



Comparative Study Between Job Satisfaction And Effectiveness In Teaching Of In-service Teacher Trainees

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Abstract:

Teachers are responsible for bringing about cognitive, psycho-motor and affective development of students. Teachers have the responsibility to develop future citizens. Hence each person entering this profession is important. Today the fact that the number of entrants in this (teaching) field is increasing, which is good also, but if teachers are turning to this profession as a last resort having left no other option before them, then certainly it becomes a matter of concern. Those who come willingly in this field are passionate and have interest in the profession.

They can carry out their work responsibly. They are satisfied in their job and are action – oriented. Some of the teachers enter this field merely because they have no other option left before them and hence view their job merely as a job. The present research is, therefore, conducted to analyze whether job satisfaction affects the effectiveness in teaching regarding satisfied and dissatisfied teachers.

OBJECTIVES:

- 1) To study job satisfaction level of teachers pursuing in – service M. Ed. course.
- 2) To study teaching effectiveness of teachers pursuing in – service M. Ed. course.
- 3) To study comparatively the job satisfaction level of male and female teachers.
- 4) To study comparatively the teaching effectiveness of male and female teachers.
- 5) To study whether age factor affects job satisfaction.
- 6) To study the effect of age factor on job satisfaction.
- 7) To study the effect of educational level on job satisfaction level and teaching effectiveness.

ASSUMPTIONS:

- 1) Teachers view the profession of teaching as a noble profession.
- 2) Effectiveness depends upon age factor.
- 3) Teachers tend to make their teaching effective.

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HYPOTHESES:

- 1)There is no appreciable difference between the job satisfaction levels of female and male teachers.
- 2) There is no appreciable difference between the teaching effectiveness of female and male teachers.
- 3)Age and educational level of teachers do not have appreciable effect on their job satisfaction level and teaching effectiveness.

METHODOLOGY:

The present research work has been conducted by using survey method. In this research activity, the job satisfaction standardized test of Dr. Pramod Kumar and Dr. D. N. Mutha composed of 29 questions and standardized test regarding teaching effectiveness comprised of 69 questions have been used for compilation of data. For analysis of collected data, statistical tools such as median, standard deviation and 't' value have been drawn by calculating class interval of the data collected.

SAMPLE:

A sample comprising of 96 teachers pursuing in – service M. Ed. course – 50 from M. Ed. 1st year and 46 from 2nd year were chosen, out of which 34 female teachers and 62 male teachers were chosen by purposive sampling method.

Job Satisfaction and Teaching Effectiveness of Teachers Pursuing In-service M. Ed. Course:
From the data, it becomes clear that a total of 58 teachers are satisfied in their job, whereas 28 teachers are little satisfied, whereas 10 teachers don't find satisfaction in their job. Out of the total teachers, teaching effectiveness of 45 teachers is good whereas that of 33 teachers is average and that of 18 teachers is below average.

Table: 01
Comparison between Job Satisfaction Levels of Female and Male Teachers

Sr. No.	Groups	Sample	Mean	S.D.	Calculated 't'	Table 't'		df	Significant Remarks
						0.05	0.01		
01	Female	34	24.17	4.60	12.35	2.63	1.98	94	Significant
02	Male	62	22.44	4.15					

OBSERVATION:

On comparing job satisfaction levels of female and male teachers, it is found that the median of job satisfaction levels of female teachers is more as compared to that of male teachers by a value of 1.73. On comparing both these groups, obtained 't' value is 12.35 which is significantly higher than the value given in the table. This shows that female teachers are more satisfied in their job as compared to their male counterparts. Hence, hypothesis No. 1 is rejected.

Table: 02
Comparison between Teaching Effectiveness of Female and Male Teachers

Sr. No.	Groups	Sample	Mean	S.D.	Calculated 't'	Table 't'		df	Significant Remarks
						0.05	0.01		
01	Female	34	321.32	17.5	7.90	2.63	1.98	94	Significant
02	Male	62	316.37	22.36					



Observation:

From the analysis of teaching effectiveness, it is seen that there is difference between female and male teachers. As per teaching effectiveness index, teaching effectiveness beyond the score of 315 is considered to be good. Hence, effectiveness of both of these groups is good. But on comparing these two groups, obtained 't' value is higher than the 't' value given in the table. Hence, by rejecting hypothesis No. 2, we have to accept the hypothesis that the teaching effectiveness of female teachers is at a higher value than that of male teachers.

