



A COMPARITIVE STUDY ON TEACHERS' JOB SATISFACTION, MENTAL HEALTH AND ATTITUDE TOWARDS TEACHING ON THE BASIS OF GENDER

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ABSTRACT :

The present investigation is intended to study job satisfaction, mental health and attitude towards teaching of college teachers on the basis of their gender. Survey method was conducted on a sample of 450 college teachers from Vellore, Thiruvallur, Kanchipuram and Chennai District of Tamil Nadu. Data was analyzed by t-test. Results showed that men as significant job satisfaction among engineering college teachers as working time of men higher than women and also women teachers from arts and science and engineering colleges has significant mental health. Since women teachers possess relatively better mental health, in comparison to their male counterparts.



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

INTRODUCTION

Teaching offers a bright and rewarding career for those who can meet the intellectual and social challenges of the job. The task of teaching the young is simply too important and complex to be handled entirely by parents or through the informal structures of an earlier era. Modern society needs schools staffed with expert teachers to provide instruction and to care for children while parents work (Richard I. Arends, 2009, p.4). Society has steadily expected more of teachers in the variety of tasks they have to perform, in the skills they need to master and in the imagination required for their work. Quality matters as well as quantity. To do their job well, teachers need to possess a mastery of the subject matter they are to teach and to be skilled in the process of teaching (Hilary Perraton, 2002, p.1).

Job satisfaction is a combination of psychological, physiological and the environmental conditions providing satisfaction to the person with his job. When the person feels at ease after doing a job he is satisfied. It is very difficult to measure job satisfaction. Locke (1976) defines job satisfaction as "a pleasurable or positive emotional state resulting from the appraisal of one's job or job experiences" (Adrian Wilkinson & Nicolas Bacon, 2009, pp.379-380). Job satisfaction is related to age, occupation, size, and nature of the organization etc. People occupying higher positions seem to be satisfied with their jobs because of better pay, challenging jobs, and a good environment. Nature and size of the organization also affect job satisfaction. Large size organizations cannot satisfy jobs because of a large number of people are working and many cannot develop friendship and social relationship. The people in the habit of remaining absent are dissatisfied with their jobs (Shekh, 2009, p.38). The higher levels of mental health problems for those with low job satisfaction may be a precursor to future physical problems.

Mental health refers to personal adjustments relatively free of behaviour disorders. Mental health also refers to the mental ability to maintaining satisfying personal adjustments with various types of situations in one's life. A person is said to possess sound mental health if he adjusts well to the environmental situations and interpersonal relations. A person with sound mental health tries to resolve conflicts satisfactorily. He does not get disturbed in moments of displeasure (Kokila Thangasamy, 1994, pp.127-128). 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, 2005, pp.154-157).

NEED FOR THE STUDY

The investigator has always been a top performer at work before marriage. But after marriage, the investigator realized that there was a gradual decline in her performance. She also found that the decline was because of the shift in her priorities. As a woman, she was burdened with more personal and professional duties than men and hence she thought that this affects her job satisfaction, mental health and her attitude towards teaching. So, the investigator chose to do a comparative study on teachers' job satisfaction, mental health and attitude towards teaching on the basis of gender.

REVIEW OF RELATED LITERATURE

Studies Related to Job Satisfaction

Harish & Jeya Prabha (2018) had undertaken an empirical study on the stressors of teachers and its impact on occupational stress and job satisfaction of teachers in the government and private sectors. The main objectives of the study were to analyze the level of job satisfaction among the male and female, government and private school teachers and to assess the level of work stress between private teachers and government school teachers. The sample consisted of 300 private and government school teachers in and around Chennai. The study revealed that the satisfaction level of the government teachers is very high compared to the private school teachers and male teachers are found satisfied and pleased with the job compared to the female teachers. Such that occupational stress has found to be high in private school teachers compared to the government school teachers. Female teachers have a high amount of occupational stress compared to male teachers.

Farzad Farajikhiavi, Rezvan Dashti & Nadia Zergani (2016) attempted to know the association between job satisfaction and general health among employees of Golestan Hospital in Ahvaz, Iran. The main aim of this study was to determine the association between job satisfaction and general health among employees of Golestan Hospital in Ahvaz. The sample consisted of 100 employees working in Golestan Hospital. Results revealed that there is a medium negative and significant association was observed between job satisfaction and general health and its subscales like physical health, anxiety, social and depression.

