



## TEACHERS' JOB SATISFACTION, MENTAL HEALTH AND ATTITUDE TOWARDS TEACHING ON THE BASIS OF TYPE OF COLLEGE

R. Meenakshi<sup>1</sup> and Dr. P.N. Lakshmi Shanmugam<sup>2</sup>

<sup>1</sup>Research Scholar, Department of Educational Psychology, TNTEU, Chennai, Tamil Nadu.

<sup>2</sup>Assistant Professor, Department of Educational Psychology, TNTEU, Chennai, Tamil Nadu.



### ABSTRACT

*The present investigation is intended to study job satisfaction, mental health and attitude towards teaching of college teachers on the basis of the type of their colleges. Survey method was used. A sample of 450 college teachers was selected from Vellore, Thiruvallur, Kanchipuram and Chennai Districts of Tamil Nadu State. Data was analyzed by t-test. Findings indicated that job satisfaction and mental health of government/aided teachers working in arts and science and teacher education colleges are greater than private college teachers due to factors like sufficient salary, enthusiasm, and commitment towards their profession. Also, attitude towards teaching of government/aided teachers working in arts and science and engineering colleges is greater than private college teachers as government/aided teachers have a natural and composed approach towards teaching in comparison to their private counterparts.*

**KEYWORDS:** Job Satisfaction, Mental Health, Attitude towards Teaching, College Teachers.

### INTRODUCTION

Job satisfaction reflects an employee's overall assessment of their job particularly their emotion, behavior, and attitudes about their work experience. Job satisfaction is strongly correlated with attitudinal variables such as job involvement, organizational commitment, job tensions, frustration, and feelings of anxiety. Job satisfaction also has a weak correlation with employee's absentee behavior and turnover from an organization with employees more likely to miss work or find other jobs (Arun M. Bachhav, 2012, pp.243-244). Lack of job satisfaction resulting from disinterest and monotony and other social problems appears to be conducive to mental illness (Nagarajan, 2009, pp.369-370).

Mental health is a term used to describe either a level of cognitive or emotional well-being or an absence of a mental disorder. From perspectives of the discipline of positive psychology or holism mental health may include an individual's ability to enjoy life and procure a balance between life activities and efforts to achieve psychological resilience (Babu Muthuja, Usha & Anamika, 2009). A mentally healthy person is the one who is happy himself, lives peacefully with his neighbour, makes his children healthy citizens and does something for the welfare of society according to his capacity. It is the ability to maintain an even temper, an alert intelligence, socially considerate behavior, and a happy disposition." It can be said from this viewpoint that mental health is the ability to maintain adjustment with difficult situations (Ram Shakal Pandey, 2006, pp.401-414).

The role of the teacher is important in maintaining the mental health of the students, but the main thing is that the teacher himself should have proper mental health else he cannot be expected to maintaining the mental health of the students. So it is necessary to arrange suitable circumstances for the proper mental health of the teachers (Kulsheshtha, 2006, pp.305-310). In general mental health is the key

factor in determining the attitude towards every other thing the person approaches. In the case of teacher good mental health is necessary to have a constructive attitude towards their profession (Krishna Kripalani, 2005, pp.154-157).

G.W. Allport defines attitude as "a mental or neural state of readiness, organized through experience, exerting a directive or dynamic influence upon the individual's response to all objects and situations with which it is related" (Nagarajan, 2009, pp.337-338). An attitude is an important concept to understand human behavior. Attitude is positive or negative feelings that an individual holds about objects, persons or ideas. Attitudes are formed through experience which means they are learned. Although the attitude of people tends to be relatively stable, they can be modified to some degree.

Attitude towards one's profession is important both by way of professionals pride as well as determining the level of commitment towards the profession. One's attitude towards his/her professions has an impact on his performance. The same is true for the teaching profession also. Teaching profession is one of the profession interactions with the largest number of individuals. Attitude towards his profession has an effect not only on their students but also his performance. A positive attitude would help create a favorable and enriching atmosphere for both the teacher and students. A negative attitude would render the task of teaching and consequently learning on the part of students, both unpleasant and tedious. The attitude of teachers towards teaching profession is developing during their training period (Manish Gupta, 2012, p.343).

