

## **Relationship between Job Satisfaction and Adjustment among Teachers of Residential Schools**

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### **Abstract**

In the present study, the researcher studied “Relationship between Job Satisfaction and Adjustment among Teachers of Residential Schools” the researcher collected data from 88 teachers of residential school through Job Satisfaction Questionnaire developed by Amar Singh and Sharma(1999) and Teacher Adjustment Inventory (TAI) (1990). The researcher constructed the null hypothesis tested through percentage analysis, t-test and correlation. The major findings are 46.6% Teachers having Average/Moderate Satisfied, 20.4 Teachers Above Average Satisfied, 14.8% of the Teachers are having Dissatisfied, 8% of Teachers highly Satisfied, 7.9% of Teachers having Highly Dissatisfied and also 2.3% of the Teachers are having Extremely Dissatisfaction Job Satisfaction among secondary school teachers. 72.7% of having good adjustment, 17.1% of the teachers is having average adjustment, 8% of teacher has excellent adjustment 1.1% of teachers having unsatisfactory adjustment and also 1.1% of the teachers are having very unsatisfactory adjustment among secondary school teachers. There is no significant difference for the both male and female teachers with reference to their Job Satisfaction Navodaya and Morarji Desai School. There is no difference for the both male and female teachers with reference to their Teachers Adjustment Navodaya and Morarji Desai School.

**KEYWORDS:** Job Satisfaction, Adjustment and Teachers of Residential Schools.

### **Introduction:**

Education is great mean to bring social change. School teachers lay the foundation of education of the children. It is they who not only teach but also mould the character and personality of the children. Therefore they should have satisfaction in their job. In recent time it is seen that school teachers are being engaged in different social and governmental activities like census, election etc. and various other activities (Baro & Panda, 2014).

A teacher has crucial role in imparting education. The quality of good professionally competent teachers depends on some factor where the degree of level of adjustment presents in the school environment. The present position and the status of teachers mainly results due to the lack of moral influence, Professional freedom, Academic scholarship and economic security which in turn, affects their Professional adjustment, the teacher needs better professional adjustment along with adjustment in her professional life (Rani, & Buvanewari, 2015).

### **Job Satisfaction:**

The term “Job Satisfaction” mean, to an employees general attitude towards his job. Locke (Lutherans,2002) defines job Satisfaction as a “Pleasurable emotional state resulting from the appraisal of one’s job or experiences”.Job satisfaction is the result of various attitudes of an employee towards his job.

Job satisfaction indicates the feelings of inner fulfillment derived from being engaged in a work. It is essentially related to human needs and their fulfillment through the work. It is characterized by various attitudes possessed by an employee. People who are employed want to gain satisfaction from their work. Job satisfaction is closely associated with the self and social identities. Job satisfaction impacts teacher productivity, well-being and consequently impacts job quality (Kumar & Rajendran, 2016).

Sharma (2016) studied job satisfaction secondary school teachers on the basis of sex and location. The study revealed that (i) there was no difference in the job satisfaction of male and female teachers. (ii) Teachers of government schools were more satisfied than the teachers of private schools. (iv).Teachers of aided private schools were more satisfied than the teachers of unaided private schools.

Trivedi (2014) analyzed the job satisfaction level among male and female faculties of Ahmedabad and impact of gender on job satisfaction. The findings indicate that there is no significant difference between job satisfaction of male and female faculties.

Neelkandan (2010) examined job satisfaction of teachers in relation to organizational health. The sample comprised 420 teachers of all levels from Cuddalore district of Tamilnadu state. Job Satisfaction Scale and Organizational Health Description questionnaire were used. Results revealed that there was a 68 significant relationship between the job satisfaction and organizational health of school teachers.

### **Adjustment:**

Adjustment implies the process by which a person changes her behaviour to achieve a harmonious relationship between herself and her environment. The adjustment of the teacher in her profession involves the continuous effort to understand the student in a better way.

Jersild and Gates (1973) “Adjustment is a continual process by which a person varies his behaviour to produce a harmony relationship between himself and surroundings”.

According to Laurance F. shaffer (1953). “Adjustment is a process by which a living organism maintains a balance between the needs and the circumstances that influence the satisfaction of these needs”.

The present study examines with the job satisfaction and adjustment of the higher secondary School teachers in residential schools of Chamarajanagar and Maddur.

### **Objectives:**

1. To study the level of Job Satisfaction of Navodaya and Morarji Desai school teachers.
2. To study the level of Teacher Adjustment of Navodaya and Morarji Desai school teachers.
3. To study the significant difference between male and female teachers of Navodaya and Morarji Desai school, with reference to Job Satisfaction.
4. To study the significant difference between male and female teachers of Navodaya and Morarji Desai school, with reference to Teacher Adjustment
5. To study the relationship between Job Satisfaction and Teacher Adjustment among teachers of Navodaya and Morarji Desai school.

### **Hypotheses:**

1. There is no significant difference between job satisfaction of male and female teachers in Navodaya and Morarji Desai school.
2. There is no significant difference between adjustment of male and female teachers in Navodaya and Morarji Desai school.
3. There is no significant relationship between job satisfaction and Teachers Adjustment among teachers in Navodaya and Morarji Desai school.

### **Method used for the Study:**

For the present study, survey method is adopted. By administrating questionnaire, the data were collected.

### **Sample of the Present Study:**

The higher secondary teachers working in the residential schools of Chamarajanagar and Maddur taluk of Karnataka State were considered as the population of the present study. The total population was 116 teachers. From this population 88 higher secondary teachers were selected by means of sampling technique used was simple stratified random sampling technique.

