

CHAPTER: 1 INTRODUCTION

1.1 Introduction

A teacher, who is happy with his job, plays a pivotal role in the upliftment of society. A well adjusted and satisfied teacher can contribute a lot to the well being of his/her pupils whereas , a dissatisfied teacher can become irritable and may create tensions which can have negative influence on students' learning process and it consequently affects their academic growth. Job satisfaction implies the overall adjustment to work situation. **In this research, the researcher has tried to study and compare the job satisfaction of secondary school teachers of self financed and government school with reference to chances of professional growth, work satisfaction, workload and job security.**

True education, it must be noted at the outset, is a powerful force in bringing about desired change. It is education and education alone that can bring about changes in knowledge, skills, attitudes, appreciations and understanding things around us. The definitions of Education formulated by a group of experts for the dictionary of education stressed two important things in education. Firstly, education is a process, which should develop the required ability, attitude and other forms of behavior for the full development of personality.

Undoubtedly any philosopher can comment that the ultimate aim of any education is to make a man of good character and useful citizen of the universe. This of the education can be achieve through the quality of education, quality of teachers and quality of teaching learning process. Other things remaining, the quality of education largely learning transaction cannot be undertaken in vacuum but it is positively directed action, for which teachers are to be endeavor with satisfaction towards a job and the need of possessing the quality change-prone. This is the right time to focus on the significance of Teacher Job Satisfaction in relation to Teaching profession. Similar views were expressed by the Indian Education Commission (1964 – 66) regarding the role of the teacher. The commission opioned that 'of all different factors, which influence the quality of education and its contribution to national development, the quality ,competence and character of

teachers are undoubtedly the most significant'. 'Schools are the nurseries of the Nation' and Teachers are the Architects of the future' are no mere figurative expressions but truthful statements, as significant as they are suggestive. Victories are won, peace is preserved, progress is achieved, civilization is built up and history is made in educational institutions, which are the seed beds of culture, where children in whose hands quiver the destiny of the future, are trained and from their rank will come out when they grow up, statesman and soldiers, patriots and philosophers who will determine the progress of the land. In their attitude to life and their approach to problems they will bear the imprint and the influence of the training they received at the hands of their teachers. The teacher's role is thus as important as his responsibility is onerous.

The term Job Satisfaction is generally used in organizational endeavor in business management. Job Satisfaction is the favourableness or unfavourableness with which employees view their work. It signifies the amount of agreement between one's expectations of the job and the rewards the job provides. Job Satisfaction is concerned with a person or a group in the organization. Job Satisfaction can be applicable more to parts of an individual's job.

Generally job satisfaction is related with number of employee's variables such as turnover, absence, age, occupation and size of the organization in which an individual works. According to Garton, **employee's satisfaction and morale are attitudinal variables that reflect positive or negative feelings about particular persons or situations, satisfaction when applied to work context of teaching seems to refer to the extent to which a teacher can meet individual, personal, and professional needs as an employee.**

The focus of the present research is on job satisfaction. In this research, the researcher has tried to study and compare the job satisfaction of secondary school teachers of self financed and government school with reference to chances of professional growth, work satisfaction, workload and job security. The statement of the research study, research questions and objectives are depicted below.

1.2 Research Statement

Comparative Study of Job Satisfaction of Secondary School Teachers of Self Finance and Government Aided Schools in Relation to Certain Variables in Surat

The terms related to the study are explained below.

1.3 Operationalisation of Terms

The terms explained are job satisfaction, comparative study, secondary school teachers, self financed schools , Government aided schools, Certain variables

Job Satisfaction

Job satisfaction is liking one's job and finding fulfillment in what one does. It combines an Individual's feelings and emotions about his/her job and how the job affects their personal lives and development.

Certain Variables

It is the study about job satisfaction of teachers with respect to their satisfaction vis-à-vis salary, satisfaction of the facilities, professional growth, work load, job security and relationship as well as support from colleagues and students.

A secondary school teacher refers to teacher working at the secondary school levels/ standards IX and X . Secondary standard is a link between primary and higher secondary, it generally includes class 9th and 10th. The teachers who teach at this level are known as secondary school teachers.

Self Financed schools refer to the schools that are private and run the courses/ schooling process from the fees paid by the students.

Government Aided Schools refer to schools that get financial aid and support from the state government respectively.

The focus of the research study is presented in the following sections.

1.4 Objectives of the Research

The objectives of the study are stated as under.

1. To study the level of job satisfaction of secondary school teachers of self financed and government aided schools with reference to economic matters and availability of resources.
2. To study the level of job satisfaction of secondary school teachers of self financed and government aided school with reference to chances of professional growth and work satisfaction.
3. To study the level of job satisfaction of secondary school teachers of self financed and government aided school with reference to job security.
4. To study the level of job satisfaction of secondary school teachers of self financed and government aided school with reference to the support principal and colleagues.
5. To study the level of job satisfaction of secondary school teachers of self financed and government aided school with reference to workload.
6. To compare the job satisfaction of secondary school teachers of self financed and government aided school with all above references namely, economic matters and availability of resources, professional growth and work satisfaction, job security, the support principal and colleagues, workload.