### NEED FOR THE STUDY

The investigator dreamed of becoming a teacher since her childhood and eventually did. The investigator enjoyed her profession and was very enthusiastic in the beginning, but soon all the positive aspects of teaching profession faded and the investigator was suffering due to insufficient salary, work pressure due to additional work load, work place politics, poor administration and low job security. The investigator became depressed and discussed about this situation with her colleagues and found out that this was common amongst many teachers. These made the investigator to speculate the following. Do all teachers possess necessary competence to pursue a teaching career? Are the social, economic and the personal environments cohesive to pursue a successful teaching career? These questions motivated the investigator to carry a comparative study on teacher's job satisfaction, mental health and attitude towards teaching on the basis of type of college.

### REVIEW OF RELATED LITERATURE

#### Studies Related to Job Satisfaction

Ranjit Paul & Horen Goowalla (2017) focussed a study on job satisfaction level of faculty members of government and private colleges of Nagaland in relation to use of skills and abilities. The aim of this study was to study the difference between faculty members serving in government colleges and private colleges in Nagaland in relation to opportunity to utilize skills and talents, opportunity to learn new skills, opportunity to learn independently, support for additional training, participative in decision making, opportunity to voice opinion, amount of praise receive for outstanding efforts with regard to job satisfaction. 75 faculty members of government colleges and 75 faculty members of private colleges from different districts of Nagaland is collected from 20 colleges were taken as the sample for this study. The findings showed that there was an insignificant relationship between government and private college faculty members in relation to use of skills and abilities in Nagaland.

Shafi (2016) had undertaken a study on job satisfaction in college teachers: a survey-based study of government colleges of Hyderabad. The main aim of this study was to examine the level of job satisfaction and investigate the reasons for job stress in teachers of Government Colleges (Male and Female). The sample of this study consisted of 231 teacher's selected using questionnaire and face-to-face interviews from 8 colleges of Hyderabad district in Pakistan. The findings showed that due to stumpy salary and lack of various facilities in colleges, 52.38% of teachers were dissatisfied whereas only 29.78% of senior teachers

were found satisfied with job. During interviews, some new factors were observed to be affecting the job satisfaction in college teaching staff. Job satisfaction among male and female teachers has a high degree of positive correlation and there is also a positive correlation between job satisfaction and length of service.

### Studies Related to Mental Health

Robab Daghagheleh, Hamideh Abafat, Ehsan Kavyani Pourkord, Seyed Ahmad Hossaieni & Ali khalafi (2016) conducted a survey on the relationship between job satisfaction and burnout with mental health among staff of Ahvaz Jundishapur University of Medical Sciences. The main objective of this study was to study the relation of job satisfaction and burnout with mental health among the staff of Medical Sciences. 170 staff from Ahvaz Jundishapur University of Medical Sciences was selected as the sample through Stratified Sampling Method. The findings of this study indicated a meaningful relation between job satisfaction and burnout with mental health.

Maheshbabu & Jadhav (2012) conducted a study on job satisfaction and mental health of secondary school couple. The objective of the study was to find out the level of job satisfaction and mental health of couple teachers working in secondary schools and to know the correlation between job satisfaction and mental health of secondary school couple teachers. 50 secondary school couple teachers selected randomly from Gulbarga and Yadagir districts of Karnataka state was taken as their sample. The findings showed that there is no significant difference in the job satisfaction and mental health of couple teachers. Where there is a positive & significant correlation between job satisfaction & mental health of couple teachers.

### Studies Related to Attitude towards Teaching

Rekha Rani (2016), reported about the attitude towards teaching profession of prospective teachers in relation to some demographic variables. The objective of the study was to study the difference in mean scores of attitude towards teaching profession of prospective teachers with respect to their certain demographic variables. This study consisted of 100 prospective teachers of B.Ed. programme was drawn randomly from Rohtak, Jhajjar, Sonapat and Rewari districts of Haryana State. The findings showed that there was significant difference between the mean scores of attitude towards teaching profession of teachers with respect to their marital status and type of institution. And no significant difference was found between the mean scores of attitude towards teaching profession of teachers with respect to their gender and their residential background.

