A STUDY OF JOB SATISFACTION OF PHYSICAL EDUCATION TEACHERS AND THEIR ATTITUDE TOWARDS TEACHING

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ABSTRACT

Objective of the study was to compare the job satisfaction among Physical Education teachers and their attitude towards teaching. The Present study was conducted on 65 Physical Education teachers, working in various Senior Secondary Schools of Karnal and Kurukshetra Districts (Haryana). The specific methods and procedures that have been follow in the present study as are under:

Research Method, Sample and Sampling, Tools Used, Collection of data, Administration of Tools, Scoring and Statistical Techniques.

The first objective of the study is to find out the relationship between job satisfaction and attitude towards teaching of the Senior Secondary School’s Physical Education teachers. For this, Spearman’s coefficient of correlation was computed between the total Job Satisfaction Scores and Total Attitude Scores for 65 Physical Education teachers working in the Senior Secondary School. The coefficient of correlation comes out to be 0.04. It means the Job Satisfaction and Attitude of the teachers towards teaching are (+) negligible correlated with each other. T-Test was applied to find out the significant differences between the married and unmarried, Male & Female, Graduate & Post-Graduate and High & Low Income groups of Physical Education teachers.

Job Satisfaction of the Senior Secondary Schools Physical Education teachers and their Attitude towards teaching are positively correlated. Female and Male Physical Education teachers are equally Job-Satisfied. Post-Graduate & Graduate teachers have same level of significance of in Job Satisfaction. High Income group teachers and Low Income group teachers are equally job satisfied. Married and Unmarried teachers are equally job satisfied. Male and Female Senior Secondary Schools Physical Education teachers have the same attitude towards teaching. More qualified and less qualified Physical Education teachers have the same attitude towards teaching. Teachers getting more salary and less salary have the same attitude towards teaching married and unmarried teachers have the same attitude towards teaching.
JOB SATISFACTION: Job Satisfaction is the result of various attitudes possessed by an employee towards his job factors such as wage, job-security, job environment, nature of work, opportunity for promotion, prompt removal of grievances, opportunities for participation in decision-making and other fringe benefits. Job Satisfaction may thus be defined as an attitude which results from a balancing and summation of may likes and dislikes, experienced by an employee in the performance of his job.

ATTITUDE: Psychologists define attitude as a tendency to seek or avoid something. Their early study of liking and disliking, approval or disapproval were helpful, through incomplete, but to understand the reasons behind such responses, we need to go deeper and should have more comprehensive definition of the term.

ATTITUDE TOWARDS TEACHING: A positive attitude towards teaching is the one which makes the teacher favorable or like his teaching profession.

A negative attitude towards teaching is the one which evokes felling of disfavor and disapproval of the teachers towards teaching

OBJECTIVES OF THE STUDY

1. To study the relationship between job satisfactions among senior secondary school physical education teachers and their attitude towards teaching.

2. To compare the job satisfaction among male and female senior secondary school physical education teachers.

3. To compare the job satisfaction among married and unmarried senior secondary school physical education teachers.

4. To compare the job satisfaction among post graduate and graduate senior secondary school physical education teachers.

5. To compare the job satisfaction among the high income group and low income group senior secondary school physical education teachers.

6. To compare the attitude of male and female senior secondary school physical education teachers towards teaching.

7. To compare the attitude towards teaching of the married and unmarried senior secondary school physical education teachers.

8. To compare the attitude towards teaching of post graduate and graduate senior secondary school physical education teachers.

9. To compare the attitude towards teaching of the high income group and low income group senior secondary school physical education teachers.
METHODOLOGY

The specific methods and procedures that have been followed in the present study are as under:

Research Method, Sample and Sampling, Tools Used, Collection of data, Administration of Tools, Scoring and Statistical Techniques.