Mehmet Yavuz (2018) had examined the job satisfaction of teachers working with individuals in need of special education with regard to certain variables. 465 teachers working at special education schools across Turkey during 2017-2018 education years have participated in this study. The findings of this study stated that there is no significant difference found in terms of gender, number of working years, Income level and age level and a significant difference were observed in accordance to their salary, receiving support from colleagues, receiving praise from administrators and finding working at a special education school.

Theophilus Tagoe & Emmanuel Nii-Boye Quarshie (2007) examined the relationship between emotional intelligence and job satisfaction among nurses in Accra. The aim of this study was to examine the relationship between emotional intelligence and job satisfaction among nurses in Accra, Ghana. The sample of the study consisted of 120 registered general nurses from three public hospitals located in Accra, Ghana. The result showed that there is a significant positive correlation between emotional intelligence and job satisfaction among the nurses. However, the results also revealed that there is no significant gender difference in emotional intelligence and job satisfaction.

Studies Related to Mental Health

Leigh McLean, Tashia Abry, Michelle Taylor, Manuela Jimenez & Kristen Granger (2017) conducted a study on Teachers' mental health and perceptions of school climate across the transition from training to teaching. The main objective of this study was to examine the progressions of early career teachers' symptoms of depression and anxiety as they transition from their last year of training into their first year of formal teaching. 133 Pre-service teachers in the Teachers College of a large public university in south-western United States were taken as the sample. The findings of this study suggest that their career stage may be a time when teachers are particularly vulnerable to declines in mental health and speak to some within-school features that may be related to teachers' experiences.

Maheshbabu, Chandrakanth & Shivakumar S. Chengti (2018) studied the impact of mental health on job satisfaction of secondary school couple teachers. The main aim of this study was to assess the impact of mental health on the job satisfaction of secondary school couple teachers. The sample of the study consisted of 200 couple teachers out of them 100 from public schools and 100 from private secondary schools of Dharwad and Kalaburagi district of North Karnataka. The findings showed that there was a significant difference in mental health and job satisfaction among couple teachers. It was also found that there was a significant influence of age on job satisfaction among couple teachers. Where there was no significant influence of age on the mental health of couple teachers.

Studies Related to Attitude towards Teaching

Anupama Bhargava & Pathy (2014) conducted a study on the Attitude of Student Teachers towards Teaching Profession. The objective of the study was to determine the attitude of male and female (Tribal, non-tribal) science and social science stream student teachers towards teaching profession. 96 student teachers of B.Ed. programmes in Ranchi were taken as their sample. The findings showed that there was no difference of Attitude towards teaching profession was observed in Male student teachers of science and social science stream.

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 college with respect to gender on job satisfaction, mental health and attitude towards teaching.

HYPOTHESES

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

METHODOLOGY

Survey method was used in this study. A sample of 450 college teachers working in arts and science, teacher education and engineering colleges was chosen from Vellore, Thiruvallur, Kanchipuram and Chennai Districts of Tamil Nadu State. The investigator constructed and validated Job Satisfaction Scale and adopted the Mental Health Scale and Attitude towards Teaching Scale developed by Dr. S. Sathiyagirirajan. The collected data was analyzed by t-test.

RESULTS AND DISCUSSION**Table 1: Difference between Men and Women Teachers working in Arts and Science, Teacher Education and Engineering Colleges on Job Satisfaction, Mental Health and Attitude towards Teaching**

S.No.	Variables	Colleges	Gender	Mean	SD	SEMD	t-value	Result
1	Job Satisfaction	A & S	Men	167.88	21.16	2.71	0.98	Not Significant
			Women	171.19	19.77	2.09		
		T.E	Men	145.67	22.48	2.85	0.40	Not Significant
			Women	147.06	19.74	2.10		
		Eng.	Men	154.44	8.63	1.15	2.24	Significant
			Women	151.73	6.13	0.63		
2	Mental Health	A & S	Men	97.00	15.17	1.94	2.94	Significant
			Women	104.52	15.56	1.64		
		T.E	Men	93.48	9.67	1.22	0.85	Not Significant
			Women	95.01	11.66	1.24		
		Eng.	Men	92.80	11.50	1.53	3.73	Significant
			Women	99.80	9.93	1.02		
3	Attitude Towards Teaching	A & S	Men	77.47	11.13	1.42	1.83	Not Significant
			Women	80.30	7.79	0.82		
		T.E	Men	87.41	7.12	0.90	0.89	Not Significant
			Women	88.52	7.71	0.82		
		Eng.	Men	70.53	15.07	2.0	0.99	Not Significant
			Women	72.66	10.96	1.13		