Haitham M. Alkhateeb (2013) focussed a study on the attitudes towards teaching profession of education students in Qatar. The aim of this study was to obtain empirical evidence of education students' attitudes toward the teaching profession. 334 undergraduate students majoring in education were taken for this study. Findings of this study stated that education students hold a fairly positive attitude towards teaching as a profession.

### OBJECTIVES

- ❖ To find out the significant difference between the teachers working in arts and science, teacher education, engineering colleges with respect to type of the colleges on job satisfaction, job stress, mental health and attitude towards teaching.

### HYPOTHESES

- ❖ There is significant difference between the teachers working in arts and science, teacher education, engineering colleges with respect to type of the colleges on job satisfaction, job stress, mental health and attitude towards teaching.

### METHODOLOGY

Survey method was conducted on a sample of 450 college teachers working in arts and science, teacher education and engineering colleges in Vellore, Thiruvallur, Kanchipuram and Chennai Districts of

Tamil Nadu. The investigator for her study constructed and validated Job Satisfaction Scale and adopted the Mental Health Scale and Attitude towards Teaching Scale developed by Dr. S. Sathiyagirirajan. Data was analyzed by t-test.

### DATA ANALYSIS

**Table 1: Difference between Government/Government Aided and Private Teachers working in Arts and Science, Teacher Education and Engineering Colleges on Job Satisfaction, Mental Health and Attitude towards Teaching**

Variables	Colleges	Gender	Mean	SD	SEM D	t-value	Result
Job Satisfaction	A & S	G/GA	178.00	19.38	2.36	4.71	Significant
		Private	163.00	18.75	2.05		
	T.E	G/GA	165.80	12.17	1.47	19.31	Significant
		Private	130.47	10.23	1.13		
	Eng.	G/GA	153.88	9.23	1.31	1.35	Not Significant
		Private	152.18	6.00	0.60		
Mental Health	A & S	G/GA	104.44	14.55	1.78	2.12	Significant
		Private	99.06	16.42	1.08		
	T.E	G/GA	101.36	11.49	1.39	8.81	Significant
		Private	88.58	5.79	0.64		
	Eng.	G/GA	97.46	11.73	1.65	0.38	Not Significant
		Private	96.73	10.66	1.06		
Attitude Towards Teaching	A & S	G/GA	81.02	8.56	1.04	2.26	Significant
		Private	77.64	9.75	1.07		
	T.E	G/GA	88.39	7.85	0.95	0.49	Not Significant
		Private	87.79	7.17	0.79		
	Eng.	G/GA	79.28	14.00	1.98	5.56	Significant
		Private	68.16	10.10	1.01		

**Note:** A & S - Arts & Science, T.E - Teacher Education, Eng. - Engineering, G/GA - Government/Government Aided.

From Table-1, the calculated t-value of job satisfaction for the college teachers working in engineering (1.35) is less than the table value (1.98) at 0.05 level of significance. Therefore, there is no significant difference between govt/aided and private teachers working in engineering as both private and government teachers in engineering colleges enjoy good infrastructure, support and better co-operation of students.

The calculated-value of job satisfaction for the college teachers working in arts and science (4.71) and teacher education (19.31) is greater than the table value (1.98) at 0.05 level of significance in favour of men teachers. Therefore there is significant difference between govt/aided and private teachers working in arts and science and teacher education as both government teachers of arts and science and teacher education are sufficiently paid compared to their private counter parts.

The calculated t-value of mental health for the college teachers working in engineering (0.38) is less than the table value (1.98) at 0.05 level of significance. Therefore there is no significant difference between govt/aided and private teachers working in engineering as both government and private teachers working engineering colleges handle hard curriculums and laborious sundry errands. These results corroborate with the findings of a study done by Maheshbabu and Jadhav. Their study revealed that there is no significant difference in the job satisfaction and mental health of couple teachers.

The calculated t-value of mental health for the college teachers working in arts and science (2.12) and teacher education (8.81) is greater than the table value (1.98) at 0.05 level of significance in favour of

govt/aided college teachers. Therefore there is significant difference between govt/aided and private teachers working in arts and science and teacher education as both government college teachers are more enthusiastic and committed towards their profession.

