

# Job Satisfaction of Teacher Educators of Private B.Ed Colleges Affiliated to G.G.S.I.P.University, Delhi and M.D. University, Rohtak, Haryana: A Comparative Study

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## Abstract

*Present study is descriptive in nature, investigates the level of 'job satisfaction' of Teacher Educators working in Private B.Ed Colleges affiliated to G.G.S.I.P. University, Delhi and M.D. University, Rohtak, Haryana. A sample of eighty teacher educators (forty from each university) was chosen and standardized tool (Teacher Job Satisfaction Questionnaire-TJSQ) was used to collect relevant data. Majority of the teacher educators working in private B.Ed colleges under both the Universities have shown Low Level (68.50%-GGSSIP, 62.25%- MD) of job satisfaction or they are less satisfied with their jobs. Whereas, more than thirty percent (31.50%- GGSIP 33.75%-MD) teacher educators have shown high level of job satisfaction, which is less in number as compare to that of low level. As per the main objective of the study; the t-value was calculated as 1.97\*, which is 'not significant' at both the levels of confidence (0.01 & 0.05 levels). Therefore as per the null hypothesis that; 'there is no significant difference in level of job satisfaction among the teacher educators of private B.Ed colleges affiliated to G.G.S.I.P university Delhi and M.D university Rohtak was 'accepted'. It can be concluded that there was a slight difference of two percent in high level and of six percent (not significant) in low level of job satisfaction among teacher educators working in private B.Ed colleges, may be due to some interpersonal reasons. All teacher educators of private B.Ed have shown near about equal type and level of job satisfaction.*

**Key words:-** Job Satisfaction, Teacher Educators of Private B.Ed College, GGSIP & MD University Rohtak

## 1. Introduction

Job satisfaction is one such attitude which expresses likes and dislikes or other related entire feelings with which the employees view their works. Attitudes are the feelings, beliefs or mental set that affect individual's entire life style. Job satisfaction is a multi dimensional concept that is reflected in various aspects of one's work. An attitude which results from a balancing and summation of several specific likes and dislikes experienced in connection with the job. There evaluation may rest largely upon one's own success or failure in the achievement

of personal objectives, keeping in mind the perceived contribution towards the job.

Job satisfaction is the mental condition of a person in which one feels that his job meets his economical, familial and social requirements and accords ones feeling of pleasure with job. Job satisfaction improves the performance as well the effectiveness of an individual irrespective his/her nature of work. The friendly, enthusiastic, well adjusted and well satisfied teacher can contribute a lot to their pupils as well as the society and nation.

Job satisfaction or in its broader sense is a work satisfaction of a person, it exists when the perceived benefits of the work exceed the perceived costs by a margin deemed by the worker to be adequate under the circumstances. It is however not a static state and is subject to influence and modification from the forces within and outside of the immediate work environment.

## **2. Factors Affecting the Job Satisfaction**

The job satisfaction is mainly dependent on the two factors; Intrinsic and Extrinsic factors.

### **2.1 Intrinsic Factors**

The security factors which are being related with the; nature of job, opportunity to grow and develop, motivation to work hard and personal satisfaction. For teachers intrinsic satisfaction can come from classroom activities, daily interaction with students, class control and student's achievement. The less satisfied teachers can not give there hundred percent, but could do more harm than good by misbehaving with students as well as with staff members.

### **2.2 Extrinsic factors**

Factors which are directly associated with the salary package, job security, availability of organization resources and working environment. In teaching profession there are lack of good salary packages and other facilities for even the qualified teachers, mostly in private schools or institutes of higher education compare to govt.schools and institutions. Less salary packages and poor working conditions are found in most of the private jobs, demoralize working people to give their hundred percent.

### **2.3 Level of Job Satisfaction**

The main sources of job satisfaction are the feeling of accomplishment, self esteem, recognition and chances of progress. Job satisfaction improves the performance as well

as the effectiveness of a person irrespective of his nature of job. The friendly, enthusiastic, secure and well adjusted teacher can contribute a lot for the well being of his/her pupils. On the other hand the vice-versa can create a tension, which may alter the whole out look of pupil's life.

Level of job satisfaction may be classified mainly in to three categories; low level, normal or average level and high level. The low level generally found in the people working in highly adverse or unfavorable conditions; with no freedom and in the environment of fear and frustration. The normal level may exists in the persons who are working with neither good nor bad but just adjustable environment, where less opportunities for personal and professional growth. High level job satisfaction can be seen in people working in favorable environment having all essential as well as desirable facilities as motivational force to get desired results.

