

A COMPARATIVE STUDY OF JOB SATISFACTION AND ATTITUDE TOWARDS EDUCATION AMONG MALE AND FEMALE TEACHERS OF DEGREE COLLEGES

DR. ROSHAN LAL*, SARABJIT SINGH SHERGILL**

* Professor & Head M.Phil. & Ph.D., MM Institute of Management, Maharishi Markandeshwar University, Mullana-Ambala (HR) India.

** Lecturer, Patiala Institute of Engineering and Technology for Women, Patiala. (PB).India

ABSTRACT

Teaching is regarded as the noblest profession. It is therefore important that those individuals who join the teaching profession should be dedicated and competent in their work. A teacher can perform to the maximum of his capacity; if he/she is satisfied with his/her job. Every profession has certain aspects responsible for job satisfaction along with attitude and teaching is not an exception unless and until a teacher derives satisfaction on job performance and develops a positive attitude towards education, he cannot initiate desirable outcomes to cater to the needs of the society. Only satisfied and well-adjusted teacher can think of the well-being of the pupils. In the light of this background, the aim of this study is to analyze the job satisfaction level among the male and female teachers of Degree Colleges. This paper is an endeavor towards to analyze the attitude of the male and female teachers of Degree Colleges towards education.

KEYWORDS: Attitude, Capacity, Profession, Satisfaction, Teachers and Education.

1.0 INTRODUCTION:

Education is a continuous process. It may be formal, informal or non-formal. In formal education teacher has a very important place in improvement of education. Teachers' role in society, in general and in education has been changing with time but the importance of this position is same. The teacher is the pre-requisite of the success of educational programmes. The main quality of teacher is the positive attitude towards education. He/She must have the ability to get satisfied from their respective jobs. So educational programme should inculcate the qualities in teacher, so that he/she may be in his best

position to impart education to students. The attitude of teachers towards education influences the nature and extent of their participation in the education and related educational programme. By developing teachers' with desirable attitude or by shaping their attitudes in desired, effective and productive learning on the part of pupils can achieved.

2.0 MAIN OBJECTIVES OF THE STUDY:

1. To analyze the job satisfaction level among the male and female teachers of Degree Colleges.
2. To analyze the attitude of the male and female teachers of Degree Colleges towards education.
- 3 To find out the impact of job satisfaction and attitude of Teachers on Education.

3.0 THE REVIEW OF LITERATURE:

Studies related Job Satisfaction:

Ahmed, Raheem and Jamal (2003) studied the job satisfaction of 236 teachers in senior secondary schools. Female teachers enjoyed greater satisfaction than their male counterparts did. Married teachers showed more job satisfaction than unmarried teachers did. Teachers who were teaching in government schools showed greater job satisfaction than teachers teaching in private schools. There was no significant change in the job satisfaction due to change in the level of independent variables like sex, martial status and types of schools.

Noll (2004) examined the job satisfaction and factors, which affect job satisfaction of teachers. It was found that school culture, teachers' relationship with administration, working conditions and motivation were the factors, which had a significant relationship with job satisfaction among school teachers.

Dhingra (2006) conducted a study on randomly selected sample of 100 teachers from different government and private schools of Patiala district to study the effect of organization climate on job satisfaction of secondary school teacher. It found that there is no significant difference in job satisfaction of government and private secondary school teachers. Further difference between job satisfactions in relation to their organizational climate of secondary school teachers found to be significant.

Studies related to attitude:

Rama (200) concluded a study of the attitude of teachers towards teachers' centers. It concluded that teachers' centers are useful to the teachers in solving academic problems. The teachers have a positive attitude on the functioning of teachers' centers. Female and experienced teachers have a positive attitude in teachers' centers.

Howery (2001) conducted a study to investigate impact of technology on teacher training attitude. The result of the study revealed an increase in teacher attitude and use of computers. The results suggest that through the technology. Literacy challenge (TLC) grant, teacher have become comfortable with the use of technology and their positive attitude towards technology has increased.

