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## A Study Of Murarji Residential School Teachers Job Satisfaction In Relationto Their Attitude Towards Teaching Profession

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### Abstract:

*Education is the most important invention of mankind. Man without education would still be living just like an animal. It is education, which transformed man from a mere 'two legged animal' into human being.*

A teacher, who is happy with his job, plays a pivotal role in the Upliftment of society. Well adjusted and satisfied teacher can contribute a lot to the well being of his/her pupils. Job satisfaction implies the overall adjustment to work situation. Attitude is readiness to react towards or against some situation, person or thing in a particular manner. The Murarji residential Education Commission noticed that, "It is necessary to make an intensive and continuous effort to rise the Economic, Social and Professional status of teachers in order to attract young men and women of ability to the profession and to pertain them in it as dedicated, enthusiastic and contented workers"

The Concept of job satisfaction is a many faceted one. Some researchers consider it as a generalized affective orientation to all aspects of the work situation. Such a view expresses the resultant of a whole host of orientations to specific aspects of the job. Job satisfaction is the sum total of the individual attitudes towards job. (Vroom, 1964)

Vroom maintains that attitudes and job satisfaction can be used inter changeably as both of the concepts indicate "affective orientations on the part of individuals towards work roles which they are presently occupying, positive attitudes to the job are equivalent to job satisfaction and negative attitude, towards the job are equivalent to job dissatisfaction" (Vroom, 1964). (Gruenberg, 1976).

### DEFINITION

Blum and Naylor(1968), defines job satisfaction as "A general attitude which is the result of many specific attitude in the three areas: namely: specific job factors, individual characteristics and group relationship outside the job"

According to Tiffin and McCormick (1971), "The Satisfaction which people experienced in their job is the result of the various aspects of their situations found to be relevant to the job related value systems". (Mohanty, 1982).

### FACTORS INFLUENCE JOB SATISFACTION

Many factors influence job satisfaction. Harrell believes that job satisfaction is dependent upon

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three major categories of factors. Personal factors, factors inherent in the job and factors controlled by the management.

Personal Factors-Sex, Number of Dependents, Job Experience, Time on the job, Intelligence, Education, Personality.

Factors Inherent in the Job-Type of Work, Skill required, Occupational status, Size of Plant. Factors controlled by management Authority (Government)-Security, Opportunities of advancement, working conditions, co-workers, Download Flow of Importance.

### TEACHERS ATTITUDES

Attitude may be considered one phase of personality. They are closely associated with feelings and emotions, and are a large factor in determining our reactions and behavior. An attitude may be thought of as a response pattern, or a tendency to think or act in a particular way under a given set of circumstances. Thus, a person has established attitudes towards certain activities, geographical regions, political parties, and towards particular individuals such as the principal of his school, his homeroom teacher, his classmates, etc. when situations arise in which one or another of these is involved, he tends to react in each case in a certain way

The term 'Attitude' is defined by Freeman (1965) as "a dispositional readiness to respond to certain situations, persons, objects or ideas in a consistent manner, which has been learned and has become one's typical mode of response", It is a tendency to react in a certain way towards a designated class of stimuli These are the ways in which an emotions. Attitude ranges from positive extreme to Negative extreme. Attitudes vary in the amount of positiveness or negativeness.

In the Present study, professional attitude of the teachers towards teaching profession is conceived. It is a comparatively stable, emotional and learned pattern of behavior, which predisposes the individual to act in some consistent way towards his/her profession. It may range between favorable attitudes to unfavorable attitude. A favorable attitude makes the work not only easier but also more satisfying and professional rewarding. An unfavorable attitude makes the teaching task harder, more tedious and unpleasant.

### NEED AND IMPORTANCE OF THE STUDY

The Traditional model of job satisfaction is that, it consist of the total body of feelings about the natural of job, promotion prospects, nature of the supervision and so on that an individual has about his job. If the sum total of influence of these factors gives rise to feelings of satisfaction, the individual has job satisfaction on the other hand, if on the whole they give rise to feelings of dissatisfaction, the individual is dissatisfied

Changing anyone of these influences will lead in the direction of job satisfaction or dissatisfaction depending upon the nature of change (Ramakrishna and Bhaskara, 1998).

