

International Multidisciplinary Research Journal

Golden Research Thoughts

Chief Editor
Dr.Tukaram Narayan Shinde

Publisher
Mrs.Laxmi Ashok Yakkaldevi

Associate Editor
Dr.Rajani Dalvi

Honorary
Mr.Ashok Yakkaldevi

Golden Research Thoughts Journal is a multidisciplinary research journal, published monthly in English, Hindi & Marathi Language. All research papers submitted to the journal will be double - blind peer reviewed referred by members of the editorial board. Readers will include investigator in universities, research institutes government and industry with research interest in the general subjects.

Regional Editor

Manichander Thammishetty
Ph.d Research Scholar, Faculty of Education IASE, Osmania University, Hyderabad

International Advisory Board

Kamani Perera Regional Center For Strategic Studies, Sri Lanka	Mohammad Hailat Dept. of Mathematical Sciences, University of South Carolina Aiken	Hasan Bakfir English Language and Literature Department, Kayseri
Janaki Sinnasamy Librarian, University of Malaya	Abdullah Sabbagh Engineering Studies, Sydney	Ghayoor Abbas Chotana Dept of Chemistry, Lahore University of Management Sciences[PK]
Romona Mihaila Spiru Haret University, Romania	Ecaterina Patrascu Spiru Haret University, Bucharest	Anna Maria Constantinovici AL. I. Cuza University, Romania
Delia Serbescu Spiru Haret University, Bucharest, Romania	Loredana Bosca Spiru Haret University, Romania	Ilie Pinteau, Spiru Haret University, Romania
Anurag Misra DBS College, Kanpur	Fabricio Moraes de Almeida Federal University of Rondonia, Brazil	Xiaohua Yang PhD, USA
Titus PopPhD, Partium Christian University, Oradea,Romania	George - Calin SERITAN Faculty of Philosophy and Socio-Political Sciences Al. I. Cuza University, IasiMore

Editorial Board

Pratap Vyamktrao Naikwade ASP College Devrukh,Ratnagiri,MS India Ex - VC. Solapur University, Solapur	Iresh Swami N.S. Dhaygude Ex. Prin. Dayanand College, Solapur	Rajendra Shendge Director, B.C.U.D. Solapur University, Solapur
R. R. Patil Head Geology Department Solapur University,Solapur	Narendra Kadu Jt. Director Higher Education, Pune	R. R. Yalikal Director Managment Institute, Solapur
Rama Bhosale Prin. and Jt. Director Higher Education, Panvel	K. M. Bhandarkar Praful Patel College of Education, Gondia	Umesh Rajderkar Head Humanities & Social Science YCMOU,Nashik
Salve R. N. Department of Sociology, Shivaji University,Kolhapur	Sonal Singh Vikram University, Ujjain	S. R. Pandya Head Education Dept. Mumbai University, Mumbai
Govind P. Shinde Bharati Vidyapeeth School of Distance Education Center, Navi Mumbai	G. P. Patankar S. D. M. Degree College, Honavar, Karnataka	Alka Darshan Shrivastava Shaskiya Snatkottar Mahavidyalaya, Dhar
Chakane Sanjay Dnyaneshwar Arts, Science & Commerce College, Indapur, Pune	Maj. S. Bakhtiar Choudhary Director,Hyderabad AP India.	Rahul Shriram Sudke Devi Ahilya Vishwavidyalaya, Indore
Awadhesh Kumar Shirotriya Secretary,Play India Play,Meerut(U.P.)	S.Parvathi Devi Ph.D.-University of Allahabad	S.KANNAN Annamalai University,TN
	Sonal Singh, Vikram University, Ujjain	Satish Kumar Kalhotra Maulana Azad National Urdu University

Golden Research Thoughts

International Recognition Multidisciplinary Research Journal

ISSN: 2231-5063

Impact Factor : 3.4052(UIF)

Volume - 5 | Issue - 9 | March - 2016



JOB-SATISFACTION OF TEACHERS PROMOTES ACADEMIC ACHIEVEMENT OF STUDENTS –A STUDY OF ENGINEERING COLLEGES IN HARYANA



Ms. Kiran Garg

**Ph.D. (Education) Scholar
Nims University, Jaipur.**

1.ABSTRACT:

Job satisfaction assumes a critical part towards individual state of mind and conviction framework. These two variables may eventually bring about a person to endeavor hard or the inverse may happen, because of this he/she is compelled to work beneath desire. In the event that one is not happy with his days' work so he is compelled to luxuriously spend his/her time while at days' work. As a result, if an individual is not happy with the allocated assignment, this will prop up to disappointment towards other fragment of their life. After due examination it has been uncovered that once a man is really happy with his dedication, he is benefitted by a specific reward. In such a case new fate is molded. Job Satisfaction inventory by Dr. Kumar and Dr.Mutha was used. Student's achievement score was calculated according to the results in the university examination. There is positive correlation

between teachers job satisfaction and students achievement.

