

Vol 6 Issue 9 June 2017

ISSN No : 2249-894X

*Monthly Multidisciplinary
Research Journal*

*Review Of
Research Journal*

Chief Editors

Ashok Yakkaldevi
A R Burla College, India

Ecaterina Patrascu
Spiru Haret University, Bucharest

Kamani Perera
Regional Centre For Strategic Studies,
Sri Lanka

Review Of Research Journal is a multidisciplinary research journal, published monthly in English, Hindi & Marathi Language. All research papers submitted to the journal will be double - blind peer reviewed referred by members of the editorial Board readers will include investigator in universities, research institutes government and industry with research interest in the general subjects.

Regional Editor

Dr. T. Manichander

Advisory Board

| | | |
|---|--|--|
| Kamani Perera Regional Centre For Strategic Studies, Sri Lanka | Delia Serbescu Spiru Haret University, Bucharest, Romania | Mabel Miao Center for China and Globalization, China |
| Ecaterina Patrascu Spiru Haret University, Bucharest | Xiaohua Yang University of San Francisco, San Francisco | Ruth Wolf University Walla, Israel |
| Fabricio Moraes de Almeida Federal University of Rondonia, Brazil | Karina Xavier Massachusetts Institute of Technology (MIT), USA | Jie Hao University of Sydney, Australia |
| Anna Maria Constantinovici AL. I. Cuza University, Romania | May Hongmei Gao Kennesaw State University, USA | Pei-Shan Kao Andrea University of Essex, United Kingdom |
| Romona Mihaila Spiru Haret University, Romania | Marc Fetscherin Rollins College, USA | Loredana Bosca Spiru Haret University, Romania |
| | Liu Chen Beijing Foreign Studies University, China | Ilie Pinteau Spiru Haret University, Romania |
| Mahdi Moharrampour Islamic Azad University buinzahra Branch, Qazvin, Iran | Nimita Khanna Director, Isara Institute of Management, New Delhi | Govind P. Shinde Bharati Vidyapeeth School of Distance Education Center, Navi Mumbai |
| Titus Pop PhD, Partium Christian University, Oradea, Romania | Salve R. N. Department of Sociology, Shivaji University, Kolhapur | Sonal Singh Vikram University, Ujjain |
| J. K. VIJAYAKUMAR King Abdullah University of Science & Technology, Saudi Arabia. | P. Malyadri Government Degree College, Tandur, A.P. | Jayashree Patil-Dake MBA Department of Badruka College Commerce and Arts Post Graduate Centre (BCCAPGC), Kachiguda, Hyderabad |
| George - Calin SERITAN Postdoctoral Researcher Faculty of Philosophy and Socio-Political Sciences Al. I. Cuza University, Iasi | S. D. Sindkhedkar PSGVP Mandal's Arts, Science and Commerce College, Shahada [M.S.] | Maj. Dr. S. Bakhtiar Choudhary Director, Hyderabad AP India. |
| REZA KAFIPOUR Shiraz University of Medical Sciences Shiraz, Iran | Anurag Misra DBS College, Kanpur | AR. SARAVANAKUMARALAGAPPA UNIVERSITY, KARAIKUDI, TN |
| Rajendra Shendge Director, B.C.U.D. Solapur University, Solapur | C. D. Balaji Panimalar Engineering College, Chennai | V.MAHALAKSHMI Dean, Panimalar Engineering College |
| Awadhesh Kumar Shirotriya | Bhavana vivek patole PhD, Elphinstone college mumbai-32 | S.KANNAN Ph.D , Annamalai University |
| | Awadhesh Kumar Shirotriya Secretary, Play India Play (Trust), Meerut (U.P.) | Kanwar Dinesh Singh Dept.English, Government Postgraduate College , solan |

More.....



