

# “JOB SATISFACTION AND ATTITUDE TOWARDS TEACHING AMONG TEACHERS OF PRIVATE AND GOVERNMENT SCHOOLS AT SENIOR SECONDARY LEVEL.”

Ms Reena

Lecturer, PSTE (Pre-Service Teacher Education), District Institute of Education and Training  
Ghumanhera, New-Delhi, India

## ABSTRACT

*The present is an attempt to study the job satisfaction and attitude towards teaching among teachers of private and government schools at senior secondary level. In this study Normative survey method was used. 8 schools of Delhi (4 Private and 4 Government schools), 40 teachers (20 teachers of government and 20 teachers of private school) in Delhi were considered in this study. Job satisfaction test developed by Meera Dixit and Attitude towards teaching test constructed and standardized by S.P.Ahluwalia was used. Nature of the present study was qualitative and quantitative both. Data was collected by using random sampling technique. This study was conducted on two variables job satisfaction and teaching attitude. This study was useful in finding the job satisfaction and attitude towards teaching in government and private school teachers. After the investigation it was found that there was low teaching attitude of government school teacher and high teaching attitude of private school teachers and also found to be high satisfaction of government school teacher and low satisfaction in private school teachers.*

**Keyword:** Job Satisfaction, Attitude, Private and Government school, Teachers.

---

## Introduction

Education is a process which goes on throughout the life and it helps the human beings in developing their personality according to tradition of society, country and time. Vivekananda's view "Education is the manifestation of divine perfection already existing in man." Education is the basis of all-round development of the nation. But all-round development is possible only when there is a proper adjustment of education with life. After independence, realizing the importance of education, Indian government has made many plans. According to 45<sup>th</sup> article of Indian constitution, it has been established free and compulsory education should be provided to each and every child up to the age of 14 years.

Mahatma Gandhi views "By education I mean all-round drawing out of the best in the child and man's mind and soul". Education is the development of all those capacities in the individual which will help him to full his responsibilities. It develops skills to choose, evaluate and to add to the existing stock of knowledge for social and economic development. The knowledge of education helps an individual to understand and realize his role and responsibilities in the process of development of a nation.

## Teacher

In the formal education set up it is the teacher who shoulders the responsible of drawing out the best in his students. Teachers enable the all-round development of his/ her students which can be possible only when the teacher himself/herself is an all-rounder. Our as a threefold education system namely Formal/ Non- Formal, and Informal Education the Formal Education is considered to be of utmost importance for the complete development of the child. This is one of the reasons it is most highly focused by the government. Secondly, teacher is indispensable in the Formal Education system. Teacher plays a pivotal role in the whole educational system.

Secondary Education Commission (1952-53) states, " we are convinced that the most important factor in the contemplated educational reconstruction is the teacher- his personal qualities, his educational qualification, his professional training and the place that he occupies in the school as well as in the community".

T – Temperance

E –Empathy

A –Academic aristocracy

C -Commitment

H –Humor

E –Ethics

R –Reflection

## Job Satisfaction

UNESCO'S report (1991) comprehensively referred to the pivotal role of the teachers in the process of knowledge, learning, teaching it observed. The teacher's role in crucial in the knowing teaching – learning process and especially in reorienting education.

'Job Satisfaction is generally used in organizational behavior in business management. It is the Favorableness or Unfavorable with which employees view their work.' Job Satisfaction of a person determines in the ways viz., internal factor like achievement recognition etc., and external factors such as salary and interpersonal relation.

Job Satisfaction describes how content an individual is with his/her job. The happier people are within their job, the more satisfied they are said to be. Job satisfaction is not the same as motivation or aptitude, although it is clearly linked. Job design aims to enhance job satisfaction and performance, method include job rotation, job engineering. Other influences on satisfaction include the management style and culture, employee involvement, empowerment and autonomous work position. Job satisfaction is a very important attribute which is frequently measured by organization. Job satisfaction facts includes: - co-workers, pay, job condition, super vision, nature of work.

## Attitude

Attitude plays very important role in the effective communication in the classroom. A teacher with a positive attitude towards teaching is considered better and becomes popular among the students for his better teaching belonging to various groups.

**According to Allport,** " A mental and neutral state of readiness organized through experience, exerting a directive or dynamic influence upon the individual response to all objects and situation with which it is related."

