

JOB SATISFACTION – A STUDY OF JAWAHAR NAVODAYAVIDYALAYAS TEACHERS WORKING IN RURAL AREAS

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ABSTRACT

Teaching profession is generally a respectful job in India society. Teacher may contribute substantially to socio-cultural transformation of the society as they are loaded with the responsibility of moulding the young minds. The present researcher is also working as a teacher in college. A large number of teachers from urban background work in rural schools and some of them seek transfer to urban area or to another rural area where some modern amenities can be access. This phenomenon might have relationship with their job satisfaction and attitudes towards teaching. So it is an obvious curiosity to know whether the teachers are really satisfied with their present job. If so, how much? Because if they are not satisfied they will not be motivated to raise academic standards.

KEY WORDS:-*Job satisfaction, Teachers, Rural area, Jawahar Navodaya Vidyalayas.*

INTRODUCTION

The relationship between man and work has always attracted the attention of philosophers, social scientists and novelists. A major part of man's life is spent in work. Work is a socio-economic reality and social expectation to which men seem to confirm. It not only provides status to the individual but also binds him to the society. The nature and significance of work would be important as an area for study, if only on the basis that it occupies so much of a man's life span.

On the surface, it may seem that with the growing complexities of the industrial society, work is simply a means of earning a living. This appears to be an over simplification. Work serves many other functions for an individual. An individual's sense of well-being, of doing something worthwhile, of having some considerations, may be so compulsive that men may continue to work even if they are not pressed by economic needs. If men worked for money for money alone, there would be no way of explaining the fact that some men who have plenty of money still continue to work.

The concepts of 'needs' and 'attitudes' have taken from animal psychology and social psychology, respectively. The term 'need' is defined as "a condition marked by the feeling of lack or want of something or of requiring the performance of some action" (Drever, 1964). The same lexicon defines an attitude as, "a more or less stable set or disposition of opinion, interest, or purpose, involving expectancy of a certain kind of experience and readiness with an appropriate response." The goals or purpose to which needs are directed are technically termed incentives. Needs are terminated by attainment of incentives. This termination accompanies a "simple feeling-state" Known as satisfaction. According to Drever, satisfaction is the "end state in feeling accompanying the attainment by an impulse of its objective." The resulting feeling of satisfaction is a function of the motive (need) strength and the opportunity that environment provides for the attainment of the appropriate incentive.

However, job satisfaction is not to be confused with employee's attitudes to specific job factors or with industrial morale. In recent years, Crites (1969) has aptly distinguished between job attitudes, job satisfaction, vocational satisfaction

and morale. He observes, "if it is some specific aspect of the job such as duties and tasks or working conditions, then the concept which is defined would be job attitudes. If it is the overall job in which the individual is presently employed, then the concept would be job satisfaction. If it is the type of work in which the individual has been trained and/or has gained experience in several jobs (two or more), then the concept would be vocational satisfaction. And if the referent includes the work group and/or employing organization, as well as job or vocational satisfaction, the concept would be morale."

Relationship between attitude and job satisfaction

In the literature the terms job attitude and job satisfaction are used interchangeably. However a closer analysis may reveal that perhaps, they measure two different anchor points. Attitudes are predispositions that make the individual behave in a characteristic way across the situations. They are precursors to behavior and determine its intensity and direction. Job satisfaction, on the other hand is an end state of feeling which may influence subsequent behavior. In this respect, job attitude and job satisfaction may have something in common. But if we freeze behavior, attitude would initiate it which job satisfaction would result from it.

Justification of the study

The purpose of the study is to know the factors impacting job satisfaction among the JNV teachers in south Assam of Cachar, Karimganj and Hailakandi district including Dima Hasao district because it may have a direct effect on student learning of the schools. The quality of instruction received by students may be impacted by the level of job satisfaction, a teacher experiences. Considering the possible correlation between teacher's job satisfaction and the quality of student instruction/teaching it is important to understand the factors that may affect job satisfaction.

