



“A STUDY OF JOB SATISFACTION ON SECONDARY SCHOOL PHYSICAL EDUCATION TEACHERS”

Dr. Paramma Kuravatti

Akkamahadevi Womens University, Vijayapur.

ABSTRACT :

In the present study was comparing the job satisfaction among secondary school physical education teachers with respect to aspects. The Independent variable –organization school set ups, like government, aided and unaided. Dependent variable job satisfaction and its aspects for the purpose of study descriptive survey method were used. The sample compared of 300 secondary school physical education teachers working in government .aided and unaided school in Karnataka state. The data was collecting simple random sampling method technique was used in present study. Job satisfaction scale developed by Dr Mrs. Meera Dixit (1993).The present data was analysed by using Mean and SD, no significant was found to between job satisfaction and its aspects of secondary school physical education teachers in Karnataka state.

KEYWORDS : *Job Satisfaction, government, aided, and unaided secondary school of physical education teachers.*

INTRODUCTION

The teaching profession is one of the most helping profession in which practitioners are normally committed to giving their best for the welfare of those entrusted in their care .Education plays vital role in the development of a nation it is mainly imported by teachers .so, teachers here the pillars of a country. Whole society or a nation can progress only with the help of its teachers. It is the teachers who draw maximum impact on the personality or attitude of an individual in its formative years, which remains all through its life. A teacher’s behaviour can make students whole life. Teachers have their particular place and positions in the factors, which affect them, are external or internal. In such many psychological factors like job satisfaction and its dimensions are affecting the secondary school physical education teachers Karnataka state India.

In the modern society physical education teachers are playing a very vital role and their work can be divided in to five different categories, duties namely planning, teaching, coaching, evaluative, administrative and various unclassified ones .A physical education teacher requires a greater variety of talents than any other types f teaching area.



Job satisfaction

Job satisfaction is one of the most impotent roles on people who are working in different sectors. About liking your job and finding fulfilment in what you do. It combines an individual's feelings and emotions about their job and how their job affects their personal life. There is no one gives the definition that sums up job satisfaction but there are many theories on what contributes positively or negatively to those feelings. In

the modern society man is facing, as never before, the crisis of existing and adjustment. To survive and overcome this present crisis, the need of the hour is grooming up a courageous, bold, mentally, physically, socially emotionally, and intellectually strong individual. Physical Education is the agency, which fulfilling this social obligation very effectively by providing comprehensive and diverse physical education programmes. The importance of physical education is helping out the man from various selves created problems arising out of modernisation of the society cannot be undermined. Under these circumstances the importance of physical education teacher has increased manifolds.

Statement of the Present Study

A Study of Job Satisfaction of School Physical Education Teachers in Karnataka State.

OBJECTIVE OF THE STUDY

1:- There was no significance difference between who has working in different types of management government, aided and unaided school of secondary school physical education teachers in Karnataka state

2:- There was no significance difference between job satisfaction and its dimensions are affecting of secondary school physical education teachers working in different management.

3:- There was no significance difference in the job satisfaction of secondary school physical education teachers, have low, moderate and high job satisfaction.

Delimitation of the study

- ❖ The study is delimited to Karnataka state India.
- ❖ The study is delimited to secondary school physical education teachers working in secondary school affiliated to the state board Karnataka school education were selected for the study.
- ❖ The present data delimited to total 100 governments, 100 aided and 100 unaided schools, division wise data collecting.

Method of the study

In the present study descriptive survey method was used .

Sample

Analysis of the present study 25 government, 25 aided and unaided school were selected randomly from Karnataka state. From these school 25 physical education teachers were selected randomly, who are working in secondary school level in present study.

Tools

Teachers job satisfaction scale developed by **Meera Dixit (1993)** scale was used to measure the secondary school physical education teachers. It covers following job satisfaction factors.

(a) Intrinsic aspect of the job (b) Salary promotion of avenues and service condition (c) Physical facilities (d) Institutional plans and policies (e) Satisfaction with social status and family welfare (f) Satisfaction with authorities (g) Report with students (h) Relationship with co-workers.