KEYWORDS: Job Satisfaction, Engineering college Teachers, and Academic Achievement.

2.INTRODUCTION:

Education is life long process and patent force for social reconstruction. Gandhiji said, Education is the preparation for complete living, adjustment to environment, perfections of one's nature, character building and harmonious development of personality. The teacher holds the key position in the educational system. He is just like a main wheel on whose shoulders rest the success of Education program. The growth and development of child's personality depends considerably on the type of teachers under whose care the child is left for studies. He is showered by such like esteem as the builder and architect of nation.

3.OBJECTIVES:-

- 1.To study the level of job satisfaction among engineering college teachers of Haryana state.
- 2.To examine the extent of relationship between job satisfaction of teachers and academic achievement of engineering college students.

4.HYPOTHESIS OF THE STUDY:

There exists significant relationship between Job satisfaction teachers and academic achievement of students in engineering colleges of Haryana.

5. RESEARCH METHOD:

In the present study the investigator used descriptive survey method to collect and analyze data.

6.SAMPLE:

Sampling is the soul of research. E. Bright Wilson says, 'The universe is too vast and complex to be treated as a whole, so a manageable part of it must be chosen for observation". Sampling is the process by which a relatively small number of individuals or measures of individuals, or events are selected on the basis of statistical measures and analyzed in order to find out something about the entire population from which it was selected. It is often desirable in order to reduce expenditure, save time and energy, permit measurement of greater scope, or produce greater precision and accuracy. A sample of 200 teachers from engineering college and 200 students from engineering colleges of Haryana were selected through random sampling technique.

7. DISTRIBUTION OF SAMPLE:

S. No.	Name of the School	Number of Teachers	Number of Students
1	Jan Nayak Ch. Devi Lal Memorial College of Engineering, Barnala Road, Sirsa	20	20
2	Ch. Devi Lal Memorial Engineering College, Sirsa	20	20
3	Guru Jambheshwer University of Science and Technology, Deptt. of Comp. Science and Engineering, Hisar	20	20
4	Prannath Parnami Institute of Management and Technology, Hisar	20	20
5	Om Institute of Technology and Management, Hisar	20	20
6	The Technological Institute of Textile and Science, Bhiwani	20	20
7	Vaish College of Engineering College, Rohtak	20	20
8	Hindu College of Engineering, Sonapat	20	20
9	National Institute of Technology, Kurukshetra	20	20
10	YMCA University of Science and Technology, Faridabad	20	20
TOTAL		200	200

8. MEASURES:

In the present study, the instruments employed for the collection of data are:

- 1 Teacher job-satisfaction questionnaire (TJSQ1985) prepared by P. Kumar and D.N. Mutha
2. University Examination scores (Academic Year 2014 - 2015) is considered as achievement of Students.

9. DATA ANALYSIS:**TABLE 1 Job-satisfaction scores of teachers of Engineering Colleges**

Sr. no.	Category	Range of Scores
1	High	Above 27
2	Average	23-27
3	Low	Below 27

TABLE-2 Distribution of Job-satisfaction scores of teachers of Engineering Colleges

Category	No. of Teachers	Percentage of Teachers
High	124	62
Average	74	37
Low	2	1

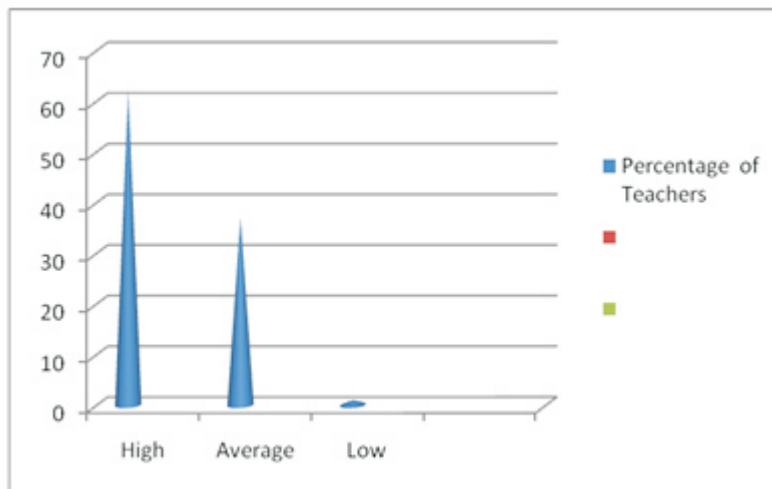


Figure 1 Job Satisfaction of Teachers

Data presented in Table-2 and Figure-1 revealed that majority of Engineering College teachers (62%) are having high job satisfaction followed by 37% of teachers with average job satisfaction.