Note: A & S - Arts & Science, T.E - Teacher Education, Eng. – Engineering.

From Table-1, the calculated t-value of job satisfaction for the college teachers working in arts and science (0.98) and teacher education (0.40) is less than the table value (1.98) at 0.05 level of significance. Therefore, there is no significant difference between men and women teachers working in arts and science and teacher education as women shared their diverse work equally with men. The performance of women's quality matches with men in a competitive environment. These results Corroborate with the findings of a study done by Theophilus Tagoe and Emmanuel Nii-Boye Quarshie in 2007 and also by Mehmet Yavuzin, 2018. Their study revealed that there is no significant gender difference in job satisfaction.

The calculated t-value of job satisfaction for the college teachers working in engineering (2.24) is greater than the table value (1.98) at 0.05 level of significance in favor of men teachers. Therefore, there is significant difference between men and women teachers working in engineering college as working time of men is higher than women and suitability of job satisfies men compared to women. These results agree with the findings of a study done by Harish and Jeya Prabha. Their study revealed that male teachers are found satisfied and pleased with the job compared to female teachers.

The calculated t-value of mental health for the college teachers working in teacher education (0.85) is less than the table value (1.98) at 0.05 level of significance. Therefore, there is no significant difference between men and women teachers working in teacher education as both men and women teachers are equally competent to have a similar work environment.

The calculated t-value of mental health for the college teachers working in arts and science (2.94) and engineering (3.73) is greater than the table value (1.98) at 0.05 level of significance. Therefore, there is a significant difference between men and women teachers working in arts and science and engineering as there is a non-conformity in the professional sincerity of men and women teachers and women teachers possess relative better mental health compared to the male teachers. These results Corroborate with the findings of a study done by Maheshbabu, Chandrakanth and Shivakumar S. Chengti, who found that there is significant difference in mental health and job satisfaction among couple teachers.

The calculated t-value of attitude towards teaching for the college teachers working in arts and science (1.83), teacher education (0.89) and engineering (0.99) is less than the table value (1.98) at 0.05 level of significance. Therefore, there is no significant difference between men and women teachers working in arts and science, teacher education and engineering as both gender teachers have an engaging personality and clear objective for lessons. These results agree with the findings of a study done by Anupama Bhargava and Pathy. Their study revealed that there was no difference of attitude towards teaching profession was observed in male student teachers of science and social science stream.

Table 2: Men and Women Arts and Science, Teacher Education and Engineering Colleges Teachers in their Job Satisfaction, Mental Health and Attitude towards Teaching

Variables	Colleges	H ₀	H _R	Superiority
Job Satisfaction	A&S	A	R	-
	T.E	A	R	-
	E	R	A	Men
Mental Health	A&S	R	A	Women
	T.E	A	R	-
	E	R	A	Women
Attitude towards Teaching	A&S	A	R	-
	T.E	A	R	-
	E	A	R	-

Note: H₀ - Null Hypothesis, H_R - Research Hypothesis, R - Rejected, A - Accepted.

From Table-2, the job satisfaction of men teachers working in engineering college is greater than that of women teachers. So research hypothesis is accepted and null hypothesis is rejected. The mental health of women teachers working in arts and science and engineering colleges are greater than that of men teachers. So research hypothesis is accepted and null hypothesis is rejected.

CONCLUSION

The job satisfaction of women teacher is higher than that of men teachers. Mental health of women teacher is greater than that of men teachers. Attitude towards teaching is higher for both men and women teachers. Job satisfaction of both the teachers has to be improved by our work life. Mental health of men teachers is to be considered for achieving good performance of students.

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