SUBJECT

The present study was conducted on a random sample of 65 physical education teachers, working in various senior secondary school of Karnal & Kurukshetra districts, (Haryana) served as subjects

VARIABLE \ CONTENTS SELECTED

The investigator has used the following tools:

1. Teacher’s job satisfaction questionnaire
2. Attitude scale for teachers towards teaching

For the purpose of the study a random sample of 65 physical education teachers, working in various senior secondary school of Karnal & Kurukshetra districts, (Haryana) served as subjects

STATISTICAL ANALYSIS

The following statistical techniques for used in the present study:

1. spearman correlation
2. t-tests to find out the mean differences between the groups.

The first objective of the study is to find out the relation ship between job satisfaction and attitude towards teaching of the senior secondary school physical education teachers. For this, spearman’s coefficient of correlation was computed between the total job satisfaction scores and the total attitude scores for 65 physical education teachers working in senior secondary school. The coefficient of correlation comes out to be 0.04. It means the jobs satisfaction and attitude of the teacher towards teaching are (+) negligible correlated with each other.

RESULTS FOR JOB –SATISFACTION
t-tests was applied to find out the significant differences between the married and unmarried; male and female; graduate & post-graduate and high & low income groups of physical education features. The results are given in the following tables.

### TABLE 1

**SIGNIFICANCE OF DIFFERENCE IN JOB SATISFACTION AMONG MARRIED AND UNMARRIED SENIOR SECONDARY SCHOOL PHYSICAL EDUCATION TEACHERS**

<table>
<thead>
<tr>
<th>Subject</th>
<th>Mean</th>
<th>S.D.</th>
<th>N</th>
<th>t-ratio</th>
<th>Level of significance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Married</td>
<td>24.08</td>
<td>24.21</td>
<td>56</td>
<td>0.02</td>
<td>Insignificant</td>
</tr>
<tr>
<td>Unmarried</td>
<td>24.33</td>
<td>24.44</td>
<td>9</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

It can be found from the table 1 that the mean scores of married and unmarried teachers are found to be 24.08 and 24.33 with S.D. of 24.21 and 24.44 respectively.

The t-ratio for married and unmarried teachers comes out to be 0.02. Since the t-ratio is less than the table value against .98 degrees of freedom at .05 level of significance. The difference between the mean scores is not significant.

### TABLE 2

**SIGNIFICANCE OF DIFFERENCE IN JOB SATISFACTION OF FEMALE AND MALE SENIOR SECONDARY SCHOOL PHYSICAL EDUCATION TEACHERS**

<table>
<thead>
<tr>
<th>Subject</th>
<th>Mean</th>
<th>S.D.</th>
<th>N</th>
<th>t-ratio</th>
<th>Level of significance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>23.6</td>
<td>23.74</td>
<td>10</td>
<td>0.033</td>
<td>Insignificant</td>
</tr>
</tbody>
</table>
It can be observed from the table 2 that the mean scores of female and male teachers are 23.6 and 23.87 with S.D. of 23.74 and 24.002 respectively. The t-ratio comes out to be 0.033.

Since t-ratio is less than the table value at .05 level of significance, the differences in the mean scores is insignificant.

**TABLE 3**

**SIGNIFICANCE OF DIFFERENCE IN JOB SATISFACTION OF GRADUATE AND POST GRADUATE SENIOR SECONDARY SCHOOL PHYSICAL EDUCATION TEACHERS**

<table>
<thead>
<tr>
<th>Subject</th>
<th>Mean</th>
<th>S.D.</th>
<th>N</th>
<th>t-ratio</th>
<th>Level of significance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Post graduate</td>
<td>24.4</td>
<td>24.57</td>
<td>22</td>
<td>0.068</td>
<td>Insignificant</td>
</tr>
<tr>
<td>Graduate</td>
<td>23.97</td>
<td>24.08</td>
<td>43</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

From the table 3 it can be observed that the mean scores of post graduate and graduate teachers are 24.40 and 23.97 with S.D. of 24.57 and 24.08 respectively. The t-ratio comes out to be 0.068.