A STUDY ON JOB SATISFACTION OF SCHOOL TEACHERS IN VELLORE DISTRICT

T. S. Mubarak Ali

M.Ed. 2nd Year, G.E.T. College of Education,
Vidyasankara Puram, Paradarami, Gudiyattam,
Vellore, Tamil Nadu.



ABSTRACT:

The present study is aimed to find out the job satisfaction of school teachers based on gender, location, type of school, type of management, and nature of job. A survey is conducted with 150 school teachers in Vellore district of Tamil Nadu State. Results showed that there is no significant difference in job satisfaction of school teachers with respect to gender, locality and type of school. Findings indicated that there is significant difference in job satisfaction of school teachers in terms of type of management and nature of job.

KEYWORDS: Job Satisfaction, type of management and nature of job.

INTRODUCTION

Teachers play a vital role in achieving the aims and objectives of Education. Teachers who are not satisfied with their job cannot produce the 100% result and they cannot able to commit themselves in the work fully. According to the psychologist, intrinsic factor plays a major role in job and life satisfaction of an individual. According to Armstrong (2006), the job satisfaction includes the attitude, feelings, interest and aptitude towards the work. More Motivational theories explain how rewards affect the behavior of individuals and their groups. The attitude of the teachers mainly depends on nature and extent of the social development in the process of education. By developing the teacher's attitude, the student's progress automatically increased in positive manner.

NEED AND IMPORTANCE OF THE STUDY

India is a developing country and having the high human resource varied in culture, language, tradition and religion. Education has become a remedy for our country to help for existence and development in economy. Giving quality and life oriented education depends on many factors; teachers play a major role in giving education. Job satisfaction of teachers is quite important in the enhancement of overall growth of our country. When the teachers are satisfied in their work at that time only they have interested to the teach students with effectively.

Job satisfaction among teachers put forward the improvement of the students, family, society and country. The ultimate process of education is defined as a meaningful interaction between the teacher and the student. The teacher and student relation is important factor than others. Teacher satisfaction is more important because they are considering as the role model to the students. Education is a right path to invest to get quality human recourse development which is consider as a boon in the upcoming world. Teacher job satisfaction is an important element in molding a child with integrated personality. Job satisfaction motivates them to force on their jobs which give an overall development to student which leads to success path for growing. Teachers satisfied in many aspects such as economically, security, social upgrade and totally the positive shift in right path.

OBJECTIVES

- To find out the significant difference in job satisfaction of school teachers with regard to gender, locality, type of school, type of management, and nature of job.

HYPOTHESES

1. There is no significant difference in job satisfaction of school teachers in terms of gender.
2. There is no significant difference in job satisfaction of school teachers in terms of locality.
3. There is no significant difference in job satisfaction of school teachers in terms of type of school.
4. There is no significant difference in job satisfaction of school teachers in terms of type of management.
5. There is no significant difference in job satisfaction of school teachers in terms of nature of job.

Sample

A random sample of 150 school teachers is selected for this study in Vellore district.

Tool

- Job satisfaction Scale by Lester (1982).

Data Analysis**Table 1: Gender wise Job Satisfaction of School Teachers**

| Gender | N | Mean | SD | t-value | Remark |
|--------|----|------|------|---------|-----------------|
| Male | 80 | 97.6 | 14.1 | 0.1835 | Not Significant |
| Female | 70 | 95.6 | 14.0 | | |

From Table-1, the calculated t-value 0.1835 is less than the table value at 0.05 level. Hence the hypothesis-1 is accepted.

Table 2: Locality wise Job Satisfaction of School Teachers

| Location | N | Mean | SD | t-value | Remark |
|----------|----|------|------|---------|-----------------|
| Urban | 65 | 98.3 | 12.7 | 0.0984 | Not Significant |
| Rural | 85 | 95.4 | 14.9 | | |

From Table-2, the calculated t-value 0.0984 is less than the table value at 0.05 level. Hence the hypothesis-2 is accepted.

