

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

Welcome to GRT

RNI MAHMUL/2011/38595

ISSN No.2231-5063

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.

International Advisory Board

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

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 Shirottriya 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

Address:-Ashok Yakkaldevi 258/34, Raviwar Peth, Solapur - 413 005 Maharashtra, India
Cell : 9595 359 435, Ph No: 02172372010 Email: ayisrj@yahoo.in Website: www.aygrt.isrj.in

JOB SATISFACTION OF SECONDARY SCHOOL TEACHERS IN RELATION TO GENDER AND ACADEMIC QUALIFICATION IN WEST BENGAL



Biswajit Nath

INTRODUCTION

India has a long tradition of learning and education has always been valued. Accordingly, education has been assigned high priority in the national development strategy and conscious efforts have made towards the massive expansion of educational facilities in the country. In absolute terms, the educational system created in the country is vast when viewed in respect of the number of institutions, students and teachers and the variety of educational activity. However, effective utilization and success of educational set-up to produce quality output has been a subject matter of concern. Several commissions and committees who examined the

Abstract

Job satisfaction among school teachers has been considered as a vital factor for the improvement of the education system and thus has got an unshakeable place in educational researches. Satisfaction is a psychological phenomenon and its concept is highly intricate and subjective. Job satisfaction describes how content an individual with his or her job. It expresses the extent of match between the employees' expectations from the job and the rewards that the job provides. Teacher's job satisfaction is one of the key factors in school dynamics and is generally considered as a primary dependent variable in terms of which effectiveness of the school is evaluated. For successful implementation of RMSA and for providing quality secondary education in the country the role of secondary school teachers is important. The well-adjusted and satisfied secondary school teacher can contribute a lot to the wellbeing of his/ her pupils. This study shows that There is no significant difference in the job satisfaction of secondary school teacher in relation to gender and their academic qualification. There is no significant difference found that in job satisfaction of male secondary school teacher in relation to their professional qualification. But their significant difference is found that in Job satisfaction of female teacher in relation their professional qualification.

Keywords : Job satisfaction, Secondary school teacher, Academic qualification and Professional qualification

Short Profile

Biswajit Nath is work as Research Scholar of Visva Bharati, Santiniketan. He Has Completed B.Ed., B.Sc., M.Sc. and M.Ed. He Has Professional Experience 2 Years and Research Experience 1 Years.

functioning of educational set-up in the country have expressed concern about the quality, job satisfaction and work motivation of teachers towards an overall improvement of the education system. The Education Commission (1964-66) observed, "The destiny of India is being shaped in her classrooms" and that 'as is the teacher, so is the nation' to emphasize about the importance of the teachers. The commission further observed that all the different factors which influence the quality of education and its contribution towards national development, the quality, competence and character of teachers are undoubtedly the most significant. The

Research Scholar of Visva Bharati, Santiniketan.

National Policy of Education (1986) recognized the crucial role of teachers and stated that the status of teacher reflects the socio-cultural ethos of a society. It further expressed that no people can rise above the level of its teachers and the government and the community should endeavour to create conditions which will help motivate and inspire teachers on constructive and creative lines. Job satisfaction among school teachers has been considered as a vital factor for the improvement of the education system and thus has got an unshakeable place in educational researches. Satisfaction is a psychological phenomenon and its concept is highly intricate and subjective. Job satisfaction describes how content an individual is with his or her job. It expresses the extent of match between the employees' expectations from the job and the rewards that the job provides. Teacher's job satisfaction is one of the key factors in school dynamics and is generally considered as a primary dependent variable in terms of which effectiveness of the school is evaluated. For successful implementation of RMSA and for providing quality secondary education in the country the role of secondary school teachers is important. The well-adjusted and satisfied secondary school teacher can contribute a lot to the wellbeing of his/her pupils.

PURPOSE OF THE STUDY

The study sought to investigate the job satisfaction of secondary school teachers in relation to their gender and academic qualification.

OBJECTIVES OF STUDY:

- 1.To find out the job satisfaction of secondary school Teachers.
- 2.To compare the job satisfaction of secondary school teachers with respect of educational qualifications
- 3.To compare the job satisfaction of secondary school teachers with respect to professional qualification.

HYPOTHESIS OF STUDY:

- 1.There is no significant difference between the job satisfaction of male and female secondary school teachers.
- 2.There is no significant impact of academic qualification on the job satisfaction level of male and female secondary school teachers.
- 3.There is no significant impact of professional qualification on the job satisfaction level of male and female secondary school teachers.