## Attitude towards Teaching

Attitude is always tied up with insights, interpretation, opinions and actions. An attitudinal change can be produced in the learner by teaching which is related to learning. This accordingly intervenes with positive or negative attitude of teachers towards pupil, teaching profession, classroom activities, educational programmer and the child centered

activities. The modern concept emphasizes the expected behavioral outcomes. Since attitude is a psychological process, it combines beliefs, concept, motives, opinion, habits and traits. It has tremendous impact on the pupil. Attitude towards teaching can be divided in to 6 different dimensions: teaching profession, classroom teaching, child centered practices, educational process, pupils, teacher.

Genelyn R. Baluyos ,Helen L. Rivera, Esther L. Baluyos ,2019. This study determined the relationship of teachers' job satisfaction and their work performance in the Division of Misamis Occidental during the school year 2018-2019. The teachers were highly satisfied with their job, and their work performance was very satisfactory. The satisfaction of teachers on school heads' supervision and job security inversely affect the teachers' work performance. Future researchers have to look into other factors that might predict the teachers' work performance.

*Dr. Kamlesh Dhull, Dr. Manju Jain (2017).* A study of attitude towards teaching profession in relation to job satisfaction among secondary school teachers. Female teachers were found to possess more favorable attitude towards teaching than male teachers. Highly job satisfied secondary school teacher found to have better teaching attitude towards their profession than low job satisfied senior secondary school teachers.

Dr. R. Velmurugan (2016), article on the job Satisfaction of Teachers, this article an attempt has been made to identify the factors that increase job satisfaction of teachers. The result of study discloses that job satisfaction of teachers depends on Salary, Working time, Professional growth etc.

Hadi Salehi, Elham Taghavi, Melor Md. Yunus (June 2015 ). Relationship between Teachers' Job Satisfaction and Their Attitudes towards Students' Beliefs and Motivation. This study is an attempt to investigate the relationship between teachers' job satisfaction and their attitudes towards students' beliefs and motivation. The results revealed that there are empirically positive significant relationships ( $t > 2.56$ ,  $P < 0.001$ ) between teachers' job satisfaction and their attitudes toward students' motivation and beliefs. The interviews showed that teachers' level of job satisfaction was high, although they are not satisfied with financial matters. The finding can shed more light on the area of teachers' job satisfaction and related factors to have better understanding of the relationship between job satisfaction and job performance.

Kashef Zayed, Badriya Al-Hadabi, Mansour Al-Tauqi (2013) Physical Education Teachers' Job Satisfaction and Attitudes towards Teaching. This study aimed to investigate the relationship between attitudes of physical education teachers in Oman towards their profession and their job satisfaction. The results also revealed that There was a high positive correlation between attitudes towards the teaching profession and levels of job satisfaction. Female PE teachers were more satisfied with their jobs, and possessed significantly more positive attitudes towards teaching than their male counterpart experience and academic qualification did not have significant impact on attitudes towards teaching or on job satisfaction.

### Objectives of the study

- To study the job satisfaction and attitude towards teaching of private school teachers at senior secondary level.
- To study the job satisfaction and attitude towards teaching of government school teachers of senior secondary level.
- To study the difference in the job satisfaction of government and private school teachers at senior secondary level.
- To study the difference in the attitude towards teaching of government and private school teachers at senior secondary level.

### Methodology

In this study Normative survey method was used to study of job satisfaction and attitude towards teaching among private and government school teachers at senior secondary school. Sampling ensures the representation of the population. It is not the possible to reach in all the senior secondary schools of Delhi. Therefore 8 schools of Delhi (4 Private and 4 Government school) were taken. The sample in the study 20 teachers of government and 20 teachers of private school in Delhi. Job satisfaction test developed by Meera

dixit will be used. Attitude towards teaching test constructed and standardized by S.P.Ahluwalia were used.

These objectives were achieved with in the frame work of following hypotheses: -

- There is no significant difference in the job satisfaction of private and government school teacher at senior secondary level.
- There is no significant difference in the teaching attitude of private and government school teacher at senior secondary level.
- There is no relationship in the job satisfaction and attitude towards teaching of private school teacher at senior secondary level.
- There is no relationship in the job satisfaction and attitude towards teaching government school teachers at senior secondary level.

