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"JOB SATISFACTION AMONG GRADUATE HOME-SCIENCE TEACHERS: COMPARISON BETWEEN TEACHERS WORKING IN RURAL AND URBAN AREAS"

ABSTRACT

This empirical paper deals with comparative study of job satisfaction among Home-science teachers having academic qualification of graduation and post-graduation and working in schools approved by U.P. Secondary Education board located in rural or urban areas. The tool used for data collection on job satisfaction was a questionnaire "Job Satisfaction Scale" propounded by Dr. Amar Sharma and Dr. T. R. Sharma. The paper brought out using t test that there is no significant difference between the job satisfaction levels among both the groups. The unique thing of the study is that all the respondents of the study were female teachers.

Key Words: Job satisfaction, teachers.

INTRODUCTION

Home-science is one subject at secondary school education level and it is a subject exclusively for girls in Uttar Pradesh. Girls have to choose either Home-science or Mathematics at secondary school level. Now a few state secondary education boards have permitted the boys also to opt for this subject. However, in U.P. still there are only lady teachers teaching this subject at secondary level and the reason for this is that male teachers have generally not pursued this subject at their graduation and post-graduation level so far. So this is one subject which is exclusively being taught by lady teachers at secondary school level. Whether the school is located in urban area or rural area, whether it is government run, government aided, or self financed school, whether it is approved by state board or central board, whether it is a co-education school or exclusively for girls school, the responsibility to teach home-science subject at every place is shouldered by the lady teachers only.

In this twenty first century also known as Information age, in case of schools approved by Uttar Pradesh state secondary education board more than 70 percent girls opt for Home-science at the secondary level. The learning of home-science has a very clear life-long impact not only

on these girls but also their future families. Thus the teaching-learning process for home-science subject is very unique as all the teachers are female and the class is also of girls only.

This empirical study was conducted to study the job satisfaction level of these lady home-science teachers. We know that person and society are complementary to each other. One cannot think of involved in the growth of society. The present article is based on the research carried out on a small part of the society that is home-science teachers having academic qualification at graduation and/or post graduation and working in rural and urban area in schools approved by Uttar Pradesh secondary education board. The study discusses the job-satisfaction level of these secondary school home-science teachers.

Job satisfaction is dependent on number of factors like physical attributes of work, working hours, motivation for work, work related stress, aptitude and attitude of the person, fatigue, rest hours etc.. The main sources of job-satisfaction are the feeling of job completion, recognition of work, and growth prospects. The relationship between a person and his job has always been an area of interest for philosophers, scientists and writers. Psychologists were attracted towards this area at the beginning of twentieth century when industrial psychology and professional management were evolving and taking shape. Since then the words like job, motivation for job, job enlargement, job enhancement etc. came into being. Job can be defined in many ways. In physics, job is defined as transfer of energy, which involves motion or force of an object to complete the job. In clinical psychology, job is defined as any artful creation. Dr. S. K. Srivastava (1982) defines job as a means of livelihood. In the present research, job is meant to be scope of job involving all activities and services performed. Hoppock (1935) in his study of teachers of rural and urban area has found out that job satisfaction is related with emotional adjustment, religion, designation, interest, age, fatigue, size of workforce. McClusky and Strayer (1940) in their study have found out that teachers having experience between four to twelve years were more satisfied in comparison to other teachers. They also found out that there was no meaningful relationship between job-satisfaction and marital status of teachers. The study of job satisfaction factors of higher secondary education teacher by Lacy (1969) has found out that school administration, salary, teaching workload, teaching experience affects the job-satisfaction level. The study also found out that teacher's gender, marital status, number of dependents, size of society in which teacher lives has no meaningful relationship with job-satisfaction. Melir (1970) has studied job satisfaction in middle school teachers and selected teacher characteristics. The study concluded that lady teachers were more satisfied than male teachers. Study also suggested that there was no meaningful difference in job-satisfaction between teachers working in rural and urban area.

