

A Study of Job Satisfaction in Relation to Personality of Senior Secondary School Teachers

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Abstract

Education is the solution of all types of problems. It is education which promotes good habits, values and awareness towards anything like terrorism, corruption and disease. Technology along with mass media here plays a good role in continuing the communication of education through known and unknown persons. Education is the strength to a person. It provides us with the knowledge in determining what is good and bad for them.

The importance of learning emphasizes to enable the individual to put his potentials to optimal use is self-evident. Without education, the training of human minds is incomplete. No individual is a human being in the working world until he has been educated in the proper sense. Now I'm not saying you're not a human being without education. The mind was made' to be trained and without education, a person is incomplete in that sense. Education makes man a right thinker and a correct decision-maker..

INTRODUCTION

Education is the solution of all types of problems. It is education which promotes good habits, values and awareness towards anything like terrorism, corruption and disease. Technology along with mass media here plays a good role in continuing the communication of education through known and unknown persons. Education is the strength to a person. It provides us with the knowledge in determining what is good and bad for them.

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It achieves this by bringing him knowledge from the external world, teaching him to reason, and acquainting him with past history, so that he may be a better judge of the present. Without education, man, as it were, is shut up in a windowless room. With education, he finds himself in a room with all its windows open to the outside world. In other words, people who are not educated have less opportunity to do what they want to do.

Education is very important among all of us, the fact which is commonly nothing to deny among any. It's the education which transforms a person to live a better life and more importantly in a socially well being. It educates us with all the needed attributes in leading our life in. a proper lifestyle. Education docs make a remarkable effect on one's personality. Getting educated and finally earning a professional degree prepares you to be- a part and contribute in good organizations, companies or institutions. Education is the one which provides us the thrust in getting ahead and doing something constructive in our near future.

A person who gets a good education will become a more dependable-worker, a better citizen, and a strong consumer. For example, people would rate higher an educated man rather than a non-educated person. When looking at the long-term impact of education, our economy needs these educated people to know how to keep the economy efficient and not get into a bind in the future. Someone said if they were Bill Gates (Since he is very educated), would they understand the economy better? Of course not, but that's not what I am trying to say. The more educated someone is, the more knowledge one obtains on different subjects. Each person has a different level of understanding for each subject there is to learn about. That is why there are experts in every field you could go into and each part is a piece of the puzzle that makes this world/economy grow. Since technology has come as far as it has in the past decades, there are important skills that must be learned...

"THUS EDUCATION IS THE BACKBONE OF EVERY INDIVIDUAL'S LIFE".

True education, it must be noted at the outset, is a powerful force in bringing about desired change. It is education and education alone that can bring about changes in knowledge, skills, attitudes, appreciations and understanding things around us.

The definitions of Education formulated by a group of experts for the dictionary of education stressed two important things in education. Firstly, education is a process, which should develop the required ability, attitude and other forms of behaviour for the full development of the personality.

Undoubtedly any philosopher can comment that the ultimate aim of any education is to make a man of good character and useful citizen of the universe. This of education we can achieve through the quality of education, quality of teachers and quality of teaching learning process. Other things remaining, the quality of education largely learning transaction cannot be undertaken in vacuum but it is positively directed action, for which teachers are to be endeavor With satisfaction towards a job and the need of possessing the quality change-prone. This is the 'Proneness among the Primary School Teachers.

The keystone in the educational edifice is doubtless, the teacher. On him depends much more than any other, the progress and prosperity of children. Nobody can effectively take his place or influence children in the manner and to the degree; it is possible, for him alone to do. It is strongly believed that to be a teacher is to be the member of a holy order.

Define Job Satisfaction

Very simple term when someone is satisfied with his job that is job satisfaction. It is like that when any job is fulfilled one's expectation that is job satisfaction. Porter, Lawler and Hackman (1975) define job satisfaction as a feeling about a job that "is determined by the difference between all those things a person feels he should receive from his job and all those things he actually does received." Basically, job satisfaction is about liking your job and finding fulfillment in what you do. It combines an individuals feelings and emotions about their and how their job affects their personal lives. But it is only psychological expression. Our concern is job satisfaction from administrative, socio-economic and organizational context.

Job satisfaction is directly linked with some organizational phenomena, like hierarchy, supervision. Workers preferred decentralized administration. Participation in decision making can bring job satisfaction. Smith, Kendall, and Hullin have suggested that there are five job dimensions that represents the most important characteristics of a job about which people have affective response.

Job satisfaction has been defined as a pleasurable emotional state resulting from the appraisal of one's job; an affective reaction to one's job; and an attitude towards one's job. Weiss (2002) has argued that job satisfaction is an attitude but points out that researchers should clearly distinguish the objects of cognitive evaluation which are affect (emotion), beliefs and behaviours. This definition suggests that we form attitudes towards our jobs by taking into account our feelings, our beliefs, and our behaviors.

