

A Study of Administrative Behaviour of Secondary School Head Masters in Relation to their Job-Satisfaction

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Abstract

In the present investigation an attempt has been made to find out the significance difference and positive correlation between sub-groups The study was conducted on a sample of 156 secondarily schools headmasters of Gulbarga taluk in Karnataka The Administrative Behavior scale developed and standardized by Haseen Taj and job-satisfaction scale for teachers developed and standardized by S.P.Anand were used. The findings show that there is significant difference between sub-groups like government and private, and male and female, and urban and rural have shown significant difference the group like arts and science have not shown significant difference in their administrative behavior. The administrative behavior and job satisfaction of Sub-groups i.e. government male, female, urban arts and science were have shown positive and significant correlation and sub-groups like private and rural have shown insignificant correlation between administrative behavior and job-satisfaction.

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Introduction

Helpin (1966) first mentioned about administrator in his paradigm for research on administrator behavior accounting to him, the understanding of administrator behavior is helpful to spot long missing elements in our research knowledge about administration and to achieve a closer intergradations of empirical findings and theoretical analysis halpin (1966) has made distinction between administrative behavior and administrator behavior. He defines administrative behavior as one that includes in if leadership out of any particular person who happens to be the administrator at the time and also leadership act initiated by group members on the other hand administrator behavior is behavior of the officially designated administrator the formal organizations.

It is known that leadership acts are performed by others in the school organization, like the senior teachers, assistant headmasters and supervisors. This can also be considered as administrative behavior of institutional heads as long as the incumbents occupied that leadership role in a school organizational set up but for the purpose of clarify and specificity operationally it is defined as the behavior of officially designated leader, that is the behaviour of secondary school heads is one sided as administrative behavior The leadership action performed by other group members in the school do not come under this purview

Objectives

- 1) To identify the significant difference between sub-group of the study in their administrative behavior.
- 2) To identify the positive correlation between administrative behavior and job satisfaction of the head masters of the secondary school.

Hypothesis

- 1) There may not be significant difference between headmasters of Govt and private schools in their planning organization, communication & Decision making.
- 2) There may not be significant difference between male and female Headmasters in their planning, organization, communication and Decision making.
- 3) There may not be significant difference between Headmasters working in urban and rural areas in their planning organization, communication on of decision making.
- 4) There may not be significant difference between Headmasters of arts and science graduate. Headmasters in their planning organization communications and decision making.

- 5) There may not be significant positive correlation between A.B. and J.S. of the Head masters.

Methodology

a) Sample:

The study was conducted on a sample of 156 Secondary schools headmasters of Gulbarga Taluk .The sample was although selected on the basis of simple random technique.

b) Tool used :

i) Administrative Behaviour scale (ABS) prepared and standardized by Haseen Taj was used the scale consists 91 multiple choice type all the items of the scale were in positive form Each Statement was provided with five alternative responses, namely, always (A) Frequently (F) Sometimes (S), Rarely (R) and Never(N) All the items of the tool from were worded for positive behavior orientation.

These items are included in the final list and distributed over the four areas as given below :

- 1) Planning
- 2) Orientation.
- 3) Communication.
- 4) Decision Making

ii) Job satisfaction Scale for teachers prepared and standardized by S.P. Anand was used.

Analysis of Data and Discussion

The 'means' and standard deviations were computed for the different sub-samples viz, men, women, urban, rural, Govt school and private school to find out the significant difference between sub-groups the t-test was employed to find out groups the positive correlation between administrative behavior and Job-satisfaction of Sub-groups person's 'r' was employed.

Table 1: Significant difference the Sub-groups in their Administrative behaviour.

N=156

Variable	Sub Group	N	Mean	SD	t-value		Obtained t-value	Level of Significance
					0.05	0.01		
Institution	Govt	20	23.85	3.83	2.04	2.75	11.86	Significant at 0.05 and 0.01 levels
	Private	20	16.09	2.90				
Sex	Male	20	102.27	10.89	2.04	2.75	12.16	Significant at 0.05 and 0.01 levels
	Female	20	88.13	8.76				
Location	Urban	19	61.47	4.8	2.04	2.75	3.84	Significant at 0.05 and 0.01 levels
	Rural	19	41.75	3.43				
Subject	Arts	19	9.69	3.33	2.04	2.75	1.36	Not Significant at 0.05 and 0.01 levels
	Science	19	8.87	3.02				

The above table reveals that the obtained 't-values of different sub-groups in the study. The t-value obtained by secondary school Head masters were 11, 86,12,16 and 3.84 respectively. There values were greater than the table value of 2.04 and 2.75 at 0.05 and 0.01 level of significance. Therefore null hypotheses were rejected. The obtained t-value 1.36 was less than the table value at 0.05 and 0.01 level of significance Therefore the null hypothesis was accepted.

Table 2: Correlation between administrative behaviour and Job-satisfaction of the Head Masters.

N=156

Variable	Group	N	Mean	SD	t-value		Obtained t-value	Level of Significance
					0.05	0.01		
Govt	Administrative behaviour	20	153.71	34.62	0.361	0.561	0.819	Significant at 0.05 level
	Job Satisfaction	20	34.38	4.12				
Private	A.B.	20	31.88	4.67	0.361	0.561	0.237	Significant at 0.05 level
	J.S	20	161.26	4.92				
Male	A.B.	20	29.10	5.70	0.361	0.561	0.378	Significant at 0.05 levels
	J.S	20	62.90	7.55				
Female	A.B.	20	32.06	4.63	0.361	0.561	0.804	Significant at 0.05 levels
	J.S	20	05.57	5.82				
Urban	A.B.	19	34.60	2.96	0.361	0.561	0.501	Significant at 0.05 levels
	J.S	19	143.74	37.40				
Rural	A.B.	19	32.04	4.63	0.361	0.575	0.239	Not Significant at 0.05 levels
	J.S	19	161.26	4.92				
Arts	A.B.	19	29.10	5.68	0.361	0.575	0.440	Significant at 0.05 levels
	J.S	19	198.14	21.59				
Science	A.B.	19	33.18	4.68	0.361	0.575	0.655	Significant at 0.05 levels
	J.S	19	16.39	3.52				

The above table reveals that the obtained 'r'-value of administrative behaviour and Job-satisfaction of different sub-groups in the study The 'r'-value obtained by secondary school Head masters were 0.819, 0.378, 0.804, 0.501,0.440 and 0.655 respectively These values were greater than the table value of 0.361, at 0.05 level of

significance. Therefore null hypotheses was rejected in favour of alternative hypotheses. The obtained 'r'-values obtained by secondary school Head masters were 0.237, and 0.239 were less than the table 'r'-value at 0.05 level of significance.

Conclusion

- 1) There is a significant difference between government and private secondary schools Headmasters in their administrative behaviour.
- 2) There is a significant difference between male and female secondary schools head masters in their administrative behaviour.
- 3) There is a significant difference between urban rural secondary schools headmasters in their administrative behaviour.
- 4) There is no significant difference between arts and science graduate headmasters in their administrative behaviour.
- 5) Administrative behaviour and job-satisfaction of Sub-groups i.e. Govt, Private male, female, urban Arts, and science were positively and significantly correlated at 0.05 level of significance.
- 6) Administrative behaviour and job-satisfaction of Sub-group i.e rural insignificantly correlated at 0.05 level of Significance.

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