RESEARCH METHODOLOGY

The present research study was carried out on home-science teachers only working in Meerut division of Uttar Pradesh. The research population was all home-science teachers working in secondary schools approved by U. P. secondary education board in rural and urban areas of Meerut, Bagpat, Ghaziabad, Bulandshahr and Gautam Budh Nagar. The sample was drawn from this population only and the research results were also generalized for this population. The list of all such teachers was procured from the Joint Director's office

of Meerut. The sample for data collection was drawn randomly from this list. The tool for data collection on job satisfaction was a questionnaire "Job Satisfaction Scale" propounded by Dr. Amar Sharma and Dr. T. R. Sharma and published by National Psychological corporation, Agra. The questionnaire has 30 questions of Likart scale. Each having five options to choose from. A few of these questions have positive statements and a few have negative statements. Job satisfaction of a respondent can be ascertained on the basis of the score achieved through this questionnaire. Scores obtained on this scale shows the level of job satisfaction as shown in the table no. 1:

Table No. 1:

Score	Level of Satisfaction
75 and above	Highly satisfied
63 – 74	Very satisfied
56 – 62	Satisfied
48 – 55	Not satisfied
47 and less	Highly unsatisfied

The validity of this questionnaire has been established by test-retest method as 0.97 by testing it on 52 persons after a gap of 25 days.

The research data thus collected has been represented by tables and analyzed using 't-test' method.

RESEARCH PROBLEM

The two main hypothesis of the research study were as follows:

- Ho: there is no difference in job satisfaction in Home-science teachers having academic qualification of graduation working in secondary schools located in rural and urban area.

- Ho: there is no difference in job satisfaction in Home-science teachers having academic qualification of post-graduation working in secondary schools located in rural and urban area.

RESEARCH FINDINGS AND CONCLUSION

The data was collected from a total of 180 teachers out of which 90 were working in rural area and another 90 in urban area. It was found that out of the 90 rural teachers, 24 were having academic qualification of graduation only. The table no. 2 represents the classification of the data obtained of such graduate rural teachers.

Classification shows that out of 24 graduate rural teachers, 9 teachers i.e., 37.5% are highly satisfied, 12 graduate Home-science teachers i.e., 50% of

Table No. 2: Classification of graduate Home-science teachers working in secondary schools located in rural area

Basis of classification	Normal Distribution Curve					Research Data				
Total No.	Mean of job satisfaction score	Std Dev.	+1α	−1α	Data points between +1α and	Highly satisfied	Very satisfied	Satisfied	Not satisfied	Highly unsatisfied
24	72.37	9.73	01	03	20	09	12	00	03	00

them are satisfied with their job and only 3 teachers i.e., 12.5% are not satisfied. Also, there is no teacher who has job satisfaction of highly unsatisfied level. Mean of job satisfaction score on the scale for the 24 rural graduate teachers is 72.37 with a standard deviation of 9.73. Out of 24 teachers 20 i.e., 83.33% of teachers lie between $+1\alpha$ and -1α On the basis of comparison with normal distribution curve it is evident that the curve formed by this data is leptokurtic in nature. This clearly shows that graduate Home-science teachers of rural area are very satisfied with their teaching job.

The table no. 3 represents the classification of the job satisfaction data obtained from graduate urban teachers. In urban schools, 28.57% teachers are highly satisfied, 48.57% teachers are very satisfied, 22.85% teachers are satisfied and no teacher was in category of not satisfied or highly unsatisfied.

Mean of job satisfaction score on the scale for the 35 urban graduate teachers is 70.37 with a standard deviation of 8.55. Out of 35 teachers 20 i.e., 57.14% of teachers lie between $+1\alpha$ and -1α. On the basis of comparison with normal

Table No. 3: Classification of graduate Home-science teachers working in secondary schools located in urban area

Basis of classification	Normal Distribution Curve					Research Data				
Total No.	Mean of job satisfaction score	Std Dev.	$+1\alpha$	-1α	Data points between $+1\alpha$ and	Highly satisfied	Very satisfied	Satisfied	Not satisfied	Highly unsatisfied
35	70.37	8.55	07	08	20	10	17	08	00	00

distribution curve it is evident that the curve formed by this data is platykurtic in nature.

