JOB SATISFACTION AND JOB INVOLVEMENT OF TEACHERS IN SCHOOL:

A STUDY

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ABSTRACT

Stress can be defined as the physiological and psychological reaction which occurs as consequence of perception of an im-balance between the level of demand placed upon individuals and their capabilities to meet those demands. Stress relates to the causes and consequences of less than optimum perfor-mance which is attributable to motivation. Such level of moti-vation by its nature or its intensity is inappropriate to the work being performed and personality and abilities of the individual concerned.People with low hardiness may have more difficulties in cop-ing with pressure to stress. Optimism is the extent to which a person sees life in positive or negative terraces. Optimistic people handle stress better. They will be able to see the posi-tive side of the situation and recognize that things may even-tually improve. Less optimistic people may focus more on the negative side of the situation and expect things to get worse and not better. Many things can cause stress. The two impor-tant categories are Organizational stressors and Life stressors. Organizational stressors are factors in the work place that can cause stress. Four general sets of organizational stressors are task demand, physical demand, role demand andinterperson-al demand.Teachers and the Organization are the two sides of a same coin. Without teachers an organization alone cannot run a school. Therefore both the teachers and the organizations are very much interrelated. Teachers are potters whose hands the clay of children are given, they shape and mould them to a better pot to productive and make use of them to a great nation builders. It will not be an exaggeration if I say that the growth of a nation rests in the hand of teachers. To create this sense in the children the teachers and the organization have to work unanimously. Better environment produce better products. There are a number of factors that influence how satisfied teachers are with their jobs. Working conditions, such as school facilities, support from administrators, and class size, are important factors that teachers take into consideration when deciding where to work. Other important factors that predict teacher job satisfaction include job security, quality of colleagues, the amount of autonomy teachers have, and whether or not there is opportunity for career advancement.

Keywords: Teachers, Jobs Satisfaction, School,Students

INTRODUCTION

Satisfaction is the biggest thing in our life. The person, who is satisfied with his/her life, is a successful person. Satisfaction does not mean to have too much money or to have too much material things but it deals with feeling of harmony with life. Job satisfaction is the state of feelings towards the job undertaken by an employee either positively or negatively. Job Satisfaction is often seen as involving Teachers with salary, promotion in job, school environment and co-ordination and co-operation among teachers and among teachers and students. Descriptive survey method was used to conduct a pilot study to determine the level of job satisfaction amongst teachers working at self-financed Teacher Education Colleges located at Faridabad district of Haryana state in India. The population of the present study comprised of the 120 Teachers working in self-financed Teacher Education Colleges located at Faridabad district. MeeraDixit's Job Satisfaction Questionnaire was used to collect data. The findings of thestudy show that majority of teachers of Self-financed Teacher Education Colleges were found at average and at below average level of job satisfaction.A significant difference was found between the male and the female teachers of self-financed Teacher Education Colleges with respect to their job satisfaction.

TEACHER IN ROLE

Teacher in role is a method of teaching thatutilizes techniques of drama to facilitate education. It is a holistic teaching method designed to integrate critical thought, examination of emotion and moral values and factual data to broaden the learning experience and make it more relevant to everyday life situations. If the role of a teacher is to teach, the role of a student must be to learn.However, it has been agreed that learning is not only an exercise in reading and reciting facts, but in gaining a deeper insight of events and situations. This is where drama becomes an invaluable tool. Through the use of drama and dramatic conventions a teacher does not only teach and learn the "what" but also the "why" and "how". Drama techniques in education allows students to take a step back out of usual teaching techniques. Students are able to communicate better in conceptual, personal and social levels as they are able to be a listener and speaker and reviver of knowledge. By using role-play, the teacher gives them a way to view and think about a situation using the "implied" behaviour for the role they are given. In turn, the teacher can allow the students to become in charge of their own learning and facilitate them in it. We empower the individual making their expertise greater than our own. Through role-playing, they gain knowledge of what the role entails. "Teacher in role" strategy allows students to build there imaginary further while questioning,challenging and processing their thoughts. Whilst gaining knowledge it also improves personal social techniques in students like eye contact and gestures. They adopt to different characters personalities and communicate that to the class, teachers are able to protect any sense of failure by encouraging and supporting any

type of work and what they came up with, as every student has a different mind. One of the best teacher in roles practices in a TV talk show interviewing various people from educational books/stories. Whilst students are teaching they are also learning themselves whilst getting a complete different way of learning. Children like when things are interesting, fun and different, drama techniques in education provides fun although still educational purposes.