Statement of the Problem

Job Satisfaction: A study of Jawahar Navodaya Vidyalaya Teachers Working in Rural Area.

Objectives of the study

- a) To study the attitudes of JNV teachers towards the present job.
- b) To study the level of satisfaction of JNV teachers in their jobs.
- c) To identify the major factors responsible for their satisfaction/ Dissatisfaction.
- **Jawahar Navodaya Vidyalaya:** The schools which have brought under the direct administration of Navodaya vidyalaya Samiti under Ministry of Human Resource Development, India Govt. Appointment, promotion, transfer, leave, salary, retirement, old age benefit etc in respect of these schools are made by Higher Education Department and at par with the Government schools such as Kendriya Vidyalaya.

Delimitations of the Study

It is neither possible, nor desirable for a researcher to cover the whole population or phenomena by the study in a particular period of time. There are number of constraints which delimit the researcher's works from various angles. The present study also not an exception and it has been delimited in the following aspects:-

The study is delimited to the teachers who are working in the Jawahar Navodaya Vidyalaya of South Assam with

special reference to Cachar, Karimganj, Hailakandi district and Dima Hasao District. The study is also delimited to the collection of teacher's feedback through Schedule only.

REVIEW OF RELATED LITERATURE

- (a) Gurmit Singh (2004) conducted a study on "Job Satiare" of Teachers in Relation to their Attitude towards Teaching." The areas covered under study were Punjab University, (Chandigarh), Guru Nanak University (Amritsar) and Punjab University (Patiala). She concluded that job satisfaction" of teacher educators was positively but not significantly related to their attitude towards teaching. The satisfaction of male and female teacher educators was also positively but not significantly related to their attitude towards teaching.
- (b) R.D. Sharma and Jeevan Jyoti (Dec, 2006) I.I.M. Bangalore conducted a study on "Job Satisfaction". Among School Teachers." Their focus, on to discover empirically the nature of relationship but job satisfaction" and different factors, as well as, independently aspects of job satisfy. The samples were teachers working in government and private schools in Jammu City. They found that the degree of job satisfaction secured by teacher is not enough and the reason lies in- insufficient pay. Secondary teachers are more satisfied than primary level teachers. Country expectation, private school teachers are more satisfied than govt. school teachers despite the poor pay package due to congenial atmosphere in the private schools.
- (c) B.B. Panda (2001) made a comparative study on 'Attitude towards Teaching Profession and Job Satisfaction" of college Teachers of Assam and Orissa. Which was reported in Indian Educational Review, Vol. 37 (1), 73-83? The main objective of the study was to assess and compare the attitude towards teaching profession and job satisfaction of college teachers of Assam and Orissa.
- (d) Phan ThiLuyen (2009) studies on factors affecting job satisfaction of the staff in Cantho University of medicine and pharmacy- Vietnam. The population of the study were the staff of medicine and pharmacy department of Cantho University of Vietnam and found out that, the staff with different age, commitment level and work settings was found to have statistically significant differences with the level of job satisfaction while gender, marital status, educational level, year of experience and rank were not found to be statistically significant on the level of job satisfaction.
- (e) Dorjikinley (2007) carried out a study on job satisfaction of primary teachers under Samts district of Bhuttan to find out the significant differences on the level of jobsatisfaction by the socio-demographic factors and organizational factors. The population the study where the primary school teachers in the Samtse district of Bhuttan with the sample size of 136 teachers. The result indicated that the overall job satisfaction was at the satisfied level. Both the motivation and hygiene aspects were at the satisfied level with very little differences in the mean scores. However, when the two aspects were compared the hygiene aspect was slightly

higher than the motivation aspects. With regard to the significant difference on the level of job satisfaction by its socio-demographic factors and organizational factors, age, educational level, experience in teaching, position and their commitment were found to be statistically significant, while gender, marital status, size of the school and teaching load were not statistically significant.

