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JOB SATISFACTION AND ADJUSTMENT OF TEACHERS

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Abstract: The present study was explored to find out the relationship between job satisfaction and adjustment of teachers. Survey method was used. A sample of 200 teachers was selected by random sampling technique in Chidambaram, Tamil Nadu. Data was analyzed by t-test and r-value. Results revealed that there is no significant difference in job satisfaction and adjustment of teachers with regard to their educational qualification. Finding also indicated that there is significant relationship between job satisfaction and adjustment of teachers based on their educational qualification.

Keyword: Job Satisfaction, Adjustment.

INTRODUCTION

Job satisfaction has been a topic of great interest for researchers and practitioners in a wide range of fields including organizational psychology, public administration, and management. It has been researched for more than 50 years and to this day continues to be a topic of research interest. The main reason for this interest may be due to the implications of job satisfaction for such job related behaviors as motivation, productivity, organizational commitment, and absenteeism, turnover, and employee relations. Satisfied employees are more likely to be creative and innovative, and come up with breakthroughs that allow an institution to grow and change positively with time and changing market conditions (Sharma and Jyoti, 2009). In this respect, job satisfaction is an organizational variable which should be valued, understood, and constantly monitored for the welfare of any organization. The existence of low levels of job satisfaction among educators has received considerable attention over the years, though the majority of these studies have concentrated on elementary and secondary school teachers. Research directed towards job satisfaction among high school teachers is more limited.

OBJECTIVES OF THE STUDY

- To assess the level of job satisfaction and adjustment of teachers.
- To study the significant difference in job satisfaction and adjustment of teachers with regard to educational qualification.
- To examine the significant relationship between job satisfaction and adjustment of teachers based on their educational qualification.

HYPOTHESES

1. There is no significant difference in job satisfaction of teachers with respect to educational qualification.
2. There is no significant difference in adjustment of teachers with respect to educational qualification.
3. There is no significant relationship between job satisfaction and adjustment of teachers based on their educational qualification.

RESEARCH METHOD & SAMPLE

Survey method was used for this study. The sample consisted of 200 teachers in Chidambaram, Tamil Nadu.

Tools

- Job Satisfaction Scale by Mithra, Tiwari and Pandey.
- Mangal’s Teachers Adjustment Inventory.

DATA ANALYSIS

Table 1: Level of Job Satisfaction of Teachers

Variable	N	Mean	SD	M+1D	M-1D	Level
Job Satisfaction	200	148.33	15.22	163.55	133.11	Average

From Table-1, the mean value of job satisfaction of teachers is found to be 148.33. The mean value lies between 163 and 133. So, it can be concluded that the job satisfaction of teachers is average.

Table 2: Level of Adjustment of Teachers

Variable	N	Mean	SD	M+1D	M-1D	Level
Adjustment	200	48.36	10.5	58.86	37.86	Average

Table-2 shows that the mean value of adjustment of teachers is 48.36. The mean value lies between 58 and 37. So, it can be concluded that the

adjustment of teachers is average.

Table 3: Job Satisfaction of Under Graduate and Post Graduate Teachers based on Educational Qualification

Educational Qualification	N	Mean	SD	t-value	Result
Under Graduate	39	47.53	7.21	1.935	Not Significant
Post Graduate	161	48.56	11.16		

From Table-3, the obtained t-value is found to be 1.935 which is less than the table value (1.96) at 0.05 level. Thus there is no significant difference between under graduate and post graduate teachers based on their job satisfaction.

Table 4: Adjustment of Under Graduate and Post Graduate Teachers based on Educational Qualification

Educational Qualification	N	Mean	SD	t-value	Result
Under Graduate	39	47.53	7.21	0.547	Not Significant
Post Graduate	161	48.56	11.16		

Table-4 depicts that the obtained t-value is found to be 0.547 which is less than the table value (1.96) at 0.05 level. Thus there is no significant difference between under graduate and post graduate teachers based on their adjustment.

Table 5: Relationship between Job Satisfaction and Adjustment of Under Graduate and Post Graduate Teachers based on Educational Qualification

Educational Qualification	Category	N	R	Remark
	Under Graduate	39	0.706	Significant at 0.05 level
	Post Graduate	161	0.559	Significant at 0.05 level

From Table-5, the coefficient of correlation values 0.706 and 0.559 are significant at 0.05 level. Hence it can be concluded that there is significant relationship between job satisfaction and adjustment of teachers based on their educational qualification.

FINDINGS

- The level of job satisfaction of teachers is average.
- The level of adjustment of teachers is average.
- There is no significant difference between undergraduate and post graduate teachers based on their job satisfaction.
- There is no significant difference between undergraduate and post graduate teachers based on their adjustment.
- There is significant relationship between job satisfaction and adjustment of teachers in terms of educational qualification.

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