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JOB SATISFACTION AMONG TEACHER EDUCATORS WORKING IN THE NON-AIDED COLLEGES IN NASIK DISTRICT

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Abstract:-The present study has been conducted to find out the level of job satisfaction among the teacher educators working in the non-aided B.Ed. Colleges located in of Nasik district. Level of job satisfaction can be evaluated with reference to gender, marital status, professional development and management of institution. The sample of 110 teacher educators from non-aided B.Ed. Colleges of Nasik district was selected as sample for present study.

The conclusions of the present study is that maximum number of teacher educators working in non-aided B.Ed.Colleges are disssatisfied, below average satisfaction and highly dissatisfied level of job satisfaction. It was found that the factors like gender, marital status and management of institution does not play a significant role in deciding the level of satisfaction about their jobs working in non-aided B.Ed. Colleges. But there is a significant difference is found in job satisfaction of teacher educators working in the non-aided B.Ed. Colleges with reference to Professional development like qualifying NET or SET examinations and obtaining the M.Phil. and Ph.D. degrees.

Keywords:Job Satisfaction, Level of job satisfaction, Non-aided colleges, Teacher Educators.

INTRODUCTION

Job Satisfaction is a combination of two words 'job' and 'satisfaction'. Job is an occupational activity performed by an individual in return for monetary reward, while satisfaction is a word which is difficult to define.

According to Blum (1956), "Job Satisfaction is the result of various attitudes the employee holds towards his job related factors and towards life in general". According to Hoppock job satisfaction as a combination of psychological and environmental circumstances that cause a person truthfully to say, "I am satisfied with my job".

Job satisfaction is a pleasant and positive attitude possessed by a person towards his or her job life, it expresses the degree of congruence between one's expectations and the reality that job provides. A teacher, who is happy with his or her job, plays a pivotal role in uplifting the society. Well adjusted and satisfied teachers can contribute a lot to the wellbeing of his or her students. But dissatisfied teacher can become irritable and may create tensions which can have negative influence on the students learning process and it consequently affects their academic growth.

In today's society teacher education holds the most crucial position in the education system. A teacher educator is the topmost academic and professional person in the educational pyramid. A

teacher educator is responsible for the education of teachers under whose charge the destiny of our children is placed by the community.

The investigator being an Associate Professor in a College of Education. It is vital to study the attitude of teacher educators working in Non-aided Colleges towards their job satisfaction. Nowadays there are large numbers of non-aided B.Ed. colleges throughout the India. The investigator wanted to find out level of attitudes of job satisfaction of teacher educators working in the non-aided B.Ed. colleges in Nasik district.

OBJECTIVES

- 1.To study the level of job satisfaction of teacher educators working in the non-aided B.Ed. colleges.
- 2.To find out the job satisfaction of teacher educators working in the non-aided B.Ed. colleges with reference to

- i) Gender
- ii) Marital Status
- iii) Professional Qualification
- iv) Management of Institution

HYPOTHESES

1. There is no significant difference in job satisfaction of teacher educators working in the non-aided B.Ed. colleges with reference to gender.
2. There is no significant difference in job satisfaction of teacher educators working in the non-aided B.Ed. colleges with reference to marital status.
3. There is no significant difference in job satisfaction of teacher educators working in the non-aided B.Ed. colleges with reference to professional development.
4. There is no significant difference in job satisfaction of teacher educators working in the non-aided B.Ed. colleges with reference to Management of the Institution.

METHODOLOGY

Research Methodology Used

For the present research study Descriptive Survey research method was used to collect the data.

Sample

The sample for the present research study comprised of 112 teacher educators selected from different non-aided B.Ed. colleges located in Nasik district.

Tools Used

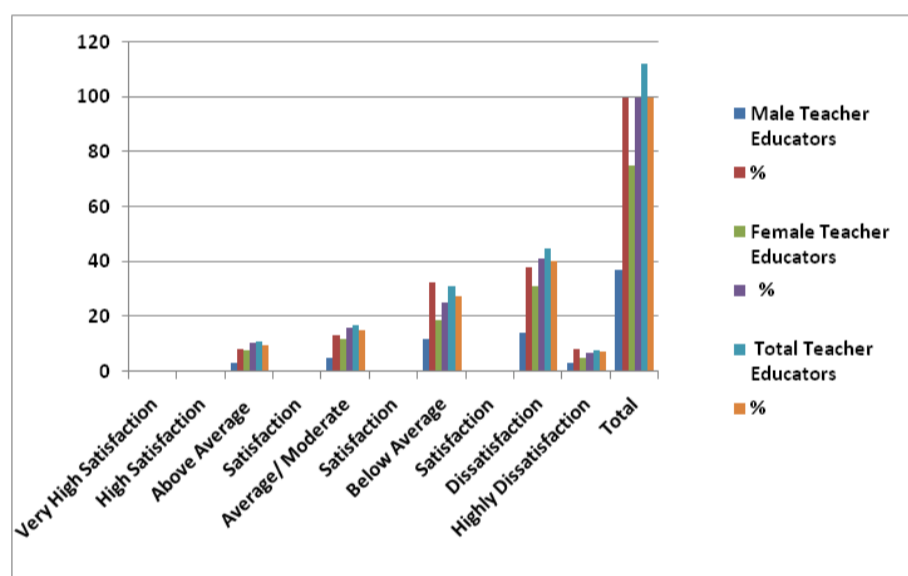
Teachers Job Satisfaction Scale developed by Yudhvirendra Mudgil, Mubar,I.S.and Prabha Bhatia was used for analyzing the Job Satisfaction of Teacher Educators. The reliability coefficient and validity coefficient of this scale is 0.95 and 0.87 respectively. Both the reliability and validity coefficients were significant at 0.01 level of significance.

