

The Influence of Gender & Maritrial Condition & Their Interaction on Job Satisfaction

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Introduction

It is very complex & complicated modern society the needs & requirements of the people are enlarging and ever changing. When the needs of people are not fulfilled, they become dissatisfied. A satisfied mind will be the base of any productive work. Teaching has been considered as an ideal profession. Therefore it is evident that do enhance the commitment to the profession and to provide mental health, Job satisfaction of employee is an institution, Job satisfaction of employee is of vital importance. An institution cannot achieve its goals and target unless its workforce who constitutes. The institutions is satisfied with their job. Job satisfaction plays role for the happiness and prosperity of the individual & the institution. The teachers play as central role in learning process Job satisfaction of teachers is essential for the effective teaching learning process. Thus we can say that effective teaching is the result of job satisfaction. The teacher who is dissatisfied with his work will be unable to motivate his pupil to attain learning. The role of teacher is important in any program of education. Teacher should qualify not only not academically & professionally but also it is earnest responsibility & commitment to strive constantly to raise student learning. It is essential to see that teacher should be satisfied with their occupation. so that they can produce the best citizen who becomes the backbone of the future society unless the teacher is sufficiently efficient greatly involved in his work and does it satisfactory. Effective teachers are needed in the classroom because even the best classroom and curriculum and most perfect syllabus remain ineffective in the absence of a good teacher. When our generation is so much dependent on teachers they should be satisfied with their job circumstances. Now it has been realized that the quality of education can be improve if the interpersonal relation of the principal, teachers and pupils are of mutual trust, friendliness, appreciation & understanding of each other view point & this will improve job satisfaction among teachers.

Job satisfaction:

An individual general attitude towards his/her job includes pay scale, designation etc. Job satisfaction describes how contended an individual is with his or her job. It has been defined as a pleasurable emotional state resulting from the fulfillment of one's wants and expectations from his/her job.

Research Method Used

The main thrust of the present research work was concerned with analysis and description of principals' effectiveness. This was a study of relationship of principals' effectiveness with independent variables like, job satisfaction, performance, organizational management, group process, work commitment, communication skill, and some demographic variables like age, gender and marital status on teachers effectiveness and teachers job satisfaction. The present

research study follows survey method which seeks to empirically study the correlation between variables selected for the study such study falls under descriptive survey method of research. Descriptive research also referred to as survey method was mainly concerned with "attitudes, opinions, preferences, demographics, practices and procedures of research. In the present study quantitative research methods are utilised to test the proposed hypotheses. The questionnaire technique was employed to collect the data from the principals as well as teachers of higher secondary schools. Therefore, in the present research study '**Descriptive Survey Method**' was used. This method was concerned with surveying, describing and investigating the existing issues or phenomenon, conditions and relationships that exist.

Sampling

The research are conducted at a higher secondary school located in Ujjain (M.P.) All these teachers are randomly selected, who had to be appeared through the questionnaire prepared by the research. The teachers are divided into the groups of males & females and married or unmarried condition & their performance was analysed through the descriptive method based on the questionnaire. The sample of present study comprised of 500 higher secondary school teachers, table shows that 73 males & 427 females & 348 married & 152 unmarried teachers.

Research Tools

For collecting data one may use various research devices. For each and every type of research we need certain tools to gather or to explore new fields, which act as means are called research tools. The success of any research endeavor was largely dependent upon the tools which are used for the data collection. The meaningfulness of results and the dependability of research findings depend not only on method and procedure, data analysis or results interpretation, but also on the appropriateness of the tools and measures employed in the study. In a research study, while selecting research tools many considerations have to be kept in mind such as availability of suitable tests, the amount of time to be devoted for the study, and the objectives of the study. Tools should be appropriate, reliable and valid as well as suitable for the research. The following tools were selected and used by the investigator in the study.

- Job Satisfaction Scale (DJSS) by Meera Dixit (1993)

Job Satisfaction Scale

Description of Tools

This tool was developed to assess the satisfaction with various aspects of the job in teaching. It was a likert type five point rating scales constructed after reviewing various accessible measures of job satisfaction. Job satisfaction scale

measures the job satisfaction of Primary and Secondary teachers. Different aspects included in this scale are intrinsic aspect; salary, service conditions and promotion; physical facilities; institutional plans and policies; satisfaction with authorities; social status and family welfare; rapport with students and relationship with co-workers. The scale was developed and items were framed in both English and Hindi languages for Hindi and English medium school teachers. Items and questions were prepared after analyzing the nature and conditions of primary and secondary teachers, on the basis of the information collected from the teachers themselves.

Administration of the tool

It was a self-administered scale and can be used individually. It was a self-administered scale and can be used

individually. The instructions related to its administration are given on the form attached with the scale. The questionnaire was not time bound in nature but one hour was enough to finish by the groups. The tool was administered after emphasizing that answers should be examined quickly with frankness and sincere corporation. It was emphasized that each and every item should be answered and that there was no right and wrong answer.

Statistical Techniques

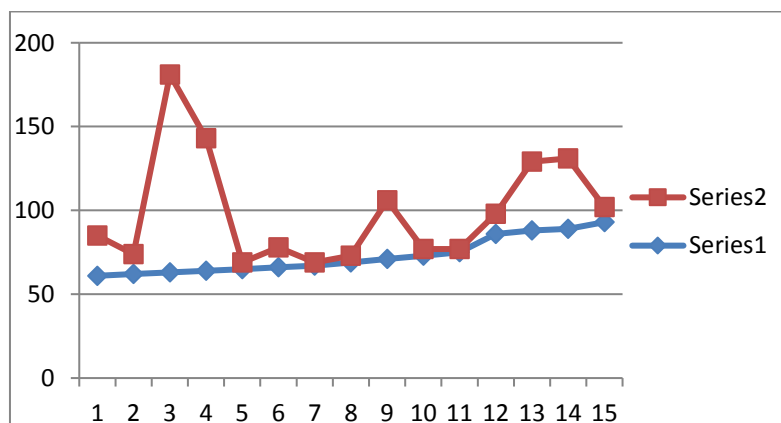
The next step in research after the administration of tools and techniques was the analysis and interpretation of the raw data and to manage that large amount of data the researcher had to use the statistical techniques logically and aptly. In the present study the investigator used descriptive as well as inferential statistics for the analysis of data.

