

A study of job satisfaction and mental health Among Private and Government higher secondary schools Women teachers.

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Abstract

The main Objective of the present research was to investigate difference between private and government higher secondary schools women teachers on Job Satisfaction and Mental Health. The total sample was consisted of 120 employees in whom 60 were private higher secondary schools women teachers and 60 were government higher secondary schools women teachers. The research tool for Job Satisfaction developed by A. P. Singh and Dr. D. J. Bhatt and Gita R. Gida was used to collect the data. Here the 't' test was applied to check significance difference and 'r' was applied to check the correlation. The finding of the study revealed that there was significant difference between private and government higher secondary schools women teachers on Job Satisfaction also there was a significant difference between private and government higher secondary schools women teachers on Mental Health. The 'r' between Job Satisfaction and Mental Health was 0.84. so we can say that there was a High positive correlation.

INTRODUCTION:

The importance of teachers in including the quality of the educational process and its product is unquestionable. The entire edifice of education is shaky if the teacher is weak and ineffective. An effective teacher, therefore, is must educational improvements which are striving hard to bring about. After independence corers of rupees have been spent to open new schools and provide them adequate equipment and other facilities, Lakhs of rupees have been spent on committees and commissions to deliberate and recommend methods to bring about qualitative improvement in education. As a result, workers in the educational field have endeavoured to develop better curriculum, text

books and teaching aids. Considerable efforts have been made to devise better means of assessing student's achievement and techniques of teaching. But all this is of no use and the development targets are bound to remain unachieved unless schools are staffed with efficient and effective teachers. It is they who influence shape the competence and character of boys and girls they teach.

According to UNESCO (1972), "The teacher's duty is less and less to include knowledge and more and more to encourage thinking, his formal functions apart, he will have to become more and more an advisor, a partner to talk to; someone who help seek out conflicting arguments rather than handing out readymade truths".

Teaching is one most common professions in our society and it has been identified as one the highest stress occupation (Duhham, 1976)., The teacher has to play multiple role such as supporting parents, disciplining task master and an informative resource person. An effective teacher, therefore, is a must educational improvement which is striving hard to bring about. The success of the educational process depends to a great extent on the character and ability of the teacher who is the corner stone of the arch of education. It has been rightly said by Chinani (1981) that the role of the teacher. In the educational system is pivotal and therefore the fate of my system of education rests with teacher. In fact, teaching is not an easy task. Any Tom, Dick and Herry cannot be a teacher.

Meaning of mental health:

The expression "**Mental Health**" consist of two words- **Mental** and '**Health**' – '**Health**' generally means sound conditions or well being or freedom from desire .Mental Health therefore means a sound mental condition or a state of psychological well being of freedom from mental daises.(Sing 2004)

Hadfield, consider that "In general terms we may say that mental health is the full harmonious functioning the whole personality". I am certain that in us there are various urges, impulses, motives, tendencies, interests, attitudes etc., some which are inborn and some are acquired. When these urges are allowed to function harmoniously in coordination with each other and getting full expression, we have a personality which we may call as wholesome and chewy is essential for healthy mental life. However, the coordination of these potentialities and dispositions) innate and acquired) is possible only when they are directed towards a common end or goal. So the three requirements of mental health (suggested had field) are:

The concept of job satisfaction:

Job satisfaction is an integral component of work climate. While working in organizations, people develop a set of attitudes about the work, supervision, coworkers, working conditions, and so on. This set of attitudes is referred to as job satisfaction. The term satisfaction generally implies the fulfillment acquired by experiencing various job activities.

Job satisfaction is the favorableness or unfavorableness with which employees view their work. It expresses the amount of agreement between one's expectations of the job and the rewards that the job provides. According to E.A. Locke (1969), Job satisfaction is "a pleasurable or positive emotional state resulting from the appraisal of one's job or job experience."

Why job satisfaction is very important?

A healthy organization has satisfied workers. Low job satisfaction is a surest sign of deteriorating conditions in a concern. High job satisfaction, on the other hand, is the hallmark of a well-managed efficient organization. A variety of reasons support the desirability of high job satisfaction in any work organization:

1. Moral Obligation.
- 2 Worker's physical and mental well-being.
- 3 Attracts and retains qualified workers.
- 4 Spread goodwill.
- 5 Reduce problems.
- 6 Measure of performance.
- 6 Better human climate.

Advantages of teaching profession

- 1 Teaching is clean work.
- 2 Contact with the youth.
- 3 Variety of work.
- 4 Income is steady and assured.
- 5 Opportunity to meet professional workers.
- 6 Personal satisfaction..

Review of Related Literature

Mental health is the adjustment of the individual to himself and the world at large (Bernard, 1961). Mental health implies a satisfactory relationship to one's self and to one's environment (Rogers, 1957). Adjustment on the other hand is the harmonious relationship between one individual and his/her environment (Gates and Jersild, 1948 ;) Phichairome (1999) also conducted a similar study to investigate the five factors that influence mental health of teachers, at Lamphun. Questionnaires were administered over a population of 80 teachers working at four Lamphun Municipal Schools.

Abraham (1984) who has reported that female and more experienced teachers were the most favoured ones because of their mental stability than male and less experienced

teachers.