The raw score obtained were statistically treated to verify the above mentioned hypothesis.

**“There is no significant difference in the job satisfaction of private and government school teacher at senior secondary level.”**

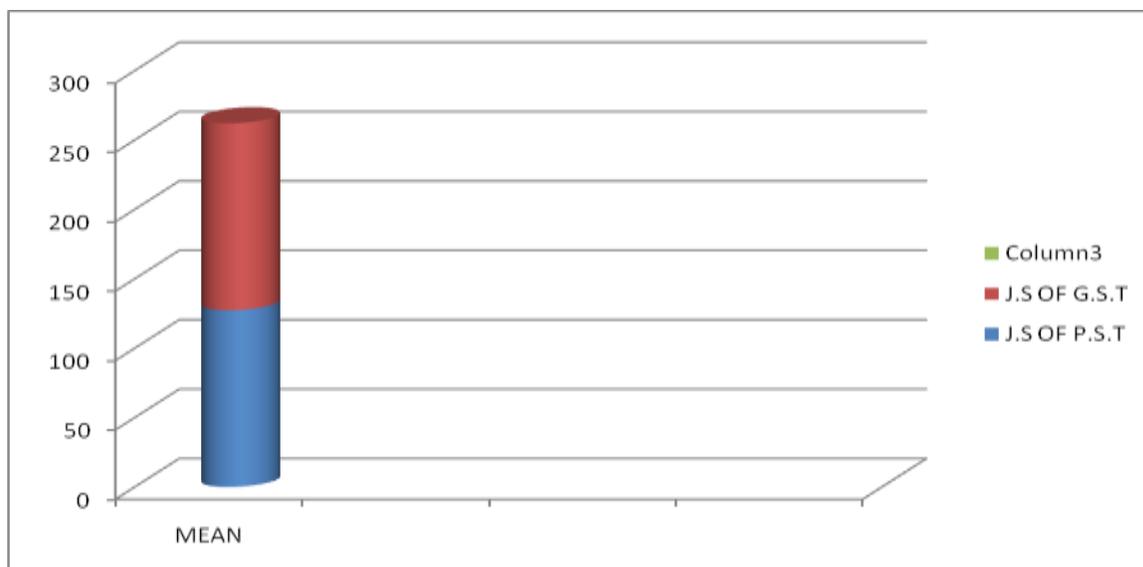
In order to verify the above mentioned hypothesis mean and standard deviation of raw scores of private and government teachers of senior secondary schools on the variables of job satisfaction. T-test was applied to find out the significance of difference between job satisfaction of private and government school teachers.

Table 1.1 showing no of cases (N), Mean (M), Standard deviation(SD), difference between mean (standard error) and t-ratio (T) on the variable of job satisfaction of private and government school teachers. To test the null hypothesis, t-value was computed by the investigator as presented in the following tables:

CATEGROY	(N)	(M)	(S.D)	(D)	(T)
Job satisfaction Of P.S.T	20	127.5	21.69	7.40	0.429
Job satisfaction of G.S.T	20	134.5	35.29		

the result shown in the table 1.1 indicate that mean score on the variable of job satisfaction of private and government school teachers is 127.5 and 134.75 respectively. It shows that mean values of government school teachers is slightly higher than private school teachers. T-ratio came out to be 0.429 which is insignificant.

So, the hypothesis 1 i.e. “There is no significant difference in the job satisfaction of private and government school teachers at senior secondary level.” is accepted. Thus in the present sample private and government school teachers of the senior secondary school does not differ on the variables of job satisfaction.



**Table -1.1(a)**

**This graph shows the mean of the variables of job satisfaction of private and government school teachers.**



**Graph 1.1(b) This graph shows the S.D of the variables of job satisfaction of private and government school teachers.**

**“There is no significant difference in the attitude towards teaching of private and government school teacher at senior secondary level.”**