Table No. 1: Job Satisfactions of teachers Score of with frequency of overall Higher Secondary School teachers at Higher Secondary School level

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	61	24	5.9	6.0	6.0
	62	12	3.0	3.0	9.0
	63	118	29.1	29.5	38.5
	64	79	19.5	19.8	58.3
	65	4	1.0	1.0	59.3
	66	12	3.0	3.0	62.3
	67	2	.5	.5	62.8
	69	4	1.0	1.0	63.8
	71	35	8.6	8.8	72.5
	73	4	1.0	1.0	73.5
	75	2	.5	.5	74.0
	86	12	3.0	3.0	77.0
	88	41	10.1	10.3	87.3
	89	42	10.3	10.5	97.8
	93	9	2.2	2.3	100.0
	Total	400	98.5	100.0	
Missing	System	6	1.5		
Total		406	100.0		

Table 1 shows about the Job Satisfactions of teachers score of the teachers. The maximum and minimum frequency of the Job Satisfactions of teachers score are 118 by 63 teacher whereas 41 and 58 score are by one candidate only.

The scattered score within the normal distribution is within 75 to 134 which are belongs the mean of achieved Job Satisfactions of teachers score.



Findings: According to analysis of data it was found that, the Job Satisfactions of teachers of the Job Satisfactions of Higher Secondary School Teachers are normally within the

distribution and no significant difference among their group extremely with respect to their differences.

Table No 2: Correlation job stratifications of Teacher and Principal Correlations

		J_ Satisfactions	1,2
J_ Satisfactions	Pearson Correlation	1	.001
	Sig. (1-tailed)		.488
	N	500	500
1,2	Pearson Correlation	.001	1
	Sig. (1-tailed)	.488	
	N	500	500

*J_ Satisfactions =Job Satisfactions, 1,2 = 1=Principal, 2=Teachers

Table 2 shows about the correlation of principal and teachers job satisfactions. It was found that, the correlation within +1 and -1 of both the group .488 which is not above normal positive co-relation among the both of the position. It

shows Principal and Teachers are in both in the same with job satisfactions with progressive ways.

Finding: The Principal and Teachers have positive and progressive Job Satisfactions towards their profession.

Table No 3: Job Satisfactions with profession

ANOVA(Analysis of Variance)					
J_ Satisfactions					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	.105	1	.105	.001	.976
Within Groups	57473.287	498	115.408		
Total	57473.392	499			

Table 3 shows about the teachers and principals job satisfactions differences. The collected data through standard tool and analyzed by using one way Analysis of Variance(ANOVA) with degree of freedom df=1/499. The calculated F value against the .001 which is not significantly differs against table value. It shows that there is no difference

among teachers and principals with respect to their job satisfactions. Therefore, it is found that, no job satisfactions difference of teachers and principals.

Finding: It is found that there is no job satisfactions difference of teachers and principals.

Table No 4: Correlation job stratifications with respect of Maritorial Status

Correlations

		J_ Satisfactions	1,2
J_ Satisfactions	Pearson Correlation	1	.004
	Sig. (1-tailed)		.466
	N	500	500
1,2	Pearson Correlation	.004	1
	Sig. (1-tailed)	.466	
	N	500	500

Table 4 shows about the correlation of Correlation job stratifications with respect of Maritorial Status of teachers and principals. It was found that, the correlation within +1 and -1 of both the group .466 which is not above normal positive co-relation among the both of the position. It shows Marriad and Unmarried teachers are in both in the same with job satisfactions with progressive ways.

Finding: The **Correlation job stratifications with respect of Maritorial Status**

Teachers have positive and progressive Job Satisfactions towards their profession

Table No 5: Job Satisfactions with Maritorial Status

ANOVA(Analysis of Variance)					
J_ Satisfactions					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	.844	1	.844	.007	.932
Within Groups	57472.548	498	115.407		
Total	57473.392	499			

Table No 6: Job Satisfactions with sex

ANOVA(Analysis of Variance)					
J_ Satisfactions					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	342.647	1	342.647	2.987	.085
Within Groups	57130.745	498	114.720		
Total	57473.392	499			

Table 5,6 shows about the correlation of Correlation job stratifications with respect to sex of teachers and principals. It was found that, the correlation within +1 and -1 of both the group .466 which is not above normal positive co-relation among the both of the position. It shows Married and Unmarried teachers are in both in the same with job satisfactions with progressive ways.

Finding: The **Correlation job stratifications with respect sex of Teachers** have positive and progressive Job Satisfactions towards their profession.

Overall Findings

It was found that, no positive correlation between Job-satisfaction & the relation with Principal and teaching staff.

Recommendations

Custody in view the limits of the prevailing observe and the constraints under which it was conducted, the findings do not warrant wide generalization. It is, therefore, felt that replication of this study on a large sample is requisite to arrive at still reliable and precise results to test the reality. Suggestions for further researches are given below.

- A study may be conducted on intelligence in relation to creative Job Satisfaction adjustment and non-violent attitude.
- A related study may also be conducted to identify how this matching affects the teachers' achievement level.
- Variables related to other cognitive, effective and psychomotor domain related may be taken for the study.
- Reactions of the teachers towards different levels can be taken for further studies.

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