Table 3: Type of School wise Job Satisfaction of School Teachers

| Type of School | N | Mean | SD | t-value | Remark |
|----------------------------|-----|------|------|---------|-----------------|
| Primary | 50 | 99.9 | 13.3 | 0.0208 | Not Significant |
| Secondary/Higher Secondary | 100 | 94.9 | 14.1 | | |

From Table-3, the calculated t-value 0.0208 is less than the table value at 0.05 level. Hence the hypothesis-3 is accepted.

Table 4: Type of Management wise Job Satisfaction of School Teachers

| Type of Management | N | Mean | SD | F | Remark |
|--------------------|----|-------|-------|------|-------------|
| Private | 60 | 89.4 | 18.60 | 2.01 | Significant |
| Government | 35 | 98.3 | 8.10 | | |
| Govt. Aided | 55 | 101.5 | 6.80 | | |

From Table-4, the calculated F-value 2.01 is significant at 0.05 level. Hence the hypothesis-4 is rejected.

Table 5: Nature of Job wise Job Satisfaction of School Teachers

| Nature of Job | N | Mean | SD | t-value | Remark |
|---------------|----|-------|-------|---------|-------------|
| Temporary | 90 | 96.3 | 9.20 | 3.24 | Significant |
| Permanent | 60 | 116.3 | 11.40 | | |

From Table-5, the calculated t-value 3.24 is significant at 0.01 level. Hence the hypothesis-5 is rejected.

MAJOR FINDINGS

1. There is no significant difference in job satisfaction of school teachers in terms of gender.
2. There is no significant difference in job satisfaction of school teachers in terms of locality.
3. There is no significant difference in job satisfaction of school teachers in terms of type of school.
4. There is significant difference in job satisfaction of school teachers in terms of type of management.
5. There is significant difference in job satisfaction of school teachers in terms of nature of job.

EDUCATIONAL IMPLICATIONS

This study helps to psychologists, administrators, researchers to improve the job satisfaction of the school teachers. The curriculum planners, stakeholder's policy makers may use this type of findings to give an ideal policy to satiny the teachers to improve the student progress. Job satisfaction is a final feeling and a global of a person after performing a task. To extent that person's job fulfills his dominant needs and in consistent with his expectations and values, the job will be satisfying all the needs of an individual.

SUGGESTION FOR FURTHER RESEARCH

- A similar study conducted in other districts of Tamil Nadu.
- This study can be elevated to other variables such as economic status of the family, educational qualification of their parents etc.
- A similar study involving other psychological variables may be studied.

REFERENCES

1. Aggarwal, J.C. Psychology of learning and Development. New Delhi: Shipra Publications.
2. Bruhn, J.G. (1989). Job Stress: An opportunity for professional growth. Carrier Development Quarterly, 37(4).
3. Maddux, R.B. (2004). Effective Performance Approach (4th ed.). New Delhi.
4. Vroom, V.H. (1964). Work & Motivation, New York: John Wiley & Sons.

Publish Research Article

International Level Multidisciplinary Research Journal For All Subjects

Dear Sir/Mam,

We invite unpublished Research Paper, Summary of Research Project, Theses, Books and Books Review for publication, you will be pleased to know that our journals are

Associated and Indexed, India

- ★ Directory Of Research Journal Indexing
- ★ International Scientific Journal Consortium Scientific
- ★ OPEN J-GATE

Associated and Indexed, USA

- DOAJ
- EBSCO
- Crossref DOI
- Index Copernicus
- Publication Index
- Academic Journal Database
- Contemporary Research Index
- Academic Paper Database
- Digital Journals Database
- Current Index to Scholarly Journals
- Elite Scientific Journal Archive
- Directory Of Academic Resources
- Scholar Journal Index
- Recent Science Index
- Scientific Resources Database

Review Of Research Journal
258/34 Raviwar Peth Solapur-
413005, Maharashtra
Contact-9595359435

E-Mail-ayisrj@yahoo.in/ayisrj2011@gmail.com