- (f) Federiuk C.S.et al. (1993: 22, 657-662) in Oregon conducted a cobort analysis study on specific factors importance in paramedic job satisfaction and job performance. The population of the study was private and public agency paramedics with sample size of 194. The result indicated type of agency and gender affect job satisfaction. Male public paramedics are most satisfied, and female private agency paramedics and least satisfied with their jobs. Analysis of the attitudes towards paramedic job performance scale suggested that male paramedics are more likely to believe that female paramedics are not as capable of performing certain job functions. However age and length of time on were not significant determinants of job satisfaction in the analysis of covariance.
- (d) McBride et al. (1992) examined the effects of ten job satisfaction factors, role ambiguity and role conflict on community college faculty's propensity to leave. They discovered that as satisfaction levels

of growth opportunities, salary, work, policy and administration, and supervision decreased, turnover intent, an attitude not widely represented, increased. Prosperity to leave increased as role conflict increased. Work itself reflected the highest satisfaction level and salary the lowest. The generally satisfied faculty appeared to experience a moderate amount of role conflict and a very low level of role ambiguity. Age was the only demographic variable that significantly influenced propensity to leave.

METHODOLOGY

The study has used descriptive research design to understand job satisfaction of Jawahar Navodaya Vidyalaya in South Assam of Cachar, Karimganj and Hailakandi and Dima Hasao district of Assam. Here it was an attempt to study the attitude of concerned teachers towards their job and the major factors which contribute towards their satisfaction or dissatisfaction. The South Assam has got 3 Districts Cachar, Karimganj and Hailakandi and Dima Hasao District is very close to Cachar District so JNV of Dima Hasao is also Chosen for the study. Only Jawahar Navodaya Vidyalaya post graduate teachers and trained graduate teachers were selected for the purpose of the present study. Responses of 45 Post Graduate Teachers and 86 trained graduate Teachers including miscellaneous teachers and Principals and Vice-principals were collected. Miscellaneous teachers are put under TGT category and Principals and Vice-principals are put under PGT category. The distribution of the sample according to the sex and category of posts of teachers is shown in the

Table-A

Names of the schools	Numbers of Post Graduate teachers		Numberof Trained Graduate teachers	
	Male	Female	Male	Female
1. Jawahar Navodaya Vidyalaya, Cachar District	12	04	16	08
Total	12	04	16	08
2. Jawahar Navodaya Vidyalaya, Karimganj District	10	06	16	07
Total	10	06	16	07
3. Jawahar Navodaya Vidyalaya, Hailakandi District	09	04	13	06
Total	09	04	13	06
4. Jawahar Navodaya Vidyalaya, DIMA HASAO District	-	-	12	08
Total			12	08

Tools and techniques used for data collection

One of the most important prerequisite of the research process is tool. Scientifically prepared tool can ensure desired result with its proper validity and reliability.

For the present study the researcher has prepared a questionnaire to know-

- ✓ the attitude of JNV school teachers towards their jobs and
- ✓ The factors responsible for satisfaction/dissatisfaction.

At the outset 6(six) items (questions) were for attitudes and 24 (twenty four) items were to the factors. Each statement was followed by five responses such as SA, A, U, D and SD. The respondent was to put a tick (✓) mark on any option as per his/her willingness. The meaning of SA, A, U, D and SD are given as under:-

SA- Strongly agree, A=Agree, U=Undecided, DA=Disagree, SD= strongly disagree.

The weightage for positive and negative statements are coded as follows:

Degree of choices	Scores of items
SA	5
A	4
U	3
DA	2
SD	1

Data Collection procedure

As the generalizations and the conclusions would be acceptable and valid only when the data are collected methodically. So the researcher needs to be careful enough in this regard. Here the needed data for the study have been collected through a comprehensive Schedule administered on the sample units. The filled up questionnaire were collected both by post and personal visits.

Degree of choice	Scoring of items	
	Positive	Negative
Strong Agree (SA)	5	1
Agree (A)	4	2
Undecided (U)	3	3
Disagree (DA)	2	4
Strong Disagree (SD)	1	5

The specific question and the respective categories under which questions were asked have been indicated as follows:-

Attitude towards the Job (Statements nos. 1, 8,15,19,23 and 26)

I think my profession is not very useful to the society.
Teaching profession ranks low, socially.
People choose teaching profession as their last resort.
Teaching is joyful and rewarding experience in life

If there is a choice between my teaching profession and any other with same pay and amenities I will leave my present profession.

