

## Research Paper

## Education



## A Comparative Study of Job Satisfaction among Government and Private Secondary School Teachers in relation to Educational Qualifications

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### ABSTRACT

*Now a days throughout India, opportunities of job in accordance to their educational qualifications is very restricted, resulting there by the job secured by an individual and his academic backgrounds have not always been linked apart from other jobs, in teaching also this happens very often. In the present study an attempt has been made by the researcher to study Job Satisfaction among Govt. and Private Secondary School Teachers in Relation to Educational Qualifications. It reveals that job-satisfaction of govt. sec. school teachers is more as compared to private sec. school teachers and academic qualification doesn't have significant effect on job satisfaction of sec. school teachers.*

**Keywords : Job-satisfaction, Govt. Sec. School Teachers, Private Sec. School Teachers, Educational Qualification**

The teacher by virtue of his position and role, the most important agent for the preservation and enrichment of culture in today's society. Teacher plays a vital role in building the mind, character and behaviour pattern of their pupil. When we think of quality of education several factors came in our mind like inherited traits and attitudes of parents, financial support, building, books equipments, schools, curriculum, method of instruction etc. But the most significant factor is the quality of teacher. R.N. Tagore had remarked that a lamp cannot light other lamps unless it is itself burning and for burning a lamp, fire in a belly is required. Throughout India there is a variety of secondary school teachers according to their educational backgrounds, working in secondary schools. Some of them are graduate + B.Ed., some are post-graduate + B.Ed., some are Matric / Parbahakar + O.T. and some are M.Ed., M.Phil., even Ph.D. Generally it is a matter of discussion, whether teachers who are not placed according to their academic qualification are satisfied, with their job or not. The term job-satisfaction is a combination of psychological and environmental circumstances that cause a person to say, "I am satisfied with my job". Herzberg's two factor theory posts that job-satisfaction comes from one set of job-variables (called motivator needs or satisfiers) and job-dissatisfaction from another set of variables (Hygiene factors or dissatisfies) Satisfiers include, for eg. Recognition, Responsibility for ones work, Personal Growth, Achievement and Advancement, while dissatisfies include many aspects of work external to the self such as Day, Relationship with Colleagues and Supervisors, Work Conditions and Security (Hertzberg 1968).

In the present study Job-Satisfaction refers to score scored by the Govt. and Private Sec. School Teachers on Job-Satisfaction Scale.

In this study Govt. and Private Sec. School Teachers Refers to the Teachers who are teaching in Govt. and Private Sec. Schools of Rohtak district.

In the study High Educational Qualification refers to Sec. School Teachers who are Post-graduate's i.e. M.A., M.Com., M.Sc., M.Ed., M.Phil., Ph.D. and Less Educational Qualification refer to Sec. School Teachers who are not post-graduates i.e. O.T., Prabhakar, B.A., B.Sc., B.Com., B.Ed.

In the present study an attempt has been made by the re-

search to find the relationship of Academic Qualification with Job-Satisfaction of Govt. and Private Sec. School Teachers of Rohtak District.

### STATEMENT OF THE PROBLEM

"A Comparative Study of Job Satisfaction among Government and Private Secondary School Teachers in Relation to Educational Qualifications"

### OBJECTIVES OF THE STUDY

- 1 To compare the job satisfaction of government and private sec. school teachers.
- 2 To compare the job satisfaction of secondary school teachers with respect to their educational qualifications.

### HYPOTHESES OF THE STUDY

The following hypotheses have been framed for this study:

- 1 There is no significant difference between job satisfaction of govt. and private secondary school teachers.
- 2 There is no significant difference between job satisfaction of high and less qualified secondary school teachers.

### DELIMITATIONS OF THE PRESENT STUDY

- The study was conducted on a purposive sample of 200 teachers (100 sec. school teacher from govt. school and 100 sec. school teachers from private school.).
- The study was confined to secondary school teachers only.
- The study was confined to Rohtak district of Haryana only.
- The study was limited to the study of job satisfaction in relation to educational qualifications only.

### SAMPLE

Purposive sampling has been done in this study. The sample of study consisted of 200 teachers (100 from Govt. School and 100 from Private School). The schools included in the sample are located in Rohtak district.

### METHOD

The study employed Descriptive Survey method of research. It is commonly used in educational research to study existing conditions and phenomenon.

TOOLS USED

The investigator used job-satisfaction scale by Dr. Amar Singh and Dr. T.R. Sharma(1994) in this study. It contains 30 statements which are incomplete and are to be completed from the options given against each statement.

STATISTICAL TECHNIQUES

The statistical techniques like mean, standard deviation and ‘t’ ratio were used to analyze and interpret the data.

ANALYSIS AND INTERPRETATION OF DATA

TABLE – I

Comparison of Job-Satisfaction of Government and Private School Teachers

Teachers	N	Mean	S.D.	‘t’ value	Level of Significance	
					0.05	0.01
Govt. School Teachers	100	81.76	8.41	5.278	Significant	Significant
Private School Teachers	100	71.54	10.79			

The table – I shows that there is significant difference between the job-satisfaction of Govt. and Private School Teachers. Govt. School Teachers are more satisfied as compare to Private School Teachers. So, the hypothesis i.e. “There is

no significant difference between job-satisfaction of Govt. and Private School Teachers” is not accepted.

Table – II  
Comparison of Job-Satisfaction of High and Less Qualified Secondary School Teachers

Teachers	N	Mean	S.D.	‘t’ value	Level of Significance	
					0.05	0.01
High Educational Qualification	120	77.22	10.79	0.639	Not Significant	Not Significant
Less Educational Qualification	80	75.80	11.03			

Table-II reveals that the mean score of teachers with high educational qualification is more as compared to teachers with low educational qualifications but it is not significant at both the level of significance. So, the hypothesis i.e. there is no significant difference between job-satisfaction of high and less qualified secondary school teachers is accepted.

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