### **2.4 Job Satisfaction in Teaching Profession**

There is no denying fact, that among the many factors that influence the quality of education, the quality and competence of teachers are the most important. Hence nothing can be as important as providing the teachers with the best professional preparation and creating satisfactory conditions of work. The teaching profession has two important aspects;

Teaching is being treated as noble profession and therefore, its professionals have to be taken as separate group of people. They are much different from other professionals, remain happy in normal conditions and will be satisfied with good package of salary and job security. Unfortunately teaching community of private institutions is lagging far behind to grab these benefits, due to monopoly of private sector and lack of Govt.interest.

Teacher and teacher educators should be treated equal as that of other professionals and also get

same benefits like that of Govt. employees, since they work harder than them.

### 3. Review of Related Literature

Keeping in mind the importance of review of related literature the researcher has tried to put forward some related Indian and overseas studies in this section.

*Shrestha and Singh (1978)* found that, marital status of technical assistant of the engineering colleges of Maharashtra was significantly associated with their level of job satisfaction.

*Lee, Mueller, and Miller (1981)*, found sex differences in job satisfaction, women were found more satisfied with compensation than men. Studies in school settings also showed no consist pattern of relationship.

*Patel and Vora (1984)* in their study, tried to find out the effectiveness of teacher's quality related to job satisfaction at secondary school level. They described some main qualities of an effective teacher like as; scholarliness, cooperativeness, proficiency in teaching, good temperament, emotional stability, sympathetic and friendly nature who could satisfy his/her students and also himself/herself.

*Parikh (1985)* in his study on private job holders in District Baroda found that job satisfaction has a strong positive correlation with the structure and amount of salary drawn by the candidate.

*Rao (1991)* in his study revealed that, where employer's attitude is positive, job satisfaction is also positive (high). Where employees feel that the job is frustrating, boring and no opportunity for personal growth, satisfaction was found low.

### 4. Rationale of the Study

Due to globalization and fast growing developments in every walk of life, teacher has become as an instructor, friend or guide. The degradation has been observed in every field of education due to loss of human values and professional ethics among the students and

teachers. Since teacher educators (teacher trainers) are the backbone for school education, who is the producers (mentors) of good teachers, if they are well qualified and satisfied with their jobs, they will surely produce good teachers and these nicely trained teachers will definitely produce good results which are main reason for qualitative improvement in school education.

Perceiving the level of degradation in quality of teacher education in last two decades, it is the time to find out the reasons for it. Some of the reasons for this problem could be; salary package, other facilities and more importantly the job security of teacher educators of private teacher training institutions since teacher educators working in private teacher training institutions constitute the three fourth population of the total population in Delhi and Haryana. Teacher educators working in Delhi are getting more amount of salary and other benefits as compare to the teacher educators working in Haryana. Therefore, researcher has decided to find out the level of job satisfaction and also the significant difference in level of job satisfaction between the teacher educators working in private teacher training institutes affiliated to G.G.S.I.P. University Delhi and M.D. University Rohtak Haryana.

### 5. Statement of the Problem

The problem of the study can be stated as under:

*"To Compare the Level of Job Satisfaction of Teacher Educators of Private B.Ed College Affiliated to G.G.S.I.P. University Delhi and M.D. University Rohtak Haryana".*

### 6. Objectives

#### 6.1 Main Objective

To compare the level of job satisfaction of teacher educators working in private B.Ed college affiliated to G.G.S.I.P University Delhi and M.D. University Rohtak Haryana

## 6.2 Minor Objectives

- To find out the level of job satisfaction of teacher educators of private B.Ed college affiliated to G.S.I.P University Delhi.
- To find out the level of job satisfaction of teacher educators of private B.Ed college affiliated to M.D.University Rohtak Haryana.

## 7. Hypothesis

The investigator has formulated the *Null hypotheses* for the present study.

Null Hypothesis ( $H_0$ ) There is no significant difference in the level of job satisfaction between the teacher educators of private B.Ed College affiliated to G.G.S.I.P University Delhi and M.D.University Rohtak.

## 8. Design of the Study

Design of the study is an essential part of any research project. It provides the researcher a blue print of study dictates the boundaries of project and helps in controlling the experimental and extraneous errors during the study. The present study followed the design of 'descriptive survey research method', in order to find out the level of job satisfaction of private B.Ed College teacher educators.

