



# A Study of Professional Job Satisfaction of Higher Secondary School Teachers of Ahmedabad District

DR. SUNANDABEN S. CHRISTI

Associate Professor,

Smt. M. N. K. Dalal Education College for Women

## 1. Introduction

Education is one of the chief factors which formulate the persona of a person. Education is a productive and positive factor in a person's life. It is every one's right to get. The training of a human mind is not complete without education. Only because of education, a man is able to receive information from the external human race to notify him with passed and receive all essential information concerning the present. Education is a crucial element for the progress and prosperity of the nation. It must be noted at the outset that true education is a powerful force in bringing about desired change. It is education alone that can bring about changes in knowledge, skills, attitudes, appreciations and understanding things around us. No human beings are able to stay alive properly without education. By means of education one's potential can be used to maximum level. Education directs men how to think, how to work, how to take decision properly etc. Through education only one can make separate identity. It is most important in life like our basic needs – foods, clothes and shelter.

A study of professional job satisfaction of higher secondary school teachers in Ahmedabad district becomes undeniably an important issue because job satisfaction is very important for the psychological adjustment and happy living of teaching personnel. In fact, job satisfaction and life satisfaction are inextricable bound.

Since the Independence of India, there were different commissions and committees formed to improve the quality of education as well as the quality of teachers. Indian Education Commission (1964-66) describes teacher as one of the most important factors contributing to the national development. He is the pivot around which all the educational programmes, such as curriculum, syllabus, text books, evaluation etc. rotate. The best system of education may fail to achieve the desired ends in the absence of sincere, competent and professionally aware teachers. National Policy on Education (1986) rightly states, "No people can rise above the level of its teachers." "Schools are the nurseries of the Nation" and "Teachers are the architects of the future" are no mere figurative expressions but truthful statements, they 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. The teacher's role is thus as important as his responsibility is onerous. Now a days, there is, however a general feeling that the teachers do not have satisfaction in their Job. There seems to be growing discontentment towards their job as a result of which standard of education is falling. Teachers are dissatisfied in spite of different plans and programmes, which have been implemented to improve their job. Job satisfaction consists of total body of feeling about the nature of job promotion, nature of supervision etc. that an individual has about his job. If the sum total of influence of these factors arises to feelings of satisfaction, individual has job satisfaction. Under such circumstances, it is essential that the proper understanding concerning satisfaction emanating from the job life be obtained.

Job satisfaction has been the centre of the concentration for researchers over a few decades. The reasons for such concentration are manifold. Therefore, the investigator is interested to make a study on the job satisfaction of Higher secondary school teachers in Ahmedabad because of many reasons. Dissatisfaction with one's job may have especially volatile spill over effects on many other things such as family life, leisure activities etc.

Occasionally, teachers have to encounter with the rude behaviours of the students, coming in better terms with the society and the people around. Almost all the teachers in Ahmedabad work for 10 months from January to December with three weeks mid -terms break in July making it a 180 working days and spending almost 7-8 hours daily in the school excluding the time spent at home correcting students' assignments and planning course outlines. The only break for one month during the puja vacation is the time to spend with family and meeting kith and kin and visiting one's home town and attending the personal needs. Once the academic session starts, teachers have no time to attend to one's personal needs and duties. Obligations are overshadowed by the professional duties. Paying visit to the hospital, visiting the bank, paying electricity, telephone and other bills, paying condolence to someone the teacher knows, have to be bargained with the entitled casual leave.

## 2. Statement of the Problem

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## 3. Definition of key terms used

### 3.1 Professional Job satisfaction

In the present study, Professional job satisfaction is the positive perceived emotion of Higher secondary school teachers of Ahmedabad belonging to GSEB and CBSE.

## 4. Objectives of the study

1. To study the job satisfaction of higher secondary school teachers of Ahmedabad.
2. To study the job satisfaction of the higher secondary teachers of Ahmedabad with respect to gender.
3. To study the job satisfaction of the higher secondary teachers of Ahmedabad with respect to Education Board

## 5. Variables

In present research gender and Education board are the independent variable while professional job satisfaction is dependent variable.

## 6. Hypotheses

**H<sub>01</sub>:** There is no significant difference between the mean scores of CBSE and GSEB teachers of Higher secondary School teachers of Ahmedabad district on professional job satisfaction Scale in the present opinionnaire.

**H<sub>02</sub>:** There is no significant difference between the mean scores of male and female teachers of Higher secondary School teachers of Ahmedabad district based on present opinionnaire.