Satisfaction occurs when the job fulfills what one values. In order to develop effectiveness in murarji residential school teacher, they should be well satisfied in their jobs. If this neglected the result will be falling on educational standard.

In the absence of other influences a teachers tries to teach in the way in which he himself was taught by his favorite's teachers and thus tends to perpetuate the traditional methods of teaching.

It is therefore, emphasized by different committees and commissions that high quality personnel, who have the necessary aptitude for teaching and favorable attitude towards teaching should be selected for the teaching profession.

The Quality and Quality of performance performed by any individual in any task is mainly determined by the fact that whether the individual is satisfied or dissatisfied by the particular task.

Teaching Profession as such has an important, noble place in the society. People (teachers) who are involved in the teaching profession are rather different from the people who are involved in other profession. Whole hearted participation of the teachers in the educational proves and organization is primary necessity for the success of educational system. Teachers would extend their maximum, ultimate potentialities to serve their profession, if they are satisfied with their jobs.

Teacher Job Satisfaction is a pivotal link in the chain of education reform. Teacher's satisfaction influences job performance, attrition and ultimately, student performance. Job dissatisfaction has been found to be associated with a higher rate of absenteeism (Jackson, Rattig and Pasamanick, 1957), turnover (Loken, 1951) accidents, Wastage, (Bray field and Crockett 1955). It is not only results in unhappiness to the individual but also leads to wastage of the human and material resources of society.

Hence, there is a great need for the study of Teachers Job Satisfaction working in murarji

residential School.

#### **STATEMENT OF THE PROBLEM**

A Study of Murarji Residential School Teachers Job Satisfaction In Relation To Their Attitude towards Teaching Profession

#### **OBJECTIVES OF THE STUDY**

- 1)To study the significant difference between male and female teachers of Murarji Residential school teachers with respect to their job satisfaction.
- 2)To study the significant difference between male and female teachers of Murarji Residential school teachers with respect to attitude towards teaching profession.
- 3)To study the significant relationship between job satisfaction and attitude towards teaching profession of Murarji Residential school teachers.
- 4)To study the significant relationship between job satisfaction and attitude towards teaching profession of Murarji Residential school male teachers.
- 5)To study the significant relationship between job satisfaction and attitude towards teaching profession of Murarji Residential school female teachers.

#### **LIMITATIONS OF STUDY**

- 1.The study related to only job satisfaction and attitude towards teaching profession
- 2.The study related to only Murarji residential school teachers.
- 3.The study related to only Bijapur district Murarji residential school teachers.

#### **HYPOTHESIS:**

- 1)There is no significant difference between male and female teachers of Murarji Residential school teachers with respect to their job satisfaction.
- 2)There is no significant difference between male and female teachers of Murarji Residential school teachers with respect to attitude towards teaching profession.
- 3)There is no significant relationship between job satisfaction and attitude towards teaching profession scores of Murarji Residential school teachers.
- 4)There is no significant relationship between job satisfaction and attitude towards teaching profession scores of Murarji Residential school male teachers.
- 5) There is no significant relationship between job satisfaction and attitude towards teaching profession scores of Murarji Residential school female teachers.
- 6)Attitude towards teaching profession would not be a significant predictor of job satisfaction of Murarji Residential school teachers

#### **SAMPLE**

In this study random sampling technique was used for the selection of sample, to find out the actual picture of school teachers on professional development. The investigator listed the Murarji residential schools from the office of Deputy Director of public Instruction (DDPI). From entire population of these Murarji residential schools sixty (60) teachers were selected as the sample for the study.

#### **TOOLS USED**

To investigate the correlation study of demographic variables of Murarji residential school teachers on job satisfaction and attitude towards the teaching profession.  
Job Satisfaction Scales for secondary School Teachers MIS MEERA DIXITH  
The teacher attitude inventory - DR. AHLUWALIA

#### **METHOD OF RESEARCH:-**

The present research study is a descriptive survey of Murarji residential school teacher areas of the Bijapur Educational district. For the present study descriptive survey method was conducted on job

satisfaction and attitude towards teaching profession of Murarji residential school teacher.