Mittal (1989)'s exploratory study on teachers' motivation to work and its relationship with the organizational climate of the schools found out that sex of the teacher had no significant influence on teachers' motivation to work.

Borg & Falzon (1989) conducted a study on 'stress and job satisfaction among teachers of primary schools in Malta'. Andrews (1991) tried to correlate stress, job satisfaction and burn out over different types of teachers.

Ray (1992) compared teachers' attitude towards pupils and their job-satisfaction. The objectives were to study the extent and direction of correlation between job satisfaction and attitude towards pupils, teaching experience, and mental health and to compare male and female teachers.

Perno (1985) in a study found out women teachers to be more adjusted and satisfied with the teaching profession than their male counterparts.

Lavingia (1974) tried to correlate job satisfaction of teachers with their stability. Result showed that female teachers, younger teachers and unmarried teachers were more satisfied than their counterparts. Likewise, Tehria (1975) also found female teacher trainees to be better adjusted than the males.

Mohanty (2001) compared male and female teachers' adjustment in a study on 'causes of dissatisfaction among teachers'. Teaching competency was also influenced by adjustment of teachers.

Objective:

The main objectives of the present research work were as under:

1. To check the significance difference of job satisfaction private and government female higher secondary schools teachers.
2. To check the significance difference of mental health private and government female higher secondary schools teachers.
3. To check the correlation between job satisfaction and mental health.

3.4 Hypothesis:

The main hypothesis of the present research work was as under:

1. There is no significance difference of job satisfaction private and government female higher secondary schools teachers.
2. There is no significance difference of mental health private and government female higher secondary schools teachers.
3. There is no correlation between Job satisfaction and mental health.

Sample;

The Sample was selected 120 higher secondary school's teacher. Sample was selected randomly from Mehsana, Banaskantha, and Patan districts. In the total consisted of 120 women employees in whom 60 were private higher secondary schools women teachers and 60 were government higher secondary schools women teachers.

Tools:

Following tool was used for data collection.

1 Mental Health Inventory by Dr. D.J.Bhatt :

Dr. Bhatt and Ms. Gita Gida have standardized Mental Health Inventory in 1992. We find reliability at 0.94 (0.01) grade and validity at 0.71 (0.01) of presently discussed test.

2 Job Satisfaction scale by Singh and Sharma

Job Satisfaction scale by Singh and Sharma The test-retest reliability works out to be 0.978 with N=52 and gap of 25 days. The scale compares favourably with Muthaya's job satisfaction questionnaire giving a validity coefficient of 0.743.

Procedure:

In this research two test were administrated individually as well as on private and government higher secondary schools women teachers while collecting data for the study before attempting the questionnaire the subjects were requested to read the instruction carefully and follow them in true spirits. While the data collection was completed than 't' test was used to check the significance difference and 'r' was used to check the correlation on Job Satisfaction and Mental Health.

Result Discussion

The purpose of present study was to investigation significant mean difference between private and government higher secondary schools women teachers on mental health and

Job satisfaction. The data collection was completed then t-test was applied to find out the significance of mean difference and r was used to check the correlation. Obtained results are presented in Table-1, 2 and 3

Table 1

‘t’ calculation of Job satisfaction between private and government higher secondary schools women teachers.

Types of School	N	Mean	S.D.	t	Sig.
Private	60	168.50	10.80	16.60	0.01
Government	60	130.40	8.30		

Significance levels 0.05=1.97 0.01 = 2.59

We show Table-1‘t’ calculation of job Satisfaction higher secondary schools women teachers that the mean of private employees was 168.50 and S.D. was 10.80 and the mean of government higher secondary schools women teachers employee was 130.40 and S.D. was 8.50 So the mean difference between private and government higher secondary schools women teachers on Job satisfaction was 38.10. Therefore we can say the private higher secondary schools women teachers employee were higher job satisfaction than government employees. We show the‘t’ value of Job satisfaction is 16.60; this was significant at 0.01 levels.

Table 2

‘t’ calculation of Mental health between private and government higher secondary schools women teachers.

Types of School	N	Mean	S.D.	t	Sig.
Private	60	72.50	5.60	10.85	0.01
Government	60	84.30	6.70		

Significance levels 0.05=1.97 0.01 = 2.59

We show Table-2‘t’ calculation of Mental health higher secondary schools women teachers that the mean of private employees was 72.50 and S.D. was 5.60 and the mean of government higher secondary schools women teachers employee was 84.30 and S.D. was 6.70 So the mean difference between private and government higher secondary schools women teachers on Job satisfaction was 11.80. Therefore we can say that the government higher secondary schools women teachers employees are good mental health than private employees. We show the‘t’ value of mental health is 10.85; this was significant at 0.01 levels.

Table 3

Correlation calculation between Job satisfaction and mental health

Types of School	N	Mean	r
Job Satisfaction	120	147.50	0.84
Mental Health	120	71.10	

We show Table-3 correlation calculation between job satisfaction and mental health that r value is 0.84.so the result clearly revealed that the correlation between Job satisfaction and mental health was positive High correlation.

Conclusions:

According to the result, a significant difference was observed between private and government higher secondary schools women teachers on their Job satisfaction and mental health also. We also have seen that correlation between Job satisfaction and mental health was high positive correlation.

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