Table no. 4 represents the comparison of job satisfaction among graduate rural and urban teachers. The calculated t value is 0.81. This

Table No. 4: Comparison of Job Satisfaction among Home-science teachers having academic qualification of graduation working in secondary schools located in rural and urban area

S. No.	Name of the Group	No.	Mean	Std. Dev.	t value	Level of significance
1	Graduate rural teachers	24	72.37	9.73	0.81	Not significant
2	Graduate urban teachers	35	70.37	8.55		

t value is not significant even at 0.05 level for a degree of freedom of 57 because as per standard t table at a degree of freedom of 57 at 0.05 level the minimum significant t value is 2.00. As the calculated t value is 0.81 which is less than 2.00, it can be clearly stated that there is no significant difference between the job satisfaction levels among both the groups. This implies that Home-science teachers having academic qualification of graduation only have same level of job satisfaction whether working in secondary school situated in rural or urban area. The research hypothesis was that there is no difference in job satisfaction in Home-science teachers having academic qualification of graduation working in secondary schools

located in rural and urban areas. Hence the first hypothesis is accepted.

Further, out of the 90 rural teachers, 66 were having academic qualification of post-graduation. The table no. 5 represents the classification of the data obtained of such rural teachers.

Table No. 5: Classification of post-graduate Home-science teachers working in secondary schools located in rural area

Basis of classification	Normal Distribution Curve					Research Data				
Total No.	Mean of job satisfaction score	Std Dev.	+1α	–1α	Data points between +1α and	Highly satisfied	Very satisfied	Satisfied	Not satisfied	Highly unsatisfied
66	73.96	10.01	10	10	46	26	30	03	07	00

Classification shows that out of 66 post-graduate rural teachers, 26 teachers i.e., 38.39% are highly satisfied, 30 post-graduate Home-science teachers i.e., 45.45% of them are very satisfied with their job and 3 teachers i.e., 4.54% are satisfied. Only 7 teachers i.e., 10.61% are not satisfied with their job. Also, there is no teacher who has job satisfaction of highly unsatisfied level. Mean of job satisfaction score on the scale for the 66 rural graduate teachers is 73.96 with a standard deviation of 10.01. Out of 66 teachers 46 i.e., 69.70% of teachers lie between +1α and -1α. On the basis of comparison with normal distribution curve it is evident that the curve formed by this data is slightly leptokurtic in nature. This clearly shows that graduate Home-science teachers of rural area are very satisfied with their teaching job.

The table no. 6 represents the classification of the job satisfaction data obtained from post-graduate urban teachers. In urban schools, 28.57% teachers are highly satisfied, 48.57% teachers are very satisfied, 22.85% teachers are satisfied and no teacher was in category of not satisfied or highly unsatisfied.

Table No. 6: Classification of graduate Home-science teachers working in secondary schools located in urban area

Basis of classification	Normal Distribution Curve					Research Data				
Total No.	Mean of job satisfaction score	Std Dev.	+1α	–1α	Data points between +1α and	Highly satisfied	Very satisfied	Satisfied	Not satisfied	Highly unsatisfied
55	74.54	11.16	11	37	07	25	25	02	00	03

Mean of job satisfaction score on the scale for the 55 urban post-graduate teachers is 74.54 with a standard deviation of 11.16. Out of 55 teachers 7 i.e., 12.73% of teachers lie between +1α and -1α. On the basis of comparison with normal distribution curve it is evident that the curve formed by this data is platykurtic in nature.

Table No. 7: Comparison of Job Satisfaction among Home-science teachers having academic qualification of post-graduation working in secondary schools located in rural and urban area

S. No.	Name of the Group	No.	Mean	Std. Dev.	t value	Level of significance
1	Post-graduate rural teachers	66	73.96	10.01	0.80	Not significant
2	Post-graduate urban teachers	55	74.54	11.16		

Table no. 7 represents the comparison of job satisfaction among post-graduate rural and urban teachers. The calculated t value is 0.80. This t value is not significant even at 0.05 level for a degree of freedom of 119 because as per standard t table at a degree of freedom of 119 at 0.05 level the minimum significant t value is 1.98. As the calculated t value is 0.80 which is less than 1.98, it can be clearly stated that there is no significant difference between the job satisfaction levels among both the groups. This implies that Home-science teachers having academic qualification of post-graduation have same level of job satisfaction whether working in secondary school situated in rural or urban area. The research hypothesis was that there is no difference in job satisfaction in Home-science teachers having academic qualification of post-graduation working in secondary schools located in rural and urban areas. Hence the second research hypothesis is also accepted.

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