The research questions that were answered through the study are stated below.

1.5 Research Questions

- Is there any difference in between the job satisfaction of secondary school teachers of self financed and government aided schools with references to economic matters and availability of resources?
- Is there any difference in between the job satisfaction of secondary school teachers of self financed and government aided schools with references to professional growth and work satisfaction?
- Is there any difference in between the job satisfaction of secondary school teachers of self financed and government aided schools with references to job security?

- Is there any difference in between the job satisfaction of secondary school teachers of self financed and government aided schools with references to the support principal and colleagues?
- Is there any difference in between the job satisfaction of secondary school teachers of self financed and government aided schools with references to workload?

1.6 Limitation of the Present Study

The present investigation is limited to the identification of job satisfaction of secondary school teachers from Surat district. The researcher could not collect the responses from all the teachers working at the secondary schools in Surat. However from each school 10 teachers were reselected and their responses were sought.

The following section focuses on the importance of the present study.

1.7 Significance of the Study

Job-satisfaction may improve an individual's performance and effectiveness whatever might be the nature of work one is engaged in. It is believed that competent people in all professions enjoy job satisfaction. There may be a positive correlation between job satisfaction and professional efficiency. A number of investigations carried out in this direction support that the teacher's satisfaction is an important factor because effective teaching requires a feeling of satisfaction and positive identification with school.

In ancient time life was not so much complicated as it is today and hence the material needs of an individual were comparatively very few. The teacher of those times who was paid more in terms of respect and reverence than economic gains was very happy and contented as the material world did not matter much to his. Now the conditions have changed entirely. Standards of life changed so significantly that new values way the lives of the present generation. The present day teacher cannot be pleased with more respect and reverence as their happiness is conditioned by several material factors. Even the respect and reverence which

could have given some psychological satisfaction have become scarce now-a-days because of the indifference of society towards the teacher.

A dissatisfied teacher is not only lost to himself but also to the society to which he belongs. He ceases to make any significant contribution to the educational development of pupils. Contact with the teaching community at any level from pre-primary to the University, reveals at once that much is not well with the profession. The teacher, who once enjoyed the privilege of being the pinnacle of glory, and generation, is only a fallen angel now. Teachers in large number now-a-days are losing faith in their profession and are becoming casual workers concerned enjoying with their livelihood.

The main duty of the teacher is to carry out the ongoing teaching programme continuously, without any obstruction due to conditions at work, or any other such reasons. They have to show their competence in carrying out their duties. They must be effective teachers as they are dealing with children whose academic basic foundations have to be made so powerful so that they are able to face confidentially the ongoing tedious and challenging tasks of education rather effectively and successfully. They are not supposed to deal with only text books, black board, chalk etc, but with a lively learning group. Sometimes a learner may know more than the teacher. Dealing with such a learning group is not a mere task. It certainly involves thorough preparation, continuous reading of so many books both related and of general awareness, so that the teacher is well equipped even with the latest bit of knowledge. This would enable the teacher to teach his lessons bringing out examples from day to day life situations thus changing the textual knowledge to realities happening around the child and thus belong him to understand that bit of knowledge better. Content mastery is not the only attribute of a competent teacher. Besides other attributes, the teacher must have positive and favourable attitude towards teaching profession and students, have a sound mental health and satisfaction with the teaching job.

Moreover, the researcher would like to point out that the teachers' salaries vary with education, length of service, and location of the school. Teachers with

master's degrees or doctorates earn much more than those who have only bachelor's degrees. In some schools, teachers receive extra pay for coaching sports or supervising other extracurricular activities. Private school teachers generally earn less than government school teachers. Teachers receive paid vacations and holidays, as well as health insurance and retirement plans. **The outcomes of the study will possibly have the following impact/effects.**

The government can get idea about the job satisfaction of secondary school teachers of self financed and government aided schools and if needed, the mandatory changes can be done on the findings of present study. Moreover, the researcher feels that the principals of schools will get a glimpse of the present satisfaction of the teachers and can take positive steps to improve the job satisfaction.

The chapters included in the following study are depicted below.

1.8 Scheme of Chapterisation

This dissertation is divided into six chapters:

- ✓ Introduction
- ✓ Conceptual Framework
- ✓ Review of related literature
- ✓ Methodology of Investigation
- ✓ Data analysis ,Interpretation and Discussion
- ✓ Conclusions, Suggestions and Summary

Chapter One prepares the background of the study. It also comprises the tools and the procedures employed during the course of the investigation.

Chapter Two provides detailed conceptual framework of the study.

Chapter Three provides detailed illustration of literature related to the present work.

Chapter Four represents the methodology of investigation.

Chapter Five provides an analytical discourse. It provides analysis and interpretation of the data.

Chapter Six encompasses the whole research. It deals with the necessary suggestions, findings and concludes with a hope for implementation for similar type of material.

1.9 Conclusion

Thus, this chapter presents the general introduction of the research. The following chapter builds the conceptual base for the study.