

A Study of Job-Satisfaction and Adjustment of Government and Private School Teachers

Dr. Sangeeta. N Pathak^{1*}

ABSTRACT

The main purpose of the research is a study of job satisfaction and adjustment of government and private school teachers. The total sample consisted of 100 Government and private male & female school teachers. Data was collected randomly from various schools from Anand district. The tools used for the research are job satisfaction scale by Dr. Amar Singh and Dr. T.R Sharma (2005) Adjustment scale by Dr. Pramodkumar and data were analyzed by f test. Intrinsic factor of job satisfaction shows significant relationship between status of the school, gender and interaction effect. Extrinsic factors of job satisfaction show no significant relationship so far as adjustment is concern found no significant relationship between status, gender and interaction effects.

Keywords: *Job-Satisfaction, Adjustment, Government, Private, School, Teachers*

Job-satisfaction describes how content an individual is with his or her job. Job-satisfaction includes the management style and culture, employee involvement, empowerment and autonomous work position.

Job-satisfaction has been defined as a pleasurable emotional state resulting from the appraisal of one's job an affective reaction to one's job, and an attitude towards one's job. Job has been defined as a piece of work by performing one earns his livelihood, jobs differ according to the nature and place of work. They also differ according to the level and type of skills required and the rewards yielded. The jobs similarly differ in the nature and amount of satisfaction derived by the worker.

Locke (1976) attempted to capture the affective nature of job satisfaction in his definition's pleasurable positive emotional state resulting from the appraisal of one's job of job experience'.

¹Associate Professor, Sardar Patel University, Vallabh Vidyanagar, India

*Responding Author

Received: February 9, 2017; Revision Received: May 11, 2017; Accepted: June 5, 2017

A Study of Job-Satisfaction and Adjustment of Government and Private School Teachers

Keith Davis (1977) defined 'Job-satisfaction as the favorableness' or unfavorableness with which employees view their work'. Job-satisfaction results when the job characteristics and the wants of the employees agree with each other.

Herzberg and his associates explored job satisfaction from a basically dynamic view and offered an approach to an understanding of motivation to work. They noted an important distinction between two kinds of factors: one group of factors dealt with the nature of job and the other was related to the environment in which the job was done. One set of factors according to them contributed to satisfaction. They are referred to as intrinsic, job content, motivators, or satisfiers. Another set of factors contributed to dissatisfaction.

There are many factors which interact in a complex pattern to personal factors such as sex, age, intelligence, education, personality and factors inherent job such as type of work, skill required, occupational status, etc.

Adjustment: Adjustment is the main component part human life. "*Adjustment is effectiveness of individual's attempt's to maintain balance between satisfaction needs and environment*" **Colman**,(1941) "*Adjustment is a process of maintaining balance between needs and the circumstances affecting needs*" **Boring field** (1976) "Adjustment is a process of intimation it never ends since it is a continuous process there is a relation of causation in this process." Adjustment is the process by which a loving organism maintains a balance between its needs and the circumstances that influence the satisfaction of these needs Laurence F Shaffer.

According to the process of adjustment has two primary elements: one the needs of the living organism and the conditions or circumstances that influence those needs. There are three elements of adjustment one is motive, thwarting conditions and third is varied responses.

Objective

- To know the level of job-satisfaction of government and private school teachers
- To measure the level of adjustment of government and private school teachers

Variables

Independent variable

- A: Status: 1) Government school teacher
2) Private school teacher
- B: Gender 1) Male
2) Female

Dependent variable

- 1) Job-satisfaction
- 2) Adjustment

A Study of Job-Satisfaction and Adjustment of Government and Private School Teachers

Hypothesis

- 1) There will be no significant difference between Government and private school teachers in relation to Job-satisfaction.
- 2) There will be no significant difference between Male and female school teachers in relation to Job-satisfaction.
- 3) There will be no significant difference between status and gender in relation to Job-satisfaction.
- 4) There will be no significant difference between Government and private school teachers in relation to Adjustment
- 5) There will be no significant difference between Male and female school teachers in relation to Adjustment.
- 6) There will be no significant difference between status and gender in relation to Adjustment

Sample

A sample of 100 Government and Private school teachers was drawn randomly from various schools of Vallabhvidyanagar District Anand.

Tools

Following tool were used to collect data.

