



# ORIGINAL RESEARCH PAPER

Education

## INFLUENCE OF LOCALITY OF TEACHER ON ATTITUDE TOWARDS JOB SATISFACTION OF HIGH SCHOOL TEACHERS

**KEY WORDS:** Attitude, High school teacher, Job satisfaction

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### ABSTRACT

The main purpose of the study was carried out to find out the influence of locality of teacher on attitude towards job satisfaction of high school teachers. A descriptive survey method was adopted by the investigator to conduct this study. The investigator used the simple random sampling technique for selecting the sample. The representative sample consists of randomly selected 219 high school teachers in Sivagiri. The tool used in the study was attitude towards job satisfaction. Attitude towards job satisfaction is prepared and validated by investigator and guide (2016). The investigator found that i) high school teachers, 19.6% have low level, 64.8% have moderate level and 15.5% have high level of attitude towards job satisfaction of high school teachers. ii) 23.3% of teachers have low level, 64.4% of teachers have average level and 12.2% of the teachers have high level of attitude towards job satisfaction of high school teachers in terms of locality of teacher. ii) 17.1% of teachers have low level, 65.1% of the teachers have average level and 17.8% of the teachers have high level of attitude towards job satisfaction of high school teachers. iii) there is significant difference in attitude towards job satisfaction of high school teachers with respect to location of teachers

### INTRODUCTION

Teaching is a spiritual process; in which one's mind projects itself into another depending on the personal force of the teacher. As the teacher is to guide the pupils by his example as well as by his percept, he must possess certain definite qualities. The best teachers are those who have certain natural qualifications for the job. The primary obligation of the teaching profession is to guide the children, youth and adults in pursuit of knowledge and skills, to prepare them to follow the way of democracy. Teachers who commit themselves to the profession and who have knowledge, devotion and sacrifice alone can build teaching profession. Satisfaction is an essential factor in any profession. Unless a man is satisfied with his job, it is very difficult for him to carry on his duties effectively and efficiently. A large number of factors like the employee's temperament, health, age, social status, activities, political or social organizations determine his satisfaction with the job. Job satisfaction of teachers is essential for the effective teaching learning process in school. Thus we can say that effective teaching is the results of job satisfaction the teacher who is dissatisfied with his work will be unable to motive his pupils to attain learning job satisfaction of teacher has long been a focus of attention for educational researchers, Arguably, this is because of links between job satisfaction and organizational behaviour issues such as commitment absenteeism turnover, efficiency and productivity. Job satisfaction of school employees may be related to personal characteristic, such as age, gender and years of experience.

### SIGNIFICANCE OF THE STUDY

Education is a continuous process. It may be formal, informal or non-formal. In formal education teacher has a very important place in improvement of education. Teachers' role in society in general and in education has been changing with time but the importance of this position is same. The teacher is the pre-requisite of the success of educational programmes. The main quality of teacher is the positive attitude towards education. He/ She must have the ability to get satisfied from their respective jobs. Job satisfaction is a favourableness with which workers view their job. It results when there is a fit between job requirement and the wants and expectations of employees. In other words, it expresses the extent of match between worker's expectations (also aspiration) the rewards, the job provides, the values it creates and get cherished. School teachers are the most important group of professional for our nation's future. Therefore, it is astonishing to know that even today many of the school teachers are dissatisfied with their jobs. Job satisfactions among school teachers are good not only for themselves but society as a whole. It increases productivity and classroom performance in the schools. Teachers are the source of guidance in all the crucial steps in the academic life of the students. When the teachers are satisfied in their job at

that time only they have interested to teach students with efficiently and effectively. Teaching is regarding as the noblest profession. Every profession has certain aspects responsible for job satisfaction along with attitude and teaching is not an exception unless and until a teacher derives satisfaction on job performance and develops a positive attitude towards education, he cannot initiate desirable outcomes to cater to the needs of the society. Only satisfied and well-adjusted teacher can think of the well-being of the pupils. With this background the investigator wants to study on "Influence of locality of teacher on attitude towards job satisfaction of high school teachers"

### OBJECTIVES OF THE STUDY

1. To find out the level of attitude towards job satisfaction of high school teachers
2. To find out the level of attitude towards job satisfaction of high school teachers with respect to Location of teachers.
3. To find out whether there is any significant difference in attitude towards job satisfaction of high school teachers with respect to location of teachers

### HYPOTHESES OF THE STUDY

1. The level of attitude towards job satisfaction of high school teachers is average
2. The level of attitude towards job satisfaction of high school teachers with respect to location of teachers is average.
3. There is no significant difference in attitude towards job satisfaction of high school teachers with respect to location of teachers

### POPULATION AND SAMPLING OF THE STUDY

The population of the study was high school teachers in Kadayanallu Taluk. The sampling techniques used simple random sampling method. Thus the sample consisted of 219 teachers, male=105 and female=114

### TOOLS USED FOR THE PRESENT STUDY

Attitude towards job satisfaction constructed and validated by investigator and guide (2016).

