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Title of the thesis - ***“A Study of Job Satisfaction Among Secondary School Teachers In Relation To Their Teaching Competence And Occupational Aspirations”***

Abstract

It is necessary to make intensive and continuous efforts to raise the economic, social and professional status of teachers in order to attract young men and women of the ability to the profession and to retain them in it as dedicated, enthusiastic and contented workers. There is need for a survey type of research on the job satisfaction of secondary school teachers of government and private school in relation to their teaching competence & occupational aspirations, to motivate and inspire them to do better and get success in their teaching job. So an attempt has been made to explore & explain how and up to what extent teaching competence & occupational aspirations of secondary teachers would influence the degree & level of job satisfaction in their profession.

In the present study stratified random sampling method has been used to collect sample of 200 secondary teachers teaching VI-X class in government (U.P. Board) and private (CBSE & ICSE) schools from the 12 Blocks & 14 Towns in the District of Meerut, U.P. Three tools namely self developed Job Satisfaction Questionnaire (JSQ), self developed Occupational Aspirations Questionnaire (OAQ) & The General Teaching Competence Scale of B.K. Passi & M.S. Lalitha have been applied to fulfill set objectives. Certain steps were undertaken for the construction of the above two tools (i & ii): (A) Plan of the test (B) Collection of Items (C) Items Analysis (JSQ) & Content Analysis (OAQ) (D) Final forms of test. JSQ includes 52 items in English & Hindi language on 5 points likert type scale (strongly agrees - strongly disagree. Its minimum & maximum scores are 52 & 260. Reliability (Split-Half method) & Validity (Content) has been established. OAQ contains 22 items (Part-I & II) as semi-structured i.e. mixed type of closed & open-ended items. For this Multi Coding has been done i.e. numeric coding (0- 3) for 12 items

in Part-I & nominal coding for free response writing of 10 items in Part-II. Minimum & maximum Score of Part-I is 0 & 32. Also, it has Content Validity. Statistical Techniques of T-test, F-test (ANOVA), Product Moment Co-efficient of Co-relation, chi-square & percentage have been applied to analyze obtained data.

Major findings of the present study can be enumerated as: (a) in overall job satisfaction, private secondary teachers have greater job satisfaction as compared to government secondary teachers. (b) Private female secondary teachers have greater high job satisfaction as compared to their male counterparts. (c) There is significant difference in teaching competence between married & unmarried secondary teachers of government & private schools. (d) Secondary teachers between government and private schools differ significantly in job satisfaction and teaching competence with reference to their teaching experience. (e) Secondary teachers differ significantly in overall job satisfaction with reference to their administrative experience. (f) Job satisfaction and occupational aspirations are positively correlated. (g) Secondary teachers who reply yes regarding their family feel pride towards their present profession they have largest high job satisfaction. (h) Secondary teachers who have stated teaching as the first best profession as compared to other profession have highest moderate job satisfaction.

The present study sought to explore whether secondary teachers working in government and private schools had any difference towards job satisfaction in terms of occupational aspirations and teaching competence. It throws light into variables that may put teachers to many inconveniences in coping with the situations, on the other hand, he/she can perform better if his/her competence in teaching and occupational aspirations go hand in hand in advancing the career. This research work will be useful to measure level of job satisfaction among teachers engaged in various teaching profession. The present study will be utilized to strengthen their potentials, their self professional conception to improve working conditions & to enhance the use of available infrastructure and resources up to the maximum level.