I think there are other professions where I would be able to do better than my present profession.

Here minimum score of a teacher will be 6 (1×6=6) whereas maximum score could be 30 (6×5=30)

Satisfaction/ dissatisfaction factors

Pay (statements nos. 6,7 and 25)

The salary I am receiving is good enough.
I am satisfied with whatever financial benefits given in addition to basic pay.

School teacher’s salary could be liked to attract meritorious and promising person in the profession.

The minimum score of a teacher in this item will be 3(1×3=3) whereas maximum score could be 15(5×3=15).

Working condition (Statements nos. 3,4,20 and 30)

The physical condition of my school is good.
School working hours suit me.
Material and equipments used by me are satisfactory.
Road communication/ transportation to school is comfortable.

The minimum score in this item will be 4(1×4) and maximum score may be 20(5×4=20).

Work (Statements nos.2 and 9)

I am satisfied with the challenging nature of my work.
I am satisfied with my allotted classes in school.

Selected of Tools

One of the most important prerequisite of the research process is tool. Scientifically prepared tool can ensure desired results with its proper validity and reliability.

For the present study the researcher has prepared a questionnaire to know- (1) the attitude of the higher secondary school teachers towards their jobs and (ii) the factors responsible for their satisfaction / dissatisfaction. At the outset 6 (six) items (questions) were for attitude and 24 (twenty four) items were related to the factors

Attitude Scale for Teachers

A five point attitude scale was constructed by adopting the step given by Likert (1932) and Standardized to measure the attitudes of the teachers towards their jobs Associated to their satisfaction. Each question has five possible responses are coded as follows:-

The minimum score against this item is 2(1×2=2) and the maximum score could be 10(5×2=10).

Job involvement (Statements nos. 12 and 16)

The major satisfaction in my life comes from my job.
My job is everything to me.

This item has two statements so minimum score will be 2(1×2=2) and maximum 10(5×2=10).

Promotion (Statements nos. 21, 24 and 29)

Remaining in the same post or grade causes frustration among teachers.

Other state government departments have better scope of promotion than in education.

There is good scope of promotion in my service.

As this item contains three statements hence minimum score will be 3 (1×3=3) and maximum could be 15(5×3=15).

Job security (Statement no. 10)

My job is secured.

As this item contains only one statement so the frequency of teachers distributed against the opinions.

Procedure of data analysis

Analysis of data is the most important and decisive step in any research from which the result can be reached. The concepts of data analysis refer to the study on tabulated facts and figures in order to determine the inherent meanings and reaching to solution of the problem. The research plan reflects the description of statistical technique(s) to be used for the analysis and interpretation of the data. In the present study, the researcher analyzed the data by using quantitative technique. This included mean, standard deviation, t test, chi-square (X²) test, percentage calculations. The pictorial presentations of the results were done by pie-chart, histogram where required. T-test was used to see the significance mean difference for attitudes, pay and job involvement. The rest were presents either by pie-charts or by histograms.

ANALYSIS AND INTERPRETATION OF RESULT

Introduction

- Respondent sex wise
- Satisfaction with various factors of job
- Satisfaction with pay
- Working condition
- Work
- Promotion
- Job security
- Job environment
- Promotional development
- Attitude

ANALYSIS AND INTERPRETATION OF RESULTS

The data collected comprise no meaning data are organized and tabulated systematically in order to determine the inherent facts. Thus, it is the computation of certain indices along with searching of patterns of relationship to analyse the data after collection.

Analysis requires attentiveness, precision, mathematical ability and flexibility on the part of the researcher. Analysis involves the breaking up of complex factors into simple parts and putting it together in a new arrangement for the purpose of interpretation.