### 8.1 Sample

A sample is a small proportion of a population selected for the analysis. The population in this

study consists of all teacher educators of private teacher training college (B.Ed College) affiliated to G.G.S.I.P University, Delhi and M, D. university Rohtak, Haryana. The simple random sampling technique (Lottery method) has been applied to select the sample of total eighty teacher educators; forty teacher educators from private B.Ed teacher training colleges (seven colleges from each university) affiliated to both G.G.S.I.P university, Delhi and M,D.university Rohtak, Haryana.

### 8.2 Tools and Techniques Used

Tools are means for collection of data for interpretation and to explore new knowledge and results. Questionnaire is the widely used tool of research to collect data. For the present study a *standardized tool 'Teacher Job Satisfaction Questionnaire-TJSQ'* (with an index reliability of .97 and split half reliability .95) containing twenty nine (29) questions related to various aspects of job satisfaction (table 8.2) will be used to collect the data.

### 8.3 Scoring Procedure

The scoring of each questionnaire (tool) was done manually, since the sample was small and response to each question was awarded with numbers like as for; *Yes- 1, for positive statements No- 1, for positive statements except Qs.no.6 & 29.* Thus, all twenty nine items were

**Table 8.1 Number of Teacher Educator from Each Institute Affiliated to G.S.I.P.University Delhi and M.D.University Rohtak**

Sr. No.	Institute Code	Teacher educators under G.G.S.I.P.University Delhi	Teacher educators under M.D.University Rohtak	Total teacher educators
1	A	5	6	11
2	B	6	5	11
3	C	5	6	11
4	D	7	5	12
5	E	6	6	12
6	F	4	7	11
7	G	7	5	12
<b>Total</b>	<b>7</b>	<b>40</b>	<b>40</b>	<b>80</b>

**Table 8.2 Area-wise Distribution of Items in Questionnaire (Tool)**

Sr. No.	Areas related to Job Satisfaction	Items related to each area	Total Questions
1	Attitude towards profession	1,2,3,4,5,6	6
2	Attitude towards working condition	7,8,9,10,11,12,13,14,16,17,	10
3	Attitude towards authority	22,23,24,25,26,27	6
4	Attitude towards institution	15,18,19,20,21,28,29	7
<b>Total</b>	<b>Four Areas</b>		<b>29</b>

**Table 9.1 Percentile Score Value of Job Satisfaction of Private B.Ed College Teacher Educators Under G.G.S.I.P. University Delhi and M.D. University Rohtak**

Sr.No.	Percentile score value of Job Satisfaction for G.G.S.I.P.University Delhi	Percentile value of Job Satisfaction for M.D.University Rohtak	Overall position of Job Satisfaction among the teacher educators
1	68.50 % (Low Level)	62.25 % (Low-level)	Majority of the teacher educators were found less satisfied with their jobs
2	31.50 % (High Level)	33.75 % (High Level)	Less number of the teacher educators were found quite satisfied with their jobs
Total	100 %	100 %	The overall result of job satisfaction was found Low for most of the private B.Ed college teacher educators related to both universities.

scored depending on the nature of item. Minimum to maximum value of score, ranging from score 0-29, shows the type of job satisfaction of an individual teacher educator in the chosen sample.

#### 8.4 Statistical techniques Used

The Mean (M), Standard Deviation (S.D), Degree of Freedom (D.f) and t-test have been used to analyze the data. Pie chart was used to show the overall level of job satisfaction of private B.Ed college teacher educators related to both the universities.

### 9. Analysis of Data

Analysis of data means studying the tabulated values in order to determine inherent facts. This chapter includes analysis of data and interpretation of results based on the objectives and hypotheses of the study; the analysis and interpretation of data represent the application of deductive and inductive logic to the research process.

As per the first and second minor objectives of the study, the following table-3 depicts the level of job satisfaction of the respective teacher educators under both the Universities. Keeping in mind the obtained percentile score values of all teacher educators; it was concluded that, more than sixty percent teacher educators show the low level of job satisfaction. Whereas more than thirty percent teacher educators have shown high level of job satisfaction, which indicates that less numbers teacher educators are satisfied with their jobs. Low level of job satisfaction was found in higher number of teacher educators working in private teacher training colleges chosen as sample for the present study.

From the above table-3 the average percentile score of job satisfaction of private B.Ed college teacher educators under G.G.S.I.P.University Delhi was found 68.50 % which indicates the low level of job satisfaction. Whereas the average percentile score of job satisfaction 31.50 % tells the high level of job satisfaction, which



satisfies the first objective of the study.