## 7. Scope and area of the study

The present study is confined to Professional job satisfaction of higher secondary school teachers working in Ahmedabad district. The scope of the study is too wide but here the researcher has confined her study only to examine the level of job satisfaction of the teachers engaged in Higher secondary schools of Ahmedabad district in the State of Gujarat. There are approx. total of 106 schools in Ahmedabad district having either CBSE or GSEB Boards.

The present research is based on the Higher secondary schools of Ahmedabad district of Gujarat. Ahmedabad is considered as an important hub for higher education in India and its history is stretching back to Pre-Independence era. Ahmedabad has an overall sex ratio within the population of 897 women

to every 1000 men. The overall literacy rate is 88.29% with 92.30% of men being literate and 83.85% of women being literate. Schools in Ahmedabad are run either by the AMC or privately by individuals and trusts. Majority of the schools are affiliated to the Gujarat State Education Board (GSEB) and Central Board for Secondary Education (CBSE).

### **8. Limitations of the study**

The study has been limited to the job satisfaction of Higher secondary (XI and XII senior secondary or higher secondary) school teachers teaching in Ahmedabad. It has been further limited within the areas viz. Prahalad Nagar, Bopal, Shilaj and shela areas of Ahmedabad. The study was delimited to 100 respondents of different Schools. The study is applicable only to job satisfaction of higher secondary school teachers in Ahmedabad district and not applicable to pre-primary, primary, high schools, Anglo-India. International schools and also not applicable to other districts of Ahmedabad

### **9. Research Method**

To achieve the objectives of the study **Survey Method** was found to be the most suited method because the investigation was primarily concerned with the collection of data through Various schools in the district of Ahmedabad.

### **10. Population of the study**

In the present research study- The population in the present research study comprises all the teachers teaching in higher secondary school of Ahmedabad district of Gujarat. These teachers were both male and female. They belonged from Different Boards of GSEB and CBSE.

### **11. Sampling method and sample of the study**

In the present study, the researcher has used Random sampling method to collected data from subjects. The visited different Schools of Ahmedabad districts and collected the sample where senior secondary classes are taught.

### **12. Research tool for data**

In the present research study, an opinionnaire has been made by the researcher which includes 45 test items. These test items have been included by taking opinion and suggestion of the experts keeping in mind the objectives of the study. Research Tool is attached in the appendix.

### **13. Procedure for data collection**

In the present study **Survey method** has been used for the collection of data. The data had been collected in two ways. researcher herself contacted the teachers of selected higher secondary school to fill the hard copy of opinionnaire and a google form was also prepared to collect that data where the researcher could not go personally due to COVID-

19 Restrictions.

During the process, the researcher had to face lots of problems. Since the research is based mainly on the primary data (field survey) the researcher had to go to the teachers of higher secondary schools in order to collect the data.

### **14. Procedures for data analysis**

In present research the researcher has used mean, standard deviation and t value to analyse the data.

### **15. Findings**

On the basis of the obtained Results the major findings of the present research study on jobsatisfaction of higher secondary school teachers of Ahmedabad on the basis of obtained opinionnaire are:

1. Higher secondary school teachers of both CBSE and GSEB of Ahmedabad district were found to have equal professional job satisfaction in the present study.
2. Both Male and Female teachers of Ahmedabad district were found to have equal professional job satisfaction in the present study.

### 16. Future Recommendation for future researchers

Any research work can be considered effective only when the fund of knowledge generated through it can be applied to improve the existing practices of education.

1. The similar study can be conducted on different streams of teachers' i.e., Science stream teachers, Commerce stream teachers, Arts stream teachers.
2. This study also suggests to the future researchers to analyse the degree of job satisfaction on mode of teaching that is online teaching and offline teaching.
3. Future researchers can frame a research study the job satisfaction of the teachers on the academic achievement of the students.
4. Different psycho-social and socio-economic variables can be explored which influence the job satisfaction of the teachers at different levels.
5. A similar study can be conducted to know the impact of distance of working place of teachers on their job satisfaction
6. The research motivates the future researchers to design a research study on the impact of in-service training programmes
7. The research also suggests us to know the impact of family (domestic) responsibilities on the female teachers on job satisfaction
8. Similar studies can be conducted on a larger sample and at different regions to have indepth knowledge of school climate, job satisfaction and institutional commitment of school teachers.
9. In the present investigation the sample was limited to teachers working in higher secondary schools only. It can be extended to ICSE, Navodaya schools, Sainik Schools, and Kendriya Vidyalaya's also.
10. The above given list is, not exhaustive, but illustrative. There are vast areas in this field which have remained unexplored and any attempt to develop them may be instructive. school, promotion policies, inclusion in decision making, working atmosphere, Digital competency etc
11. Mean scores of male and female teachers of Higher secondary School teachers of Ahmedabad district teaching in GSEB schools of Ahmedabad based on present

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