

# JOB SATISFACTION AND SCHOOL ENVIRONMENT OF GOVT. AND NON GOVT. HIGH SCHOOL TEACHERS OF REWARI DISTRICT- A COMPARATIVE STUDY

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## ABSTRACT

*Success in teaching at all levels depends mainly upon the teachers, who are the real architects of the nation. The present study attempted to compare the level of job satisfaction and school environment of Govt. and Non Govt. high school teachers of Rewari District. The study was conducted on a sample of 100 teachers working in govt. and non govt. high schools of Rewari district. School environment scale developed by Motilal Sharma and Job satisfaction scale developed by Dr. Amar singh & Dr. T.R.Sharma were used for data collection. Data were analyzed using descriptive statistics such as Mean, S.D. and 't' test. We analyzed and discussed all the areas of school environment & level of job satisfaction. The findings indicated that there was no significant difference between job satisfaction and school environment of Govt. and Non Govt. high school teachers.*

## INTRODUCTION

### JOB SATISFACTION

The term job satisfaction was first used in HOPPOCKS Monograph on job satisfaction in 1935. It refers to effective orientation on the part of the individual towards work roles which they are presently occupying. The term job satisfaction has been used in a variety of ways. Job satisfaction is a pleasurable or positive emotional state resulting from the appraisal of one's experience. Since a job is not an entity or physical thing, but a complex of interrelationship of likes, roles, responsibilities, interaction, incentives and rewards. Job satisfaction has to be intimately related to all of them. The important job dimensions are:

1. Work                      2. Pay                      3. Recognition
4. Benefits                5. Working Environment
6. Co-workers          7. Supervision
8. Management policy

### JOB SATISFACTION & TEACHER

Teacher to be the real manager of class room teaching process must have his/her personal skills competence inclination and of course entire satisfaction with his/her job. Teacher's job satisfaction plays an important role in the teaching learning process. If the teacher is not

satisfied with his/her job, he can do incurable harm to the nation in terms of poor guidance to the students. Hence he/she cannot do justice to his/her job.

Job satisfaction is inherent in human nature. It is closely connected with the upkeep of right spirit in one's work. Thus there is a high positive correlation between the extent of job satisfaction and the interest of an employee in his work. Those jobs that provide the worker a chance to fulfill his interest & aptitudes, give him satisfaction and pleasure, natural interest in job of his choice motivates him for efficient and qualitative performance.

**“The teacher, being corner stone of the arch of education”**

### SCHOOL ENVIRONMENT

School environment is a concept which takes into consideration the socio-physical environment of the school. It can be defined as the presence of facilities available to the students and the teachers to ease the teaching-learning process. Including the physical facilities, the learning aids, the co-curricular, extracurricular, discipline and other activities conducted.

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The term of school environment has been defined as the atmosphere or climate in which school activities are going. School environment differs from one to other school. In some schools the school community the headmaster, the teachers and students to some extent tolerate the school atmosphere they are not happy with the school. A good climate or environment in the school is a prerequisite to the student's success, teacher's growth. The school climate or environment also influences the interaction among the members of the organization.

An environment gives the unity of the teachers who is working in schools. To obtain all the objectives of the school, a good healthy environment is necessary. The environment is the most important thing in the life of a school. Beautiful surroundings generate a congenial atmosphere for work. The general appearance of the school should give attractive soul for the students and teachers from that they should be proud of it.

School environment plays a significant role in shaping the citizens of nation.

### OBJECTIVES OF THE STUDY

Objectives of the study are:

1. To study the job satisfaction of Government and Non government high school teachers.
2. To study the school environment of Government & government high schools.
3. To find out the difference between Government & Non Government high schools environment (climate)
4. To find out the difference between job satisfaction of Government & Non Government high school teachers.

### HYPOTHESES

1. There is no significance difference between job satisfaction of Government & non Government high schools teachers.
2. There is no significance difference between school environment of Government & Non Government high schools teachers.

### METHOD

Descriptive survey method of research was used.

### SAMPLE

For the present study 100 teachers (50 Government teachers and 50 Non Government teachers) of Govt. & Non Govt. high schools from Rewari district were selected for the study.

### TOOLS OF THE STUDY

In this study, the following tools were used to collect the data.

1. Job satisfaction scale by Dr. Amar Singh & Dr.T.R Sharma
2. School environment questionnaire by Motilal Sharma

### STATISTICAL TECHNIQUES

To fulfill the objectives of the study, statistical techniques: Mean, Standard deviation & 't' Test were used.

### ANALYSIS AND INTERPRETATION OF DATA

TABLE 1

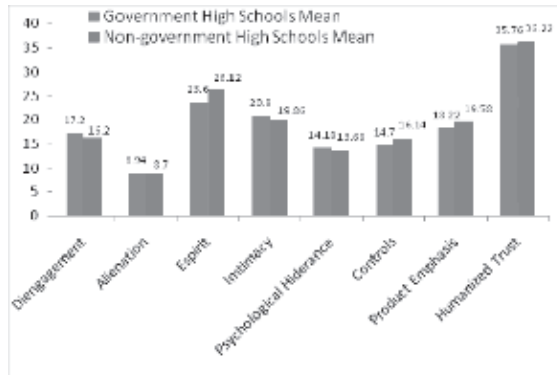
Showing difference between Mean, S.D., 't' test aspect of school environment (climate) of Government and Non Government High schools (50 Government schools and 50 Non Government high Schools.)

