



Correlative Study of Teaching Effectiveness & Job Satisfaction of Higher Secondary School Teachers

KEYWORDS

Emotional Intelligence, Job satisfaction & Higher Secondary School Teachers

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ABSTRACT *The Present study examines Teaching effectiveness and job satisfaction of Higher Secondary Teachers and correlation between Teaching effectiveness and job satisfaction. 495 Higher Secondary Teachers (91 female, 404 male, 334 of Art & 161 of Science faculty) were selected from different Higher Secondary schools of Dhule districts of North Maharashtra. The tools used for the present study were Teaching effectiveness scale developed by Pramodkumar & D. N.Mutha (department of Psychology, Vallabha nagar (1985) & Job satisfaction scale developed by Amarsing & T. R .Sharma. The result indicates that a) Only 44.04 % Teachers have their teaching effective b) 84.64% Teachers are found satisfied in their teaching job. c) Correlation between Teaching effectiveness & job satisfaction of Higher Secondary Teachers is +ve but it is in slight proportion.*

1.1 Background:-

Teaching is one of most influential profession in society. The importance of teacher in educational program of a country is too great. Teacher through teaching, not only shaping to student but also shapes to behavior of human being, Society and nation. The teacher is called as 'architect of Nation' 'The maker of man' and the maker of history. No educational program can be success without the proper teaching of teacher. for effective teaching , teacher should posses so many qualities like command over subject and language, effective communication skills, good general knowledge. Along with this qualities attitude towards teaching profession is also plays key role in satisfaction.

Graduates with good academic record having wish to carrier in other field but Because of salary & security enters in teaching profession. Some teacher not having interest in teaching but comes in this field by using unauthorized tricks for way of secure earning source. So how they will satisfy in their job. While some teacher services so many years on without pay. In new opened school every regular teacher has to work for 5 to 7 years on without or on very short payment. According to government new policy every teacher has to service for first four years as 'Shikshan Sevak' on some fix pay. After that period govt. starts full pay. In every academic year teachers have to do extra work for totally 2 or 3 month like polling officer in elections or census while some have to do private works of management member. All these things affects on job satisfaction. If teacher is not satisfied in our job this unsat- isfaction ultimately affects on teaching effectiveness.

Role of teacher teaching to adolescent student is very crucial. Only teaching & guidance related to syllabus is not expected from higher secondary school teacher; they have to understand their emotional, social and adult problem. Teacher who is satisfied in teaching job can handle these entire problems so researcher decided to do correlative study of teaching effectiveness & job satisfaction of higher secondary school teacher.

This research will be helpful for following purpose.

- 1) It will helpful to know Teaching effectiveness of higher secondary teachers.
- 2) It will helpful for finding out correlation between Teaching effectiveness and Job satisfaction of higher secondary teachers.
- 3) It will helpful for finding out correlation between Teaching effectiveness and Job satisfaction of Male & female Higher secondary teachers.
- 4) It will helpful for finding out correlation between Teach-

ing effectiveness and Job satisfaction of art & science faculty's higher secondary teachers.

Review of related Research:-

Wali (Ph.D. Edu. B.H. university ,1985) had found that economical earning source, experience, salary, educational qualification are significantly related with teaching effectiveness. Agrwal G.S.(Ph.. Edu. Rohelkhand university ,1986) had found that, attitude, experience, sex are significantly related with teaching ability. V. Manmohan & A. Minakshi Sundaram (Journal of Educational research & Extension Vol.-4, No.-4, Jan-Mar.2003) had found that, Educational atmosphere and Management are not significantly related to teachers teaching effectiveness Balwinder Kaur(1986 Ph.D.) had found that physical security, social status & satisfaction of all needs are cofactors of Job satisfaction.

From the finding of related review researcher noted that attitude, intelligence, sexuality, graduation level, creativity & interest in teaching job & salary are dimensions of Job satisfaction. Teaching effectiveness also related with these dimensions. So review of related research proved beneficial for finalizing statement of research problem.

Statement of Problem :-

To Study the correlation between Teaching effectiveness & Job satisfaction of higher secondary teachers.

Objectives :-

- 1) To Study teaching effectiveness of higher secondary teachers. .
- 2) To Study Job satisfaction of higher secondary teachers.
- 3) To Study Correlation between teaching effectiveness & Job satisfaction of higher secondary teachers.

Hypothesis:-

- 1) There is no significant relationship in teaching effectiveness of male & female higher secondary teachers
 - 2) There is no significant relationship in teaching effectiveness of art & science faculty's higher secondary teachers
 - 3) There is no significant relationship in Job satisfaction of male & female higher secondary teachers
 - 4) There is no significant relationship in Job satisfaction of art & science faculty's higher secondary teachers
- Operational Definitions:-

Higher secondary teacher:- Teacher who teaches to the Students of age 12 to 19 years are Higher secondary teacher.

Teaching effectiveness: - Score achieved by Higher secondary teacher after filling standardized test of teaching effectiveness of Dr. Pramodkumar & Dr. D. N. Mutha

Job satisfaction: - Score achieved by Higher secondary teacher after filling standardized test of Job satisfaction of Dr. Amarsing & Dr. T. R. Sharma.

Scope & Limitations:-

- 1) Present research is for both Male & female Teachers who teaches to higher secondary level.
- 2) Present research is for art & science faculty teacher who teaches to higher secondary level.
- 3) Results of Present research will be applicable only on higher secondary teachers.
- 4) Results of Present research will be applicable only on higher secondary teachers of Dhule district of North Maharashtra .