#### COLLECTION OF DATA

To collect the necessary data required for the study, printed copies of Job Satisfaction Scale containing 52 items dealing with specialized subject like intrinsic aspect of job, salary, promotion, avenues and service conditions, physical facilities, institutional plans and policies satisfaction with authorities, satisfaction with social status and family welfare, rapport with students, relationship with co-workers. And teacher attitude inventory consists of 90 items dealing with specialized subject like teaching professions, class room teaching, child centered practices, educational process, pupil, teachers, were taken to different Murarji residential investigate the relationship between job satisfaction and attitude towards teaching profession of teachers.

For this purpose, A Job satisfaction scale and teacher attitude inventory were administered to different murarji residential schools teachers in order to collect the necessary data for finding job satisfaction of attitude towards teaching profession of murarji residential school teachers personal data relating to name, age, sex, location, educational qualification teaching experience, name of school, and nature of school, were also collected through a personal data proforma especially prepared for this purpose.

#### STATISTICAL TECHNIQUE USED

The mean standard deviation and't' value were computed for different groups the basis of scores of teachers on their responses.

In pursuance of the objectives of the study as well as to test the research hypothesis, the Person's product moment correlation was used to know the relationship between job satisfaction and attitude towards teaching profession of murarji residential school teachers working in different institution in Bijapur education district.

#### DATA ANALYSES AND RESULTS

After the data had been collected, it was processed and tabulated using Microsoft Excel - 2007 Software.

Then the data were analyzed with reference to the objectives and hypotheses by using unpaired t-test, Karl Pearson's correlation coefficient and linear simple regression by using SPSS 16.0 statistical software and the results obtained there by have been interpreted.

It is also the intention of the investigator to findout whether differences in the independent variables namely gender (male and female) with respect to job satisfaction and attitude towards the teaching profession from Murarji Residential school teachers and consequently others.

#### HYPOTHESIS:

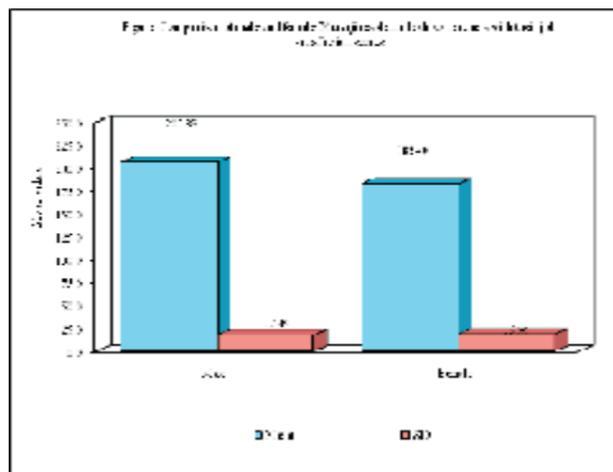
There is no significant difference between male and female of Murarji Residential school with respect to their job satisfaction scores

To achieve this hypothesis, the unpaired t-test was applied and the results are presented in the following table.

**Table:01 Results of t-test between male and female teachers of Murarji Residential school with respect to their job satisfaction scores**

Gender	Mean	SD	t-value	p-value	Signi.
Male	205.8750	17.4917	4.8025	<0.05	S
Female	182.4000	18.5597			

From the results of the above table it can be observed that, the male and female teachers of Murarji Residential school teachers differ significantly with respect to their job satisfaction scores ( $t=4.8025$ ,  $p<0.05$ ) at 5% level of significance. Hence, the null hypothesis is rejected and alternative hypothesis is accepted. It means that, the male teachers have higher job satisfaction scores as compared to female teachers of Murarji Residential schools. The mean and SD of job satisfaction scores are also presented according to gender is presented in the following figure.



