

## A STUDY OF ATTITUDE AND JOB SATISFACTION AMONG TEACHER EDUCATORS OF RAJASTHAN

---

Dr. Sundram \*

### ABSTRACT

*Education is the threefold process of imparting knowledge, developing skills and inculcating proper interests, attitude and values. The teacher plays central role in teaching learning process. The overall academic development of teachers depends upon the nature and intensity of job satisfaction. The study of job satisfaction of teachers of teachers training colleges is useful to provide better education to the teachers. The teachers who are satisfied with their job their morale will be high and motivated. In Rajasthan there are approximately 200 B. Ed. colleges. Now they are connected to higher education but two Government B. Ed. colleges (IASE) are still connected to secondary education, five new B. Ed. colleges were started last year. There are 10 CTE colleges. But it is remarkable that new B. Ed. colleges have lesser building space, human resources and physical facility.*

**KEYWORDS:** *Imparting Knowledge, Job Satisfaction, Academic Development, IASE, CTE.*

---

### Introduction

Terminology used:

- **Affect:** Affect applies to stimulus strong bring reaction.
- **Job:** Job is a piece of work. In the study job meant job of teachers training colleges.
- **Job Satisfaction:** By the word job satisfaction means the job satisfaction of teachers who worked in teachers training colleges.
- **Teachers Training Colleges:** The Teachers training colleges means the institutions which run B. Ed. course.
- **Attitude:** attitude means the attitude of teachers towards their job.

### Objective of the Study

- To study the problems of teachers training colleges.
- To find the attitude of teachers of teachers training colleges.
- To find out the causes of their job dissatisfaction.
- To study and compare the conditions of teachers training colleges.

### Hypotheses of the Study

- There is no significant difference between the problems of teachers of different categories of the colleges.
- There is no significant difference between attitude of teachers of different categories teachers training colleges.
- There is no significant difference between the job satisfaction levels of teachers of teachers training colleges.

---

\* Principal, St. J.K.L. Teacher Training College, Jaipur, Rajasthan, India.

**Delimitation**

- The study is delimited to Rajasthan.
- The study is delimited the teachers of teachers training colleges (B. Ed.).
- The study is confined to 200 teachers of teachers training colleges.

**Method and Procedure**

- **Population:** All 44 B. Ed. and Shiksha Shastri colleges has been taken for purpose.
- **Sample:** Only 200 teachers are selected and five teachers has been taken as they co-operate in study.
- **Method:** Normative survey is used in the study.
- **Tools:** Two types of tools are used.
- Self Developed Tools:
- **Questionnaire:** to find out the problems of teachers of teachers training colleges
- **Attitude Scale:** To find out the attitude of teachers towards their job.
- Standard scale
  - Job Satisfaction Scale: TR Sharma

**Data Analysis and Findings**

Attitude of teacher educators towards job on the basis of sex

Category	No. of scores 74% above	Male		Female		Total	
		F	P	F	P	F	P
Extremely favorable		17	21.53	36	29.5	53	27.5
Very favorable	63 to 73%	35	44.3	57	47.11	92	46
Moderately favorable	56 to 62%	18	22.78	18	14.88	36	18
Un favorable	48 to 55%	9	11.39	10	8.26	19	9.5
Extremely favorable	47% as below	-	-	-	-	-	-
		79		121		200	
Mean score		66.06		68		62.41	
Standard deviation		7.69		7.57		9.95	

Table shows that 39.5% (79) teacher and 60.5% (121) female teachers included in the sample have different level of attitude 21.55% male teachers have extremely favorable 44.3% male teachers educations are very favorable. The mean and standard deviation of attitude scores of male and female teacher shows that mean is high in case of female teachers than in case of male teachers while standard deviation is high in case of male teachers than in case of female teachers. Attitude of teacher educator on the basis of age:

Category	Below 30 Group I		30 40 Group II		40 50 Group III		Above 50 Group IV	
	F	P	F	P	F	P	F	P
Extremely favorable	18	25.55	17	21.52	8	26.67	10	50
Favorable moderately	36	50.70	37	46.84	13	43.33	6	30
favorable	12	16.90	16	20.25	5	16.67	3	15
Un favorable	5	7.05	9	11.39	4	13.33	1	5
Extremely unfavorable	-	-	-	-	-	-	-	-
	71		79		30		20	

The table reflects that attitude of group iv is more unfavorable than other groups, while there is no significant difference between other groups if indicates as the age advance the attitude tends to advance more unfavorable towards job. Attitude of teacher educator on the institution basis:

	Group I IASE		Group II Government		Group III CTE		Group IV Vanasthali vidhyapeeth		Group V Private college	
	F	P	F	P	F	P	F	P	F	P
Extremely favorable	6	60	5	50	9	30	3	60	30	20.68
Very favorable	1	10	1	10	15	50	2	40	73	50.34
Favorable	3	30	3	30	5	16.67			25	17.24
Unfavorable	-	-	1	10	1	3.33	-	-	17	11.74
Extremely unfavorable	-	-	-	-	-	-	-	-	-	-
	10		10		30		5		145	

As the table shows that the teacher educator group iv has extremely favorable attitude towards their job followed by group 1<sup>st</sup> there is no significant difference on 0.5 level group third and fifth group, fourth and fifth group. The teachers of private teachers training college has less favorable attitude towards their job. There is no significant difference between the attitude of men and women subjects. The result indicates that the various groups of teacher educators based on the sex age and kind of institution do no differ in their attitude significantly. Thus null hypothesis is accepted. Job satisfaction on the basis of sex:

