

A study of job satisfaction and adjustment among school teachers.

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ABSTRACT

The research was conducted to study the adjustment and job satisfaction among school teachers. For this purpose total 200 teachers (100 from primary and 100 from secondary) were taken as a research sample. The relevant data were collected with the help of adjustment scale of M. Shamshad & K. Jehan and Job satisfaction scale of Saxena. The collected data were analyzed with t-test method. The findings revealed that : (i) The female teachers would have better adjustment than those of male teachers., (ii) There would be significant difference between adjusted and non adjusted teachers interm of their job satisfaction. (iii) The adjustment would be significantly differed between primary teachers and secondary teachers. (iv) There would be significant difference between primary teachers and secondary teachers interm of their job satisfaction.

Education is great mean to brought social change. A teacher has crucial role in imparting education. The quality of good professionally competent teachers depends on some factor where the degree of level of adjustment presents in the school environment. The present position and the status of teachers mainly result due to the lack of moral influence, professional freedom, academic scholarship and economic security which in term, affects their professional adjustment, the adjustment along with adjustment in her professional life.

Adjustment is explained as the process of behaviors by which man and other animals maintain equilibrium in their need and demand of the environment. Adjustment is a process by which living organism maintain a balance between its need and the circumstances that influences the satisfaction of these needs.

An individual's needs change or modify himself in some way or the other to fit into or accommodate himself environment. According to Crow and Crow (1956) an individual's adjustment in adequate, whole some and healthful extent that he has established harmonious conditions, situations and persons comparison his physical and social environment. Adjustment helps a person in maintaining a balance between its need at circumstances and influence the satisfaction of their needs (Shaffer, 1961).

Job is the very essential part of every human being. Satisfaction is mental and emotional pleasure gain by individuals. Without satisfaction with his job, it is very difficult for a person to carry on his duties honestly and efficiently. Job satisfaction tends to be relevant to their job-related value system (Tiffin and McCormick, 1996). According to Kochhar (2011) satisfaction is the whole matrix of job factors that make a person, 'like' his work situation and be willing to head without distance at the beginning of his work day.

Goyal (1980) found that job satisfaction and occupational adjustment among teachers educator were associated with another. Saxena (1995) revealed that both effective and ineffective teachers were found to be well adjusted derive satisfaction for their work. Sunita (2008) found that teacher adjustment is correlated with job satisfaction. Singh (2010) studied the academic records, adjustment and attitude of job satisfaction among the central school teachers and found that the central school teachers are satisfied with their job. They also found that female central school teachers are less satisfied. Daisy and Bhuvaneshwari (2010) studied the adjustment problems and job satisfaction of women, school teachers at Tiruchirappalli and found that teacher's adjustment level significantly affect their job satisfaction.

OBJECTIVES OF THE STUDY :

The researcher carried out to attain the following objectives:

- (i) To measure the adjustment level of secondary school teachers.
- (ii) To measure the job satisfaction of secondary school teachers and
- (iii) To clearly the comparison of job satisfaction in term of teachers adjustment factor.

HYPOTHESIS OF THE STUDY :

- (i) The female teachers would have better adjustment than those of male teachers.
- (ii) There would be significant difference between adjusted and non adjusted teachers interm of their job satisfaction.
- (iii) The adjustment would be significantly differed between primary teachers and secondary teachers.
- (iv) There would be significant difference between primary teachers and secondary teachers interm of their job satisfaction.

METHODOLOGY :

(i) The Sample :

The sample of the study was consisted of 200 (100 primary and 100 secondary) teachers were randomly selected from different primary and secondary schools situated in Madhubani District in Bihar State.

(ii) Scales :

Following research scales were administered upon research sample :

(a) Teacher's Adjustment Inventory :

To measure the adjustment of teachers, teacher's adjustment inventory developed by Ojha (1997) used.

(b) Job Satisfaction Scale :

To measure the job satisfaction of respondents, job satisfaction scale developed by Saxena (1999) was used.

(c) Personal Data Sheet :

Self-prepared personal data sheet was used to acquire the necessary background information's regarding respondents.

ANALYSIS OF DATA :

The collected data were analyzed with suitable statistical method.

RESULTS :

(i) Comparison of adjustment among male and female respondents :

The adjustment scores that collected from male and female respondents were comprised with t-test method. The findings are given in following table no.-01

Table No.- 01

Comparison of Adjustment Scores of Male and Female Respondents :

Group	No.	Means	SD	t-value	p-value	df
Male Respondents	100	35.44	3.60	2.83	<.01	198
Female Respondents	100	26.97	2.31			

An observation of above table no.-01 cleared that female respondents obtained more mean (35.44) and SD (3.60) on adjustment measure while male respondents had obtained less mean (26.97) and SD (2.31) on adjustment measure. According to this result it is clear that female respondents had poor adjustment than their counterpart male respondents. The calculated t-value (2.83) was found significant.

(ii) Comparison of job satisfaction between adjusted and non-adjusted respondents :

The job satisfactions of adjusted and non-adjusted teachers were also comprised with t-test method. The findings are displayed in following table no.-02.

Table No.- 02

Comparison of Job Satisfaction Scores of Adjusted and Non-adjusted Teachers :

Group	No.	Means	SD	t-value	p-value	df
Adjusted Teachers	76	35.32	6.05	2.67	<.01	156
Non-adjusted Teachers	82	28.33	4.13			

The above table shows that adjusted teachers were satisfied with their job while non-adjusted teacher were not found satisfied with their job. The result interpreted that there are significant difference among adjusted and non-adjusted teachers interm of their job satisfaction.

(iii) Comparison of Adjustment between primary teachers and secondary teachers :

The adjustment of primary teachers and secondary teachers were also comprised. In this context obtained result are presented in following table no.-03

Table No.- 03

Comparison of Adjustment between Primary Teachers and

Secondary Teacher :

Group	No.	Means	SD	t-value	p-value	df
Primary Teachers	100	27.69	7.43	2.90	<.01	198
Secondary Teachers	100	21.03	5.04			

Above table no.-03 shows the significant difference between primary and secondary school teachers in term of the adjustment measures. In this context, primary teachers obtained higher

scores and secondary school teachers obtained lower scores on adjustment measures. The calculated t-value (2.90) was found significant at <.01 level of confidence. Thus, according to this result, it can be say that the heavy work load is the responsible factor for poor adjustment among primary teachers.

(iv) Comparison of Job satisfaction between Primary and Secondary Teachers:

Respondent's job-satisfaction was also comprised and prepared results are displayed in following table no.-04

Table No.- 04

Comparison of Job satisfaction between Primary and Secondary Teachers:

Group	No.	Means	SD	t-value	p-value	df
Primary Teachers	100	34.09	5.31	2.83	<.01	198
Secondary Teachers	100	27.33	4.22			

An observation of above table no.-04 clear that secondary teachers were found satisfied with their job comparison to their counterpart primary teachers. According to this result, it can be said that the level of job mostly impacts the teacher's job-satisfaction. Thus, result confirmed our earlier made hypothesis.

CONCLUSION :

The quality of education depends, more than any other single factor upon quality and psychological aspect of teaches. A school may have a excellent material resources, equipment, building, library, laboratory and other essential teaching learning facilities along with a curriculum appropriately devised to suit the community needs. But if the teachers are misfit or indifferent the whole programmed is likely to be ineffective and wasted. Hence, the problem identified of effective teachers of adjustment and job satisfaction. This research work seems more significant at present time. So it is necessary to conducted research work to more large sample and nation level.

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