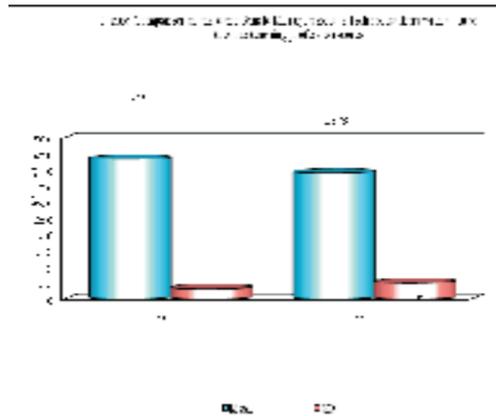
**HYPOTHESIS:**

There is no significant difference between male and female teachers of Murarji Residential school teachers with respect to attitude towards teaching profession scores  
 To achieve this hypothesis, the unpaired t-test was applied and the results are presented in the following table.

**Table:02 Results of t-test between male and female teachers of Murarji Residential school teachers with respect to attitude towards teaching profession scores**

Gender	Mean	SD	t-value	p-value	Signi.
Male	216.7500	15.7915	3.9710	<0.05	S
Female	195.7500	25.0281			

From the results of the above table it can be observed that, the male and female teachers of Murarji Residential school teachers differ significantly with respect to attitude towards teaching profession scores ( $t=3.9710$ ,  $p<0.05$ ) at 5% level of significance. Hence, the null hypothesis is rejected and alternative hypothesis is accepted. It means that, the male teachers have higher attitude towards teaching profession scores as compared to female teachers of Murarji Residential schools. The mean and SD of attitude towards teaching profession are also presented according to gender is presented in the following figure.



**HYPOTHESIS:**

There is no significant relationship between job satisfaction and attitude towards teaching profession of Murarji Residential school teachers.

To achieve this hypothesis, the Karl Pearson's correlation coefficient technique has been applied and results are presented in the following table.

**Table:03 Results of correlation coefficient between job satisfaction and attitude towards teaching profession of Murarji Residential school teachers**

Variable	Mean	Std.D v.	r(X,Y)	t- value	p- value	Signi.
Job satisfaction	198.050 0	20.921 5	0.3335	2.6938	<0.05	S
Attitude towards teaching profession	209.750 0	21.592 2				

From the results of above table, it can be seen that, a significant and positive relationship was observed between job satisfaction and attitude towards teaching profession scores of Murarji Residential school teachers ( $r=0.3335$ ,  $p<0.05$ ) at 5% level of significance. Hence, the null hypothesis is rejected and alternative hypothesis is accepted. It means that, the attitude towards teaching profession scores are increasing or decreasing with increase or decrease in job satisfaction scores of Murarji Residential school teachers.

**HYPOTHESIS:**

There is no significant relationship between job satisfaction and attitude towards teaching profession scores of Murarji Residential school male teachers.

To achieve this hypothesis, the Karl Pearson's correlation coefficient technique has been applied and results are presented in the following table.

**Table:04 Results of correlation coefficient between job satisfaction and attitude towards teaching profession of Murarji Residential school male teachers**

Variable	Mean	Std.D	r(X,Y)	t-	p-	Signi.
		v.		value	value	
Job satisfaction	205.875	17.491				
	0	7				
Attitude towards	216.750	15.791	0.1015	0.6291	>0.05	NS
teaching profession	0	5				

From the results of above table, it can be seen that, a non-significant and positive relationship was observed between job satisfaction and attitude towards teaching profession of Murarji Residential school male teachers ( $r=0.1015$ ,  $p>0.05$ ) at 5% level of significance. Hence, the null hypothesis is accepted and alternative hypothesis is rejected. It means that, the attitude towards teaching profession scores are increasing or decreasing with increase or decrease in job satisfaction scores of Murarji Residential school male teachers.

**HYPOTHESIS:**

There is no significant relationship between job satisfaction and attitude towards teaching profession of Murarji Residential school female teachers.

To achieve this hypothesis, the Karl Pearson's correlation coefficient technique has been applied and results are presented in the following table.

**Table:05 Results of correlation coefficient between job satisfaction and attitude towards teaching profession of Murarji Residential school female teachers**

Variable	Mean	Std.D	r(X,Y)	t-	p-	Signi.
		v.		value	value	
Job satisfaction	182.400	18.559				
	0	7				
Attitude towards	195.750	25.028	0.1383	0.5926	>0.05	NS
teaching profession	0	1				

From the results of above table, it can be seen that, a non-significant and positive relationship was observed between job satisfaction and attitude towards teaching profession scores of Murarji Residential school female teachers ( $r=0.5926$ ,  $p>0.05$ ) at 5% level of significance. Hence, the null hypothesis is accepted and alternative hypothesis is rejected. It means that, the attitude towards teaching profession scores are increasing or decreasing with increase or decrease in job satisfaction scores of Murarji Residential school female teachers.