Singh (2006) studied the impact of terrorism on physical education. Teachers of Jammu and Kashmir state in relation to their job satisfaction, personality and attitude towards education. He found that Punjab state physical education teachers are extremely satisfied from their jobs but Jammu and Kashmir teachers are in very satisfied category. Teachers of both the groups have the solitary personality. Further, found that the teachers of both the states have unfavorable attitude towards education.

4.0 RESEARCH METHODOLOGY:

Hypothesis:

(1) H_0 : There is significant difference in job satisfaction of Male and Female teachers of Degree College.

(2) H_0 : There is significant difference in attitude towards education among male and female teachers of Degree Colleges.

Scope of the study:

The scope of the study restricted to the teachers of the degree colleges of Punjab and Haryana state. For the collection of the primary data, the study will be confined to selected cities of Punjab and Haryana only.

Research Design:

The study being undertaken is Descriptive in nature. The major purpose of descriptive research is description of the state of affairs, as it exists at present, while studying the research problem, scientific method is followed.

Sampling Unit: In this study, the sampling unit was teachers of the degree colleges.

Sampling Size: The sample size was so selected that it could be adequate enough to represent the whole population, and also give the true picture. The total sample size was restricted to 200.

Sampling Design: Keeping in Mind the nature of data required for the study, Quota sampling technique has been used. The respondent for the survey has been selected from the degree colleges of Punjab and Haryana; like Patiala, Ludhiana, Kurukshetra and Ambala.

Data Collection:

Questionnaire Method: The primary data was collected by administering structured questionnaire to the teachers of the degree colleges.

Nature of the Study:

The “Descriptive Research Study” has been used. The basic aim is to gain familiarity and to achieve new insights along with describing the existing facts.

Statistical Tools and Techniques:

In this study, a lot of statistical tool and techniques used according the requirement of the study, which is as following:

t-test for two independent samples:

$$t = \frac{\bar{X}_1 - \bar{X}_2}{S} \sqrt{\frac{n_1 n_2}{n_1 + n_2}}$$

Technical Terms Used:

Job Satisfaction: Job satisfaction is a favorableness with which workers view their job. It results when there is a fit between job requirement and the wants and expectations of employees. In other words, it

expresses the extent of match between worker’s expectations (also aspiration) the rewards, the job provides, the values it creates and get cherished.

Attitude towards Education: Attitude towards education of teachers is the sum total of teachers’ inclinations and feelings, prejudice or bias, pre-concerned notions, ideals, fears, threats and convictions about specific situations. This attitude has great bearing on the ultimate quality of the achievement.

Limitations of the study:

1. The present study based on the data collected from sample-selected cities of Punjab and Haryana only and the result may vary from other regions of India or the national average.

2. In this present study only those teachers were considered, who were presently working in the colleges.

3. Keeping in view the less existence of degree colleges in rural and semi-urban areas, the respondents selected from the degree colleges located at urban areas.

5.0 DATA ANALYSIS AND INTERPRETATION:

Job satisfaction level among the male and female teachers of Degree Colleges:

Table 5.1

	N	Mean	S.D.	t-value
Male	100	74.35	12.54	0.664
Female	100	74.55	12.97	
Total	200	74.95	12.77	

In table 5.1 the mean, standard deviation and t-value is presented. The mean score for Job satisfaction of male teachers teaching in degree colleges is 74.35 with S.D. of 12.54. Job satisfaction of female teachers has the mean and S.D. is 74.55 and 12.97.

Testing of Hypothesis:

(1) H_0 : There is significant difference in job satisfaction of Male and Female teachers of Degree College.

$$t = \frac{\bar{X}_1 - \bar{X}_2}{S} \sqrt{\frac{n_1 n_2}{n_1 + n_2}}$$

$$t = \frac{75.55 - 74.35}{12.77} \sqrt{\frac{100 \times 100}{100 + 100}}$$

$$t = \frac{1.2}{12.77} \sqrt{50}$$

$$t = \frac{1.2}{12.77} \times 7.071$$

$$t = 0.0939 \times 7.071$$

$$t = 0.664$$

$$V = n_1 + n_2 - 2 = 100 + 100 - 2 = 200 - 2 = 198$$

Therefore, it means level of significance is non-significant

To test the difference between the means of two groups of teachers i.e. male and female t-ratio is calculated with is 0.664. The t-value is non-significant. Therefore, it is inferred that there is no significant difference between the job satisfaction of male and female teachers of degree colleges.

