

Correlative Study Of Emotional Intelligence & Job Satisfaction Of Primary Teachers



Education

KEYWORDS : Emotional Intelligence and Jobsatisfaction

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ABSTRACT

The Present study examines emotional intelligence and job satisfaction of primary teachers and correlation between emotional intelligence and job satisfaction. 192 primary teachers (143 female, 49 male, 112 of reservation & 82 of open category) were selected from different primary schools of Dhule city of North Maharashtra. The tools used for the present study were emotional intelligence scale developed by Dalipsing & job satisfaction scale developed by Amarsing & T. R. Sharma. The result indicates that a) Emotional intelligence of primary teacher is of high level. b) Primary teacher are satisfied in their job. c) Correlation between Emotional intelligence & job satisfaction of primary teacher is +ve but it is in slight proportion. There is significant correlation between emotional intelligence & job satisfaction of primary teacher. students achieved better than traditional method of teaching.

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 behaviour 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 genral 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. It is right that person doing scared work of giving knowledge should be intellectually clever. But sometimes or somewhere it occurs intellectually clever teacher can't become popular in student or he teaches beyonds student understanding power.while some teacher services so many years on without pay. In new opened school every regular have to work for 5 to 7 years on without or on very short payment. According to government new policy every teacher have to service for first four year 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. So how teachers will be self motivated to teaching.

After Danial Golman's new concept of Emotional intelligence. Thinkers & Experts in Education field started thinking on emotional involvement of teacher in his job. Teachers having the qualities like self awareness, self motivation, Empathy, emotional stability and activity of managing relation can invoke inspiration to students and the teaching of them will be ideal for students and such teachers will be surely satisfied in their service.

Need & Significance of the Study :-

Formal Education of child starts from primary school. By considering age of children learning in Primary school; teacher who teaches to them should be clever not only by intellectually but also by emotionally. Involvement of primary teacher in his job is very important for begining of student all round development .We are in a time when our prospects for the future are increasingly dependet on managing ourselves and handling our relationship more artfully. Even the persons with high intelligence cannot always be successful. Grades at school or high IQ cannot predict unerringly who will be successful and who will not be in real life. So it is necessary to find out relationship between Job satisfaction of primary teacher with respective to their Emotional intelligence.

This research will be helpful for following purpose.

- 1) It will helpful to know Emotional Intelligence of Primary teachers.
- 2) It will helpful for finding out correlation between Emotional intelligence and Job satisfaction of primary teachers.
- 3) It will helpful for finding out correlation between Emotional intelligence and Job satisfaction of male primary teachers.
- 4) It will helpful for finding out correlation between Emotional intelligence and Job satisfaction of female primary teachers.

Review of related Research :- Pandit B.B.(2004)had founded in their short research that Emotional Intelligence of male & female Teachers is of low level due to which lack of Job satisfaction finds in them. lack of ten emotional prominant abilities / skills found in male & female teacher which impacts on Emotional Intelligence of them. Devendra Nath Dash & Narayan Prasad Behera (Nov.2004, journal of Indian Education) had founded that there is significant relationship between emotional Intelligence & Teacher effectiveness but there is no significant relationship between emotional Intelligence & dimenssions of Teacher effectiveness like disciplinirian; Motivation, Professional Knowledge, Co-curricular activities & other. Pandit B.B. & Pathan Yunus (Dec. 2004 Edu. Track) had founded in their short research that Emotional Intelligence of secondary Teachers of Dhule districts is below than average. there is no Meaningful relationship between emotional Intelligence of male & female teacher and also no relation of age with emotional intelligence. Balwinder Kaur(1986 Ph.D.) had founded 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 are dimensions of Job satisfaction. Emotional intelligence also related with these dimensions. So review of related research proved beneficial for finialising statement of research problem.

Statement of Problem :-

To Study the cor-relation between Emotional Intelligence & Job satisfaction of Primary Teachers of Dhule city .

Objectives :-

- 1) To Study distribution of Emotional Intelligence of Primary Teachers.
- 2) To Study distribution of Job satisfaction of Primary Teachers.
- 3) To Study cor-relation between Emotional Intelligence & Job satisfaction of Primary Teachers.

Hypothesis :-

- 1) There is no significant relationship between Emotional Intelligence & Job satisfaction of primary teachers of dhule city .
- 2) There is no significant relationship between Emotional Intelligence & Job satisfaction of male primary teachers of dhule city .

- 3) There is no significant relationship between Emotional Intelligence & Job satisfaction of female primary teachers of dhule city.
- 4) There is no significant relationship between Emotional Intelligence & Job satisfaction of open Categories primary teachers of dhule city.
- 5) There is no significant relationship between Emotional Intelligence & Job satisfaction of Reserve Categories primary teachers of dhule city.

Operational Definations :-

Primary teacher :- Teacher who teaches to the Students of age 5 to 10 year learning in the 1st to 4th std. are Primary teacher.