TABLE -3
Correlation between the Job satisfaction of engineering college teachers and academic achievement of students.

Value	N	Mean	S.D.	r
Job-Satisfaction Score	200	27.50	1.283146	0.642039322
Students Achievement	200	71.96	9.52500166	

Keeping the above cited coefficient of correlation between job satisfaction of teachers and academic achievement of students of engineering colleges in view, it may be interpreted that there exists a moderate positive relationship between both variables. Hence, hypothesis, there exists significant relationship between the Job satisfaction of engineering college teachers and academic achievement of students is accepted.

10 MAIN FINDINGS:

- 1.A large majority(62%) of Engineering college teachers have high job-satisfaction towards their profession. Small numbers of Engineering college teachers have average job-satisfaction above the norms. Thus their job-satisfaction is stronger.
- 2.Job satisfaction of teachers and students academic achievement is positively correlated.

11. CONCLUSIONS AND RECOMMENDATIONS:

The quality and standard of instruction relies on upon the quality and standard of educators. Mahatma Gandhi appropriately called attention to that "no nation can gain any ground without great educators". Successful instruction can be accomplished through the endeavors of all around qualified,

capable and compelling educators. Contingent upon the requests of the period, the instructive points and targets change quickly. These requests impact the instructive framework. Each nation builds up its arrangement of instruction to meet the difficulties of evolving times. India being a creating nation, the educators have the immense obligation of making the understudies sufficiently capable to remain with their partners in the created nations and to make the nation financially autonomous. To hold the enlisted masses in the classroom, to make genuine instruction conceivable, to build the level of accomplishment, to tap the possibilities of the understudies and to enhance instructive guidelines astoundingly, the instructor ought to be conferred and give as well as be skillful and compelling. To mould the students into ideal democratic citizen with efficient and skill, the teachers' should be exemplary, competent and effective and devoted to the profession with expertise and intellect.

Administrators must try to show teachers that they care in many ways. Administrators always have to put aside their own issues and do what is best for students and staff in a caring and sensitive way. They must try not to say no to teachers and should always treat them as adults.

REFERENCES:

1. Aggrwal, Y.P. (1990). "Statistical methods: Concept application and computation". New Delhi: Sterling Publishers.
2. Anastasi, A. (1991). "Psychological Testing". New York: McMillan.
3. Best, J.W. (1993). Research in Education (7th ed), New Delhi: Prentice Hall of India.
4. Ebel, R.L. (1969). "Encyclopedia of Educational Research." London: McMillan.
5. Garrett H. E., Woodworth R.S., "Statistics in Psychology and Education", Paragon International Publishers, Delhi, 2007.
6. Good, C.V. (1959). Dictionary of Education. New York: McGraw Hill Book Company, INC.
7. Good, C.V. (1973): Dictionary of Education, (ed. 3 rd), New York: McGraw Hill
8. Jasmine Maria ,Sylvester (2010). Attitudes towards Teaching Profession and Job Satisfaction of Teacher Educators. Edutracks, 9 (8), 36-38.
9. Kumar, P. & Mutha, D.N. (1974). Teacher effectiveness Scale for secondary teachers: Its development and standardization, Indian Journal of Psychometry and Education, 1974.
10. Mallikharjuna Reddy, V. (2012). A Study of Teaching Aptitude, Social Adjustment and Job Satisfaction of Secondary School Science Teachers. Ph.D. Thesis, New Delhi : Discovery Publishing House.
11. Panda BB, (2002), "Job Satisfaction of college teachers in the context of type of management", The Educational Review, 45(4), 76-79.
12. Ramakrishnaih, D. (1989). Job Satisfaction of College Teachers. (Unpublished doctoral thesis). Sri Venkateswara University.
13. Gupta SP, 1980, 'A Study of Job Satisfaction at Three Levels of Teaching', Ph.D. Thesis, Meerut University

Publish Research Article

International Level Multidisciplinary Research Journal For All Subjects

Dear Sir/Mam,

We invite unpublished Research Paper, Summary of Research Project, Theses, Books and Book Review for publication, you will be pleased to know that our journals are

Associated and Indexed, India

- * International Scientific Journal Consortium
- * OPEN J-GATE

Associated and Indexed, USA

- EBSCO
- Index Copernicus
- Publication Index
- Academic Journal Database
- Contemporary Research Index
- Academic Paper Database
- Digital Journals Database
- Current Index to Scholarly Journals
- Elite Scientific Journal Archive
- Directory Of Academic Resources
- Scholar Journal Index
- Recent Science Index
- Scientific Resources Database
- Directory Of Research Journal Indexing

Golden Research Thoughts
258/34 Raviwar Peth Solapur-413005, Maharashtra
Contact-9595359435
E-Mail-ayisrj@yahoo.in/ayisrj2011@gmail.com
Website : www.aygrt.isrj.org