



## PROFESSIONAL COMMITMENT AND JOB SATISFACTION OF SECONDARY SCHOOL TEACHERS IN THANJAVUR DISTRICT

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### ABSTRACT

The present study was aimed to find out the professional commitment and job satisfaction of secondary school teachers. Survey method was conducted on a stratified random sample of 150 teachers in Thanjavur district. Data was analyzed by t-test. Results found that there is significant difference in professional commitment between male and female secondary school teachers and there is no significant difference in professional commitment between rural and urban secondary school teachers. Findings also indicated that there is no significant difference in job satisfaction of secondary school teachers with regard to gender and locality.



**KEY WORDS:** Professional Commitment, Job Satisfaction, Secondary School Teachers.

### INTRODUCTION

A great extent the job of a person influences happiness, satisfaction, outlook and even attitudes to life. The social living is conditioned by one's job. Most of the time, one compares with the co-workers and the job situation provides the social setting. One is forced to go through the life handcuffed with the co-workers.

The peoples are happy, contented and satisfied with their job, as a result of which both the individual and the society are benefited. A few others however find their job monotonous, uninteresting and unsuited to their interests, attitude, skill etc. and they experience the pages of dissatisfaction every day and it is reflected in what they contribute to the society in the capacity of their job. Most of the people spend on every day about fifty per cent of their waking time in doing some job or others to earn their livelihood.

A considerable period of their rest time is also spent on either preparing for the jobs or in thinking about their job requirements. It is the major source of satisfaction to an employed person which explains the dominance of vocational activities in our lives. Most of the time, individuals are identified through their jobs. An unemployed person is looked down by the society on the other hand to be unhappy in the work and to be frustrated in it is major traumatizing situations.

Education involves both teaching and learning. Sometimes people learn by teaching themselves. Parents are the child's second teacher. They teach their children attitudes, habits and values that help to shape their character and remain with them throughout life.

Education is also important because it helps people get more out of life. It increases their knowledge and understanding of the word. Education also helps people adjust to change. This benefit has become increasingly important because social changes today takes place with increasing speed and affect the lives of more and more people. Education can help a person understand these changes and provide the skills for adjusting to them.

### NEED FOR THE STUDY

The total education experiences which contribute to the preparation of a person but the term is completely employed to designate the programme for courses and other experiences offered by an educational institute for the announced purposes of preparing persons for teaching and other educational.

Teaching is an extremely dignified career, particularly for women. In the course of their broadmindedness and knowledge, they try to not simply polish the student's intelligence and talent but also, build a well-formed individual. Coaching in other words teaching has an authority in raising one's mentality and personality and besides gives the approval of having flashed the light of awareness and dismissed the clouds of unawareness.

As this ground is so immense having parts of specializations, particular talents and structure of teaching are essential for different levels. Key motive for choosing this profession might be interest in the subject matter, safe specialized line of business and expected yearly vacation. It can also be a subsequent occupation for those who have stopped working from trained services.

In teaching, educators make possible student education, habitually in a school or college or possibly in different surroundings such as in the open air. When making a decision what training technique to exercise, teachers think about students' background information, surroundings and their learning aspirations as well as consistent curriculum as determined by the significant authority. Teaching could be carried out in a relaxed way, surrounded by the kinfolk or the wider society. Standard training can be carried out by salaried professionals. Such experts benefit from a position in various societies on the same level with doctors, legal representatives, engineers, and accountant.

Starting from primary school all the way up to university, to fine arts and sports education schooling the handicapped, languages and so on, there is no boundary to the range of topics and fields that a teacher to be can concentrate on. They can get employment in play schools, kindergarten, primary/elementary schools, secondary schools, universities etc. Though there is no standard approach to teaching, every teacher has a unique approach to teaching formal or informal, which can be very effective for the pupils or students like verbal teaching styles or teaching with the use of written handouts and articles. A study on professional commitment and job satisfaction of teachers is essential.

### OBJECTIVES OF THE STUDY

- To find out the significant difference between male and female secondary school teachers in their professional commitment and job satisfaction.
- To find out the significant difference between rural and urban secondary school teachers in their professional commitment and job satisfaction.

### HYPOTHESES

1. There is no significant difference in professional commitment and job satisfaction of secondary school teachers based on gender.
2. There is no significant difference in professional commitment and job satisfaction of secondary school teachers based on locality.

### METHOD & SAMPLE

In order to find out the foresaid objectives, normative survey method is used in this study. The stratified random sample consisted of 150 teachers from 20 secondary schools in Thanjavur district, Tamil Nadu. Out of 20, 8 were government schools, 6 were govt. aided schools and 6 were matriculation schools.

**DATA ANALYSIS****Table 1: Professional Commitment and Job Satisfaction of Secondary School Teachers based on Gender**

Variable	Gender	N	Mean	SD	t-value	Remark
Professional Commitment	Male	75	70.53	6.26	2.724	Significant
	Female	75	67.72	6.38		
Job Satisfaction	Male	75	139.61	21.16	0.332	Not Significant
	Female	75	140.75	20.60		

From Table-1, the calculated t-value 2.724 is greater than the table value 2.58 at 0.01 level of significance. Thus there is significant difference between male and female secondary school teachers in their professional commitment.

From Table-1, the calculated t-value 0.332 is less than the table value 1.96 at 0.05 level of significance. Hence it is found that, there is no significant difference between male and female secondary school teachers in their job satisfaction.

**Table 2: Professional Commitment and Job Satisfaction of Secondary School Teachers based on Locality**

Variable	Gender	N	Mean	SD	t-value	Remark
Professional Commitment	Rural	75	69.01	6.14	0.214	Not Significant
	Urban	75	69.24	6.79		
Job Satisfaction	Rural	75	138.15	17.99	1.198	Not Significant
	Urban	75	142.21	23.26		

Table-2 shows that the obtained t-values are 0.214 and 1.198 found to be not significant at 0.05 level. Thus it is concluded that there is no significant difference in professional commitment and job satisfaction of secondary school teachers in terms of locality.

**FINDINGS**

- There is significant difference in professional commitment of secondary school teachers based on gender.
- There is no significant difference in professional commitment of secondary school teachers based on locality.
- There is no significant difference in job satisfaction of secondary school teachers based on gender.
- There is no significant difference in job satisfaction of secondary school teachers based on locality.

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