In the present study, the researcher used the scores in the twelve categories in the tabulated form and analysed by t-test, X²- test, percentage, histogram, to present the data in a meaningful way. Interpretations were made and inferences were drawn on the basis of the statistical treatment.

Respondents-sex wise

Women are an integral part of our society and they are also contributing to the society at various level. It may be true that there are many fields where their presence is still minimum but it is also a fact that in many fields their presence is significant; teaching is one of them. So it is important to know their observations significant. Hence both male and female teachers have been included in the sample.

**TABLE NO.1
DISTRIBUTION OF RESPONDENTS-SEX WISE**

SEX	No. of respondents	Post Graduate Teachers	Trained Graduate Teachers	Post Graduate teachers in %	Trained Graduate teachers in %	Total in percentage
Male	86	31	57	36.0	66.27	65.65
Female	43	14	29	32.56	67.44	32.82
Total	131	45	86			98.47

SATISFACTION WITH VARIOUS FACTORS OF JOB

Data obtained in respect of job satisfaction of teachers have been presented category wise and analysed one by one.

Satisfaction with pay

Salary is always one of the very important factors of job satisfaction. Young meritorious persons get attracted towards good pay- package. Pay remains a factor for job satisfaction of teachers too.

The education Commission (1964-66) in this regard recommended:

All teachers' salaries should be reviewed every years and the dearness allowance paid to teachers should be same as that paid to Government servants with the same salary.

DISTRIBUTION OF TEACHERS ACCORDING TO THE PAY SATISFACTION

**TABLE No. 2
SCORES IN PAY SATISFACTION. (Statements nos. 6, 7 & 25)**

Scores	Post Graduate Teachers (PGT)		Trained Graduate Teachers (TGT)		Percentage		t value
	Male	Female	Male	Female	PGT	TGT	
15-18	2	1	2	3	6.44	7.14	0.13
12-15	12	8	28	16	38.7	57.13	
9-12	1	0	1	0	3.22	0	
6-9	15	5	20	9	48.3	35.71	
3-6	1	0	6	1	3.23	0	

Calculation of t-value:

Mid point	x	x ¹	fx ¹
16.5		6	2
			6
13.5	3	1	20
10.5	0	0	0
7.5	-3	-1	-20
			“ fx ¹¹ =4
4.5	-6	-2	-2

$$M_{PGT} = 10.5 + 4 : 45 \times 3 = 10.77 \text{ (Mean for PGTs)}$$

$$s_{PGT}^2 = \frac{1}{N} \sum fx^2 - \left(\frac{\sum fx}{N} \right)^2 = \frac{4}{45} \times 45 \times 56 - 16 = 4.448$$

For Trained Graduate teacher

$$fx^1 \ 10$$

$$fx \ 144 \ \text{“} fx^1=11$$

$$0$$

$$-29$$

$$-14$$

$$M_{TGT} = 10.5 + 11 : 86 \times 3 = 10.88 \text{ (Mean for TGTs)}$$

$$s_{TGT}^2 = \frac{4}{86} \times 86 \times 56 - 11^2 = 4.7169$$

$$t = \frac{10.88 - 10.77}{\sqrt{\frac{4.448 + 4.7169}{2}}} = 0.132$$

The calculated ‘t’ value came out to be 0.13 where as the table value of ‘t’ for 129 (nearest 125) degree of freedom at 0.05 level of confidence is 1.98 which is greater than the computed value. Therefore, it is concluded that there is no significant difference in pay satisfaction between male subject teacher and male assistant teachers and the hypothesis is retained.

Working conditions (statement nos. 3,420 & 30)

The efficiency of a worker is affected by the working environment and conditions. The congenial condition is also essential for teachers’ satisfaction and hence performance.