Job-satisfaction scale: This scale developed by Dr. Amar Singh & Dr. T. R. Sharma. It consisted of 30 items. The scale has both positive and negative statements. The positive statements carry a weight age of 4,3,2 and 1 and 0, and the negative ones a weight age of 0,1,2,3,&4. The total score gives a quick measure of satisfaction/dis-satisfaction of a worker towards his/her jobs. The scale measures factors inherent in the job such as (1) Excursions, place of posting, working condition,(2)Co-operation, democratic functioning and job extrinsic factors such as(3) Intelligence, social circle, quality of life, national economy.

Adjustment scale developed by Dr .Promodkumar. It consisted of 40 items to be answered in the form yes or no. The scale measures two dimensions (1) Emotional adjustment and (2) Social adjustment.

Research Design

A 2x2 factorial design has been used for Gender (Male and female) and Status (Government and private) school teachers.

	Government	Private
Male	25	25
Female	25	25
N=100		

RESULTS AND DISCUSSION

Present study is carried out to examine the effect of some demographic variables on Job-satisfaction and Adjustment. Study was conducted on the 100 Government and Private school teachers. The total score of job-satisfaction and adjustment was analyzed by using 2x2 factorial designs. The ANOVA and the Means are summarized in following tables.

Table -1 showing F ratios for the main and interaction effects for the factor(Place of posting, working condition) on job-satisfaction.

sources	Ss	DF	MSs	F	Remarks
A	169.857	1	169.857	12.42	Sig.
B	170.258	1	170.258	1245	Sig.
AxB	92.819	1	92.819	6.79	Sig.
Error	1312.204	96	13.66		
Total	21784.00	100			
corrected Total	1733.44	99			

We can see from the table that ‘F’ value for type of school teachers i.e. Government and private school teachers is 12.42 which shows significant relationship. The mean score for Government school teacher is 1285 and for private school teacher is 15.41. Here we can say that private school teachers are on the higher side then government school teacher in relation to place of posting, working condition as a intrinsic factors of job-satisfaction. So far Gender is concern ‘F’ ratio for gender is 12.45 which found significant relationship between male and female teachers in relation to factors inherent in the job i.e. Place of posting, working condition etc. The mean score for male teachers is 15.42 and for female teacher is 12.90 which indicate that male teachers are more comfortable then female teachers with respect to working condition. Interaction effect also found significant relationship. The ‘F’ ratio of interaction effect is 6.79. Here all the null hypothesis regarding types of school, gender and interaction effects are accepted.

Table -2 showing F ratios for the main and interaction effects for the factor (Cooperation, democratic functioning) on job-satisfaction

Sources	Ss	DF	MSs	F	Remarks
A	.976	1	.976	.103	Not sig.
B	88.506	1	88.506	9.332	Sig.
AxB	91.865	1	91.865	9.686	Sig.
Error	910.49	96	9.484		
Total	15536.00	100			
corrected Total	1087.16	99			

A Study of Job-Satisfaction and Adjustment of Government and Private School Teachers

As seen from the table -2 found that there is no significant relationship between Government and private school teachers in relation to cooperation, democratic functioning as a inherit factors in the job. So far gender is concern significant relation is found. 'F' ratio for gender is 9.68. The mean score for male is 12.94 and for female is 11.10. Here we can say that male is on the higher side in relation to cooperation and democratic functioning. Interaction effect also found significant relationship in relation to cooperation and democratic functioning.

Table -3 showing F ratios for the main and interaction effects for the factor (Intelligence, social circle) on job-satisfaction.

Sources	Ss	DF	MSs	F	Remarks
A	1.623	1	1.623	.195	Not sig.
B	18.829	1	18.829	2.265	Not sig.
AxB	11.051	1	11.051	1.329	Not sig.
Error	798.219	96	8.315		
Total	16933.000	100			
corrected Total	829.390	99			

As we can see from the table-3 all main and interaction effects found no significant relationship in relation to factors residing outside the job i.e. intelligence and social circle. Here the null hypotheses are accepted regarding types of school, gender and interaction effect.

Table -4 showing F ratios for the main and interaction effects for the factor (Salary, allowance) on job-satisfaction.

