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Job Satisfaction and Attitude Towards Education among Male and Female Teachers of Colleges

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Abstract:

Teaching is regarded as the noblest profession. It is therefore important that those individuals who join the teaching profession should be dedicated and competent in their work. A teacher can perform to the maximum of his capacity; if he/she is satisfied with his/her job. Every profession has certain aspects responsible for job satisfaction along with attitude and teaching is not an exception unless and until a teacher derives satisfaction on job performance and develops a positive attitude towards education, he cannot initiate desirable outcomes to cater to the needs of the society. Only satisfied and well-adjusted teacher can think of the well-being of the pupils. In the light of this background, the aim of this study is to analyze the job satisfaction level among the male and female teachers of Colleges. This paper is an endeavor towards to analyze the attitude of the male and female teachers of Colleges towards education.

Keywords: Attitude, Capacity, Profession, Satisfaction, Teachers and Education.

1. Introduction

Education is a continuous process. It may be formal, informal or non-formal. In formal education, teacher has a very important place in improvement of education. Teachers' role in society, in general and in education has been changing with time, but the importance of this position is same. The teacher is the pre-requisite of the success of educational programmes. The main quality of teacher is the positive attitude towards education. He/She must have the ability to get satisfied from their respective jobs. So, educational programme should inculcate the qualities in teacher, so that he/she may be in his best position to impart education to students. The attitude of teachers towards education influences the nature and extent of their participation in the education and related educational programme. By developing teachers' with desirable attitude or by shaping their attitudes in desired, effective and productive learning on the part of pupils can achieved.

2. Main Objectives of the Study

- To analyze the job satisfaction level among the male and female teachers of Colleges.
- To analyze the attitude of the male and female teachers of Colleges towards education.
- To find out the impact of job satisfaction and attitude of Teachers on Education.

3. The Review of Literature

3.1. Studies Related Job Satisfaction

Ahmed, Raheem and Jamal (2003) studied the job satisfaction of 236 teachers in senior secondary schools. Female teachers enjoyed greater satisfaction than their male counterparts did. Married teachers showed more job satisfaction than unmarried teachers did. Teachers who were teaching in government schools showed greater job satisfaction than teachers teaching in private schools. There was no significant change in the job satisfaction due to change in the level of independent variables like sex, marital status and types of schools.

Noll (2004) examined the job satisfaction and factors, which affect job satisfaction of teachers. It was found that school culture, teachers' relationship with administration, working conditions and motivation were the factors, which had a significant relationship with job satisfaction among school teachers.

Dhingra (2006) conducted a study on randomly selected sample of 100 teachers from different government and private schools of Patiala district to study the effect of organization climate on job satisfaction of secondary school teacher. It found that there is no significant difference in job satisfaction of government and private secondary school teachers. Further difference between job satisfactions in relation to their organizational climate of secondary school teachers found to be significant.

3.2. Studies Related to Attitude

Rama (2000) concluded a study of the attitude of teachers towards teachers' centers. It concluded that teachers' centers are useful to the teachers in solving academic problems. The teachers have a positive attitude on the functioning of teachers' centers. Female and experienced teachers have a positive attitude in teachers' centers.

Howery (2001) conducted a study to investigate impact of technology on teacher training attitude. The result of the study revealed an increase in teacher attitude and use of computers. The results suggest that through the technology. Literacy challenge (TLC) grant, teacher have become comfortable with the use of technology and their positive attitude towards technology has increased.

Singh (2006) studied the impact of terrorism on physical education. Teachers of Jammu and Kashmir state in relation to their job satisfaction, personality and attitude towards education. He found that Punjab state physical education teachers are extremely satisfied from their jobs but Jammu and Kashmir teachers are in very satisfied category. Teachers of both the groups have the solitary personality. Further, found that the teachers of both the states have unfavorable attitude towards education.

4. Research Methodology

4.1. Hypothesis

- H_0 : There is significant difference in job satisfaction of Male and Female teachers of College.
- H_0 : There is significant difference in attitude towards education among male and female teachers of Colleges.

4.2. Scope of the study

The scope of the study restricted to the teachers of the colleges of Kamrup (Metro) District of Assam. For the collection of the primary data, the study will be confined to the Kamrup (Metro) District of Assam only.

4.3. Research Design

The study being undertaken is Descriptive in nature. The major purpose of descriptive research is description of the state of affairs, as it exists at present, while studying the research problem, scientific method is followed.

4.3.1. Sampling Unit

In this study, the sampling unit was teachers of the colleges.

4.3.2. Sampling Size

The sample size was so selected that it could be adequate enough to represent the whole population, and also give the true picture. The total sample size was restricted to 200.

4.3.3. Sampling Design

Keeping in Mind the nature of data required for the study, Quota sampling technique has been used. The respondent for the survey has been selected from the colleges of Kamrup (Metro) District of Assam.

4.4. Data Collection

4.4.1. Questionnaire Method

The primary data was collected by administering structured questionnaire to the teachers of the colleges.