TABLE NO. 3
Distribution of teachers according to the scores of working conditions

Scores	PGT		TGT		Percentage			
	M	F	M	F	PGT		TGT	
					M	F	M	F
20-23	1	0	2	2	3.21	0	3.49	6.9
17-20	2	1	7	3	6.45	7.14	12.28	10.34
13-17	4	2	9	6	12.9	14.28	15.79	20.69
10-13	14	8	28	10	45.16	57.14	49.12	34.48
7-10	6	2	7	5	19.35	14.29	12.28	17.25
4-7	4	1	4	3	12.9	7.14	7.01	10.33
Total	31	14	57	29	99.97	99.99	99.97	99.99

It is evident from the table that overall 22.55% male PGTs are male satisfied, 32.26 % are dissatisfied and 45.16 % are moderately satisfied with the working conditions.

21.43% female PGTs are satisfied, dissatisfied at the same percentage and rests are moderately satisfied with the working conditions.

Only 31.59% male TGTs are on an average satisfied, 19.29% are dissatisfied and rests are moderately satisfied with the working conditions.

37.93% female TGTs are on an average satisfied whereas 27.79 are dissatisfied; rests 34.48% are moderately satisfied with the present working conditions.

No category of teachers is even 50% satisfied with the working conditions. The distributions of female PGTs in the level of satisfaction and dissatisfaction are equal.

It is also interesting to note that female TGTs are relatively more satisfied than their counterpart.

Work (statements nos. 2&9)

The level of satisfaction is likely to be affected by achievement goal, work load, and other pressure in work. Some jobs are more challenging in nature which is liked by some but there are others who do not like to over burden with challenges.

TABLE NO. 4

DISTRIBUTION OF TEACHERS ACCORDING TO THE SCORES OF WORK

Scores	PGT		TGT		Percentage	
	M	F	M	F	PGT(M+F)	TGT(M+F)
8-11	17	9	30	16	57.78	53.49
5-8	6	3	21	8	20.00	33.72
2-5	8	2	6	5	22.22	12.79
Total	31	14	57	29	100.00	100.00

Most of the teachers are satisfied with the work they are performing. Only 22.22% PGTs and 12.79% TGTs are dissatisfied.

TABLE NO.5

DISTRIBUTION OF TEACHERS ACCORDING TO THE SCORES OF PROMOTION

SCORES	PGT		TGT		PERCENTAGE			
	M	F	M	F	PGT		TGT	
					M	F	M	F
15-18	0	1	3	2	0	7.13	5.25	6.9
12-15	2	1	5	4	6.45	7.14	8.78	13.8
9-12	0	0	2	1	0	0	3.50	3.45
6-9	21	9	30	16	67.74	64.28	52.62	55.17
3-6	8	3	17	6	25.80	21.43	29.87	20.68
Total	31	14	57	29	99.99	99.98	100	99.99

The distribution is much polarized and this polarization is towards the dissatisfaction, irrespective of sex and category of teachers as far as the promotional aspects is concerned. It is also to be noted that female Post Graduate teachers are relatively more satisfied than their counterpart.

Job security (Statements no.10)

Security on job means assurance of an employee to continue in his/her employment. When continuity of his/her job is assured s/he has no anxiety with sudden loss of job. So, it gives a feeling of satisfaction. Item no.10 was accommodated in the questionnaire to assess the feeling of teachers in respect of job security.

TABLE NO.6

DISTRIBUTION OF TEACHERS TOWARDS THE FEELING OF JOB SECURITY

LEVEL OF SATISFACTION	NUMBER OF RESPONDENTS						PERCENTAGE			
	PGT			TGT			PGT		TGT	
	M	F	T	M	F	T	M	F	M	F
SA	18	8	26	22	14	36	58.06	57.13	38.6	48.27
A	7	4	11	27	9	36	22.57	28.56	47.38	31.02
UD	1	0	1	4	1	5	3.22	0	7.00	3.45
D	3	1	4	3	4	7	9.67	7.13	5.26	13.78
SD	2	1	3	1	1	2	6.45	6.65	1.75	3.45
Total	31	14	45	57	29	86	99.97	99.47	99.99	99.97

The table shows that 80% male PGTs are assured that their job is secured, only 3.2% have doubt to comment on it and rest 16% do not agree that their jobs are secured.