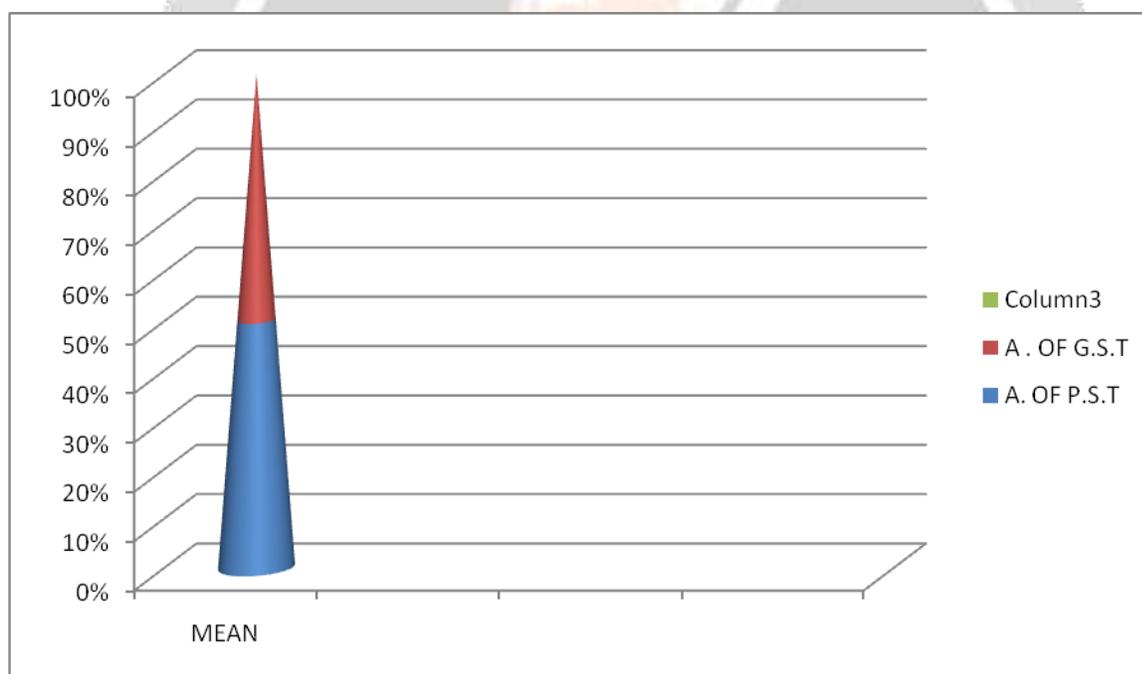
In order to verify the above mentioned hypothesis mean and standard deviation of raw scores of private and government teachers of senior secondary schools on the variables of attitude towards teaching. T-test was applied to find out the significance of difference between teaching attitude of private and government school teachers.

Table 1.2 showing no of cases (N), Mean (M), Standard deviation(SD), difference between mean (standard error) and t-ratio (T) on the variable of attitude towards teaching of private and government school teachers. To test the null hypothesis, t-value was computed by the investigator as presented in the following tables: -

CATEGROY	(N)	(M)	(S.D)	(D)	(T)
Attitude towards teaching Of P.S.T	20	258.15	21.14	2.1	0.829
Attitude towards teaching of G.S.T	20	256.05	36.95		

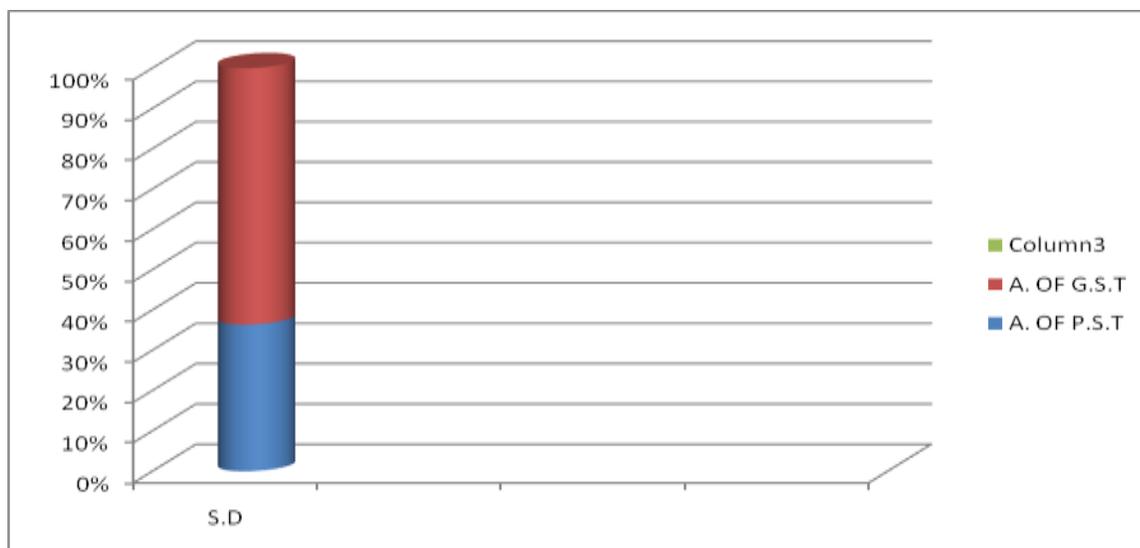
The result shown in the tables 1.2 indicate that mean score on the variable of attitude towards teaching of private and government school teachers is 258.15 and 256.0 respectively. It shows that mean values of government school teachers are slightly lower than private school teachers. T-ratio came out to be 0.829 which is insignificant.