4.5. Nature of the Study

The "Descriptive Research Study" has been used. The basic aim is to gain familiarity and to achieve new insights along with describing the existing facts.

4.6. Statistical Tools and Techniques

In this study, a lot of statistical tool and techniques used according the requirement of the study, which is as following:
t-test for two independent samples:

$$t = \frac{\bar{X}_1 - \bar{X}_2}{S} \sqrt{\frac{n_1 n_2}{n_1 + n_2}}$$

4.7. Technical Terms Used

4.7.1. Job Satisfaction

Job satisfaction is a favorableness with which workers view their job. It results when there is a fit between job requirement and the wants and expectations of employees. In other words, it expresses the extent of match between worker's expectations (also aspiration) the rewards, the job provides, the values it creates and get cherished.

4.7.2. Attitude towards Education

Attitude towards education of teachers is the sum total of teachers' inclinations and feelings, prejudice or bias, pre-concerned notions, ideals, fears, threats and convictions about specific situations. This attitude has great bearing on the ultimate quality of the achievement.

4.8. Limitations of the study

- The present study based on the data collected from sample-selected from Kamrup (Metro) District of Assam only and the result may vary from other regions of India or the national average.
- In this present study only those teachers were considered, who were presently working in the colleges.
- Keeping in view the less existence of colleges in rural and semi-urban areas, the respondents selected from the colleges located at urban areas.

5. Data Analysis and Interpretation

	N	Mean	S.D.	t-value
Male	100	74.35	12.54	0.66
Female	100	74.55	12.97	
Total	200	74.95	12.77	

Table 1: Job satisfaction level among the male and female teachers of Colleges

In table 1 the mean, standard deviation and t-value is presented. The mean score for Job satisfaction of male teachers teaching in colleges is 74.35 with S.D. of 12.54. Job satisfaction of female teachers has the mean and S.D. is 74.55 and 12.97.

5.1. Testing of Hypothesis

- (1) H_0 : There is significant difference in job satisfaction of Male and Female teachers of College.

$$t = \frac{\bar{X}_1 - \bar{X}_2}{S} \sqrt{\frac{n_1 n_2}{n_1 + n_2}}$$

$$t = \frac{75.55 - 74.35}{12.77} \sqrt{\frac{100 \times 100}{100 + 100}}$$

$$t = \frac{1.2}{12.77} \sqrt{50}$$

$$t = \frac{1.2}{12.77} \times 7.071$$

$$t = 0.0939 \times 7.071$$

$$t = 0.664$$

$$V = n_1 + n_2 - 2 = 100 + 100 - 2 = 200 - 2 = 198$$

Therefore, it means level of significance is non-significant

To test the difference between the means of two groups of teachers i.e. male and female t-ratio is calculated with is 0.664. The t-value is non-significant. Therefore, it is inferred that there is no significant difference between the job satisfaction of male and female teachers of colleges.

	N	Mean	S.D.	t-value
Male	100	85.1	10.77	0.104
Female	100	85.25	10.55	
Total	200	85.35	10.18	

Table 2: Attitude of the male and female teachers of Colleges towards education

In table 2 the mean, standard deviation and t-value is presented. The mean score for attitude towards education of male teachers teaching in colleges is 85.1 with S.D. of 10.77. Attitude towards education of female teachers has the mean and S.D. is 85.35 and 10.18

5.2. Testing of Hypothesis

(2) H_0 : There is significant difference in attitude towards education among male and female teachers of Colleges.

$$t = \frac{\bar{X}_1 - \bar{X}_2}{S} \sqrt{\frac{n_1 n_2}{n_1 + n_2}}$$

$$t = \frac{85.25 - 85.1}{10.18} \sqrt{\frac{100 \times 100}{100 + 100}}$$

$$t = \frac{0.15}{10.18} \times 7.071$$

$$t = 0.0147 \times 7.071$$

$$t = 0.104$$

$$V = n_1 + n_2 - 2 = 100 + 100 - 2 = 200 - 2 = 198$$

Therefore, it means level of significance is non-significant

To test the difference between the means of two groups of teachers i.e. male and female t-ratio is calculated with is 0.104. The t-value is non-significant. Thus, teachers, male and female both have not significantly different attitude towards education.

6. Conclusion

The study reveals that teachers are very satisfied with their jobs. The male groups of teachers has the mean value 74.35, thus it corresponds to the extremely satisfied category as per the manual. Similarly, the female teachers also fall in the extremely satisfied category with the mean value of 74.55. The computed t-value is 0.664, which is non-significant. Thus, it is inferred that male and female teachers are not different from each other on job satisfaction variable.

The further conclusion is that both the male and female teachers teaching in colleges have unfavorable attitude towards education. The male teachers have the mean value 85.1 and female teachers have the mean attitude score of female colleges' teachers is higher than that of male teachers. Therefore, it is evident that female colleges' teachers have more favorable attitude towards education as compared to their male counterparts. The difference between the mean is non-significant with t-value 0.104. It is inferred that both male and female teachers do not differ significantly regarding the attitude towards education.

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