HYPOTHESES TESTING

Table-1: Showing level of job satisfaction of teacher educators working in the non-aided B.Ed. colleges.

| Sr. No | Level of Job Satisfaction | Male Teacher Educators | % | Female Teacher Educators | % | Total Teacher Educators | % |
|--------|--------------------------------|------------------------|-------|--------------------------|-------|-------------------------|-------|
| 1 | Very High Satisfaction | --- | --- | --- | --- | --- | --- |
| 2 | High Satisfaction | --- | --- | --- | --- | --- | --- |
| 3 | Above Average Satisfaction | 03 | 8.11 | 08 | 10.67 | 11 | 9.82 |
| 4 | Average/ Moderate Satisfaction | 05 | 13.51 | 12 | 16.00 | 17 | 15.18 |
| 5 | Below Average Satisfaction | 12 | 32.43 | 19 | 25.33 | 31 | 27.68 |
| 6 | Dissatisfaction | 14 | 37.84 | 31 | 41.33 | 45 | 40.18 |
| 7 | Highly Dissatisfaction | 03 | 8.11 | 05 | 6.67 | 08 | 7.14 |
| | Total | 37 | 100 | 75 | 100 | 112 | 100 |

Graph-1: Showing the level of Job Satisfaction of Male Teacher Educators, Female Teacher Educators, Total Teacher Educators and their respective Percentages.



The level of job satisfaction of Teacher Educators working in the Non-aided B.Ed.Colleges in Nasik District shown in table-1. Highly Dissatisfaction level observed in 3 (8.11%) male teacher educators out of 37 male teacher educators, 5 (6.67%) female teacher educators out of 75 female teacher educators and totally 8 (7.14%) teacher educators out of 112 having a highly dissatisfaction about their job satisfaction.14 (37.84%) male, 31 (41.33%) female, i.e. totally 45 (40.18%) teacher educators were having Dissatisfaction level of job satisfaction.Below average level of job satisfaction there was a 12(32.43%) male, 19 (25.33%) female and totally 31 (27.68%) teacher educators.Average satisfaction level observed in 5 (13.51 %) male, 12 (16 %) female and totally 17 (15.18%) teacher educators about their job satisfaction.

Only 3 (8.11%) male teacher educators, 8 (10.67%) female teacher educators i.e. totally 11 (9.82%) teacher educators having above average level of job satisfaction.

Maximum teacher educators working in non-aided colleges are dissatisfied and below average level of satisfaction about their job.

Hypothesis-1: There is no significant difference in job satisfaction of teacher educators working in

the non-aided B.Ed. colleges with reference to gender.

Table-2: Mean and Standard deviation of teacher educators working in the non-aided B.Ed. Colleges with reference to gender

| Sr.No | Gender | N | Mean | S.D. | t-value | Level of Significance |
|-------|--------|----|--------|-------|---------|-----------------------|
| 1 | Male | 37 | 216.19 | 13.07 | 0.54 | 0.01 |
| 2 | Female | 75 | 214.87 | 11.29 | | Not Significant |

Calculated t-value is 0.54 which is less than table t-value is 2.60 at 0.01 level of significance for 110 degrees of freedom and it is not significant. Therefore the null hypothesis-1, There is no significant difference in job satisfaction of teacher educators working in the non-aided B.Ed. colleges with reference to gender is accepted.

Hence it was inferred that there is no significant difference in job satisfaction of teacher educators working in the non-aided B.Ed. colleges with reference to gender.

Hypothesis-2: There is no significant difference in job satisfaction of teacher educators working in the non-aided B.Ed. colleges with reference to marital status.