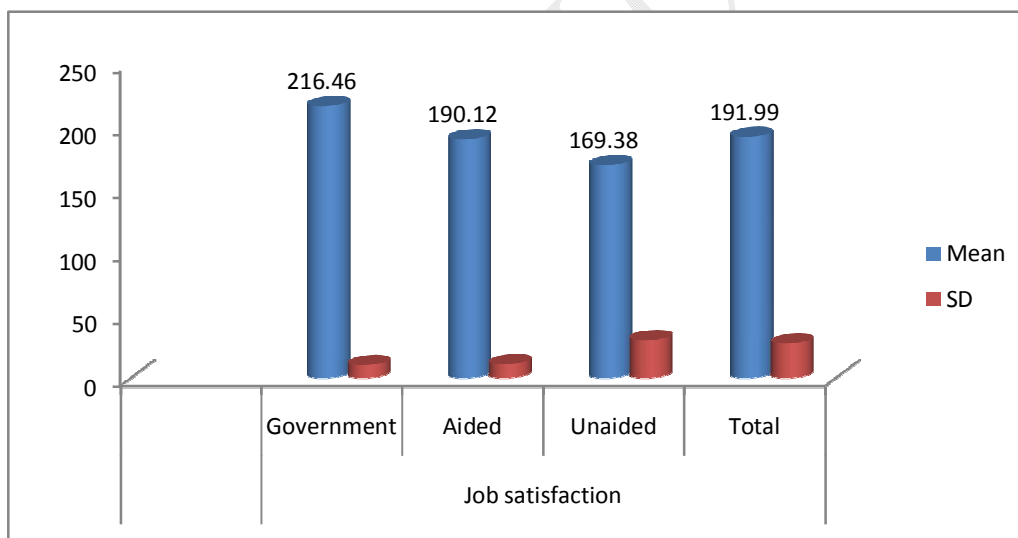
Table: 1.1 Summary statistics of mean and SD, job satisfaction, types of management on secondary school physical education teachers.

es	Managements	Mean	SD
Job satisfaction	Government	216.46	10.19
	Aided	190.12	10.90
	Unaided	169.38	30.20
	Total	191.99	27.35

The above table represents the Summary statistics of job satisfaction by school management. It shows the followings:

The total mean **job satisfaction** is 191.99 ± 27.35 , in which the mean score is **job satisfaction** is highest in Unaided Government (216.46 ± 10.19) and lowest in Aided (190.12 ± 10.90) followed by Unaided (169.38 ± 30.20)

Table 1.2 the Cone Graph Shows Mean and SD of Types of Management and Job Satisfaction of Secondary School Physical Education Teachers



Discuss about the bars graph showing that job satisfaction of government school teachers they have better satisfaction compare with aided and unaided school physical education teachers. And government school physical education teachers have better facilities, less work, handsome salary, promotions avenues etc.

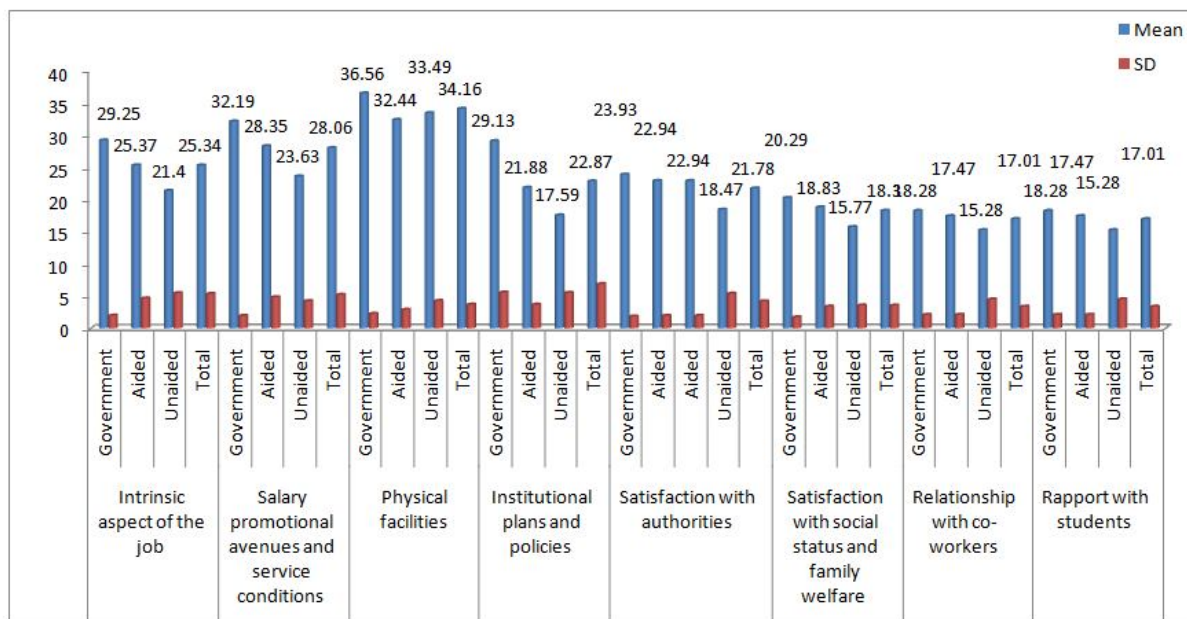
Aided secondary school physical education teachers have moderate job satisfaction, in aided school they work under management, no promotions, and no other government facilities they get, so secondary school physical education teachers have moderate job satisfaction.