Attitude of the male and female teachers of Degree Colleges towards education:

Table 5.2

	N	Mean	S.D.	t-value
Male	100	85.1	10.77	0.104
Female	100	85.25	10.55	
Total	200	85.35	10.18	

In table 5.1 the mean, standard deviation and t-value is presented. The mean score for attitude towards education of male teachers teaching in degrees colleges is 74.35 with S.D. of 12.54. Attitude towards education of female teachers has the mean and S.D. is 74.55 and 12.97.

Testing of Hypothesis:

(2) H₀: There is significant difference in attitude towards education among male and female teachers of Degree Colleges.

$$t = \frac{\bar{X}_1 - \bar{X}_2}{S} \sqrt{\frac{n_1 n_2}{n_1 + n_2}}$$

$$t = \frac{85.25 - 85.1}{10.18} \sqrt{\frac{100 \times 100}{100 + 100}}$$

$$t = \frac{0.15}{10.18} \times 7.071$$

$$t = 0.0147 \times 7.071$$

$$t = 0.104$$

$$V=n_1+n_2-2 = 100+100-2 = 200-2 = 198$$

Therefore, it means level of significance is non-significant

To test the difference between the means of two groups of teachers i.e. male and female t-ratio is calculated with is 0.104. The t-value is non-significant. Thus, teachers, male and female both have not significantly different attitude towards education.

6.0 CONCLUSION:

The study reveals that teachers are very satisfied with their jobs. The male groups of teachers has the mean value 74.35, thus it corresponds to the extremely satisfied category as per the manual. Similarly, the female teachers also fall in the extremely satisfied category with the mean value of 74.55. The computed t-value is 0.664, which is non-significant. Thus, it is inferred that male and female teachers are not different from each other on job satisfaction variable.

The further conclusion is that both the male and female teachers teaching in degree colleges have unfavorable attitude towards education. The male teachers have the mean value 85.1 and female teaches have the mean attitude score of female degree colleges' teachers is higher than that of male teachers. Therefore, it is evident that female degree colleges' teachers have more favorable attitude towards education as compared to their male counterparts. The difference between the mean is non-significant with t-value 0.104. It is inferred that both male and female teachers do not differ significantly regarding the attitude towards education.

REFERENCES:

1. Ahmad Nobil, Raheem Abdal and Jamal Sajid, "Job satisfaction among school teachers", The Educational review, Vol no.7.
2. Brunetti, Gerold J. (2001), "Why do they teach? A study of job satisfaction among long term high school teachers", Teacher education Quarterly, Vol 28 No.3, PP 49-74.
3. Dhingra, Ranjeet Kaur, "Effect of organizational climate on job satisfaction of secondary school teacher", M.Ed.Thesis, Punjabi University Patiala.
4. Erquhart, Joe Ann, "Job satisfaction of middle school principals in Virginia", Dissertation Abstract International, Vol 7, Jan.

5. Howery, B.B., "Teacher technology training: A study of the Impact of Educational Technology on teacher attitude and student achievement", Dissertation abstract International, Vol 62, no.3, September.
6. Kakker, S.B., "Attitude of the teacher training and their parents towards teaching", The educational Review, Vol 12.
7. Noll, Rachel, "Factors that influence teachers job satisfaction", work in progress (Conference Abstract).
8. Rama, K.v., "Attitude of teachers towards teacher centers", The educational Review, Vol 10, PP 176-77.
9. Shukla, Sharddha, "Attitude of courage teachers towards profession", The progress of Education, Vol lxx11, 3, PP 69-72.
10. Singh, Hartz, "Impact on terrorism on physical education teachers of Jammu and Kashmir state in relation to their Job satisfaction, Personality and attitude towards education", P.hd. Thesis, Punjabi University Patiala.
11. Tewari, A.k., "Attitude towards teaching profession of students", The educational Review, Vol 106 PP 152-153.
12. Zirang, "The correlation between a principles leadership style and teachers personality as perceived by the teacher and its effect on teacher job satisfaction", Dissertation Abstract International, 6(5), November.