Table: 03
The Effect of Age factor on Teaching Effectiveness and Job Satisfaction Level

Sr. No.	Age Group	Respondent	Total Score of Job Satisfaction	Mean	Total Score of Teaching Effectiveness	Mean
01	28-32	29	748	25.79	9458	326.13
02	33-37	32	751	23.46	10,242	320.06
03	38-42	17	393	23.11	5435	319.70
04	43-47	10	193	19.30	3167	316.70
05	48-52	06	131	21.83	1706	284.33
06	53-57	02	39	19.50	541	270.50
N = 96			2255	23.48	30549	318.21

Observation:

The mean of job satisfaction level between the age group 28 – 32 is 25.79, whereas that of teaching effectiveness is 326.13. From this, it becomes clear that teaching effectiveness from this group of teachers is good. Moreover, the teachers falling in this group are completely satisfied in their job, whereas the job satisfaction index of teachers in the age group of 33 – 37 years is 23.46 and the median of teaching effectiveness is 320.06. On considering class interval of age and scores obtained, it becomes clear that as the age progresses, the job satisfaction level goes on reducing. Moreover, the median of teaching effectiveness also goes on reducing. It has been observed that the teaching effectiveness score obtained for the age group of 53 – 57 is 270.50, which is very less.

Table: 04
The Effect of Teaching Level on Job Satisfaction Level and Teaching Effectiveness

Sr. No.	Teaching Level	Respondent	Total Score of Job Satisfaction	Mean	Total Score of Teaching Effectiveness	Mean
01	Primary	29	665	22.93	9258	319.24
02	Secondary	28	662	23.64	8941	319.32
03	Higher Secondary	19	455	23.94	6048	318.31
04	Teacher Education	20	395	19.75	6358	317.90
N = 96			2177	22.67	30605	318.80



Observation:

There is no appreciable difference in the median of job satisfaction level of primary, secondary and higher secondary teachers, but the teachers working at teacher training institutes are not satisfied about their job. Moreover, the mean of scores of their teaching effectiveness is much lesser than the above - mentioned three types of teachers (primary, secondary and higher secondary teachers). The job satisfaction level of teachers teaching at higher secondary level is the best amongst all.

INFERENCES:

- 1) Male and female teachers are satisfied in their job.
- 2) Female teachers are comparatively more satisfied than their male counterparts.
- 3) Teaching effectiveness of female and male teachers is good.
- 4) Teaching effectiveness of female teachers is comparatively better than that of male teachers.
- 5) Age factor affects job satisfaction level and teaching effectiveness.
- 6) As age progresses, job satisfaction level goes on declining.
- 7) As age progresses, teaching effectiveness level goes on declining.
- 8) The job satisfaction level and teaching effectiveness of young teachers between the age group of 25 – 35 years is good / has a higher score.
- 9) Primary, secondary and higher secondary teachers are satisfied in their jobs.
- 10) The teachers working at teacher training institutions are neither satisfied in their job nor have high teaching effectiveness.

RECOMMENDATIONS:

- 1) In order to derive job satisfaction in their profession, the teachers should view their profession in a bright perspective.
- 2) In order to derive job satisfaction in their profession, they should keep their knowledge updated.
- 3) The teachers should be made permanent as early as possible in their jobs.
- 4) The teachers should be made available the opportunities of promotions because of which they would pursue their teaching career with determination.
- 5) The Govt. should take their responsibility regarding stability in their jobs and regarding their income.
- 6) Enthusiastic and innovative teachers at school level should be given encouragement and prizes.
- 7) At school level, various educational materials, equipments and infrastructure should be made available so that teaching effectiveness can be maintained.

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