



## "A comparative study of job Satisfaction and Depression among Adhoc and Permanent college teachers."

### KEYWORDS

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### INTRODUCTION:

People do not think of a teacher as a professional worker like other professions i.e. medicine, law and engineering etc. Even though teaching is also a professional in a technical sense. Probably, it has yet to attain that status of professionalism as other vocations. In our country, teaching is regarded something more than a mere job. It is considered a mission more than a profession. A teacher occupies a very important place in a school. He is the heart and soul of any educational institution. Without proper and well qualified teachers even the best buildings, richest curricula, up-to-date library and the most expensive equipment will be of no use, while the efficient teachers with even proper equipment will be a great help to make education worth imparting. He has the responsibility of shaping the character of his students not merely by his teaching, but by his own personality and his personal exemplary way of living.

### JOB SATISFACTION

Job satisfaction is the combination of two words job and satisfaction. Job is an occupational activity performed by an individual in return for a reward. Satisfaction refers to the way one feels about events, people and things. Satisfaction is a broad concept and varies with the type of relationships established, age as well as gender. It measures the extent to which an individual is satisfied with his life in relation to the environment in which he lives.

**Bullock (1952)** "Job satisfaction may be defined as an attitude which results from a balancing and summation of many specific likes and dislikes experienced by an employer in the performance of his job.

### DEPRESSION

The word 'depression' is used in many contexts. It can be normal mood experience or an isolated symptom or a disease process. For a doctor, depression means an illness that has a particular presentation, course and needs a specific treatment. In common parlance, we call it the "dark mood", Etymologically it means to be in 'low spirits'. According to the Oxford dictionary, depression is feeling of sadness, low self-esteem, and inability to perform.

**Cohen and Balient (1954)** suggests the patient's sense of frustration and suffering leads to feeling of anger, bitterness and wish to lash out and destroy the unknown factors responsible for this suffering.

### STATEMENT OF THE PROBLEM

"A comparative study of job Satisfaction and Depression among Adhoc and Permanent college teachers."

### NEED OF THE STUDY

Job satisfaction is the extent to which a job provides general satisfaction to the worker, meets personal and professional need and goals. Job satisfaction is the state and level of satisfaction which is a result of various interests and attitude of a person towards his job. It is defined as the extent to which people like (satisfaction) or dislike (dissatisfaction) their job. Job satisfaction is a general affective reaction that individuals exhibit in their job. Teacher is the heart and soul of educational process. Therefore teacher is an important factor in making the profession more functional. But teachers now-a-days are not satisfied with their jobs and are facing more psychological disorders. That is why there is a great need to study job satisfaction and depression among male and female senior secondary school teachers working on ad-hoc and permanent basis. The present study is taken up with this aim.

### DELIMITATIONS OF THE STUDY

Study is delimited in the following areas: -

1. It is delimited to the Adhoc and Permanent college teachers of Ferozepur district only.
2. The study is restricted to college teachers only.

### OBJECTIVES OF THE STUDY

1. To study job satisfaction of Adhoc and permanent college teachers.
2. To study the job satisfaction of male and female Adhoc college teachers.
3. To study job satisfaction of male and female Permanent college teachers.
4. To study the depression of Adhoc and Permanent college teachers.
5. To study the depression of male and female Adhoc college teachers.
6. To study the depression of male and female Permanent college teachers.

### HYPOTHESES

1. There is a significant difference in job satisfaction of Adhoc and Permanent college teachers.
2. There is a significant difference in job satisfaction of male and female Adhoc college teachers.
3. There is a significant difference in job satisfaction of male and female Permanent college teachers.
4. There is a significant difference in depression of Adhoc and Permanent college teachers.
5. There is a significant difference in depression of male and female Adhoc college teachers.
6. There is a significant difference in depression of male and female Permanent college teachers.

### REVIEW OF RELATED LITERATURE

#### REVIEW OF RELATED LITERATURE OF JOB SATISFACTION

A review of related literature and studies is a part of research plan. Which is very necessary for making the research effective and valuable for formulating the scope of new problem of research.