Emotional Intelligence :- Score achieved by Primary teachers after filling test of Emotional Intelligence of Dr. Dalipsing & Chaddha

Job satisfaction:-

Score achieved by Primary teachers after filling standarized 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 primary level.
- 2) Present research is for all Categories Primary teachers who teaches to primary level.
- 3) Results of Present research will be applicable only on Primary teachers.
- 4) Results of Present research will be applicable only on Marathi Medium Primary teachers.
- 5) Results of Present research will be applicable only on Marathi Medium Primary teachers of Dhule city 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 Emotional Intelligence & Job satisfaction

Tools:-

Emotional Intelligence was measured with the help of emotional intelligence scale developed by Dr. Dalipsingh & Chaddha. 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 192 primary teachers belonging to primary schools of Dhule city of North Maharashtra. The sample was selected using stratified random sampling technique giving due representation to both sexes (49 male & 143 female), the type of categories (open & reserve)

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 :-

Stastical scores of Emotional intelligence & Job satisfaction of Primary teacher :-

Table No.-1

Group	N	Mean		S.d		Sk.		Ku	
		E.I	J.S	E.I	J.S	E.I	J.S	E.I	J.S
Whole	192	369.30	83.94	22.38	9.90	-0.44	0.04	-0.12	-0.11

Male	49	367.45	84.02	24.26	3.55	-0.73	-0.19	0.06	0.13
Female	143	369.93.	83.92	21.75	9.72	-0.29	0.14	-0.28	-0.18
Open	80	374.88	85.38	20.31	9.83	-0.46	-0.46	0.16	0.16
Res.Cat	112	365.31	82.92	23.01	9.87	-0.36	0.09	-0.29	-0.15

From table no.1 it is found that mean score of emotional intelligence of whole group of primary teacher is 369.30 & mean score of group of open category teacher is 374.88 which is highest in comparison with other group & mean score of group of primary teacher of reserve categories is 365.31 which is lowest with respect to other group. mean score of Job satisfaction of whole group of primary teacher is 83.94 & mean score of group of primary teacher of open categories is 85.38 which is highest & score of group reserve categories teacher is 82.92 which is lowest with respect to other group. The group of open category teacher is found homogenous with respect to emotional intelligence as the standard deviation of this group is 20.31 while the group of male primary teacher is found heterogenous as the standard deviation of them is 23.99 .

Considering distribution of the score of emotional intelligence regarding to kewnness is found -ve. Which means that proportion of primary teacher having high emotional intelligence is more. in case of kurtosis it has been that kurtois distribution of whole group of primary teacher with all other group is leptokurtic while in case of Job satisfaction distribution regarding to Skewness of primary teacher of whole group, female & reservation Categories group is found +ve. & of male & open category group is found -ve. This means that primary teacher of group of male & open Category group having high Job satisfaction as compare to the group of whole group, female & Reservation Category. primary teacher. In case of kurtosis it has been found that kurtosis distribution of whole group of primary teacher with all other group is platykurtic.

Table No. 2

Group	N	Co.of correlation
Whole	192	0.372 *
Male	49	0.473 *
Female	143	0.332*
Open Cate.	80	0.265 *
Res.Cate.	112	0.415 *

*= Significant at 0.05 level

From table no.2 it is found that the coefficient of correlation between emotional intelligence & job satisfaction of primary teacher & subsample based on sex and categories is +ve. value is between 0.265 to 0.415 & significant at 0.05 level . its means that correlation is in slight proportion.

Testing of Hypothesis :-

Hypothesis no.1 to 5 :-

There is no significant correlation between emotional intelligence & job satisfaction of

- i) Primary teacher of Dhule city.
- ii) Male primary teacher of Dhule city.
- iii) Female primary teacher of Dhule city.
- iv) Primary teachers of open categories of Dhule city
- v) Primary teachers of reservation categories of Dhule city

Table No. 3

Group	N	df	Cq(r)	Model (r)	Level of Significance
Whole	192	190	0.372	0.138	0.05
Male	49	47	0.473	0.279	
Female	143	141	0.332	0.159	
Open	80	78	0.265	0.217	
Res.Cate	112	110	0.415	0.74	

*= significant at 0.05 level

Cq (r)= Coefficient of correlation

From table no. 3 it has been found that correlation quotient (r) between emotional intelligence & job satisfaction of whole, male ,female, open & reservation category group of primary teacher w.r.t. critical value is grater & significant at 0.05 level of Significance.so all null hypothesis are rejected and research hypothesis are accepted. this means that there is significant correlation between emotional intelligence & job satisfaction not only with whole group of primary teacher but also with group of male, female ,open & reservation category.

General Conclusions :-

- 1) Emotional intelligence of primary teacher is of high level.
- 2) Primary teacher are satisfied in their job.
- 3) Correlation between emotional intelligence & job satisfaction of primary teacher is +ve but it is in slight proportion. there is significant correlation between emotional intelligence & job satisfaction of primary teacher .

- 4) Correlation between emotional intelligence & job satisfaction of male primary teacher is +ve. but it is of medium Nature. there is significant correlation between emotional intelligence & job satisfaction of male primary teacher .
- 5) Correlation between emotional intelligence & job satisfaction of female primary teacher is +ve. but it is in slight proportion. there is significant correlation between emotional intelligence & job satisfaction of female primary teacher .
- 6) Correlation between emotional intelligence & job satisfaction of open categories primary teacher is +ve. but it is in slight proportion. there is significant correlation between emotional intelligence & job satisfaction of primary teacher's of open categories
- 7) Correlation between emotional intelligence & job satisfaction of reservation categories teacher is +ve. but it is of medium nature. There is significant correlation between emotional intelligence & job satisfaction of primary teacher's of reservation categories.

Suggestions for further research :-

- 1) Similar study can also be taken for Primary teacher's of other district.
- 2) Similar study can also be taken for Secondary & higher secondary teacher's.
- 3) The study has been limited for institutes of Marathi medium .similar study can also be replicated for institutes of other mediums.
- 4) Similar study can also be taken for groups like rural-urban, experienced-non experienced, married-unmarried teachers.

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