So, the hypothesis 2 i.e. **“There is no significant difference in the attitude towards teaching of private and government school teacher at senior secondary level.”** Is accepted. Thus in the present sample private and government school teachers of the senior secondary school does not differ on the variables of attitude towards teaching.



**Graph 1.2(a)**

**This graph shows the mean of the variables of attitude towards teaching of private and government school teachers.**



**Graph 1.2(b)**

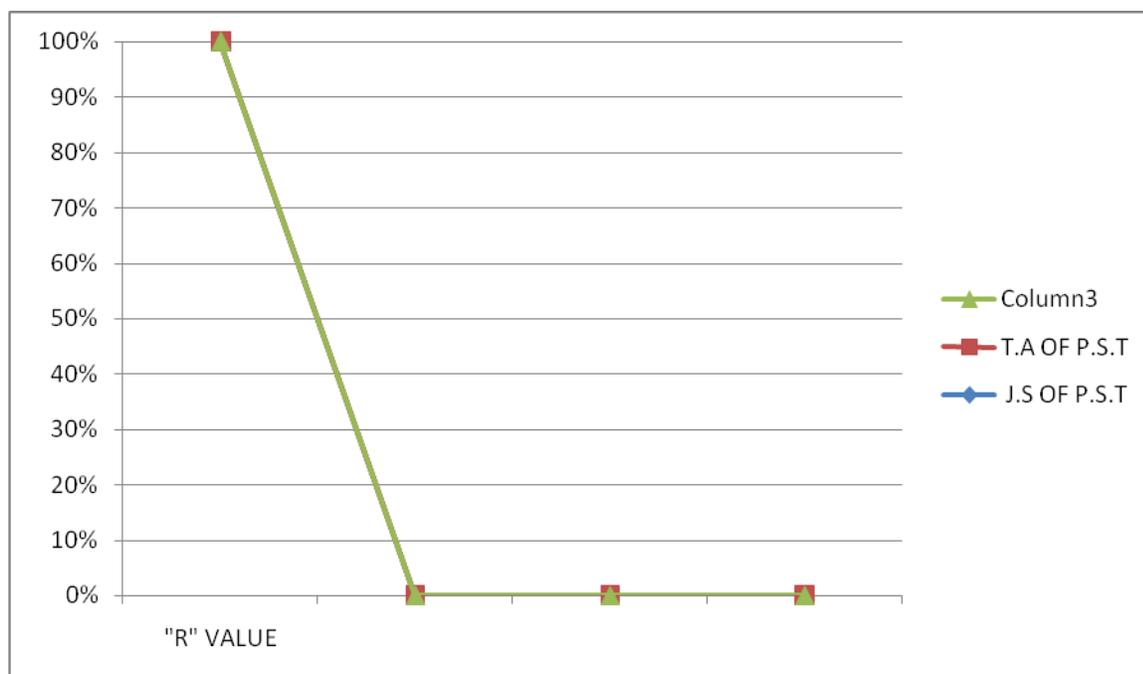
**This graph shows the S.D of the variables of attitude towards teaching of private and government school teachers.**

There is no relationship in the job satisfaction and attitude towards teaching in private school teacher at senior secondary level.

Table 1.3 showing of cases (N), co-efficient of correlation (R) between the variables of job satisfaction and teaching attitude and level of significance of 'r' for 20 teachers of private school.