Area	Government High Schools		Non-government High Schools		SD	't' Value	Level of Significance
	n	Mean	n	Mean			
Disengagement	17.2	4.72	16.2	4.6	0.93	1.07	N.S
Absenteeism	6.94	2.12	8.7	0.41	0.4	0.78	N.S
Aspirit	23.6	5.35	26.12	6.58	1.2	2.1	N.S
Literacy	20.5	4.19	19.06	3.28	0.76	1.22	N.S
Psychological Withdrawal	14.05	3.33	13.68	2.9	0.62	1.29	N.S
Controls	14.7	3.84	16.14	2.7	0.66	2.1	N.S
Product Emphasis	13.22	4.76	19.58	3.56	0.73	1.56	N.S
Humane Trust	33.76	6.42	36.22	6.28	1.27	0.18	N.S

The researches discussed all the areas of school environment (climate) of Government and Non Govt. High schools and they found that there is no significant difference between mean, and S.D. of Govt. and Non Govt. school environment. All the areas of school environment are equal so we can say that null hypotheses there is no significance

difference between government and non government schools environment is accepted at both levels of table value.

**Graph showing mean.of Govt. and Non Govt. high schools environment (climate)**



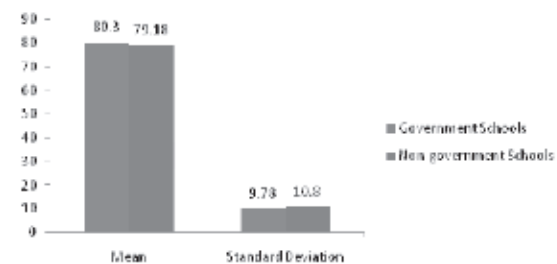
**TABLE 2**

showing Mean, S.D., 't' test aspect of job satisfaction Government and Non Government high schools teachers of Rewari District.

Job satisfaction score of 50 teachers working in Government high schools and 50 teachers working in Non Govt. high schools.

Variables	No. of teachers (male & female)	Mean	S.D.	t	t-value	Level of Significance
Govt. Schools	50	80.1	9.78	3.96	0.48	Not significant
Non Govt. Schools	50	79.18	10.8			

Graph showing mean, and S.D. of job satisfaction Government and Non Government. high schools teachers.



The Table 2 shows that there is no significant difference between mean and S.D. of job satisfaction of Government & Non Govt. high school teachers. The 't' Value of 0.48 is less than table value of both levels 0.01 and 0.05 So we can say that the Null hypotheses that there is no significant difference between job satisfaction of Government and Non Government high school teachers is accepted at both levels.

**MAJOR FINDINGS OF THE STUDY**

1. There is no significant difference in the area of school environment alienation of Govt. and Non Govt. high schools. The 't' value of this area was 0.78 which was not significant at level of 0.01 and 0.05. It refers to the behaviour pattern among the groups.
2. There is no significant difference in the area of school environment intimacy of Govt. and Non Govt. high schools. The 't' value of this area is 1.22 which is not significant at level of 0.01 and 0.05. It refers to the teachers' enjoyment of friendly social relations with each other.
3. There is no significant difference in the area of school environment humanized trust of Govt. and Non Govt. high schools. The 't' value of this area is 0.38 which is not significant at level of 0.01 and 0.05. It refers to the behaviour of principal which is marked by his attempts to motivate the teachers through personal examples.
4. There is significant difference in the area of school environment spirit of Govt. and Non Govt. high schools. The 't' value of this area is 2.1 which is significant at level 0.05 but not significant at level of 0.01. It refers to the morale. The teachers' feel that their social needs are being satisfied.

So we can say that it is a good sign that government and non government schools are having the same level of environment. It is helpful for better achievement of teachers as well as students.

There is no significant difference between job satisfaction of Government and Non Government high schools teachers. The t value 0.48 which is not significant at level 0.05 & .01. So

we can say that both schools teachers have equal job satisfaction.

The present study is an attempt to study the job satisfaction of teacher in depth. Usually many people think that the government teachers will possess more job satisfaction than their counterparts. As the govt. and non govt. school teachers possessing the same level of job satisfaction without any significant difference, either of the teachers should contribute equally for the upliftment of their students clientele in every endeavour.

### CONCLUSION

In the end of this study we conclude that schools should be welcome places for children with lots of fun and laughter. Tears and cries should be replaced by the shrill, uninhibited giggles and laughter and shouts of children that may echo in schools. Similarly the teacher is a heartbeat of our education system. A teacher who is happy with his job, plays a pivotal role in the upliftment of the society. Well adjusted & satisfied teacher can contribute a lot to the well being of his/her pupils. But all this depends on school environment. If a school gives better working conditions, job security, pay, organizational policies, social needs, administration system & environment then teachers can perform their responsibilities with more concentration and devotion.

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