### STATISTICAL TECHNIQUES USED

Percentage analysis and t-test Analysis

### ANALYSIS

1. To find out the level of attitude towards job satisfaction of high school teachers

### TABLE- 1THE LEVEL OF ATTITUDE TOWARDS JOB SATISFACTION OF HIGH SCHOOL TEACHERS

Variable	Low		Moderate		High	
	No	%	No	%	No	%
Attitude towards	43	19.6	142	64.8	34	15.5
Job satisfaction						

It is inferred that among high school teachers, 19.6% have low level, 64.8% have moderate level and 15.5% have high level of attitude towards job satisfaction of high school teachers.

2. To find out the level of attitude towards job satisfaction of high school teachers with respect to Location of teachers

TABLE 2 LEVEL OF ATTITUDE TOWARDS JOB SATISFACTION OF HIGH SCHOOL TEACHERS WITH RESPECT TO LOCATION OF TEACHERS

Variable	Location of teacher	Low		Average		High	
		Count	%	Count	%	Count	%
Attitude towards	Rural	21	23.3	58	64.4	11	12.2
	Urban	22	17.1	84	65.1	23	17.8
Job satisfacti on							

It is inferred from the above table that, with regard to rural area teachers , 23.3% of teachers have low level, 64.4% of teachers have average level and 12.2% of the teachers have high level of attitude towards job satisfaction of high school teachers. With regard to urban area teacher's school, 17.1 % of teachers have low level, 65.1% of the teachers have average level and 17.8% of the teachers have high level of attitude towards job satisfaction of high school teachers.

3. There is no significant difference in attitude towards job satisfaction of high school teachers with respect to locality of teachers

TABLE 3 't' VALUE SHOWING SIGNIFICANT DIFFERENCE IN ATTITUDE TOWARDS JOB SATISFACTION OF HIGH SCHOOL TEACHERS WITH RESPECT TO LOCATION OF TEACHERS

Locality of Teachers	Number	Mean	S.D	Calculated 't' value	Table Value	Remarks
Rural	90	143.86	20.793	1.983	1.97	S
Urban	129	148.46	19.271			

It is inferred from above table that the calculated 't' value (1.983) is less than the table value (1.97) for df (217) at 5% level of significance. Hence the null hypothesis is rejected. It shows that there is significant difference in attitude towards job satisfaction of high school teachers with respect to location of teachers.

FINDINGS OF THE STUDY

1. High school teachers, 19.6% have low level, 64.8% have moderate level and 15.5% have high level of attitude towards job satisfaction of high school teachers.
2. 23.3% of teachers have low level, 64.4% of teachers have average level and 12.2% of the teachers have high level of attitude towards job satisfaction of high school teachers in terms of gender
3. 17.1% of teachers have low level, 65.1% of the teachers have average level and 17.8% of the teachers have high level of attitude towards job satisfaction of high school teachers in terms of gender.
4. There is significant difference in attitude towards job satisfaction of high school teachers with respect to location of teachers.

RECOMMENDATION OF THE STUDY

1. The study recommends that the administration in any school should come up with their own modalities of ensuring that teachers in their schools are satisfied with their job. The county government in liaison with the Ministry of education should provide more funds to school managers to expand physical facilities such as classrooms, staffrooms, libraries and games facilities and be able to equip them with relevant facilities.
2. Teachers should keep on engaging their employer through

- their unions in order to fight for better pay. Furthermore the negotiations should help in ensuring that more teachers are employed to reduce the work load since some teachers who are teaching marking subjects like Mathematics and languages complained of a lot of work for marking
3. The administrator would make attempts to offer good salary pr other benefits as a means to retain the expertise of the faculty members in the self-financing school.
  4. There is a need for staff association or committee to address the issues related to dissatisfaction and grievances.
  5. Faculty members can be included for decision making with respect to academic matters. This would create better relationship between the employer and employee.
  6. Teachers should be involved in formulating school policies. This will enhance their morale and help them in better connection with the job thereby improving attitude towards attitude towards job satisfaction.
  7. School administration should clearly highlight the emotion labour rule the teachers at the time of teachers' recruitment.

SUGGESTIONS FOR THE FURTHER STUDY

1. Further research is needed to investigate more variables which are not covert in this study and also to find out how the behaviour of the individual is changing according to the level of attitude towards attitude towards job satisfaction. The typical evidence from the quantitative data of this study shows that the teaching faculty need good work conditions especially management support, defining its employment conditions, improved infrastructure and compensation.
2. The study may be conducted also on CBSE teachers
3. The present research is survey based and involved quantitative data; however researchers may be conducted with longitudinal approach involving observations of teacher instruction strategies over a long time

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