CATEGORY	NUMBER OF CASES (N)	VARIABLES CORRELATED	VALUE OF "r"	LEVEL OF SIGNIFICANCE
Teachers of Private school	20	Job satisfaction and teaching attitude	0.05	Insignificant At 0.01 Level of significance

The above table depicts there is no positive correlation between job satisfaction and teaching attitude of private school teachers. Thus, the null hypothesis which states that there is no significant relationship between job satisfaction and teaching attitude of private school teachers is accepted.



**Graph 1.3(a)**

This graph shows the correlation of the variable of job satisfaction and teaching attitude of private school teachers.

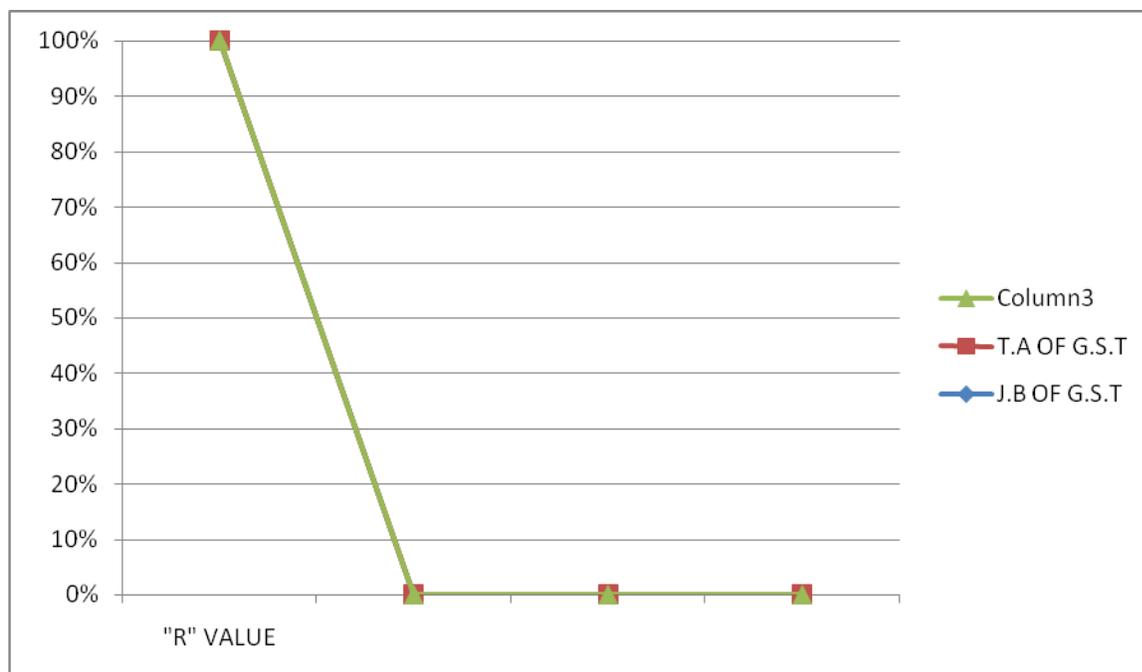
**There is no relationship in the job satisfaction and attitude towards teaching in government school teachers at senior secondary level.**

To test the above hypothesis, co-efficient of correlation ‘r’ was computed whose values are depicted in the following table:

Table 1.4 showing of cases (N), co-efficient of correlation (R) between the variables of job satisfaction and teaching attitude and level of significance of ‘r’ for 20 teachers of government school.

CATEGORY	NUMBER OF CASES (N)	VARIABLES CORRELATED	VALUE OF “r”	LEVEL OF SIGNIFICANCE
Teachers of government school	20	Job satisfaction and teaching attitude	0.04	Insignificant At 0.01 Level of significance

The above table depicts there is no positive correlation between job satisfaction and teaching attitude of government school teachers. Thus, the null hypothesis which states that there is no significant relationship between job satisfaction and teaching attitude of government school teachers is accepted.



**Graph 1.4(a)**

**This graph shows the correlation of the variables of the job satisfaction and teaching attitude of government school teachers.**

### **Summary, conclusion, educational implications and suggestions**

It is generally presumed that high teaching attitude and job satisfaction of teacher arises better academic achievement to his students. This researcher has been undertaken to study of the teaching attitude and job satisfaction of private and government school teacher for this the correlation among these variables were computed and the following conclusions drawn: -

#### **Conclusion on job satisfaction: -**

From the result received from analysis of the job satisfaction scores. It was concluded that the job satisfaction scores of the teachers in this investigation were found to be high satisfaction of government school teacher and low satisfaction in private school teachers.

