

## **A STUDY OF ARTS TEACHERS IN RELATION TO JOB-SATISFACTION**

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### **Abstract**

The operational definition of the term, as used, such as Job- Satisfaction is the result of various attitudes possessed by an employee (teacher) towards his teaching profession. These attitudes are related to different areas of job as interesting chance for progress, use of ability, authority, co-workers, and chance to be creative independence, social status, and security, variety in teaching work, service conditions, personal recreation, moral values and identification. It shows the environmental factors for Male and Female teachers are quite different, As such relationship of the Female teachers in respect of Teaching Aptitude and Job-Satisfaction is positive and significant, while the environmental factors of the male teachers are not conducive to the significant relationship.

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### ***Keywords:***

Arts teachers;  
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## 1. Introduction

There is an important role of education in the development of human civilization. In the present age its pattern has been decided for all round development of the personality of human beings. It is education which makes human being different from animal. According to Skinner - "Education is a process of socialization." Every man must have the quality of making adjustment with others, only then welfare and progress of society is possible. There is an important role of education in proper development of these qualities. Similarly, the economic growth can be achieved by educating the whole population in the new way of life, thought and work.

Our attention is focused on the 'Teacher' who is the master key and if well prepared and qualified, can unlock the doors of knowledge. The teachers are of enormous array and have diverse kinds of characters and personalities. Some are pokerfaced and some are passionate. But it is assured that the belief of teachers on their students is immeasurably great.

**Explanation of the problem:** Now a day there is a great need of special kind of education but in this reference there is a dearth of suitable education and good teachers. Every personality is the creation of some great teachers. Consequently we see that the teacher is actually most important for next generation. As a result it becomes very significant that quality of education and its contribution to national development more or less, much depends on the quality of teachers, their competency and character.

**Need and Importance:** Students believe that those teachers are mainly valuable who are rigorous in principles of job, firm in marking point of view and explain lesson well, plan their work and know their subject thoroughly.

**Early Studies about Job Satisfaction of Teachers:** Jessen (2010), Ismail, Hossain et al (2012) etc conducted their studies on job satisfaction at school level. Chaudhary M Vinita (2014), Malik and Naeem (2011), Khalid et al, Ghafoor (2012), Rahman and Parveen (2008) etc conducted their studies on comparison of job satisfaction between aided and self financed institutions. Santhapparaj and Alam (2005), Chung-Lim Ho and Wing-Tung Au (2006), Ali P (2009),

Chaudhary M Vinita (2013) etc done their studies related to job satisfaction conducted at college/ university level.

## 2. Research Method

**Sampling technique:** The study under investigation, has involved the technique of random sampling. For the purpose of present study the population ties in Ghaziabad district. In this study 110 teachers have been taken from 54 schools on the basis of randomization. All the schools are located in rural areas. Only government schools run by Basic Shiksha Parishad are included for the collection of data. It has been noticed that female teachers are not available in good number in the schools. Hence in the sample the number of male and female teachers is different. All the teachers are taken for the purpose of study from each school which is selected as sample from the population.

**Tool:** Job Satisfaction Test - Dr. S.K. Saxena. The questionnaire consists of 29 highly discriminating 'Yes-No' type items. There is no time limit for the questionnaire. However it takes approximately 20 minutes to complete it.

**Hypothesis 1-** There is no significant difference among Male and Female Arts teachers in the area of Job-Satisfaction.

TABLE- 1A: Frequency Distribution of Job Satisfaction scores of Arts Teachers

Class interval	Frequencies	F%	Cumulative Frequencies	CF%	Smooth Frequencies
28-29	11	10	110	100	12.7
26-27	27	24.5	99	90	24.3
24-25	35	31.8	72	65.5	27.3
22-23	20	18.2	37	33.6	23.3
20-21	15	13.6	17	15.5	12.3
18-19	2	1.8	2	1.8	5.7

TABLE- 1B: Central Tendency and Variability of job-Satisfaction scores of Arts Teachers

Group	N	Mean	Mdn	Mode	SD	SEm	Skw	Ku	Q1	Q3
Arts Trs	110	24.4	24.5	24.7	2.4	0.23	-0.13	0.28	22.6	26.3

Table (1a) and Table (1b) show Frequency Distribution, Central Tendency and Variation on Job-Satisfaction Scores of Arts teachers in whole sample.

