

To Study The Relationship between Job Satisfaction and Attitude towards Teaching Profession of Primary School Teachers

Md. Zakir Hussain* & Dr. B. L. Lakkannavar**

**Research Scholar, Dakshin Bharat Hindi Prachar Sabha, Dharwad*

***Asstt. Prof. Deptt. of Studies of Education Akkamahadevi Women's University*

Abstract : *The main purpose of this paper is to study the relationship between Job satisfaction and Attitude towards teaching profession of primary school teachers of Bidar district. Methodology of the study included a stratified random sample of male, female, rural and urban 500 primary school teachers working in Bidar district. Research investigator used two standardized tools of Job Satisfaction and teacher's attitude towards teaching profession. Teacher's Job Satisfaction scale was standardized by Mrs. Meera Dixit (1993). Teacher attitude inventory developed and standardized by Ahluwalia (1974) was used as a tool for the present study. Analysis of the data showed that there is a positive and significant difference between Job Satisfaction and Attitude towards teaching profession of primary school teachers. Research investigator found that i) There is a positive and significant difference between Job Satisfaction and Attitude of male primary school teachers towards teaching profession. ii) There is a positive significant difference between Job Satisfaction and Attitude of male primary school teachers towards teaching profession.*

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Introduction

Satisfaction is an essential factor in any profession, unless a man is satisfied with his job, it is very difficult to carry on his duties honestly and efficiently. Job Satisfaction is the result of various attitudes of an employee towards his job. Their attitudes are related with specific factors such as salary, service conditions advancement opportunities and other benefits. In case of teachers there are certain factors which are important such as intrinsic aspects of job, rapport with students, relationship with authorities and colleagues etc.

For the professional preparation of the teachers the study of attitudes held by them is very important. How a teacher performs his duty as teacher is dependent to a great extent, on his attitudes, values and beliefs. A positive favorable attitude makes the work not only easier but also more satisfying and professionally rewarding. A negative unfavorable attitude makes the teaching task harder, more tedious and unpleasant. In addition a teacher's attitudes not only affect his behavior in the classroom but also influence behavior of his students. Importance of study of job satisfaction and teacher's attitude towards teaching profession generated in the mind of investigator to study the correlation between Job Satisfaction and Attitude towards teaching profession.

Objectives of the Study

1. To investigate the relationship between Job Satisfaction and Attitude towards teaching profession of teachers.
2. To investigate the relationship between Job Satisfaction and Attitude of rural teachers towards Teaching Profession.
3. To investigate the relationship between Job Satisfaction and Attitude of urban teachers towards Teaching Profession.

Research Hypotheses of the Study

1. There is a positive significant relationship between Job Satisfaction and Attitude towards Teaching Profession.
2. There is a positive significant relationship between Job Satisfaction and Attitude towards Teaching Profession of rural teachers.
3. There is a positive significant relationship between Job Satisfaction and Attitude towards Teaching Profession of urban teachers.

Methodology

Survey and analytical methods of research was used for the present study. Stratified random sampling procedure was employed for the purpose of drawing sample from the population for the present study to find out the actual picture of primary school teachers. Accordingly a sample of 500 primary teachers working in primary schools of Bidar district was selected. To make the study worthwhile, representative random sampling of 13 primary schools of total school population of each taluka was taken. The sample of the study consists of male, female, rural and urban primary school teachers of Bidar district.

Tools used for the Study

Research investigator used two standardized tools of Job Satisfaction and teacher’s attitude towards teaching profession. Teacher’s Job Satisfaction scale was standardized by Mrs. Meera Dixit (1993). Teacher attitude inventory developed and standardized by Ahluwalia (1974) was used as a tool for the present study.

Statistical Techniques

The statistical techniques like mean, standard deviation and t test were used.

Analysis and interpretation of the result based on testing of hypotheses are as follows;

Null Hypothesis: (Ho) There is no significance relationship between Job Satisfaction and Attitude towards teaching profession of primary school teachers.

Alternate Hypothesis (H1) : There is a positive significant difference between Job Satisfaction and Attitude towards teaching profession of primary school teachers.

Table-1: Correlation Coefficient between Job Satisfaction scores and Attitude scores (n= 500).

Variable	Mean	S.D	Correlation Co-efficient	t-value	p-value	Signi.
Job Satisfaction s Score	200.791	23.4614	0.2637	2.8098	<0.01	S
Attitude Score	310.467	25.1493				

Significant at 0.01 level

The above table shows that there is a positive significant relationship between Job Satisfaction scores and Attitude scores of primary school teachers at 0.01 level of significance ($r = 0.2656$, $t = 2.9099$). This shows that the Job Satisfaction scores are closely related with Attitude scores of teachers.

This further implies that as the Job Satisfaction increases, the Attitude towards teaching profession will be favorable. Therefore the null hypothesis is rejected and an alternative hypothesis is accepted.

Null Hypotheses: (Ho) There is no significance relationship between Job Satisfaction and Attitude of rural primary school teachers towards teaching profession.

Alternate Hypotheses (H1): There is a positive significant relationship between Job Satisfaction and Attitude of rural primary school teachers towards teaching profession.

Table- 2: Correlation Coefficient between Job Satisfaction scores and Attitude scores of rural Teachers (n= 119).

Variable	Mean	S.D	Correlation	Co-efficient	t-value	p-value	Signi.
Job Satisfaction score	199.2000	24.7790	0.5587		3.23046	<0.01	S
Attitude Score	316.4400	20.5327					

Significant at 0.01 levels

The above table shows that there is a positive significant relationship between Job Satisfaction scores and Attitude scores of primary school teachers at 0.01 level of significance ($r = 0.5587$, $t = 3.23046$). This shows that the Job Satisfaction scores are closely related with Attitude scores of teachers.

This further implies that as the Job Satisfaction scores increases, the Attitude of rural primary school teachers towards teaching profession will be favorable. Therefore the null hypothesis is rejected and an alternative hypothesis is accepted.

Null Hypotheses: (Ho) There is no significance relationship between Job Satisfaction and Attitude of urban primary school teachers towards teaching profession.

Alternate Hypotheses (H1): There is a positive significant relationship

between Job Satisfaction and Attitude of urban primary school teachers towards teaching profession.

Table- 3: Correlation Coefficient between Job Satisfaction scores and Attitude scores of Urban Teachers (n= 381).

Variable	Mean	S.D	Correlation Co-efficient	t-value	p-value	Signi.
Job Satisfaction score	202.6000	24.4621	0.2238	2.0277	<0.05	S
Attitude Score	309.9125	27.5999				

Significant at 0.05 levels

The above table shows that there is a positive significant relationship between Job Satisfaction scores and Attitude scores of primary school teachers at 0.05 level of significance ($r=0.2238$, $t=2.0277$). This shows that the Job Satisfaction scores are closely related with Attitude scores of teachers.

This further implies that as the Job Satisfaction scores increases, the Attitude of urban teachers towards teaching profession will be favorable. Therefore the null hypothesis is rejected and an alternative hypothesis is accepted.

Findings of the Study

There is a positive significant difference between Job Satisfaction and Attitude towards teaching profession of primary school teachers.

There is a positive significant relationship between Job Satisfaction and Attitude of rural teachers towards teaching profession.

There is a positive significant relationship between Job Satisfaction and Attitude of urban primary school teachers towards teaching profession.

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