#### **Conclusion on attitude towards teaching**

From the result received from analysis of the attitude scores. It was concluded that the attitude towards teaching scores of the teachers in this investigation were found to be low teaching attitude of government school teacher and high teaching attitude of private school teachers.

#### **General conclusions**

On the basis of statistical treated of the scores on the various variables under the investigation the following findings occur: -

1. High teaching attitude towards teaching was found of private school teachers of senior secondary school.
2. Low teaching attitude towards teaching was found of government school teachers of senior secondary school.

3. Some of teachers were well satisfaction with their job while some were not satisfaction with their job.

Private school teachers were found better than government school teacher in the field of teaching attitude towards teaching.

### **Educational implications of findings**

The importance should also be measured from practical point of view, it is for the above reasons that findings of the study in hand will have important and significant educational, psychological, social and national implications. Hence, the major findings of the present study can be utilized for the betterment of educational theory and practice in the following ways: -

1. The pattern of various attitudes evolved in the study has the potentiality of being utilized for evaluation purposes also.
2. Private school can achieve more good result if there are satisfied with their job by giving higher salaries and less work burden.
3. Government school teacher should improve their teaching attitude. So that academic achievement of the students can be improved.

### **For teachers, parents, administrator social agencies: -**

1. The researcher findings reveal the fact that the comparison study of the teaching attitude and job satisfaction of private and government schools. Therefore, conclusions of this research should be informed to the government teachers to improve their level of teaching attitude.
2. Parents can choose the institution for their teaching. Children where the teachers are of high attitude and job satisfaction.
3. Teaching attitude and job satisfaction can be used by principals and teachers to improve the educational standard of the pupils.
4. The administrators of the education department may be also informed of the research finding in order to improve their administration
5. Many social agencies in state as well as center are functioning for overall progress and development in all phases of related with teaching attitude and job satisfaction of the teachers. They will get benefits from the research outcomes.
6. Social reforming agencies can make right use of teachers to increase the teaching attitude and job satisfaction.

### **References / bibliography**

BHANDARKAR, B.G., A study on polytechnic teachers' Attitude Towards Teaching Profession and its correlates, Government Polytechnic, Jalgaon, 1980.

Arya (2006) conducted "A study of Teaching Aptitude and Job Satisfaction of Teacher in Relation to the Academic Achievement of their students.

Kaushik (2006), conducted the "A Study on the Values of Senior Secondary School teachers at different levels of their Job Satisfaction, Teaching Aptitude and Organizational Element of the institution".

Anju Mehrotra 2002, "A comparative study of leadership styles of organization in relation to job satisfaction of teachers and organization climate in government and private senior secondary school of Delhi".

Nongrum ,medalin 1992 “ A study of job satisfaction of secondary school teachers in shilliong and leader ship characteristics of the heads principals”.

Basavaraju ,G.P.(1992) , “ A study of individual need strength, locus of control , job satisfaction and performance of teachers working in the secondary school of Bangalore city was done.

Ray, sipra,1992, “A comparative study of teacher’s attitude towards pupil and their job satisfaction”

Agarwal, meenakshi 1990 “job satisfaction of teachers in relation to some demographic variables and values.”

Naik, g.c .1990 “to study the job satisfaction of temporary teacher’s / teaching assistants in terms of job related factors”

Srivastava ,vinodini 1990, “A study of change proneness and job satisfaction among teachers with reference to teacher values.

*Dr. Kamlesh Dhull, Dr. Manju Jain(2017) .A study of attitude towards teaching profession in relation to job satisfaction among secondary school teachers..*

Dr. R. Velmurugan(2016),article on the job Satisfaction of Teachers.

Hadi Salehi, Elham Taghavi,Melor Md. Yunus (June 2015 ). Relationship between Teachers’ Job Satisfaction and Their Attitudes towards Students’ Beliefs and Motivation.

Kashef Zayed, Badriya Al-Hadabi, Mansour Al-Tauqi(2013) Physical Education Teachers' Job Satisfaction and Attitudes towards Teaching.