RESEARCH DESIGN

Research design implies the process of reaching a reliable solution to a problem. In this connection, research design is the plan structure and strategy of investigation conceived so as to obtain answers to research questions and the variables undertaken in the study. The design is a blue print of research study. In its scheme of things a research design service as a guide to the researcher as to how to conduct himself and gives an immediate overview of the research to its reader. The present study followed with the descriptive survey type research. Because of the apparent case and directness of this method, a researcher can gather information in terms, of individual's opinion about some issue, by a simple questionnaire.

RESEARCH METHODOLOGY

Research methodology is a systematic procedure by which the researcher's start from initial identification of problem to its final conclusion. The role of the methodology is to carry on research work in a scientific and valid manner through proper planning. The method of the study is always determined by the nature of the problem undertaken for research and also provides tools and techniques. The methodology consist of prouder and techniques for conducting the study. It includes information regarding the design, the sample, collection and tabulation of data and statistical technique is used. Descriptive survey method will be

adopted to conduct the study. In the present study, job satisfaction has been taken as the dependent variables, whereas variables such as gender, and academic qualifications constituted the independent variables. Population of the study consisted of all the government secondary schools of West Bengal. From the district ten schools were randomly selected and all the teachers of these secondary schools were participant of the study. Sixty(60) male and sixty(60) female teachers were participant of the study. Care was taken to take equal number male and female teachers for the study. Job Satisfaction Scale by Dr. Pramod kumar and Prof. D.N.Mutha to assess the Job Satisfaction of teachers. Relevant data was collected by using the tools use for participant. The collection of data was spread over a period of 15 days. The researcher personally visited the selected schools. The researcher took the permission of the head of the schools for administering the scales and fixed dates. On the schedule date the researcher met the teachers and made clear to them the purpose of administration. The researcher sought their cooperation. The instructions were explained by the researcher and the doubts were clarified. They were assured that their response will be used for research purpose only and will be kept confidential. They were suggested to give free frank and honest

responses without any hesitation. The scales were administered to the teachers. The scales were collected only after they were responded by the subject. After the completion of the administration. The investigator conveyed her gratitude and thanks to the teacher and heads of the school for their kind cooperation.

RESULTS

The collected data on job satisfaction of secondary school teacher in relation to gender and academic qualification were analysed by busying suitable statistical techniques in accordance with the objective of the present study. The objectives of the present study were. The researcher analysed the data by using mean, standard deviation, t-test to describe job satisfaction of secondary school teacher in relation to gender and academic qualification.

JOB SATISFACTION OF SECONDARY SCHOOL TEACHERS IN RELATION TO GENDER

The first objective of this study was to compare male and female secondary school teachers with regard to their job satisfaction. The researcher calculated to find out significant difference between male and female secondary school teachers with regard to their job satisfaction. The following Table presents job satisfaction of teachers in relation to gender.

Table:- t-value for job satisfaction of secondary school teachers in relation to gender

Gender	N	Mean	SD	Df	t-test	Result
Male	60	18.7	4.52	118	0.0193	Not significant
Female	60	17.1	5.36			

The above table reveals that the t-test values 0.0193 which is less than table value (1.98) at 0.05 levels. So t-test value is not significant. Hence the null hypothesis is accepted. So it can be concluded that there is no significant difference in the job satisfaction between male and female

secondary school teachers.

JOB SATISFACTION OF SECONDARY SCHOOL TEACHERS IN RELATION TO ACADEMIC QUALIFICATION

The second objective of this study was to compare job satisfaction of secondary school

teachers with regards to academic and professional qualification.

Table:- t-value of secondary school teachers for job satisfaction in relation to academic qualification

Sex	Academic qualification	N	Mean	SD	df	t-test	Result
Male	Graduate	10	20.5	2.36	58	0.0853	NS
	Post graduate	50	18.34	4.78			
Female	Graduate	12	20.5	1.38	58	0.0145	NS
	Post graduate	37	16.72	5.76			

The above table (4.2) indicates that t value (0.0853) is smaller than that of CR value (2.00) at 0.05 levels. So the t value is not significant. Hence the null hypothesis “there is no significant impact of academic qualification on the job satisfaction level of male” is accepted.

The above table also indicates that t value

(0.0145) is smaller than that of CR value (2.00) at 0.05 levels. So, the value is not significant. Hence the null hypothesis “there is no significant impact of academic qualification on the job satisfaction level of females” is accepted. This result may be due to small sample size or sample error.