Table-3: Mean and Standard Deviation of teacher educators working in the non-aided B.Ed. Colleges with reference to marital status

| Sr.No | Marital Status | N | Mean | S.D. | t-value | Level of Significance |
|-------|----------------|----|--------|-------|---------|-----------------------|
| 1 | Married | 89 | 211.19 | 14.67 | 0.69 | 0.01 |
| 2 | Unmarried | 23 | 213.21 | 12.69 | | Not Significant |

Calculated t-value is 0.69 and table t-value is 2.60 at 0.01 level of significance for 110 degrees of freedom. Calculated t-value 0.69 is less than table t-value 2.60 and it is not significant, hence the null hypothesis-2, there is no significant difference in job satisfaction of teacher educators working in the non-aided B.Ed. colleges with reference to marital status is accepted.

Hence it is concluded that there is no significant difference in job satisfaction of teacher educators working in the non-aided B.Ed. colleges with reference to marital status.

Hypothesis-3: There is no significant difference in job satisfaction of teacher educators working in the non-aided B.Ed. colleges with reference to professional development.

Table-4: Mean and Standard Deviation of teacher educators working in the non-aided B.Ed. Colleges with reference to professional qualifications.

| Sr.No | Fulfillment of Professional Qualifications | N | Mean | S.D. | t-value | Level of Significance |
|-------|--|----|--------|-------|---------|-----------------------|
| 1 | Fulfilling Professional Qualification | 82 | 215.07 | 14.85 | 3.00 | 0.01 |
| 2 | Not Fulfilling Professional Qualification | 30 | 208.65 | 13.08 | | Significant |

Calculated t-value is 3.00 and table t-value is 2.60 at 0.01 level of significance for 110 degrees of freedom. Calculated t-value 3.00 exceeds the table t-value 2.60 and it is significant. Hence the null hypothesis-3, there is no significant difference in job satisfaction of teacher educators working in the non-aided B.Ed. colleges with reference to professional development is rejected.

Hence it is concluded that there is significant difference in job satisfaction of teacher educators working in the non-aided B.Ed. colleges with reference to professional development.

Hypothesis-4: There is no significant difference in job satisfaction of teacher educators working

in the non-aided B.Ed. colleges with reference to Management of the Institution.

Table-5: Mean and Standard Deviation of teacher educators working in the non-aided B.Ed. Colleges with reference to Management of the Institution

| Sr.No | Management of Institution | N | Mean | S.D. | t-value | Level of Significance |
|-------|----------------------------|----|--------|-------|---------|-----------------------|
| 1 | Urban Non-aided Institutes | 70 | 213.52 | 16.27 | 0.89 | 0.01 |
| 2 | Rural Non-aided Institutes | 42 | 219.09 | 14.19 | | Not Significant |

Calculated t-value is 0.89 and at 0.01 level of significance for 110degrees of freedom the table t-value is 2.60. The calculated t-value 0.89 is less than the table t-value 2.60 and it is not significant. Hence the null hypothesis-4, there is no significant difference in job satisfaction of teacher educators working in the non-aided B.Ed. colleges with reference to Management of the Institution is accepted.

Hence it is concluded that there is no significant difference in job satisfaction of teacher educators working in the non-aided B.Ed. colleges with reference to Management of the Institution.

FINDINGS

1.37.84% male teacher educators,41.33% female teacher educators and totally 40.18% teacher educators having a dissatisfaction about working in the non-aided B.Ed. Colleges. Also 32.43% male teacher educators, 25.33% female teacher educators and totally 27.68% teacher educators having below average satisfaction level about their job working in the non-aided B.Ed. Colleges. But only 8.11% male teacher educators, 10.67% female teacher educators and totally 9.82% teacher educators having above average satisfaction level of their job of working in non-aided B.Ed. Colleges. At all there is no any teacher educators falls in the very high satisfaction and high satisfaction level of job satisfaction about their job working in the non-aided B.Ed. Colleges in Nasik district.

2. There is no significant difference in job satisfaction of teacher educators working in the non-aided B.Ed. colleges with reference to gender.

3. There is no significant difference in job satisfaction of teacher educators working in the non-aided B.Ed. colleges with reference to marital status.

4. There is significant difference in job satisfaction of teacher educators working in the non-aided B.Ed. colleges with reference to professional development.

5. There is no significant difference in job satisfaction of teacher educators working in the non-aided B.Ed. colleges with reference to Management of the Institution.

CONCLUSION

From the above mentioned above findings the conclusion of the present study is the teacher educators working in the non-aided B.Ed. Colleges are dissatisfied, below average satisfaction, averagely satisfied and few are highly dissatisfied in their jobs. But not even single teacher educator found highly satisfied working in the non-aided B.Ed. Colleges.

It was found that factors like gender, marital status and management of institution does not play a significant role in deciding the level of satisfaction about their jobs working in non-aided B.Ed. Colleges.

But there is a significant difference is found in job satisfaction of teacher educators working in the non-aided B.Ed. Colleges with reference to Professional development like qualifying NET or SET examinations and obtaining the M.Phil. and Ph.D. degrees.

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