### **Research Tools:**

1. Job Satisfaction Questionnaire developed by Amar Singh and Sharma (1999).
2. Teacher Adjustment Inventory (TAI) (1990).

### **Statistical Techniques:**

For analyzing the data, the investigator used percentage analysis, 't'- test and correlation.

### **Procedure:**

The researcher personally went to selected residential schools in the Chamarajanagar and Maddur, produced the permission letters for the administration of test and took the

permission from the respective heads of the institution and administers the tool to 88 higher secondary teachers. Before administrating the questionnaire, the teachers were assured that their responses will be utilized only for research purpose and maintained confidentiality. They were asked to answer all questions. The instructions were read out and each items in the questionnaire explained in order to get good response. Once the data were collected, they were scored and fed to the computer.

### Result and Analysis

Objective1.To study the level of Job Satisfaction of Navodaya and Morarji Desai school teachers.

Table1: Showing that the level of Job Satisfaction of Navodaya and Morarji Desai school teachers.

Sl no	Level of Job Satisfaction	%	N
1	Extremely Satisfaction	0.0	0
2	Highly Satisfied	8	7
3	Above Average Satisfied	20.4	18
4	Average/Moderate Satisfied	46.6	41
5	Dissatisfied	14.8	13
6	Highly Dissatisfied	7.9	7
7	Extremely Dissatisfaction	2.3	2

In this table shows that 46.6% Teachers having Average/Moderate Satisfied, 20.4 Teachers Above Average Satisfied, 14.8% of the Teachers are having Dissatisfied ,8% of Teachers highly Satisfied, 7,9% of Teachers having Highly Dissatisfied and also 2.3% of the Teachers are having Extremely Dissatisfaction Job Satisfaction among secondary school teachers.

Oblective2: To study the level of Teacher Adjustment of Navodaya and Morarji Desai school teachers.

Table2:showing that the level of Teacher Adjustment of Navodaya and Morarji Desai school teachers.

Sl no	Description	%	N
1	Excellent Adjustment	8.0	7
2	Good Adjustment	72.7	64
3	Average Adjustment	17.1	15
4	Un Satisfactory	1.1	1

5	Very Unsatisfactory	1.1	1
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In this table shows that 72.7% of having good adjustment, 17.1% of the teachers are having average adjustment, 8% of teacher have excellent adjustment 1.1% of teachers having unsatisfactory adjustment and also 1.1% of the teachers are having very unsatisfactory adjustment among secondary school teachers.

Oblective3: To study the significant difference between male and female teachers of Navodaya and Morarji Desai school, with reference to Job Satisfaction.

Ho1:There is no significant difference between job satisfaction of male and female teachers in Navodaya and Morarji Desai school.

Gender	N	Mean	SD	df	t	Remarks
Male	49	64.4	12.314	86	0.368	The null hypotheses accepted at 0.5 and 0.01 level
Female	39	63.13	10.494			

The above table shows that means SD and t value of Job Satisfaction of male and female teachers in Navodaya and Morarji Desai school. In this table obtained t value is 0.36 this value is less than the t table value .So the null hypotheses there is no significant difference between Job Satisfaction of male and female teachers in Navodaya and Morarji Desai school.

Oblective4:To study the significant difference between male and female teachers of Navodaya and Morarji Desai school, with reference to Teacher Adjustment.

Ho2:There is no significant difference between adjustment of male and female teachers in Navodaya and Morarji Desai school.

Gender	N	Mean	SD	df	t	Remarks
Male	49	26.47	5.497	86	0.381	The null hypotheses accepted at 0.5 and 0.01 level
Female	39	26.92	5.607			

The above table shows that means SD and t value of Adjustment of male and female teachers in Navodaya and Morarji Desai school. In this table obtained t value is 0.38 this value is less than the t table value is 1.96.So the null hypotheses there is no significant difference between Job Satisfaction of male and female teachers in Navodaya and Morarji Desai school.

Objective5:To study the relationship between Job Satisfaction and Teacher Adjustment among teachers of Navodaya and Morarji Desai school.

Ho3: There is no significant relationship between job satisfaction and Teachers Adjustment among teachers in Navodaya and Morarji Desai school.

Sl. no	Variable	r- value	Remark
1	Job Satisfaction	0.008	Slight and negligible positive correlation
2	Teacher Adjustment		

The table shows that correlation s between the Job Satisfaction and Adjustment in this table value r- value is 0.008. Slight and negligible positive correlation between the Job Satisfaction and Adjustment.

### Major findings of the study are

- 46.6% Teachers having Average/Moderate Satisfied, 20.4 Teachers Above Average Satisfied, 14.8% of the Teachers are having Dissatisfied ,8% of Teachers highly Satisfied, 7,9% of Teachers having Highly Dissatisfied and also 2.3% of the Teachers are having Extremely Dissatisfaction Job Satisfaction among secondary school teachers.
- 72.7% of having good adjustment, 17.1% of the teachers are having average adjustment, 8% of teacher have excellent adjustment 1.1% of teachers having unsatisfactory adjustment and also 1.1% of the teachers are having very unsatisfactory adjustment among secondary school teachers.
- There is no significant difference for the both male and female teachers with reference to their Job Satisfaction in Navodaya and Morarji Desai school.
- There is no significant difference for both male and female teachers with reference to their Teachers Adjustment in Navodaya and Morarji Desai school.
- Slight and negligible positive correlation between the Job Satisfaction and Adjustment in Navodaya and Morarji Desai School with reference higher secondary residential school teachers.

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