Table:- t-value for job satisfaction of Secondary School Teachers in Relation to professional Qualification

Sex	Professional qualification	N	Mean	SD	df	t-test	Result
Male	B.Ed.	40	19.75	4.18	58	0.0049	NS
	M.Ed.	20	16.6	4.55			
Female	B.Ed.	49	18.87	4.62	58	2.6874	S
	M.Ed.	11	11.27	4.14			

The above table (4.3) indicates that t value (0.0049) is smaller than that of CR value (2.00) at 0.05 levels. So the t value is not significant. Hence the null hypothesis “there is no significant impact of professional qualification on the job satisfaction level of male” is accepted.

The above table also indicates that t value (2.6874) is larger than that of CR value (2.00) at 0.05 levels. So, the value is significant. Hence the null hypothesis “there is no significant impact of professional qualification on the job satisfaction level of females” is rejected. This result may be due to small sample size or sample error.

From the above analysis it can be

concluded that there is no difference in job satisfaction in male and female secondary school teachers in relation to academic qualification. Also there is no difference in the job satisfaction of male teachers of secondary school in relation to professional qualification. But there is difference in job satisfaction of female teachers of secondary school in relation to professional qualification. This may be due to small sample size or sample error.

DISCUSSION OF THE RESULTS

On the basis of the analysis and interpretation of data given in previous chapter

the findings of the study that is there is no significant difference in the job satisfaction of secondary school teacher in relation to gender. The reason lying behind this satisfaction regarding job is may be due to their education, standard of living, size of the family, environmental factors, psychological factors and sociological factors.

Similarly, there is no significant difference is found that in the Job satisfaction of male and female secondary school teachers in relation to their academic qualification.

Similarly, there is no significant difference found that in job satisfaction of male secondary school teacher in relation to their professional qualification. But their significant difference is found that in Job satisfaction of female teacher in relation their professional qualification.

CONCLUSION OF THE STUDY

The following conclusions are drawn from the findings:

There is no significant difference in the job satisfaction of secondary school teacher in relation to gender. There is no significant difference is found that in the Job satisfaction of male and female secondary school teachers in relation to their academic qualification.

Similarly, there is no significant difference found that in job satisfaction of male secondary school teacher in relation to their professional qualification. But their significant difference is found that in Job satisfaction of female teacher in relation their professional qualification.

REFERENCES

- 1.Akhtar, S.N., Hashmi, M.A., & Naqvi, S.I.H. (2010). A comparative study of job satisfaction in public and private school teachers at secondary level, *Procedia-Social and Behavioral Sciences*, 2 (2), 4222-4228.
- 2.Bhayana, S. (2012). A study of occupational self efficacy, job satisfaction and attitude towards teaching profession among teachers

- working in teacher training institutions (Doctoral Thesis). M.D. University, Rohtak. [3]
- 3.Dombrovskis, V. , Guseva, S., & Murasovs, V. (2011). Motivation to work and the syndrome of professional burnout among teachers in Latvia, *Procedia-Social and Behavioral Sciences*, 29, 98-106.
- 4.Government of India, Ministry of Education. Education and National Development, Report of the Education Commission (1964-66). New Delhi.
- 5.Government of India, Ministry of Human Resource Development. National Policy on Education (1986). New Delhi.
- 6.NCERT (2005). NATIONAL CURRICULUM FRAMEWORK, 2005, NEW DELHI
- 7.NCERT(2006) Sixth Survey of Resaerch In Education, New Delhi
- 8.Kumar, S., & Patnaik, P. S. (2004). A study of organizational commitment, attitude towards work and job satisfaction of post-graduate teachers, *Journal of Educational Research and Extension*, 41(2), 1-15.
- 9.Srivastava, A. K., & Krishna, A. (1994). Work motivation and job involvement of male and female teachers: A comparative study, *Journal of Psychological Researches*, 38(1&2), 52-59.
- 10.Akhtar, M. S. (1994). Job satisfaction in primary teachers. *Bulletin of Education and Research*, 16(1/2), 87-99.
- 11.Mason, S. E. (1997). Acase study of gender differences in job satisfaction subsequent to implementation of an employment equity programme. *British Journal of Management*, 8, 163-173
- 12.Khatoon, T., & Hasan, Z. (2000). Job satisfaction of secondary school teachers in relation to their personal variables: sex, experience, professional training, salary and religion, *Indian Educational Review*, 36(1), 64-75.
- 13.Kumar, M. S., Udayasuriyan, G., & Vimala, B. (2008). Motivation among the employees of a public sector
- 14.concern, *Journal of Community Guidance*

and Research, 25 (3), 340-351.

15.Kumar, S., & Patnaik, P. S. (2004). A study of organizational commitment, attitude towards work and job satisfaction of post-graduate teachers, Journal of Educational Research and Extension, 41(2), 1-15.



Biswajit Nath
Research Scholar of Visva Bharati,
Santiniketan.

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.in