JOB SATISFACTION

Job satisfaction is a combination of psychological, physiological and environmental circumstances that causes a person to say that he/she is satisfied with his/her job. It is the result of various attitudes possessed by an employee towards his/her job. These attitudes may be related to job factors such as wage, job security, job environment, nature of work, opportunity for promotion, prompt removal of grievance, opportunity forparticipation in decision making and other fringe benefits. Job satisfaction may thus be defined as an attitude which results from a balancing and summation of many specific likes and dislikes experienced by an employee in the performance of his job .Job satisfaction refers to one‟s job, his general adjustment and social relationship in and outside his job. The satisfaction and dissatisfaction with one‟s job depends upon the positive or negative evaluation of one‟s own success or failure inthe realization of personal goals.The term "Job Satisfaction" was first described by Hoppock (1935) who observed that Job Satisfaction is a combination of psychological, physiological and environmental circumstances that cause a person to say "I am satisfied with my job". Job Satisfactionis the extent to which people like (satisfaction) or dislike (dissatisfaction) their jobs (Spector 1997). However a more direct description is provided by Saiyadain (2007) who defines Job Satisfaction as the end state of feeling, the feeling that is experienced after a task is accomplished. This feeling could be negative or positive depending on the outcome of the task undertaken. Job satisfaction is very important for the general mental health of an individual. Teachers play a significant role in the field of education who deal with all the policies and programmes of education. Thus job satisfaction of teachers is of crucial importance. This relates to his identification withthe profession and his/her willingness to be effective. Job satisfaction not only increases efficiency but also it provides intrinsic motivation for work. Job satisfaction is necessary for the development of any educational organization because directly or indirectly it influence attitude, morale, and absenteeism and production level of teachers. Several studies suggest that job satisfaction of teachers is positively related to their attitude and effectiveness in teaching.

DIFFERENT   ASPECTS   OF   JOB

INVOLVEMENT

Work as a central life interest: As mentionedabove some consider work as only earning money in life but, some takes it as central part of life. It gives pleasure, money healthy mind set and punctuality, and least bothered about the how long he/she worked.

Active participation in the job: It refers thewillingness to involve wholly in the job without any hindrance. The individual should be present inhis work physically and mentally and attentive in his job. As a result the work will be able to finish with in stipulated time duration.

Performance as central of self-esteem: It refersthe duty how does he/she carry with responsibly and competitive manner among the workers and thus createsasenseor esteem in profession at the same time best in the view of management.

Performance compatible with self-concept: Itrefers the ability to coexist with fellow workers, recognizing them as a mate with competitive spirit, performing best efforts in the work place. Be with but skill full. Psychological and emotional aspect: It refers that the involvement of the in

ORGANIZATIONAL CULTURE

Organizational or corporate culture is the pattern of values, norms, attitudes and assumptions that may not have been articulate but shape the ways in which people behave and things get done. Values refer to what is believed to be important about how people and the organizations behave. Norms are the unwritten rules of behavior. Every Organization has its own unique culture even they may not have consciously tried to create it. People's actions in organizations are not always their own but are largely influenced by the socialization process of the specific culture to which they belong. In the present study Organizational Culture is defined as the shared values, norms and expectations that govern the way people approach their work and interact with each other. dividual in the work place depends on the degree of participation physically and mentally.

CONCLUDING THOUGHT

Teachers and the organization should have a very good relationship, where both will be benefited. The motivation by the organization boost the teachers to dedicate themselves in their job, they try to adapt the organizations' culture in their life and bare great fruit to the organization and to the society.Teachers are the strong pillars of the nation building. The teacher's contribution for the progress of students and management perspective are vital. It reflect directly and indirectly for the formation of a better organized society which can bare the fruit of growth of the individual, family, society, nation as well as the world at large.Where there is strong culture there shall be strong involvement, whereas weak culture brings weak

involvement. Both culture and involvementtogether bring   progress   in

theorganization/educational institution or any, as well as its employee's growth and benefit.

EDUCATIONAL IMPLICATIONS

Teachers and the Organization are the two sides of a same coin. Without teachers an organization alone cannot run a school. Therefore both the teachers and the organizations are very much interrelated. Teachers are potters whose hands the clay of children are given, they shape and mould them to a better pot to productive and make use of them to a great nation builders. It will not be an exaggeration if I say that the growth of a nation rests in the hand of teachers. To create this sense in the children the teachers and the organization have to work unanimously. Better environment produce better products. The analysis based on statistical techniques clearly shows that the female teachers job involvement is less that the male teachers. It arises because the female teachers have to play different role in different places. Being a home maker they are in a position of maintaining both the family and school with major care. And the same is not observed in the teachers mental health. Both the male and female teachers have no difference in their mental health mean score. Statistical techniques clearly show that the female teachers' mental health is slightly better than the male teachers. Because the female teachers being a soft nature they are not hard towards other and they did not express their feelings to others like the male teachers, finally it affects their mental health totally.

CONCLUSION

The study examined Job involvement and Mental Health of school teachers in Tiruvallur District. The appropriate tools were used to secure quantitative data. The findings reached the conclusion that the level of Job involvement and
Mental Health were high. The study clearly shows that all the teachers are facing the stress and health problem in their job. This problem obviously affects their attitude towards teaching. The coping strategies are needed to reduce the stress and burnout at all times in any levels. Then only their involvement level and their mental health may improve gradually. All must treat teachers as a human being rather than electronic machine and should respect their feelings. Teachers need to actively participate in the social activities in a positive way and know the art of teaching with a deep insight into child psychology. Always dealingwith the students in a just manner not losing any self-control is an important part of being a teacher, respecting their students, feelings, ego and trying to understand and resolve their difficulties with grace is important in being a teacher. He should be able to smile in the face of bitter criticism on his opinions, and should not feel ashamed or humiliated to accept his mistakes wholeheartedly. He should be proud of his culture, his national dress and his national language.He should be a

missionary, a mentor, a reformer and a guide besides being a dedicated tutor. In other words, he should be a perfect teacher and a perfect education.

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