A brief account of related literature and studies concerned with the present research problem are as such :-

**Hoppock (1935)** through the findings of his study reported six major factors in job satisfaction. These were the way the individual reacted to unpleasant situations, the facility with which he adjusted himself to other persons, his relative status in social and economic group with which he identified himself, the nature of work in relation to abilities, interests and preparations of the worker, security and loyalty.

**Anand (1972)** observed that the influence of sex on job satisfaction was significant.

**Bernard and Kulandival (1976)** investigated the relationship between sex and job satisfaction and found that female teachers were more satisfied than male teachers.

**Amarnath (1980)** reported no significant relationship between job satisfaction of teachers and the types of schools.

#### REVIEW OF THE RELATED LITERATURE OF DEPRESSION

**Lin (1953)** reported that depression among the Japanese and the Chinese is usually not accompanied by as many ideas of guilt and sin as in western societies.

**Yap (1958)** reported that affective disorders among Hong Kong Chinese are indistinguishable from those in the west.

#### PROCEDURE AND TECHNIQUE OF THE STUDY

The present chapter deals with the design of the study under investigation. It describes the structure of sample used in the study along with the tools and techniques used for collection of data and analysis of data. The statistical treatment has been given for attaching meaning to raw scores.

#### SAMPLE OF THE STUDY

The sample of the study consisted of 200 teachers selected randomly from colleges of Ferozpur district only.

Sample was divided in two groups of 100 Adhoc and 100 Permanent senior secondary colleges teachers. Further sample was distributed as shown below :-

#### TOOLS USED

1. Job satisfaction scale for teachers by Dr. Amar Singh & Dr. T.R. Sharma (1986).
2. Depression scale developed by Samuel E. Krug and James E. Laughlin (1984).

#### STATISTICAL TECHNIQUES

The following statistical techniques were used to analyse the data  
t-ratio were calculated to find out the significant difference in between.

#### ANALYSIS OF DATA

The present chapter has been devoted to the analysis of the data. The collected data has been logically arranged and subjected to various statistical techniques as explained in

chapter 4. for the purpose of analysis, interpretation and testing the hypothesis.

#### CONCLUSIONS

In the present study researcher wanted to the study the Job Satisfaction and Depression of college teachers. Hypothesis wise finding revealed as under:-

1 There is no significant difference in job satisfaction of Adhoc and Permanent senior secondary school teachers. Thus hypothesis No.1 that there will be a significant difference in job satisfaction of Adhoc and Permanent college teachers is rejected.

2 There is no significant difference in job satisfaction of male and female Adhoc senior secondary school teachers. Thus hypothesis No 2. That there will be a significant difference in job satisfaction of male and female Permanent college teachers is rejected.

3 There is no significant difference in job satisfaction of male and female Permanent senior secondary school teachers. Thus hypothesis No 3. That there will be a significant difference in job satisfaction of male and female Permanent college teachers is rejected.

4 There is no significant difference in depression of Adhoc and Permanent senior secondary school teachers. Thus Hypothesis No 4. That there will be a significant difference in depression of Adhoc and Permanent college teachers is rejected.

5 There is a significant difference in depression of male and female Adhoc senior secondary school teachers. Thus Hypothesis No 5. That there will be a significant difference in depression of male and female Adhoc college teachers is accepted.

6 There is a significant difference in depression of male and female Permanent senior secondary school teachers. Thus Hypothesis No 6. That there will be a significant difference in depression of male and female Permanent college teachers is accepted.

#### SUGGESTION FOR FURTHER STUDY

The project was to be completed in a short span of time within tight schedule of the institute. Therefore, many things could have been done in a more elaborate manner by an experienced work in the field. For this one has to get ample time and resource at one's command. The investigator is fully conscious of the possibility of improvement and extension of the present work. The work is a pioneer work in this new emerging field and thread may be taken up by a worker.

1. A wider sample can be taken for further research.
2. This study can be conducted by taking sample from university teachers also.
3. The study can be conducted on other variables as organizational climate, length of experience and personal experience.
4. A comparative study of job satisfaction and depression of senior secondary school and university teachers can bring very interesting results.
5. A study of stress, anxiety and other mental disorders as related to job satisfaction can be undertaken.
6. A study of Depression of J.B.T. or B.Ed. teachers can make difference.

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