The secondary school physical education teachers who work in un- work which is aided school have less job satisfaction. Because they get less salary but work for long duration .Not only this, they are given extra not related to their field. Even though all facilities will be there but they do not have the chance to make use them.

1.2 Table Shows That Summary Statistics of Mean and SD of Job Satisfaction and Its Dimensions by Types of Management

Dimensions	Management	Mean	SD
Intrinsic aspect of the job	Government	29.25	1.98
	Aided	25.37	4.65
	Unaided	21.40	5.48
	Total	25.34	5.36
Salary promotional avenues and service conditions	Government	32.19	1.95
	Aided	28.35	4.85
	Unaided	23.63	4.24
	Total	28.06	5.23
Physical facilities	Government	36.56	2.26
	Aided	32.44	2.90
	Unaided	33.49	4.27
	Total	34.16	3.69
Institutional plans and policies	Government	29.13	5.58
	Aided	21.88	3.70
	Unaided	17.59	5.53
	Total	22.87	6.91
Satisfaction with authorities	Government	23.93	1.85
	Aided	22.94	1.96
	Unaided	18.47	5.41
	Total	21.78	4.21
Satisfaction with social status and family welfare	Government	20.29	1.73
	Aided	18.83	3.41
	Unaided	15.77	3.58
	Total	18.30	3.55
Relationship with co-workers	Government	18.28	2.11
	Aided	17.47	2.12
	Unaided	15.28	4.52
	Total	17.01	3.37
Rapport with students	Government	18.28	2.11
	Aided	17.47	2.12
	Unaided	15.28	4.52
	Total	17.01	3.37

The above graph represents the Summary statistics of job satisfaction by school management. It shows the followings:



The above graph represents the mean and SD of job satisfaction, its dimensions and types of management. It shows the followings:

- 1:- The total mean dimension of Job Satisfaction is i.e. Intrinsic aspect of the job is 25.34±5.36, in which the mean score of Intrinsic aspect of the job is highest in Government (29.25±1.98) and lowest in Aided (25.37±4.65), followed by Unaided (21.40±5.48)
- 2:- The total mean dimension of Job Satisfaction is i.e. Salary promotional avenues and service conditions is 28.06±5.23, in which the mean score of Salary promotional avenues and service conditions is highest in Government (32.19±1.95) and lowest in Aided (28.35±4.85) followed by Unaided (23.63±4.24)
- 3:-The total mean dimension of Job Satisfaction is i.e. Physical facilities is 34.16±3.69, in which the mean score of Physical facilities is highest in Government (36.56±2.26) and lowest in Unaided (33.49±4.27), followed by Aided (32.44±2.90)
- 4:-The total mean dimension of Job Satisfaction is i.e. Institutional plans and policies is 22.87±6.91, in which the mean score of Institutional plans and policies is highest in Government (29.13±5.58) and lowest in Aided (21.88±3.70) followed by Unaided (17.59±5.53)
- 5:- The total mean dimension of Job Satisfaction is i.e. Satisfaction with authorities is 21.78±4.21, in which the mean score of Satisfaction with authorities is highest in Government (23.93±1.18) and lowest in Aided (22.94±1.96), followed by Unaided (18.47±5.41)
- 6:-The total mean dimension of Job Satisfaction is i.e. Satisfaction with social status and family welfare is 18.30±3.55, in which the mean score of Satisfaction with social status and family welfare is highest in Government (20.29±1.73) and lowest in Aided (18.83±3.41) followed by Unaided (15.77±3.58)
- 7:- The total mean dimension of Job Satisfaction is i.e. Rapport with students is 17.01±3.21, in which the mean score of Rapport with students is highest in Government (18.28±1.86) and lowest in Aided (17.47±2.42) followed by Unaided (15.28±3.61)
- 8:- Job Satisfaction i.e. Relationship with co-workers is 17.01±3.37, in which the mean score of Relationship with co-workers highest in Government (18.28±2.11) and lowest in Aided (17.47±2.12) followed by Unaided (15.28±4.52)

CONCLUSION

Discuss about the graph government secondary school physical education teachers have Intrinsic aspect of the job, Salary promotion of avenues and service conditions, Physical facilities, Institutional plans

and policies, Satisfaction with social status family welfare Satisfaction with authorities Report with students Relationship with co-workers. These all aspects are more effective in teachers' job, and government school physical education teachers have better job satisfaction compare to Aided and un aided school teachers. Aided secondary school physical education teachers have moderate job satisfaction; compare with unaided school physical education teachers. Some of the government facility also they get in aided school . Unaided secondary school physical education teachers have less job satisfaction, because no job security, less salary and less physical facility that's why unaided secondary school physical education teachers have less job satisfaction.

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Dr. Paramma Kuravatti
Akkamahadevi Womens University, Vijayapur.