Maximum number of cases lies in the middle of the class-intervals. The cases on both extremes are decreased gradually. Highest percentage of cases 31.8% lies in (24-25) class-interval. This indicates normal distribution.

Mean is 24.4 and Median is 24.5. These are approximately same. S.D. is 2.4, SEm is 0.23, Sk is -0.13 and Ku is 0.28. The values show normal distribution. The frequency distribution of cases forms negative skewness.

TABLE- 2A: Frequency Distribution of job satisfaction scores of Male Arts Teachers

Class interval	Frequencies	F%	Cumulative Frequencies	CF%	Smooth Frequencies
28-29	5	7.1	70	100	G
26-27	22	31.4	65	92.9	16.7
24-25	23	32.9	43	61.4	19.7
22-23	14	20	20	28.6	14.3
20-21	6	8.6	6	8.6	6.7
18-19	0	0	0	0	2

TABLE- 2B: Central Tendency and Variability of job-Satisfaction scores of male Arts Teachers

Group	N	M	Mdn	Mo	SD	SEm	Skw	Ku	Q1	Q3
Male Arts Trs	70	24.7	24.8	25	2.1	0.25	0.14	0.3	23.1	26.4

Table (2a) and Table (2b) show Frequency Distribution, Central Tendency and Variability of Job-Satisfaction Scores of Male Arts Teachers.

The highest frequency 23 i.e. 32.9% case lies in the middle. There is no frequency is found in one side class-interval (18-19) and in other side, the frequency 5 is found. These values show normal distribution.

The Value of Mean and Median is 24.7 and 24.8 respectively. S.D. is 2.1, SEm. is 0.25, Sk is -0.14 and Ku is 0.3 which shows the distribution is Platykurtic. The Values show normal distribution.

TABLE- 3A: Frequency Distribution of job Satisfaction scores of Female Arts Teachers

Class interval	Frequencies	F%	Cumulative Frequencies	CF%	Smooth Frequencies
28-29	6	15	40	100	3.7
26-27	5	12.5	34	85	8
24-25	13	32.5	29	72.5	7.7
22-23	5	12.5	16	40	9
20-21	9	22.5	11	27.5	5.3
18-19	2	5	2	5	3.7

TABLE- 3B: Central Tendency and Variability of job-Satisfaction scores of Female Arts Teachers

Group	N	M	Mdn	Mo	SD	SEm	Skw	Ku	Q1	Q3
Female Arts Trs	40	24.1	24.1	24.1	2.8	0.44	0	0.28	2.13	25.9

Frequency Distribution, Central Tendency and Variation on Job-Satisfaction scores of Female Arts Teachers are shown in Table (3a) and Table (3b).

Highest frequency 13 lies in the middle of the distribution. The lowest frequency 2 i.e. only 5% cases lie in one side but in the other side the frequency is 6 i.e. 15% cases. These values show that the scores are not distributed normally.

The value of Mean, Median and Mode is 24.1 i.e. same. S.D. is 2.8, SEm is 0.44 and Ku is 0.28. There is no skewness is found. If we increase the number of cases, normal distribution may be found.

### 3. Results and Analysis

TABLE 4: Comparison between male and female art teachers in job satisfaction

Group	No	Mean	S.D	C.R	Significant value
Male Art Trs	70	24.7	2.4	.66	1.98*      2.63**
Female Art Trs	40	24.1	2.8		

Significant\* Not Significant\*\* Df-108

In table (4) the Mean scores in Job-Satisfaction of Male and Female Arts teachers is given. The Mean difference is 0.7. The obtained value of C.R. is 0.66. The tabulated value at level 0.05 is 1.98 and at level .01 is 2.63. These both values are higher than the obtained value of C.R. 0.66. The Mean difference among Male and Female Arts teachers is not significant in the area of Job-Satisfaction. Therefore H1 is accepted.

#### 4. Conclusion

Hence, male arts teachers are more satisfied in their job than in relation to female arts teachers. However The table showing score of the male teachers gives adverse significance. It shows the environmental factors for Male and Female teachers are quite different, As such relationship of the Female teachers in respect of Teaching Aptitude and Job-Satisfaction is positive and significant, while the environmental factors of the male teachers are not conducive to the significant relationship.

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