Similarly the average percentile score of job satisfaction of private B.Ed college teacher educators under M.D.University Rohtak was found 62.25 %, which indicates the low level of job satisfaction. Whereas the average percentile score of job satisfaction 33.75% tells the high level of job satisfaction, which satisfies the second objective of the study.

There is a slight difference in level of job satisfaction; that is approximately two percent in high level and six percent in low level among the private B.Ed college teacher educators related to both universities. These results show that most of the private B.Ed college teacher educators are less satisfied with their jobs due to various reasons like as; salary structure, basic facilities, Organizational climate and job security etc.

### 9.1 Testing of Hypothesis

The null hypothesis was tested by calculating the t-value to find out the significant difference between two groups of teacher educators;

As per the major objective of the study; table 9.2 shows partial difference in the mean (2.42) and standard deviation (3.01) values of data related to job satisfaction, which reflect in calculated t-Value as 1.97\*, which is not significant at both levels of confidence (0.01 & 0.05 level).

Therefore, as per the Null hypothesis; that there is no significant difference in level of job satisfaction among teacher educators of private B.Ed colleges related to G.G.S.I.P University Delhi and M.D University Rohtak was 'accepted'.

With the above results it can be concluded that, the level of job satisfaction of teacher educators of private B.Ed colleges teaching in Delhi or Haryana was found almost same. Thus, majority of teacher educators of private B.Ed colleges think in same manner and are sailing in the same boat, showing the low level of job satisfaction.

## 10. Findings

Major findings of the present study are as follows;

- ❑ As per the first and second minor objectives of the study; the level of job satisfaction of majority of the teacher educators working in private B.Ed colleges under both the Universities(G.G.S.I. University Delhi and M.D.University Rohtak Haryana) was found low (68.50 % ,62.25 %).Thus they are less satisfied with their jobs.
- ❑ Whereas more than thirty percent teacher educators have shown high level of job satisfaction and they are more satisfied with their jobs.
- ❑ As per the main objective of the study; the t-value was calculated as 1.97\*, which is 'not significant' at both the levels of confidence (0.01&0.05 levels).Therefore as per the null

**Table 9.2 Showing the Mean S.D. and t-value of Teacher Educators**

Name of University	Number of Teacher Educators (N)	Mean (M)	Standard Deviation (S.D)	t-Value	Degree of Freedom (df)	Level of Significance
G.G.S.I.P Delhi	40 (N-1)	18.26 (M-1)	6.84(S.D-1)	<b>1.97*</b>	(N <sub>1</sub> +N <sub>2</sub> )—2	<i>Not significant</i> at both the levels of confidence
M.D. Rohtak	40 (N-2)	15.84 (M-2)	3.83(S.D-2)		40+40—2 = <b>78</b>	
<b>Total</b>	<b>80</b>					<i>At 0.01(1.99) and 0.05(2.64) levels</i>

hypothesis that; 'there is no significant difference in level of job satisfaction among the teacher educators of private B.Ed colleges affiliated to G.G.S.I.P university Delhi and M.D university Rohtak was 'accepted'.

## 11. Conclusions

As per the major findings of study, it was concluded that majority (more than sixty percent) of teacher educators of private B.Ed colleges under affiliation of G.G.S.I.P University Delhi and M.D University Rohtak have shown less satisfaction in their jobs. Whereas less number (above thirty) of them have shown high satisfaction and in their jobs.

The level of job satisfaction of teacher educators working in private B.Ed colleges under both the universities was found partially the same. It implies that the entire teacher educators of private B.Ed colleges under affiliation to any one of the universities in the country are working with almost same terms and conditions and majority of them are **not satisfied** with their jobs and just passing their time and waiting for a better opportunity. Thus, it is an imperative need to find out the main reasons for less satisfaction and also put some useful suggestions for private management for their improvement, since they constitute around three fourth populations of total teacher educator educators of the country.

## 12. Delimitations

The study was delimited in the following manner;

- i. The study is restricted to the G.G.S.I.P University Delhi and M.D.University Rohtak Haryana.
- ii. Only private teacher training institutions (B.Ed College) affiliated to the aforesaid universities will be taken as the population of study.
- iii. The sample of eighty (80) teacher educators will be chosen randomly from sixteen private teacher training institutions (eight institutions from each university) concerned with the aforesaid universities.
- iv. The standardized tool was used to find out the level of job satisfaction of teacher educators.

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