One of the biggest preludes to the study of job satisfaction was the Hawthorne studies. These studies (1924-1933), primarily credited to Elton Mayo of the Harvard Business School, sought to find the effects of various conditions (most notably illumination) on workers' productivity. These studies ultimately showed that novel changes in work conditions temporarily increase productivity (called the Hawthorne Effect). It was later found that this increase resulted, not from the new conditions, but from the knowledge of being observed. This finding provided strong evidence that people work for purposes other than pay, which paved the way for researchers to investigate other factors in job satisfaction. Scientific management (Aka Taylorism) also had a significant impact on the study of job satisfaction. Frederick Winslow Taylor's 1911 book, Principles of Scientific Management, argued that there was a single best way to perform any given work task. This book contributed to a change in industrial production philosophies, causing a shift from skilled labor and piecework towards the more modern approach of assembly lines and hourly wages. The initial use of scientific management by industries greatly increased productivity because workers were forced to work at a faster pace. However, workers became exhausted and dissatisfied, thus leaving researchers with new questions to answer regarding job satisfaction. It should also be noted that the work of W.L. Bryan, Walter Dill Scott, and Hugo Munsterberg set the tone for Taylor's work.

JUSTIFICATION OF PROBLEM

Several studies have been carried out to investigate the job satisfaction of Senior Secondary Teachers. But rare studies have been concluded which studies job satisfaction in relation to personality of senior secondary Govt. & Private School Teacher. So this study will be differ.

STATEMENT OF PROBLEM

A studies job satisfaction in relation to personality of Senior Secondary School Teacher, Rohin Delhi.

DEFINING THE TERMS

JOB

A regular activity performed in exchange for payment, especially as one's trade, occupation, or profession.

JOB SATISFACTION

Job satisfaction has been defined as a pleasurable emotional state resulting from the appraisal of one's job; an affective reaction to one's job and an attitude towards one's job.

Govt. Senior Secondary School Teachers

It refers to both male & female teachers are teaching in Govt. Senior Secondary School

Private Senior Secondary School Teachers

It refers to both male & female teachers are teaching in Private Senior Secondary School

OBJECTIVES OF THE STUDY

- To study the job satisfaction among male and female teachers of Private senior secondary schools.
- To study the job satisfaction among' male and female teachers of Government senior secondary schools.
- To study the job satisfaction among male teachers of Private and Government senior secondary Schools.
- To study the job satisfaction among female teachers of Private and Government senior secondary Schools..

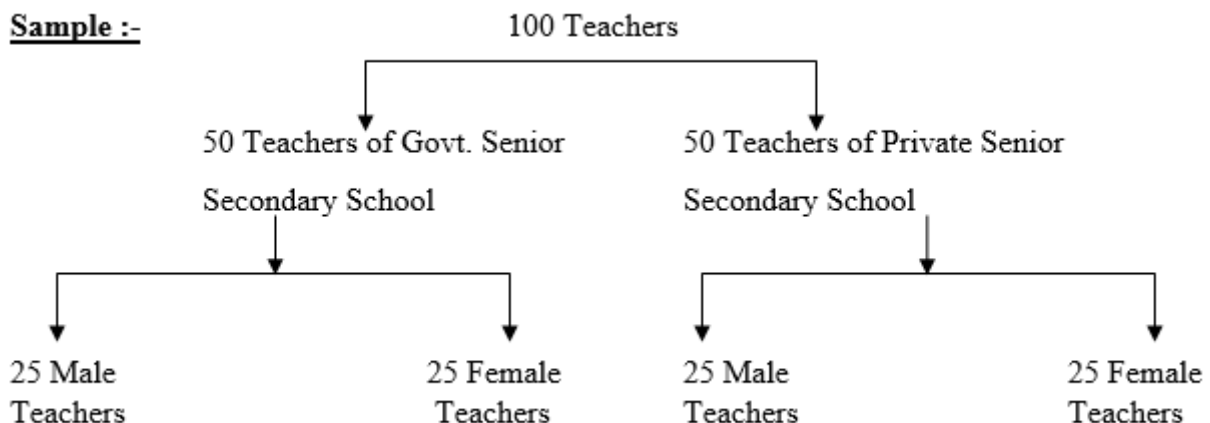
HYPOTHESIS OF THE STUDY

- There is no significant difference in job satisfaction among male and female teachers of Private senior secondary schools.
- There is no significant difference in job satisfaction among male and female .teachers of Government senior secondary schools.
- There is no significant difference in job satisfaction among male teachers of Private and Government senior secondary Schools.
- There' is no significant difference in job satisfaction among female teachers of Private and Government Senior Secondary Schools.

DESIGN OF THE STUDY

Methodology :- Description survey method will be used

Sampling Techniques :- Random techniques will be used.



Tool :- Questioner Techniques will be used

DELIMITATION OF THE STUDY

Taking in to consideration the time and resources available with the investigator the study is limited to the following aspects.

Area-The study is confined to private and government senior secondary Schools of Rohini Delhi.

Sample-In the present study 50 private and 50 government school teachers are taken; **Sex-**The study is confined to both males and female teachers of Private and Government senior secondary Schools.

Standard- Only urban area school teachers are taken into account.

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