a tick mark (√) in any one of the options which they consider the degree to accept it.To standardize the scale constructed by the investigator, pilot study was conducted to check whether; the statements framed are significant to assess the Job satisfaction. So, to conduct the pilot study, the questionnaire was administered to 100 P.G teachers of higher secondary schools and their responses were sought.

ITEM ANALYSIS AND SELECTION OF ITEMS FOR FINAL STUDY

In the present study, the investigator used the upper and lower 27 %. The use of upper and lower 27% offers the best compromise between the two variables which can affect the reliability of the results." (Leonard Ferguson, 1952: 114) These two variables are the number of cases and the scalar distance between the two groups.

By item analysis is meant "any of the many processes by which one can find which items differentiate and which do not differentiate between the contrasting criterion groups". (Ferguson, 1952: 115) Item analysis is used as a basis for the final selection of statements in the method of summated ratings. The method employed in the present investigation is given below.

After arranging the total scores in the ascending order, the 27% of the subjects with the highest scores, and the 27% of the subjects with the lowest scores were evaluate the individual statements. Thus, having selected the 27 highest scoring subjects (the top 27%) and the 27 lowest scoring subjects (the bottom 27) as criterion groups, the numerical values of their mean responses to each statement was computed. In evaluating the responses of the high and low groups to the individual statement 't' values were calculated using the formula,

$$t = \frac{\overline{X}_H - \overline{X}_L}{\sqrt{\frac{\Sigma(x_H - \overline{x}_H)^2 + \Sigma(x_L - \overline{x}_L)^2}{n(n-1)}}}$$

$\overline{X}_H$ = the mean score of the high group for a given statement
$\overline{X}_L$ = the mean score of the low group for a given statement
X_H = the score of a given individual for the statement in the high group
X_L = the score of a given individual for the statement in the low group
 N = number of subjects in the criterion groups

The value of 't' is a measure of the extent to which a given statement differentiates between the high group and low group. 't' -value equal to or greater than 1.75 indicates that the average responses of the high and low group to a statement differs significantly provided n = 27.

Table 1: Calculation of t-value
Statement No.

RESPONSE CATEGORIES	Low Group				High Group			
	X	f	fx	fx^2	X	F	fx	fx^2
Strongly Agree								
Agree								
Un Decided								
Disagree								
Strongly Disagree								

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Mean = $\frac{\Sigma fx}{N}$

where $\sum(X_H - \overline{X}_H)^2 = \sum X_H{}^2 - \frac{(\sum X_H)^2}{n}$

and $\sum(X_L - \overline{X}_L)^2 = \sum X_L{}^2 - \frac{(\sum X_L)^2}{n}$

Similarly, the 't' values of the remaining items were also calculated, and the results obtained are given the following table

Table 2: List of Items selected for the Final Draft of the Job Satisfaction based on their t-value between Upper and Lower Group

Item No.	't' value	Remarks
1	2.595	Selected
2	1	**Not Selected**
3	2.575	Selected
4	2.422	Selected
5	1.147	**Not Selected**
6	3.657	Selected
7	4.815	Selected
8	2.183	Selected
9	3.816	Selected
10	1	**Not Selected**
11	2.11	Selected
12	0.951	**Not Selected**
13	2.019	Selected
14	3.9	Selected
15	2.825	Selected
16	2.658	Selected
17	5.265	Selected
18	3.375	Selected
19	0.681	**Not Selected**
20	3.187	Selected
21	2.563	Selected
22	6.482	Selected
23	3.749	Selected
24	2.995	Selected
25	0.716	**Not Selected**
26	2.473	Selected
27	1.185	**Not Selected**
28	7.463	Selected
29	10.286	Selected
30	4.702	Selected
31	5.62	Selected
32	5.256	Selected
33	7.695	Selected
34	5.753	Selected
35	3.05	Selected
36	5.305	Selected
37	1.569	**Not Selected**

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38	3.37	Selected
39	1.265	**Not Selected**
40	1.408	**Not Selected**
41	4.008	Selected
42	1.796	Selected
43	4.019	Selected
44	2.188	Selected
45	3.058	Selected
46	-1.794	**Not Selected**
47	0.215	**Not Selected**
48	4.199	Selected
49	2.565	Selected
50	1.777	Selected
51	3.258	Selected
52	5.071	Selected
53	7	Selected
54	3.318	Selected
55	2.571	Selected
56	4.308	Selected

FINAL STUDY

In the present study 44 statement having the highest 't' value have been chosen in order to frame for the final scale for the study.

RELIABILITY AND VALIDITY OF THE TOOL

With the help of split-half technique (Consistency) and the use of Spearman-Brown prophecy formula the reliability score of the scale found to be 0.910 which assures that the scale is highly reliable. Job satisfaction scale exhibits construct validity as items were selected which has the 't' values equal to or more than 1.75 Its intrinsic validity was found to be 0.935 which clearly states that scale is valid. Also, content validity was also established through seeking opinions from experts from department of education and Human resource management people and they accepted that the statements are relevant to the variable chosen for the study of job satisfaction. Therefore, the scale is reliable as well as valid.

PERCENTILE NORMS

To arrive at the norms for the scale, the percentiles have been calculated from the scores of job satisfaction scale of P.G teachers and are given in the following tables.

Table 3: Percentile Norms for the Job Satisfaction Scale

Percentiles	N	Score Range	Interpretation
Below P_{25}	31	72& below	**Low**
P_{25}-P_{75}	42	73-144	**Average**
AboveP_{75}	27	145 and above	**High**

CONCLUSION

Thus, the investigator retained 44 statements for the final study and hopeful that the Job satisfaction scale would be helpful for the assessment which influences directly the Job involvement of PG Teachers.

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