

A study of job satisfaction of Teacher-Educators

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Job satisfaction is an important thing in human life. Job satisfaction is a psychological need. Its fulfilment and supplement definitely increases efficiency and productivity. By job satisfaction, positive attitude can be cultivated not only in one's profession but in one's life also. If an employee gets work according to his interest and desire, he will perform faithfully and devotionally and develop positive attitude as his needs are fulfilled by doing that job.

Job satisfaction towards profession of teachers in Teacher Training Institutions is an effective factor on institutional climate, trainee's results and society. The teachers have satisfaction in their job always naturally remain busy to make their teaching work more successful. They endeavour to uplift the society by providing guidance to the members of society. Teaching and training work as well as family life of employees can be affected by job satisfaction. By providing effective teaching work, teachers always expect that trainees get higher results and join a good profession or try for higher Education. The investigator has undertaken the present study to find answer of the question whether teachers, who are builder of society and culture, are satisfied with their profession or not.

OBJECTIVES OF THE STUDY

1. To construct Job Satisfaction Scale to measure job satisfaction of teachers of Teacher Education Institutions.
2. To decide levels of job satisfaction of teachers of Teacher Education Institutions.
3. To study job satisfaction of teachers of Teacher Education Institutions in context to their sex.
4. To study job satisfaction of teachers of Teacher Education Institution in context to their teaching experience.

HYPOTHESES OF THE STUDY

1. There will be no significant difference between mean scores of male teachers and female teachers of Teacher Education Institutions on Job Satisfaction Scale.

- There will be no significant difference between mean scores of teachers of Teacher Education Institutions having 5 years and more than 5 years teaching experience on job Satisfaction Scale.

OPERATIONAL DEFINITIONS OF TERMS

1. Teacher Education Institutions

Teacher Education Institutions means colleges providing training to trainees to become teachers of secondary and higher secondary schools.

2. Job Satisfaction

Acc. To Bullard *“Attitude created by balance and addition of many likes and dislikes experienced in relation to work is regarded as job satisfaction”*.

In present study, the scores obtained by teachers of Teacher Education Institutions on the self-constructed Job Satisfaction Scale were considered as their job satisfaction.

3. Variables

a.) Independent variables

Sex

- Male
- Female

Teaching Experience

- 5 Years
- More than 5 years

b.) Dependent Variables

Dependent variable = responses = outcome

Job Satisfaction of teachers was selected as dependent variable in the present study.

SAMPLE

In total 20B.Ed colleges were selected randomly.

DELIMITATIONS OF THE STUDY

- The evaluation was made based on responses of teachers of Teacher Education Institutions of Udaipur city in the present study, so limitation of sample had become limitation of the study.
- To examine job satisfaction, a self-constructed Job Satisfaction Scale was used, so limitation of a self-constructed tool had become limitation of the present study.

RESEARCH METHOD

The survey method was adopted in the present city.

RESULTS

1. Levels of job satisfaction of teachers

One of the objectives of the present study was to determine job satisfaction of teachers so Job Satisfaction Scale was constructed for teachers of Teacher Education Institutions. Total scores obtained by each lecturer were decided and min., Q1, Q3, and Max. Values were determined as criteria of levels of job satisfaction towards their profession.

Minimum = 66

Q1 = 80

Q3 = 85

Maximum = 97

Based on these norms, values of Q3 to maximum were decided for higher level, from Q1 to Q3 for medium level and values of Minimum to Q1 for lower level.

Criterion deciding levels of job satisfaction of teachers

TABLE : A

LEVELS OF JOB SATISFACTION	CRITERION DECIDING LEVELS OF JOB SATISFACTION	CLASS
Lower level	Min. To Q1	66-80
Medium level	Q1 to Q3	81-85
Higher level	Q3 to max.	86-97

Acc. To criterion, Job Satisfaction of teachers was divided into three classes and number of teachers in each level and percentage as in table below

TABLE : B

LEVEL	CLASS		NO. OF TEACHERS	PERCENTAGE
Higher level	Q3 to max.		86-97	60
Medium level	Q1 to Q3	81-85	1455	48.33
Lower level	Min. To Q1	66-80	95	31.67
	Total		300	100

Levels of job satisfaction of teachers are included in table A and B. It is observed that teachers having higher level are 60 and % is 20.00%, whereas teachers having medium level are 145 and % is 48.33%. In lower level of job satisfaction, 956 teachers are found with 31.67%. In this way, maximum teachers were found having medium level of job satisfaction, whereas minimum no. Of teachers were found having higher level of job satisfaction.

