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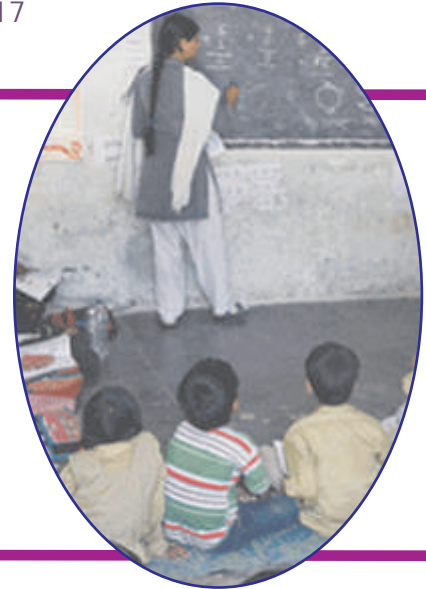
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A CORRELATION STUDY BETWEEN CAREER COMPETENCIES AND JOB SATISFACTION AMONG PRIMARY TEACHER

Prin. Dr. Sanjay Shalakrao Shinde



ABSTRACT:

The present research deals with Career competencies and Job Satisfaction of Primary Teacher. The samples comprise 80 rural and urban Primary Teacher by using Purposive sampling technique. The tools used for present research are Career competencies and Job Satisfaction Questionnaire prepared by investigator. The data was analyzed using r.

Findings

There is significant correlation between Career competencies and Job Satisfaction of Primary Teacher.

KEYWORDS: Career competencies, Job Satisfaction.

INTRODUCTION:

Career development is a field that is becoming increasingly relevant for both employees and employers. Economic and technological developments have resulted in working careers becoming more unpredictable due to changing work opportunities and shifts in labor. A permanent job with one employer, preferably for the entire span of a person's working life, can no longer be considered the normal work pattern. At present, career opportunities tend to be seen in the light of employability (e.g., van Dam, 2004). Career competencies are included in various research studies (Arthur, Inkson, & Pringle, 1999; Ball, 1997; Defillippi & Arthur, 1994; Eby, Butts, & Lockwood, 2003; Hackett, Betz, & Doty, 1985; Jones & Bergmann Lichtenstein, 2000). However, in these studies, the structure of career competencies remains unclear.

Job Satisfaction explains how fulfilled a person is with his job. Job Satisfaction can be explained as the positive state of emotions that results from evaluation of his job and his job experiences. Job Satisfaction has been defined as a pleasurable emotional state resulting from the appraisal of one's job, an affective reaction to one's job and an attitude towards one's job. Oshagbemi defines Job Satisfaction as "an emotional response that occurs as a result of the interaction between the worker's values concerning his/her job and the profits he/she gained from his/her job". Job Satisfaction consists of the attributes of the job, remuneration a person gets by working on the job, opening for career development, organizational climate, attitude of the supervisor, co-workers etc.

Hence the investigators selected the topic Correlation between Career competencies and Job Satisfaction of Primary Teacher.

STATEMENT OF THE PROBLEM

"A Correlation study between Career competencies and Job Satisfaction among Primary Teacher."

OBJECTIVE

- 1.To identify the correlation between Career competencies and Job Satisfaction of Primary Teacher.
- 2.To identify the correlation between Career competencies and Job Satisfaction of male Primary Teacher.
- 3.To identify the correlation between Career competencies and Job Satisfaction of female Primary Teacher.

HYPOTHESES:

- 1.There is no significant correlation between Career competencies and Job Satisfaction of Primary Teacher.
- 2.There is no significant correlation between Career competencies and Job Satisfaction of male Primary Teacher.
- 3.There is no significant correlation between Career competencies and Job Satisfaction of female Primary Teacher.

Methodology of the study: Descriptive survey method has been used for the study of the Career competencies and Job Satisfaction of Primary Teacher .The sample comprise for the present study is 80 Primary Teacher. Purposive sampling technique was used to collect the data.

Analysis and Interpretation: The collected data is subjected to statistical analysis and the results obtained are as given below.

HYPOTHESES:

- 1.There is no significant correlation between Career competencies and Job Satisfaction of Primary Teacher.

Primary Teacher	Variables	N	df	Obtained 'r'	Table 'r'
	Career competencies	80	68	.55	.250
	Job Satisfaction				

The table 'r' value at .05 level is .250 and the obtain 'r' value is .55 So the obtain 'r' value is greater than table 'r' value. So the null hypothesis is rejected. On the basis of obtain 'r' value; we can say that, there is significant correlation between Career competencies and Job Satisfaction of Primary Teacher.

Hypotheses:

- 2.There is no significant correlation between Career competencies and Job Satisfaction of male Primary Teacher.

Male Primary Teacher.	Work motivation	N	df	Obtained 'r'	Table 'r'
	Career competencies	40	38	0.57	.361
	Job Satisfaction				

The table 'r' value at .05 level is 0.361 and the obtain 'r' value is 0.57. So the obtain 'r' value is greater than table 'r' value. So the null hypothesis is rejected. On the basis of obtain 'r' value; we can say that, there is significant correlation between Career competencies and Job Satisfaction of male Primary Teacher.

Hypotheses:

- 3.There is no significant correlation between Career competencies and Job Satisfaction of Female Primary Teacher.

Female Primary Teacher.	Variables	N	df	Obtained 'r'	Table 'r'
	Career competencies	40	38	0.58	.361
	Job Satisfaction				

The table 'r' value at .05 level is 0.361 and the obtained 'r' value is 0.58. So the obtained 'r' value is greater than table 'r' value. So the null hypothesis is rejected. On the basis of obtained 'r' value; we can say that, there is significant correlation between Career competencies and Job Satisfaction of female Primary Teacher.

FINDINGS

1. There is significant correlation between Career competencies and Job Satisfaction of Primary Teacher.
2. There is significant correlation between Career competencies and Job Satisfaction of male Primary Teacher.
3. There is significant correlation between Career competencies and Job Satisfaction of female Primary Teacher.

CONCLUSION

The findings of present study shows that the significant correlation between Career competencies and Job Satisfaction of Primary Teacher. Is observed in case male, female Primary Teacher.

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