The calculated t-value of attitude towards teaching for the college teachers working in teacher education (0.49) is less than the table value (1.98) at 0.05 level of significance. Therefore, there is no significant difference between govt/aided and private college teachers working in teacher education as both teachers are equipped with similar skills and techniques to aid teaching.

The calculated t-value of attitude towards teaching for the college teachers working in arts and science (2.26) engineering (5.56) is greater than the table value (1.98) at 0.05 level of significance in favour of govt/aided colleges. Therefore, there is significant difference between govt/aided and private teachers working in arts and science and engineering as government teachers of both engineering and arts and science colleges as government have a natural and composed approach towards teaching compared to the private counterpart. These results agree with the findings of a study done by Rekha Rani. This study revealed that there was a significant difference between the mean scores of Attitude towards Teaching Profession of Teachers with respect to their marital status and type of institution.

**Table 2: Difference between Government and Private Arts and Science, Teacher Education and Engineering Colleges Teachers in their Job Satisfaction, Mental Health and Attitude towards Teaching**

Variables	Colleges	H <sub>0</sub>	H <sub>R</sub>	Superiority
Job Satisfaction	A&S	R	A	Government
	T.E	R	A	Government
	E	A	R	-
Mental Health	A&S	R	A	Government
	T.E	R	A	Government
	E	A	R	-
Attitude towards Teaching	A&S	R	A	Government
	T.E	A	R	-
	E	R	A	Government

**Note:** H<sub>0</sub> - Null Hypothesis, H<sub>R</sub> - Research Hypothesis, R - Rejected, A - Accepted.

From Table-2, the job satisfaction of government/government aided college teachers working in both arts and science and teacher education college are greater than that of private college teachers. So research hypothesis is accepted and null hypothesis is rejected.

The mental health of government/government aided college teachers working in both arts and science and teacher education college are greater than that of private college teachers. So research hypothesis is accepted and null hypothesis is rejected.

The attitude towards teaching of government/government aided college teachers working in both arts and science and engineering college is greater than that of private college teachers. So research hypothesis is accepted and null hypothesis is rejected.

## CONCLUSION

The job satisfaction of government/aided teacher is higher than that of private teachers, the mental health of government/aided teachers is greater than that of private teachers. Attitude towards teaching is

higher among government/aided teachers and private teachers. Job satisfaction and mental health among private teachers must be improved.