Methodology of the Study :-

Method :- Normative survey method was used for collecting the data and cor relational method was used for finding correlation between teaching effectiveness & Job satisfaction

Tools: - Teaching effectiveness was measured with the help of teaching effectiveness scale developed by Dr. Pramodkumar & Dr. D. N. Mutha its reliability reported to be 0.88. Job satisfaction was measured with the help of Job satisfaction scale developed by Dr. Amarsing & Dr. T.R. Sharma Its reliability reported to be 0.97

Sample :- Present study was conducted on a sample of 495 higher secondary teachers belonging to secondary schools of Dhule district of North Maharashtra. The sample was selected using stratified random sampling technique giving due representation to both sexes (404 male & 91 female),

Statistical Techniques used for analyzing the Data:-

The Major Statistical Techniques used in study are the following - Descriptive stastics like Mean, Standard Deviation, kurtosis, & Skewness is worked out for the whole sample.

Pearson product moments coefficient of correlation followed by test of Significance.

Analysis, Findings and Discussions:-

Table No. - 1 Stastical scores of Teaching effectiveness & Job satisfaction of higher secondary teacher :-

Group	N	Mean		S.d		Sk.		Ku	
		T.E.	J.S	T.E.	J.S	T.E.	J.S	T.E.	J.S
Whole	495	305.84	83.61	26.15	10.76	-0.247	-0.122	0.315	0.266
Male	404	305.43	85.00	26.11	10.77	-0.245	-0.115	0.318	0.290
Female	91	310.10	83.30	23.72	11.33	-0.489	-0.063	0.302	0.655
Art	334	295.5	84.63	20.40	10.77	-1.067	-0.1	0.341	0.288
Science	161	307.77	81.42	40.88	9.99	-0.356	-0.314	0.320	0.167

From table no.1 it is found that mean score of teaching effectiveness of whole group of higher secondary teacher is 305.84 & mean score of group of female teacher is 310.10 which is highest in comparison with other group & mean score of group of Art teacher of is 295.5 which is lowest with respective to other group. mean score of Job satisfaction of whole group of higher secondary teacher is 83.61 & mean score of group of male teacher is 85.00 which is highest & score of group science faculty teacher is 81.42 which is lowest with respective to other group.

The group of art faculty teacher is found homogenous with respective to teaching effectiveness as the standard deviation of this group is 20.41 while the group of science faculty teacher is found hetrogenious as the standard deviation of them is 40.88

Considering distribution of the score of teaching effectiveness regarding to kewness is found -ve. Which means that proportion of higher sec. teacher having high teaching effectiveness is more. in case of kurtosis it has been that kurtoisis distribution of whole group of higher sec. teacher with all other group is leptokurtic while in case of Job satisfaction distribution regarding to Skewness of higher sec. teacher of all group is found -ve. This means that higher sec. teacher having high Job satisfaction In case of kurtosis it has been found that kurtosis distribution of whole group of higher sec. teacher with all other group is platykurtic.

Table No. 2 Correlation between Teaching effectiveness & Job satisfaction

Group	N	Co.of correlation
Whole	495	0.341 *
Male	404	0.397 *
Female	91	0.263*
Art.	334	0.417 *
science	161	0.334 *

***= Significant at 0.05 level**

From table no.2 it is found that the coefficient of correlation between teaching effectiveness & job satisfaction of higher sec. teacher is +ve. value is between 0.263 to 0.417 & significant at 0.05 level . its means that correlation is in slight proportion.

Testing of Hypothesis :-

Hypothesis no. 1 to 2 :- There is no significant difference in teaching effectiveness of

- i) Male & female higher secondary teacher
- ii) Art & science faculty's higher secondary teacher

Table No. 3

Group	N	Mean	S.D.	'T' Value
Female	91	310.10	23.72	1.731*
Male	404	305.24	26.11	
Art	334	309.1	20.44	0.39*
Science	161	307.77	40.88	

***= significant at 0.05 level**

When the mean score of the independent variable teaching effectiveness of the subsample on sex & faculty was compared, significant difference was found in teaching effectiveness of Male & female higher sec. teacher while no significant difference was found in teaching effectiveness of art & science faculty higher sec. teacher

Hypothesis no. 3 & 4:- There is no significant difference in Job satisfaction of

- i) Male & female higher sec. teacher
- ii) Art & science faculty's higher sec. teacher

Table No. 4

Group	N	Mean	S.D.	'T' Value
Female	91	84.07	11.18	0.48*
Male	404	83.4	11.13	
Art	334	85.15	10.71	3.59*
Science	161	81.52	10.44	

*= significant at 0.05 level

When the mean score of the independent variable Job satisfaction of the subsample on sex & faculty was compared, No significant difference was found in Job satisfaction of Male & female higher secondary teacher while significant difference was found in Job satisfaction of art & science faculty's higher secondary teacher

General Conclusions:-

- 1) Teaching effectiveness of higher secondary teachers of Dhulia district is 44.04 %

- 2) 84.64% higher secondary teachers of Dhulia district are satisfied in their Job.
- 3) Correlation between Teaching effectiveness & job satisfaction of higher secondary teachers of Dhulia district is +ve. But it is in slight proportion.
- 4) Significant difference found in teaching effectiveness in male & female teachers of higher sec. schools of Dhulia district.
- 5) No significant difference found in teaching effectiveness in art & science faculty's teachers of higher secondary schools of Dhulia district.
- 6) No Significant difference in Job satisfaction in male & female teachers of higher secondary schools of Dhulia district.
- 7) Significant difference in Job satisfaction in art & science faculty's teachers of higher secondary schools of Dhulia district

Suggestions for further research:-

- 1) Similar study can also be taken for teachers of other district.
- 2) Similar study can also be taken for Secondary & primary teacher's.
- 3) Similar study can also be taken for groups like rural-urban, experienced-non experienced, married-unmarried teachers.

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