

CHAPTER-4

Design and Procedure of the Study

4.1 Introduction

The word research means to investigate thoroughly. Research is the systematic process of collecting and analyzing information to increase our understanding of the phenomenon under study. It is the function of the researcher to contribute to the understanding of the phenomenon and to communicate that understanding to others.

4.2 Research Design

A survey research design was used in this study to investigate job satisfaction of secondary school teachers of Surat. The study was comparative in nature. The study being a survey aimed at finding facts and finding the present situation of secondary school teachers vis-à-vis job satisfaction. The research also aimed at comparing the job satisfaction of teachers of government aided and self financed schools.

4.3 Research area.

The present study has been conducted on all secondary school teachers of Surat district. The study was a descriptive and comparative survey.

The population and sample details are indicted below.

4.4 Population

The population constitutes all the Secondary School teachers of Surat.

4.5 Sample

The sample of the present study comprised of five self financed and five government aided schools of Choryasi Taluka, Surat . Ten teachers from each school were selected thus a fifty

teachers of government aided schools and fifty teachers of self financed schools of Surat district were the sample. Convenient sampling technique was used.

Thus the sample included 100 teachers.

The following section focuses on the tools and description of the tools.

4.6 Tools and Description of the Tools

The researcher used a questionnaire to get responses of the secondary school teachers regarding their job satisfaction in relation to certain variables and the facilities provided by the school. Tool construction was done by the researcher.

For the present study, the investigator has opted for self made tools as no standardized tools were available which could fit to the needs and focus of the present study. Before construction of the research tools the investigator analyzed reviews of related literature. On the basis of which the researcher constructed questionnaire as a tool for collection of the data for the present study.

The following steps were followed by the researcher.

- Discussion with teachers and academicians.
- Referring the education journals, thesis, articles, dissertations and some books.
- First draft of tool was prepared by the researcher.
- Corrections by the guide.
- Modifications on the basis of corrections
- Submitting to others scholars for verification
- Incorporating scholars' suggestion & finalization.

The tool was used for data collection phase as depicted below.

4.7 Data Collection

The researcher selected the 10 schools and sought permission from the principals of all the 10 schools. Later the teachers were selected using convenient sampling technique and a

questionnaire was given to them. The data collection phase was spread over a period of one month. The data collected was analysed using content analysis technique and percentage analysis.

4.8 Data Analysis Technique

The Content Analysis Technique and Percentage Technique were used for data analysis.

4.9 Conclusion

In this chapter the researcher has discussed the method of the study , research tools, procedure of the tools and research design.

The following chapter presents the data analysis and interpretation.