

A study of job satisfaction of SC, ST, OBC and General Categories teachers

Dr. Satnam Singh

Ph.D. (Education), Chaudhary Charan Singh University, Meerut, Uttar Pradesh, India

Abstract

The job satisfaction is necessary among the workers to make any institution to grow higher e.g. Educational Institutions, industries, agencies and departments can progress only and only if the workers, may be of higher or lower rank are satisfied. If the worker has diverted mind he cannot do justice with his duties. Main objective of the study were to study find out the difference among various categories teachers (SC, ST, OBC and General Categories) higher secondary school male and female teachers' job satisfaction level. 150 sample teachers were selected as a sample from school of Kuruksehtra district. Data collation was through job satisfaction scale with survey method. In statistics mean, S.D. and C.R Value etc techniques were used for interpretation and analysis of data. Major findings: Scheduled Caste Male-Female teachers were found more satisfied with their job than other categories teachers.

Keywords: SC, ST, OBC and General Categories

Introduction

Looking at the objectives of secondary education, one cannot but agree that they are laudable to achieve that teachers must strive and achieve the best. To what extent the teachers are able to do this? Do they feel well involved in their job? It is needless to point out that the quality of education and its contributions to national development depend on the quality, competence and character of the teacher. Since the beginning of man's 'social life' there have been both good and poor teaches some of the really notable teachers have been memorialized by history and the number of competent teachers in schools tody probably is sizeable. Though the teachers occupy a pivotal position in the uplift of the nation, not much attention has been paid by researchers to study of their job satisfaction unlike in the case of industrial and business workers.

Job satisfaction is a state in which the person who performs a particular job is satisfied with his surroundings, conditions and the reward, given to him. He fulfills his duties with all his efforts. If the person issatisfied with his job he will carry out his responsibility successfully and honestly. The job satisfaction is necessary among the workers to make any institution to grow highere. g. Educational institutions, industries, agencies and departments can progress only and only if the workers may be of higher or lower rank are satisfied. If the workers has diverted mind he cannot do justice with his duties. The relative importance of job factor fits well in the need hierarchy theory of Maslow.

The worker rank adequate earnings and job security, higher in importance and as these needs are satisfied he goes for higher level in need of hierarchy such as need for opportunity for advancement, comfortable working conditions, adequate personal benefits, and so on. Soon after need are satisfied he strives for still higher level need such as prestige of company,

self-expression, achievement, and so on. Job satisfaction is often a strong motivator in work endeavors. Researches have shown that job satisfaction can lead to high job performance. It is important to prevent workers from feeling disappointed and maximize their efficiency and performance by identifying and regulating the factors that affect the job satisfaction. So,the researcher has decided to investigate job satisfaction and commitment level of various categories teachers. Because, category of teachers has played a major role to job selection. As there is a need to study find out the difference among various categories teachers(Sc, ST, OBC and General categories)higher secondary school Male and Female teachers' job satisfaction level, so this particular study aims to fill the prevailing knowledge gap.

Statement of the study

A Study of job satisfaction of Reserved and General Categories Teachers.

Calarification of used terms

Job satisfaction

Job satisfaction is the whole matrix of the factors that make a person like his work situation and be willing to ahead for it without distaste. Job satisfaction is "a pleasurable or positive emotional state resulting from the appraisal of one's job or job experiences." I job satisfaction may be examined as part of the construct of the employee engagement, as it is a combination of job involvement, organizational commitments and intentions to stay.

Objectives of the study

1. To study the job satisfaction of Male & Female Teachers of schedule Category and Male Teachers of other Backward Category.

Table 1: Related data show the means,S.D & t-value of job Satisfaction Among male & female teacher of schedule caste category and male & female teacher of other backward category.

Type of Groups	N	Mean	S.D.	CR-Value	Levelof signnificance	
Sc male teachers	25	72,08	15.27	2.664	0.05	0.01
ObcMale Teachers	25	61.96	11.54		SiSgnficant	Significant
ScFemale Teachers	25	78.48	12.67	1.667		
Obc eMale Teachers	27	1.92	14.91		NNo Significant	No Significant

(Df-N1+N2=2=25+25-2=48)

Table 2: Related data show the means,S.D & t-value of job Satisfaction Among male & female teacher of Genral category and male & female teacher of other backward category

Type of Groups	N	Mean	S.D.	CR-Value	Levelof signnificance	
General male teachers	25	57,04	11.95	1.480	0.05	0.01
ObcMale Teachers	25	61.96	11.54		Not	Not
General Female Teachers	25	56.84	11.78	4.047	Significant	Significant
ObcfeMale Teachers	25	71.92	14.91		Significant	Significant

Table 3: Related data show the means,S.D & t-value of job Satisfaction Among male & female teacher of schedule caste category and male & female teacher of General category.

Type of Groups	N	Mean	S.D.	CR-Value	Levelof signnificance	
Sc male teachers	25	72,08	15.27	3.879	0.05	0.01
General Male Teachers	25	57.04	11.95		Significant	Significant
ScFemale Teachers	25	78.48	12.67	6.403		
General FeMale Teachers	25	56.84	12.67		Significant	Significant

- To study the job satisfaction of male and female teachers of schedule category.
- To study the job satisfaction of male and female teachers of other backward category and male teachers of schedule category.

Hyphthesis of the study

- There is no significant difference of the job satisfaction of male & female teachers of other backward category.
- There is no significant difference of the job satisfaction of male & female teachers of general category and male & female teachers of other backward caste category.
- There is no significant difference of the job satisfaction of male & female teachers of schedule caste Category and male & female Teachers of general category.

Limitation of the study

- The study is limited to only Kurkshetra District. 150 teachers were selected as a sample from schools of Kurukshetra.
- The teachers were selected 50 from SC, 50 BC and from General Category. Male and Female both groups were selected with equal samples.

Research Method

In present study researcher has been used the survey method to collect to data. This method is scientific and reliable.

Sample

In present study as samples were selected 150 teachers of Primary, High School and Secondary level school of Kurukshetra District of Haryana state. The study covered 150 Primary, High School and Secondary School Teachers of Kurukshetra district of Haryana. Teachers taken out by random sampling method.

Name of tools

Job satisfaction scale Amar singh and T.R.Sharma

Statistics techniques:-Following statistics used to analysis of data.

- Mean
- Standard Deviation
- C.R. value

Interpretation Analysis of Data

H0=1 There is no significant Difference of the job satisfaction male & female teacher of schedule caste category and male & female teacher of other backward category. See Table 1

H0=2 There is no significant difference of the job satisfaction among male & female teacher of General category and male & female teacher of General category. See Table 2

H0=3 There is no significant difference of the job satisfaction male & female teacher of caste category and male & female teacher of General category. See Table 3

Conclusions

1 There is no significant Difference of the job satisfaction between male & female teacher of schedule caste category and male & female teacher of other backward category

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