**HYPOTHESIS:**

Attitude towards teaching profession would not be a significant predictor of job satisfaction of Murarji Residential school teachers

To achieve this hypothesis, the simple linear regression analysis is applied and results are presented in the following table.

Table:06 Results of simple linear regression analysis of job satisfaction by attitude towards teaching profession of Murarji Residential teachers

Variable	Beta value	SE of beta	Regression coefficient	SE of Regression coefficient	t-value	p-level	Signi.
Intercept			130.2786	25.2893	5.1515	<0.05	S
Attitude	0.3335	0.1238	0.3231	0.1199	2.6938	<0.05	S
R=0.3334, R <sup>2</sup> =0.1112, Adjusted R <sup>2</sup> =0.0958, F=7.2564, p<0.05, S, Std.Error of estimate: 19.893							

From the results of the above table it can be seen that, the influence of attitude towards teaching profession is found to positive and statistically significant on job satisfaction of Murarji Residential teachers at 5% level of significance. Hence, the null hypothesis is rejected and alternative hypothesis is accepted. It means that, the attitude towards teaching profession has significant positive influence on job satisfaction of Murarji Residential teachers. Therefore, the attitude towards teaching profession is taken as a significant predictor of job satisfaction of Murarji Residential teachers in this study concern.

#### MAJOR FINDINGS

- 1)The male teachers have higher job satisfaction scores as compared to female teachers of Murarji Residential schools.
- 2)The male teachers have higher attitude towards teaching profession scores as compared to female teachers of Murarji Residential schools.
- 3)The attitude towards teaching profession scores are increasing or decreasing with increase or decrease in job satisfaction scores of Murarji Residential school teachers.
- 4)The attitude towards teaching profession scores are increasing or decreasing with increase or decrease in job satisfaction scores of Murarji Residential school male teachers.
- 5)the attitude towards teaching profession scores are increasing or decreasing with increase or decrease in job satisfaction scores of Murarji Residential school female teachers.
- 6), the attitude towards teaching profession has significant positive influence on job satisfaction of Murarji Residential teachers. Therefore, the attitude towards teaching profession is taken as a significant predictor of job satisfaction of Murarji Residential teachers

#### CONCLUSION

From this Research it is found that there is significant Difference Between male and female Teachers in regard to job satisfaction .It means that male teachers have higher job satisfaction compared to female teachers of Murarji residential schools. And This study also indicate that male teachers have higher attitude towards teaching profession as compared to female teachers of Murarji residential schools. This study also shows there is significant relationship between teaching profession and job satisfaction of Murarji residential school teachers the same result had found from the study of Ramakrishna (1980 ) and many studies supports the above findings. It is need to develop right attitude towards teaching profession among teachers that may need to get job satisfaction.

#### EDUCATIONAL IMPLICATIONS

- 1)Teachers should be need to realize the impact of internalization of competencies and their place in developing desirable attitude towards teaching profession.
- 2) While farming the curriculum for B Ed, training programmed, every care may be taken to make teacher trainees to realise the nobility of teaching profession and the need of job satisfaction to fully excise their

functions as teacher.

3)Teacher with less than five years of teaching experience found to have job satisfaction and positive attitude towards teaching profession. Hence they may be further motivated to retrain this satisfaction and attitude even in their future professional carrier.

4)Teacher may be advised to improve their educational qualification so as to enable them to realize the impact of mastery over the subject they handle in order to find satisfaction in their teaching work. As such provision for Leave, permission, financial assistance for teachers to take up correspondence be made available.

5) It is desirable on the part of recruitment authorities, Managements and government authorities to encourage young men and women not only with high talent, potentialities and positive attitude towards teaching but also to encourage those who have developed commitment and competitive spirit to their work so that they strive for the betterment of education.

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