

## **Correlative Study of Teaching Effectiveness and Job Satisfaction of Higher Secondary School Teachers**

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### **Abstract**

This paper focuses on the job satisfaction and teaching effectiveness of junior college teachers in Vidarbha. It also deals with correlation between the above factors. There is a differentiation between the job satisfaction and teaching effectiveness between the male and female, aided and unaided, experienced and partially experienced Higher Secondary teachers. This paper claims the execution of different research methods.

**KEYWORDS :** Emotional Intelligence, Job satisfaction & Higher Secondary School Teachers

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### **1.1 Background :-**

Teaching is one of the most influential professions in society. The importance of teacher in educational programme of a country is too great. Teacher through teaching, not only shaping to student but also shapes the behavior of human being, Society and nation. The teacher is called as 'architect of Nation' 'The maker of man' and the maker of history. No educational programme can be success without the proper teaching of teacher. For effective teaching, teacher should posses so many qualities like command over subject and language, effective communication skills, good general knowledge etc. Along with these qualities attitude towards teaching profession also plays key role in education.

Graduates with good academic record instead of having wish to make carrier in other field because of salary & security enters in teaching profession. Some teachers not having interest in teaching but come in this field by using unauthorized tricks for way of secure earning source. So how they will satisfy in their job. While some teachers render their services so many years on without pay. In new opened school every regular teacher has to do work for 5 to 7 years on without or on very short payment. According to government new policy every teacher has to service for first four years as 'ShikshanSevak' on some fix pay. After that period govt. starts full pay. In every academic year teachers have to do extra work for totally 2 or 3 month like polling officer in elections or census while some have to do private works of management members. All these things affect job satisfaction. If teacher is not satisfied in his job this unsatisfaction ultimately affects teaching effectiveness.

Role of teacher teaching to adolescent student is very crucial. Only teaching & guidance related to syllabus is not expected from higher secondary school teachers; they have to understand their emotional, social and adult problems. Teacher who is satisfied in

teaching job can handle these entire problems So researcher decided to do correlative study of teaching effectiveness & job satisfaction of higher secondary school teachers.

**This research will be helpful for following purpose.**

- 1) It will be helpful to know Teaching effectiveness of higher secondary teachers.
- 2) It will be, helpful for finding out correlation between Teaching effectiveness and Job satisfaction of higher secondary teachers.
- 3) It will be helpful for finding out correlation between Teaching effectiveness and Job satisfaction of Male & female Higher secondary teachers.
- 4) It will be helpful for finding out correlation between Teaching effectiveness and Job satisfaction of art & science faculty's higher secondary teachers.

**Review of related Research :-**

Wali (Ph.D. Edu. B.H. university ,1985) had found that economical earning source, experience, salary, educational qualification are significantly related with teaching effectiveness. Agrwal G.S.fPh..Edu.Rohelkhanduniversity ,1986) had found that, attitude, experience, sex are significantly related with teaching ability. V. Manmohan & A. Minakshi Sundaram (Journal of Educational research & Extension Vol.-4, No.-4, Jan-Mar.2003) had found that, Educational atmosphere and Management are not significantly related to teachers teaching effectiveness Balwinder Kaur(1986 Ph.D.) Dr. Pravin Kothawade, Principal, SND College of Education, Yeola Dist. Nashik (M.S.) research paper volume 4, July 2014, 7<sup>th</sup> issue had found that physical security, social status & satisfaction of all needs are cofactors of Job satisfaction.

From the above finding of related review researcher noted that attitude, intelligence, sexuality, graduation level, creativity & interest in teaching job & salary are dimensions of Job satisfaction. Teaching effectiveness also related with these dimensions. So review of related research proved beneficial for finalizing statement of research problem.

**Statement of Problem :-**

“To Study the correlation between Teaching effectiveness & Job satisfaction of higher secondary teachers.”

**Objectives :-**

- 1) To Study teaching effectiveness of higher secondary teachers. .
- 2) To Study Job satisfaction of higher secondary teachers.
- 3) To Study Correlation between teaching effectiveness & Job satisfaction of higher secondary teachers.

**Hypothesis :-**

- 1) There is no significant relationship in teaching effectiveness of male & female higher secondary teachers

- 2) There is no significant relationship in teaching effectiveness of art & science faculty's higher secondary teachers
- 3) There is no significant relationship in Job satisfaction of male & female higher secondary teachers
- 4) There is no significant relationship in Job satisfaction of art & science faculty's higher secondary teachers Operational Definitions:-

**Higher secondary teacher :-** Teacher who teaches to the Students of the age 12 to 19 years are Higher secondary teachers.

**Teaching effectiveness :-** Score achieved by Higher secondary teachers after filling standardized test of teaching effectiveness of Dr. Pramodkumar & Dr. D. N. Mutha

**Job satisfaction :-** Score achieved by Higher secondary teachers after filling standardized test of Job satisfaction of Dr. Amarsing & Dr. T. R. Sharma.

#### **Scope & Limitations :-**

- 1) Present research is for both Male & female Teachers who teach to higher secondary level.
- 2) Present research is for art & science faculty teachers who teach to higher secondary level.
- 3) Results of Present research will be applicable only to higher secondary teachers.
- 4) Results of Present research will be applicable only on higher secondary teachers of Chandrapur district of Vidharbha.

