

JOB SATISFACTION OF PRINCIPAL AND TEACHING STAFF OF HIGHER SECONDARY SCHOOL IN UJJAIN CITY

**Dr. Vandana Bhatagar
Mitali Bajaj**

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.

In spite of the importance of education present system of education has been subjected to serious criticism. It is presumed that the basis of all good teaching is the personal relationship between the teacher and the taught. Every year we hear may state of affairs will continue now can we expect good out of it. Why situation has gone to such an extent? Is a question before us? For this we can attribute so many factors but one of the important factors but one of the important factors which many times has been ignored is the administrative pattern of the school.

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.

NEED OF EDUCATION

Education is a process of enlightenment and empowerment for the attainment of a better and higher quality of life. A sound and effective system of education results in the actualization of learners' potentialities, the strengthening of their competencies and the enrichment of their talents, interests and values. Swami Vivekananda's idea about education

“Education is the manifestation of perfection already in men”.

It is true that our ultimate aim in Education is to bring out that perfection from the student and put it for the betterment of the society. Education helps to make thinking, understanding and attitude of citizens comprehensive, wide, scientific and objective. Education also creates integrated human beings which are capable of solving any problem related to individual or society. Education can alone reconstruct the world and the mankind. The destiny of mankind is shaped in the classrooms through education. Education determines the level of prosperity, welfare and security of the people. Education can alone give right direction to science and technology. Raising the standard of living of the entire mankind should be the agenda of education.

PRESENT CONSTRAINTS AND FUTURE DEMAND

In our country high percentage of school going children are experiencing perceptual, cultural and emotional blocks. The environment available in the home and school is not conducive to free inquiry and divergent production. Conformity is every often rewarded and promoted over creativity and questioning, ignoring the fact that human behaviour is circular and follows a non-linear pattern of learning. The teachers and teacher educators organize teaching and learning mostly in a linear and sequential fashion. This approach to education is antagonistic to the way the brain functions. Besides, there is much less scope for such activities and programmes which are compatible to the nature of right hemisphere of the brain, which is known as the seat of creativity and spatial learning.

On the other side, when quantitative expansion would require appropriate management of resources, the qualitative aspect would depend upon appropriateness of school curriculum, as well as school environment with regard to social expectation, relevance and academic growth of children as stated in the policy frame-work(1985). " This is necessary not only to raise the quality of life of the future citizens, but also to improve their potentialities for development. The democratic education should transcend the narrow academic approach and broaden out into a process of education for life in all its manifestations. In planning and organizing school programmes and practices due consideration should be given to the methods and techniques which involve and enable the pupils to develop his personality through participation and self-expression.

SIGNIFICANCE OF THE STUDY :

The new education that we are anxious to use into our schools require a new approach not on the part of the teachers but also on the part of the principal. 'Administration' in India has developed certain fixed habits of mind & stereotyped of action which has showed down the speed & efficiently of our work in all department of social life is specially so in the fields of education which does not lead itself to the approach. In new setup of things in free India, whine has to built up new tradition, it is particularly essential that we should humanise our administration as quickly as possible.

Every field in education has its own importance of teachers. Teachers happens to be a matter of national importance as they have to play a role in shaping the future. The quantitative expansion & the need for improving of education has raised problem of right type of teachers. Teaching profession is regarded as the most important & noblest profession. Teaching is a mission to which they are transparently and whole hearty dedicated. Teaching & job satisfaction are clearly very important factors of an educational organizations.

In developing countries like India teaching has a great role in its development. If the secondary education is spoiled the whole education will fall down. It is therefore

imperative that those individuals who join the teaching line should be dedicated & competent. Most of the democratic countries have emphasized close relationship between administration & teachers. A study of administrative organizations in school system of Newyork has revealed the superiority of flat rather than pyramidal organisation.

In flat organization the relationship are not authoritarian. The supridentents of the school system get the advice from staff officers who also serve as consultant of principals & teachers. It should be made to evolve organisation where the educational officers, principals & teachers have close relationship based on mutual consideration & understanding.

The success of any education system and its effectiveness depends largely on the job satisfaction of the teachers. But the teachers are not satisfied with their job because of low salary due to lack of recognition and they always think that their job is not suitable to their intellectual level. A study of principal and staff relationship is must because in an educational organisation it is the quality of personal relation that has direct relation to the achievement of the organisation. For the qualitative improvement of education there is a need for satisfied teachers with no tension & frustrations who can lead the society in a better way.

Definition of Key Words:

Relationship between Principal & Teaching staff:

The relationship of head and teaching staff strongly & directly affect teachers attitude whine defines schooling climate.

Higher Secondary School:

A higher secondary school provides secondary education between the ages of 11 to 16 or 11 to 18 after secondary school and before higher education. All sorts of

recognized M.P. Board schools run by Madhya Pradesh School Education Department comes under it, where 11th and 12th class students study.

Job satisfaction :

An individual general attitude towards his/her job includes pay scale, designation etc. Job satisfaction describes how contented 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.

OBJECTIVES OF THE STUDY:

1. To study the mutual relations between Principal and teaching staff of higher secondary school.
2. To study the influence of gender & marital condition and their interaction on relation with Principal and teaching staff.
3. To study the influence of gender & marital condition & their interaction on job satisfaction.
4. To study the correlation between Job-satisfaction & the relation with Principal and teaching staff.

HYPOTHESIS OF THE STUDY :

1. There is positive influence on mutual relations between Principal and Teaching staff of higher secondary schools.
2. There is positive influence of gender & marital condition & their interaction on relation with Principal & teaching staff.
3. There is positive influence of gender & marital condition & their interaction on job satisfaction.
4. There is positive correlation between job satisfaction & the relation with Principal and teaching staff.

RESEARCH METHOD

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, demographist, practices and procedures of research. In the present study quantitative research methods are utilized 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.). 500 teachers are selected to involve in this research. 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)
- Self Questionnaire developed for Institutional Head & teaching staff

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.

Scoring

Scoring was done on a five-point scale from one to five (1 to 5). For the response of 'strongly agree' scoring was 5 and for 'disagree' it was 2, for 'undecided' 3 marks are allotted and for 'agree' scoring was 4 and for 'strongly disagree' it was 1. This Job Satisfaction scale consisted of 52 items. The maximum Possible score on this scale was $52 \times 5 = 260$ and maximum score was $52 \times 1 = 52$. The scale have both positive & negative statement items as serial No. 4, 13, 20, 21, 27 are negative other are all positive. The subjects having scores above 154 should be considered to possess high level of job satisfaction and those obtaining the scores below 148 should be referred to as having low level of job satisfaction. The total score gives a quick measure of Satisfaction /dissatisfaction of a Teachers towards his job.

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.

FINDINGS

1. It was found that, good mutual relations between Principal and teaching staff of higher secondary school.
2. It was found that, no influence of gender & marital condition and their interaction on relation with Principal and teaching staff.
3. It was found that, no influence of gender & marital condition & their

interaction on job satisfaction.

4. It was found that, 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.

- Teachers are deliberate by drawing sample from different areas (urban and rural), different age level, different cultural and religious groups etc.
- The Higher Secondary School teachers could be undertaken at different stage (primary, secondary, college and university) levels.
- 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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