85% of female PGTs are of the opinion that jobs are secured and only 14% have doubt about the job security.

Almost similar opinion is reflected in case of male and female TGTs. It is evident that 86% male TGTs are ensured about their jobs, only 7% have question about the security and 7% are in hesitation to opine about the matter. 79% female

TGTs are also ensured about into chi-square test a simple observation of data depicted in the preceding table shows that there is no significant difference between PGTs and TGTs in job security.

Job involvement (Statements nos.12 & 16).

If an employee gets satisfaction in his/her work s/he involves more in the job. Teaching is also said, "Mission of man making." So here both physical and mental involvement from the profession can involve him/her more and more.

TABLE NO.7

Distribution of teachers according to the scores of job involvement.

Scores	PGT		TGT		t value
	M	F	M	F	
8-11	23	12	46	23	1.116
5-8	7	2	10	4	
2-5	1	0	1	2	
Total	31	14	57	29	

The calculated 't' value came out to be 1.116 where as the table value of 't' for 45 (near to 43) df at 0.05 level of confidence is 2.02 which is greater than the computed value. Therefore, it is concluded that there is no significant difference in the job involvement between PGT s and TGTs and the hypothesis is retained.

Attitudes (Statement nos. 1,8,15,19,23 & 26).

Thurstone and Chave (1929) defined attitude as a generalized reaction for or against a specific psychological

object. The object may be a person or a group, a king of objects or living things, concepts or values, events or situation , institutions or system.

Attitudes are not innate but are the results of the amount of direct experience an individual has had with attitude object. The attitudes are aroused by some drive state which is reflected in some goal orientation of the frustrated or satisfied individual. Item numbers 1, 8, 15, 19 , 23 & 26 were accommodated in the questionnaire to know the attitudes of higher secondary schools teachers to their job.

TABLE NO.8

DISTRIBUTION OF TEACHERS IN AESSING ATTITUDES

SCORES	PGT		TGT	
	M	F	M	F
26-31	8	3	12	7
21-26	10	7	20	9
16-21	6	2	10	6
11-16	3	1	8	4
6-11	4	1	7	3
TOTAL	31	14	57	29

't' values:-

Calculated 't' value for PGT (MALE) AND PGT (FEMALE) is 0.611

But table value of 't' for 43df (nearest to 45) at 0.05 level of confidence is 2.02 which is greater than the computed value. Therefore, it is concluded that there is no significant difference in attitude between male subject teachers and female subject teachers.

Calculated 't' value for TGT (MALE) and PGT (MALE) was found to be .0335, where as the table value for 90 df (nearest to 86) at 0.05 level of confidence is 1.99 which is greater than the computed value. Therefore, it is concluded that there is no significance difference in attitude between male assistant teachers and female assistant teachers.

Also, the calculated value of 't' for TGT(MALE) and TGT(FEMALE) was 0.685, whereas the table value for 80 df (nearest to 84) is 1.99 which is greater than the computed value. Therefore, it is concluded that there is no significant difference in attitude between male assistant teachers and female assistant teachers.

CONCLUSIONS OF THE STUDY

"The destiny of India is being shaped in her classroom" Education Commission (196466). The persons who shouldered the responsibilities for shaping the future of a country in a classroom are the teachers. If the teachers are not satisfied then the destiny of India may not be well shaped. So it is necessary to investigate the factors which affect their satisfactions.

It may be concluded that job satisfaction of an employee is related to an individual's expectations of different characteristics of job. The aspiration differs from individual to individual. Pay, working conditions, work load, professional

development, relations with co-workers, supervision of principals, job involvement, student-teachers relation promotional aspects, job security are the few factors that mostly determine the job satisfaction.

Though a few factors like relation with co-workers, supervisions, job security, work load etc. contribute to the degree of satisfaction but pay, working conditions, promotional aspects, scope of professional development etc are the factors which often dissatisfy them.

The study reveals that the teachers have high positive attitudes towards their jobs and there is no significance difference in the degree of attitudes among the teachers.

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