#### **Methodology of the Study :-**

Method :- Normative survey method was used for collecting the data and corresponding relational method was used for finding correlation between teaching effectiveness & Job satisfaction Tools: - Teaching effectiveness was measured with the help of teaching effectiveness scale developed by Dr. Pramodku-mar & Dr. D. N. Mutha its reliability reported to be 0.88. Job satisfaction was measured with the help of Job satisfaction scale developed by Dr. Amarsing & Dr. T.R. Sharma Its reliability reported to be 0.97

**Sample :-** Present study was conducted on a sample of 495 higher secondary teachers belonging to secondary schools of Chandrapur district of Vidharbha The sample was selected using stratified random sampling technique giving due representation to both sexes (404 male & 91 female),

#### **Statistical Techniques used for analyzing the Data :-**

The Major Statistical Techniques used in the study are as follow - Descriptive stastics like Mean, Standard Deviation, kurtosis, &Skewness is worked out for the whole sample.

Pearson product moments coefficient of correlation followed by test of Significance.

**Analysis, Findings and Discussions:-**

**Table No. - 1 Stastical scores of Teaching effectiveness (T.E.)&**

**Job satisfaction (J.S.) of higher secondary teacher :-**

Group Ku	N	Mean		S.d		Sk			
		T.E.	J.S	T.E.	J.S	T.E.	J.S	T.E.	J.S
Whole	1000	305.84	83.61	26.15	10.76	-0.247	-0.122	0.315	0.266
Male	504	305.43	85.00	26.11	10.77	-0.245	-0.115	0.318	0.290
Female	496	310.10	83.30	23.72	11.33	-0.489	-0.063	0.302	0.655
Art	634	295.5	84.63	20.40	10.77	-1.067	-0.1	0.341	0.288
Science 0.320	366	307.77		81.42	40.88	9.99	-0.356	-0.314	

From table no.1 it is found that mean score of teaching effectiveness of whole group of higher secondary teachers is 305.84 & mean score of group of female teachers is 310.10 which is highest in comparison with other group & mean score of group of Art teachers is 295.5 which is lowest with respect to other group, mean score of Job satisfaction of whole group of higher secondary teachers is 83.61 & mean score of group of male teacher is 85.00 which is highest &.score of group science faculty teachers 81.42 which is lowest with respect to other group.

The group of art faculty teachers is found homogenous with respect to teaching effectiveness as the standard deviation of this group is 20.41 while the group of science faculty teachers is found heterogeneous as the standard deviation of them is 40.88

Considering distribution of the score of teaching effectiveness regarding to skewness is found -ve. Which means that proportion of higher sec. teachers having high teaching effectiveness is more, in case of kurtosis it has been that kurtoisis distribution of whole group of higher sec. teacher with all other group is leptokurtic while in case of Job satisfaction distribution regarding to skewness of higher sec. teachers of all group is found -ve. This means that higher sec. teachers having high Job satisfaction In case of kurtosis it has been found that kurtosis distribution of whole group of higher sec. teachers with all other group is platykurtic.

**Table No. 2 Correlation between Teaching effectiveness & Job satisfaction**

<b>Group</b>	<b>N</b>	<b>Co. of correlation</b>
Whole	1000	0.341
Male	504	0.397
Female	496	0.263*
Art.	634	0.417 *
Science	366	0.334 *

**\*= Significant at 0.05 level**

From table no.2 it is found that the coefficient of correlation between teaching effectiveness & job satisfaction of higher sec. teacher is +ve. value is between 0.263 to 0.417 & significant at 0.05 level . its means that correlation is in slight proportion.

**Testing of Hypothesis :-**

**Hypothesis no. 1 to 2 :-** There is no significant difference in teaching effectiveness of -

- i) Male & female higher secondary teacher
- ii) Art & science faculty's higher secondary teacher

**\*= significant at 0.05 level**

When the mean score of the independent variable teaching effectiveness of the subsample on sex & faculty was compared, significant difference was found in teaching effectiveness of Male & female higher sec. teacher while no significant difference was found in teaching effectiveness of art & science faculty higher sec. teachers.

**Hypothesis no. 3 &4 :-**

There is no significant difference in Job satisfaction of

- i) Male & female higher sec. teachers
- ii) Art & science faculty's higher sec. teachers

Table No. 4

<b>Group</b>	<b>N</b>	<b>Mean</b>	<b>S.D.</b>	<b>T Value</b>
Female	496	84.07	11.18	0.48
Male	504	83.4	11.13	
Art	634	85.15	10.71	3.59*
Science	366	81.52	10.44	

**\*= significant at 0.05 level**

When the mean score of the independent variable Job satisfaction of the subsample on sex & faculty was compared, No significant difference was found in Job satisfaction of Male & female higher secondary teachers while significant difference was found in Job satisfaction of art & science faculty's higher secondary teachers.

#### **General Conclusions :-**

- 1) Teaching effectiveness of higher secondary teachers of Chandrapur district is 44.04 %
- 2) 84.64% higher secondary teachers of Chandrapur district are satisfied in their Job.
- 3) Correlation between Teaching effectiveness & job satisfaction of higher secondary teachers of Chandrapur district is +ve. But it is in slight proportion.
- 4) Significant difference found in teaching effectiveness in male & female teachers of higher sec. schools of Chandrapur district.
- 5) No significant difference found in teaching effectiveness in art & science faculty's teachers of higher secondary schools of Chandrapur district.
- 6) No Significant difference in Job satisfaction in male & female teachers of higher secondary schools of Chandrapur district.
- 7) Significant difference in Job satisfaction in art & science faculty's teachers of higher secondary schools of Chandrapur district.

#### **Suggestions for further research :-**

- 1) Similar study can also be taken for teachers of other district.
- 2) Similar study can also be taken for Secondary & primary teacher's.
- 3) Similar study can also be taken for groups like rural-urban, experienced-non experienced, married-unmarried teachers.

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