Sources	Ss	DF	MSs	F	Remarks
A	78.118	1	78.118	3.062	Not sig.
B	251.011	1	251.011	9.838	Sig.
AxB	185.955	1	185.955	7.288	Sig.
Error	2449.520	96	25.514		
Total	10040.000	100			
corrected Total	2950.360	99			

From the table no-4 no significant relationship is found between Government and private school teacher in relation to salary and allowance as factors of job-satisfaction. So far as Gender and interaction effect is concern 'F' ratio for gender is 9.83 which is indicated that significant relationship is found between male and female teachers in relation to factors residing outside the job i.e. salary, allowance etc. The mean score for male teachers is 9.96 and for female are 6.88. Here the difference between mean score is 3.08. Male teachers is on the higher side than female in relation to economic factor such as salary etc, Interaction effect is also found significant relationship.

A Study of Job-Satisfaction and Adjustment of Government and Private School Teachers

Table -5 showing F ratios for the main and interaction effects for the factor (Quality of life) on job-satisfaction.

Sources	Ss	DF	MSs	F	Remarks
A	12.894	1	12.894	1.977	Not sig.
B	.166	1	.166	.025	Not sig.
AxB	10.281	1	10.281	1.577	Not sig.
Error	626.006	96	6.521		
Total	26506.000	100			
corrected Total	649.360	99			

From the table no-5 we can see that all the main and interaction effects found no significant relationship in relation to quality of life as a factor of job-satisfaction. Here the null hypotheses regarding types of school, gender and interaction effects are accepted.

Table -6 showing F ratios for the main and interaction effects for the Adjustment

Sources	Ss	DF	MSs	F	Remarks
A	8.966	1	8.966	.228	Not sig.
B	312.609	1	312.609	7.962	Sig.
AxB	129.794	1	129.794	3.305	Not sig.
Error	3769.335	96	39.264		
Total	93134.000	100			
corrected Total	4210.760	99			

From the table no-6 no significant relationship is found between types of school i.e. Government and private school teachers in relation to adjustment. The mean score for government school teacher is 29.55 and for private school teacher is 30.07. Here the null Ho: There will be no significant relationship between government and private school teachers in relation to adjustment is accepted. So far as gender is concerned the 'F' ratio is 7.96 which show significant relationship. The mean score for male teachers is 31.56 and for female teachers is 28.08 which indicate that male teachers are on the higher side than female teachers in relation to adjustment. Here null hypotheses that there will be no significant relationship between male and female teachers in relation to adjustment are rejected.

CONCLUSIONS

- No significant difference is found in main and interaction effects regarding inherent factors in the job i.e. working condition place of posting etc.

A Study of Job-Satisfaction and Adjustment of Government and Private School Teachers

- Significant difference is found between male and female in relation to co-operation, democratic functioning as an actor of job-satisfaction.
- Interaction effect is also found significant relationship regarding co-operation and democratic factors.
- No significant difference is found in main and interaction effects in relation to factors residing outside the job i.e. intelligence and social circle.
- Only gender and interaction effect found significant relationship in relation to economic factor such as salary, allowance.
- No significant difference is found in main and interaction effects in relation to quality of life as factors of job-satisfaction.
- Significant relationship is found between male and female in relation to gender rest are not significant.

Acknowledgments

The author appreciates all those who participated in the study and helped to facilitate the research process.

Conflict of Interests

The author declared no conflict of interests.

REFERENCE

- Anne Anastasi :*Field of Industrial Psychology*. McGraw Hill New York
- Benjamin B. lahey (2009).*PSYCHOLOGY: An Introduction Tenth Edition* . The McGraw- Hill Companies
- Dhillon, P.k (1992). *The effect of age and sex needs, social adjustment*. Psychosocial aspects of ageing in India concept publishing company.
- Dr. Pawankuma Oberoi (2013).*Research Methodology*, Global Academic publishers & Distributors.
- John. w. santrock (2011).*Adolescence* twelfth edition. Tata McGrwhill .
- Majer N.R.F (1970): *Psychology in Industry Psychology* : New Delhi : Prentice Hall, India
- Ronald comer & Elizabeth Gould (2011).*Psychology around us* Published by john wiley & sons.
- Von Haller Gilmer (1968): *Industrial Psychology* New York : Mc Grew Hill and Kogakasha

How to cite this article: Pathak S (2017), A Study of Job-Satisfaction and Adjustment of Government and Private School Teachers, *International Journal of Indian Psychology*, Vol. 4 (3), DIP:18.01.205/20170403