## REFERENCES

1. Aggarwal, J.C. (2016). Psychological Philosophical and sociological foundation of Education. Delhi: Shipra Publication.
2. Arun M. Bachhav (2012). Applied Psychology. Delhi: Chandralok Prakasan.
3. Babu Muthuja. (2009). Psychology of Learning and Human Development. New Delhi: Centrum Press.
4. Bhatnagar & Meenakshi Bhatnagar. (2007). Educational Psychology. Meerut: Vinay Rakheja Publication.
5. James JF Forest & Kevin Kinser. (2002). Higher Education in the United States. Higher Education in the United States: A-L, California: ABC-CLIO.
6. Kokila Thangasamy. (2000). Educational Psychology. Madurai: MaaNila Publication.
7. Krishna Kripalani. (2004). Mahatma Gandhi - All Men Are Brothers- Autobiographical Reflections. New York: Continuum International Publishing Group Inc.
8. Kulshreshtha, S.P. (2006) Educational Psychology. Meerut: Surya Publication.
9. Manish Gupta. (2012). Modern Industrial Psychology. Jaipur: DND Publications.
10. Nagarajan, K. (2009) Psychology of learning and human development. Chennai: Ram publication.
11. Nagarajan, K. (2009). Text Book of Educational Psychology. Chennai: Ram Publishing.
12. Narayan Rao, S. (2002). Educational Psychology. Kolkata: New Age International (P) Limited.
13. Ram Pratap Sharma. (2013). Educational Psychology. New Delhi: Kanishka Publishers.
14. Ram Shakalpandey. (2006) Advanced Educational Psychology. New Delhi: Adhyayan Publishers and Distributors.
15. Rather, A.R. (2006). Dynamics of Educational Technology. New Delhi: Anmol Publications. Pvt. Ltd.
16. Richard I. Arends (2009). Learning to Teach (8<sup>th</sup>ed.) Boston: McGraw Hill.
17. Venkataraman, D. (1996). Education and Hemisphericity. New Delhi: Reliance Publishing House.
18. Rekha Rani. (2016). Attitude Towards Teaching Profession of Prospective Teachers in Relation to Certain Demographic Variables. *Bhartiyam International Journal of Education & Research*, 6(1), 7- 16. Retrieved from [http://www.gangainstituteofeducation.com/NewDocs/dec-2016/Ms\\_Rekha\\_Rani\\_ATTITUDE%20TOWARDS\\_TEACHING\\_PROFESSION\\_OF\\_PROSPECTIVE\\_TEACHERS\\_IN\\_RELATION\\_TO\\_CERTAIN\\_DEMOGRAPHIC\\_VARIABLES.pdf](http://www.gangainstituteofeducation.com/NewDocs/dec-2016/Ms_Rekha_Rani_ATTITUDE%20TOWARDS_TEACHING_PROFESSION_OF_PROSPECTIVE_TEACHERS_IN_RELATION_TO_CERTAIN_DEMOGRAPHIC_VARIABLES.pdf)
19. Robab Daghagheleh, Hamideh Abafat, Ehsan Kavyani Pourkord, Seyed Ahmad Hossaieni & Ali Khalafi. (2016). A Survey on the Relationship between Job Satisfaction and Burnout with Mental Health among Staff of Ahvaz Jundishapur University of Medical Sciences. *International journal of humanities and cultural studies*. 804-817. Retrieved from <http://www.ijhcs.com/index.php/ijhcs/article/viewFile/1100/989>
20. Shafi, M. (2016). Job Satisfaction in College Teachers: A Survey Based Study of Government Colleges of Hyderabad, Pakistan. *Journal of Hotel & Business Management*, 5(1), 1-5. Retrieved from <https://www.omicsonline.org/open-access/job-satisfaction-in-college-teachers-a-survey-based-study-of-governmentcolleges-of-hyderabad-pakistan-2169-0286-1000126.php?aid=78471>
21. Maheshbabu & Jadhav. (2012). Job satisfaction and mental health of secondary school couple. *Golden Research Thoughts*, 2(6).
22. Haitham M. Alkhateeb (2013). Attitudes towards Teaching Profession of Education Students in Qatar, *SAGE Journals*, 2(9), 1-5. Retrieved from <https://journals.sagepub.com/doi/pdf/10.2466/01.03.IT.2.9>
23. Ranjit Paul & Horen Goowalla. (2017). A Study on Job Satisfaction Level of Faculty Members of Government and Private Colleges of Nagaland In Relation To Use of Skills and Abilities. *International Journal of Engineering Research and Application*, 7(9). 1-7. Retrieved from [https://www.ijera.com/papers/Vol7\\_issue9/Part-7/A0709070107.pdf](https://www.ijera.com/papers/Vol7_issue9/Part-7/A0709070107.pdf)

24. [https://www.who.int/features/factfiles/mental\\_health/en/](https://www.who.int/features/factfiles/mental_health/en/)
25. <https://www.mentalhealth.gov/basics/what-is-mental-health>
26. <https://www.ericdigests.org/pre-927/teacher.htm>
27. [http://www.academia.edu/10954054/A\\_STUDY\\_OF\\_ATTITUDE\\_TOWARDS\\_TEACHING\\_PROFESSION\\_OF\\_PROSPECTIVE\\_TEACHERS](http://www.academia.edu/10954054/A_STUDY_OF_ATTITUDE_TOWARDS_TEACHING_PROFESSION_OF_PROSPECTIVE_TEACHERS)
28. <https://www.medicalnewstoday.com/articles/154543.php>
29. <http://careers.stateuniversity.com/pages/737/Teacher-College.html>  
<https://www.macmillandictionary.com/thesaurus-category/british/teachers-in-college-or-university>