2. CLASSIFICATION ACCORDING TO LEVELS OF JOB SATISFACTION IN CONTEXT TO INDEPENDENT VARIABLES

No. Of teachers and percentage were found out according to levels of job satisfaction in context to independent variables in the present study.

TABLE : C

LEVELS	CLASS	SEX			TEACHING EXPERIENCE	
			FEMALE	MALE	5 YEARS	MORE THAN 5 YEARS
Lower job satisfaction	66-80	No.	38	57	45	59
		%	30.40	32.57	34.88	29.24
Medium job satisfaction	81-85	No.	60	85	61	84
		%	48.00	48.57	47.29	49.12
Higher job satisfaction	86-97	No.	27	33	23	37
		%	21.60	18.86	17.83	21.64
TOTAL		No.	125	175	129	171
		%	41.66	58.33	43.00	57.00

In the above table, teaching experience and type of institution were selected as independent variables. Numbers of teachers and percentages according to levels of job satisfaction in context to independent variables are mentioned.

1. In context to sex

It is observed in table C that percentage of male teachers is found higher than female teachers in lower and medium levels of job satisfaction, whereas, in higher level percentage of female teacher is found higher than male teachers. Less amount of female teachers are found in medium levels of job satisfaction. Larger amount of male teachers are found in medium levels of job satisfaction, whereas less amount of male teachers are found having higher level of job satisfaction.

2. In context to teaching experience

It is observed in table C that percentage of teachers having more than 5 years experience is found higher than teachers than less than 5 years experience in higher and medium levels of job satisfaction, whereas, in lower level, percentage of teachers having less than 5 years experience is found higher than teachers having more than 5 years experience. Larger amount teachers having less than 5 years experience are found having medium level of job satisfaction. Less amount of teachers having more than 5 years experience are found in medium level of job satisfaction, whereas less amount of male teachers are found having higher levels of job satisfaction.

HYPOTHESIS 1

There will be no significant difference between mean scores of male teachers and female teachers of Teacher Education Institutions on Job Satisfaction Scale

Mean, standard deviation, standard error of mean difference and t-ratio based on scores obtained by male teachers and female teachers on job satisfaction scale

VARIABLE	LEVEL	N	M	SD	SED	t-value	remarks
Sex	male	175	82.35	4.69	0.54	0.42	Not significant
	female	125	82.58	4.51			

It is observed from above table that calculated value of t is 0.42, whereas tabular t-value at 0.05 and 0.01 levels are 1.97 and 2.59. here, t-value is found less than tabular value.

So, H_0 is accepted, means no significant difference is found between mean scores of male teachers and female teachers on job satisfaction scale, means both the groups are found equal in respect to job satisfaction.

HYPOTHESIS 2

There will be no significant difference between mean scores of teachers of Teacher Education Institutions having 5 years and more than 5 years teaching experience on job Satisfaction Scale.

Mean, standard deviation, standard error of mean difference and t-value based on scores obtained by teachers having 5 years and teachers having more than 5 years teaching experience on job satisfaction scale

VARIABLE	LEVEL	N	M	SD	SED	t-value	REMARKS
Teaching experience	5 years	129	81.85	4.65	0.54	1.93	Not significant
	More than 5 years	171	82.89	4.45			

It is observed from the above table that calculated value of t-value is 1.93, whereas tabular t-value at 0.05 and 0.01 levels are 1.97 and 2.59. here, t-value is found less than tabular value.

So H_0 is accepted, means no significant difference is found between mean scores of teachers having 5 years and more than 5 years teaching experience on job satisfaction scale, means groups of teachers having 5 years and more than 5 years teaching experience are found equal in respect to job satisfaction.