Category	Norms for category	Male		Female		Total	
		F	P	F	P	F	P
Very satisfied	74 or above	4	5.07	6	4.96	10	5
Very satisfied	63 to 73	23	29.11	35	28.93	58	29
Neither satisfied nor dissatisfied	56 to 62	19	24.05	39	32.25	58	29
Dissatisfied	48 to 55	21	26.58	23	19.07	44	22
Very much dissatisfied	42 or below	12	15.19	18	14.88	30	15
		79	100	121	100	200	100

It is found that 45% cases out of the total sample fall below mean (58), 45% of them fall above it, where as the scores of 10% teacher is equal to mean. It shows that the distribution of the job satisfaction score is normal. Job satisfaction of teacher educator on the basis of age group:

	Below 30 Group I		30 40 Group II		40 50 Group III		Above 50 Group IV	
	F	P	F	P	F	P	F	P
Very satisfied	2	2.82	4	5.06	-	-	4	20
Satisfied	16	22.54	21	26.58	13	43.33	8	40
Neither satisfied nor dissatisfied	20	25.32	25	31.65	8	26.63	5	25
Dissatisfied	21	29.58	20	25.32	6	20.0	3	15
Very much dissatisfied	12	15.19	9	11.39	3	10.0	-	-
	71	100	79	100	30	-	20	100

Job satisfaction of the teachers was studied into four age groups. It is observed that teachers above 50 years are more satisfied than other groups. Teachers of age group 1<sup>st</sup> are more dissatisfied than other groups. Job satisfaction of teacher educators on the basis of institutions:

	Group I Government		Group II IASE		Group III CTE		Group IV Vanasthali Vidhyapeeth		Group V Private college	
	F	P	F	P	F	P	F	P	F	P
Very satisfied	5	50	16	2	6.66	-	-	-	2	1.37
Satisfied	3	30	6.60	17	56.66	5	5	100	27	18.62
Neither satisfied nor dissatisfied	2	20	30	6	20	-	-	-	47	32.41
Dissatisfied	-	-	-	5	16.66	-	-	-	39	26.84
Very much dissatisfied	-	-	-	-	-	-	-	-	30	20.68
	10	100	10	25	-	-	5	100	145	100

There is no significant difference in the job satisfaction of men and women teacher educators. Other groups do not differ significantly from each other. The difference between other groups of teacher educators based on qualifications and teaching experience in a college also was not significant.

	x <sub>m</sub>	x <sub>b</sub>	x	M	R	P	Cale value	Table value	Interpretation
Job satisfaction	57.14	58.05	58.0	10.55	9.61	9.94	.63	1.96	Insignificant
Attitude	61.39	63.07	62.41	9.56	10.12	9.94	1.17	1.96	Insignificant

The above table shows mean score and standard deviation is. The level of job satisfaction of teachers of teachers training college is on the average. Attitude towards job is moderately favorable. Co-relation between job satisfaction and attitude is - 0, 52, it is moderate co - relation between job satisfaction and attitude. Institution wise mean and S.D.:

Category	Institution wise	Mean		S.D	
		Attitude scale	Job satisfaction	Attitude scale	Job satisfaction
1	Government institution	68.80	67.70	8.23	17.88
2	IASE	63.80	63.80	7.35	7.19
3	CTE	59.67	62.50	12.24	14.77
4	Vanasthali vidhyapeeth	67.67	73.75	15.63	2.83
5	Private teachers training college	56.18	61.25	7.73	8.65

Table showing t values for inter group comparison.

Groups	Table value of at 5% level	Attitude	Job satisfaction
I and II	2.85	.88	1.13
I and III	1.96	1.41	2.52 (5)
I and IV	2.95	.94	.24
I and V	1.96	1.98 (5)	3.88 (5)
II and III	1.96	.34	1.51
II and IV	2.95	.79	20.03
II and V	1.96	2.33 (5)	2.34 (5)
III and IV	1.96	.65	3.79 (5)
III and V	1.96	5.62 (5)	1.75
IV and V	1.96	2.75	2.49 (5)

As table shows the t value calculated for difference of means between different categories of institutions, it was significant for attitude and job satisfaction between government teachers training college and CTE institution government institutions and private institutions IASE institutions and private institutions CTE institutions and Vanasthali Vidhyapeeth institutions.

It is observed that 72.5% of teachers of teachers training colleges have favorable attitude towards their job 9.5% have unfavorable attitude while 18% have moderately favorable attitude towards their job. There is no significant difference between male and female attitude of teacher educators. There is no significant difference on the basis age and sex. There is significant difference on the basis of difference categories of institutions. Only 34% teacher educators are satisfied with their job. The teachers are dissatisfied as the age advances. There is no significant difference on the basis of sex and age but it is significant on the basis of different categories of institutions. Thus hypothesis is partially accepted. Thus, attitude of teacher educators affect level of job satisfaction.

#### References

- Jamna Lal – Reading in education. Uppal publishing house.
- Goyal J.C. – “The Indian teacher education”. The national psychological corporation Agra 1986.
- NCTE Bulletin – In service education vol. 1<sup>st</sup> Sept.- Dec., 1989 by NCTE.
- Ramnarayan K – Problem of Indian Higher education University news.
- Singh V.K and Sudarshana K.N. – Teacher education
- Udai Shankar – Education of Indian teacher sterling publishers.
- Ram Narayan K. – University news May 15, 1995
- Mathur V. – Crucial problems in Indian education Arya book depot. New Delhi.
- Dr. Chitra Naik – Teacher education for the feature progress of education 1985.