As the t-ratio is less than the table value at 0.05 level of significance (1.96). The difference in the mean scores is not significant or we can say that academic qualifications of the teachers do not influence their job-satisfaction.
TABLE 4

SIGNIFICANCE OF DIFFERENCE IN JOB SATISFACTION OF HIGH INCOME GROUP AND LOW INCOME GROUP SENIOR SECONDARY SCHOOL PHYSICAL EDUCATION TEACHERS

<table>
<thead>
<tr>
<th>Subject</th>
<th>Mean</th>
<th>S.D.</th>
<th>N</th>
<th>t-ratio</th>
<th>Level of significance</th>
</tr>
</thead>
<tbody>
<tr>
<td>High income group</td>
<td>23.9</td>
<td>24.89</td>
<td>32</td>
<td>0.15</td>
<td>Insignificant</td>
</tr>
<tr>
<td>Low income group</td>
<td>24.81</td>
<td>23.56</td>
<td>33</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

It can be observed from the table 4 that the mean scores for high income group and low income group comes out to be 23.90 and 24.81 with S.D. of 24.89 and 23.56 respectively. The t-ratio comes out to be 0.15.

Since the t-ratio is less than the table value at .05 level of significance (1.96), the difference in the mean scores is not significant.

RESULTS FOR ATTITUDE TOWARDS TEACHING

Again t-test was applied to find out the significance of difference in attitude towards teaching among married and unmarried, female & male, Post-graduate & graduate and high income group and low income group senior secondary school physical education teachers. The findings are given in the following tables.
TABLE 5

SIGNIFICANCE OF DIFFERENCE IN ATTITUDE TOWARDS TEACHING OF MARRIED AND UNMARRIED SENIOR SECONDARY SCHOOL PHYSICAL EDUCATION TEACHERS

<table>
<thead>
<tr>
<th>Subject</th>
<th>Mean</th>
<th>S.D.</th>
<th>N</th>
<th>t-ratio</th>
<th>Level of significance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Married</td>
<td>113.76</td>
<td>114.19</td>
<td>56</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>0.1</td>
<td>Insignificant</td>
</tr>
<tr>
<td>Unmarried</td>
<td>118</td>
<td>118.08</td>
<td>9</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Since the T-ratio is less than the table value at .05 level of significance, the difference in the mean scores is not significant. The marital status of the teachers does not influence their attitude towards teaching.

TABLE 6

SIGNIFICANCE OF DIFFERENCE IN ATTITUDE TOWARDS TEACHING OF FEMALE AND MALE SENIOR SECONDARY SCHOOL PHYSICAL EDUCATION TEACHERS

<table>
<thead>
<tr>
<th>Subject</th>
<th>Mean</th>
<th>S.D.</th>
<th>N</th>
<th>t-ratio</th>
<th>Level of significance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>110.01</td>
<td>110.26</td>
<td>10</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>0.088</td>
<td>Insignificant</td>
</tr>
<tr>
<td>Male</td>
<td>113.49</td>
<td>113.91</td>
<td>55</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

It can be observed from the above table 6 that the mean scores for attitude towards teaching of female and male senior secondary schools physical education teachers are 110.1 and 113.49 with S.D. of 110.26 and 113.91 respectively. The t-ratio among male and female teachers comes out to be 0.088.
Since t-ratio is less than the table value at .05 level of significance, the difference in the mean scores is not significant.

### TABLE 7

**SIGNIFICANCE OF DIFFERENCE IN ATTITUDE TOWARDS Teaching OF GRADUATE AND POST GRADUATE SENIOR SECONDARY SCHOOL PHYSICAL EDUCATION TEACHERS**

<table>
<thead>
<tr>
<th>Subject</th>
<th>Mean</th>
<th>S.D.</th>
<th>N</th>
<th>t-ratio</th>
<th>Subject</th>
</tr>
</thead>
<tbody>
<tr>
<td>Post graduate</td>
<td>43.54</td>
<td>114.06</td>
<td>22</td>
<td>0.043</td>
<td>Post graduate</td>
</tr>
<tr>
<td>Graduate</td>
<td>114.76</td>
<td>94.98</td>
<td>43</td>
<td></td>
<td>Graduate</td>
</tr>
</tbody>
</table>

Since the t-ratio is less than the table value at .05 level of significance. There exist a significance difference between the mean scores for attitude of Post-graduate and graduate senior secondary schools physical education teachers.

### TABLE 8

**SIGNIFICANCE OF DIFFERENCE IN ATTITUDE TOWARDS Teaching OF HIGH INCOME GROUP AND LOW INCOME GROUP PHYSICAL EDUCATION TEACHERS WORKING IN SENIOR SECONDARY SCHOOL**

<table>
<thead>
<tr>
<th>Subject</th>
<th>Mean</th>
<th>S.D.</th>
<th>N</th>
<th>t-ratio</th>
<th>Level of significance</th>
</tr>
</thead>
<tbody>
<tr>
<td>High income group</td>
<td>113.62</td>
<td>113.97</td>
<td>32</td>
<td>0.05</td>
<td>Insignificant</td>
</tr>
<tr>
<td>Low income group</td>
<td>115.06</td>
<td>115.48</td>
<td>33</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Since the t-ratio is less than the table 8 value at .05 level of significance the difference in mean scores is not significant. There exist a significance difference between the high income group and low income group physical education teachers working in senior secondary schools.

FINDINGS OF THE STUDY

The present study was conducted in two parts –

(i) Job satisfaction among senior secondary school physical education teachers

(ii) Teacher’s attitude towards teaching. The findings are being divided in two parts namely-

1. Findings of the study concerning job satisfactions

2. Findings of the study concerning attitude of the teachers towards teaching.

The total job satisfaction of the senior secondary school physical education teachers and their attitude towards teaching are positively correlated.

FINDING OF THE STUDY CONCERNING JOB SATISFACTION

The main finding of the study regarding job satisfaction is detailed are below:-

1. Male and female physical education teachers are equally job-satisfied.

2. Post-Graduate teacher and graduate teachers have same level of significance in job satisfaction.

3. High income group teachers and low income group teachers are equally job-satisfied.

4. Married and unmarried teachers are equally job-satisfied.

FINDING OF THE STUDY REGARDING TEACHERS ATTITUDE TOWARDS TEACHING

1. Female and male Senior Secondary School physical education teachers have the same attitude towards a teaching.

2. More qualified and less qualified teachers have the same attitude towards a teaching.

3. Teachers getting more salary and less salary have the same attitude towards a teaching.

4. Married and unmarried teachers have the same attitude towards a teaching.
DISCUSSION

Job satisfaction of the senior secondary school physical education teachers and their attitude towards teaching are positively correlated male and female physical education teachers are equally job-satisfied. Post graduate and graduate teachers have same level of significance in job satisfactions.

High income group teacher and low income group teachers, married and unmarried physical education teachers of the Senior Secondary School are equally job-satisfied.

Female and male Senior Secondary School physical education teachers have the same attitude towards teaching more qualified and less qualified, getting more salary and less salary, married and married and unmarried physical education teachers have the same attitude towards teaching. This might be due to the reason that get adequate salaries, better facilities, working in various educational institutions, having extra educational qualifications, favorable working conditions etc.

SUGGESTIONS FOR FURTHER STUDY

Any research work can not be said the final work of a problem, because it is very difficult for a researchers to touch all the aspects of the problem. So the suggestions for further study in these directions may not be out of place. They are as follows:-

1. Same type of study may be conducted by taking more samples.
2. Same type of study may be conducted by taking more variables.
3. Vast areas may be included for the collection of data.
4. This type of study may be spread out for the collection of data in all the districts of Haryana.
5. Separate study may be conducted for Physical Education teachers working in Primary/Middle/High and Higher Secondary Schools, colleges and universities.

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