



“A study on Job Satisfaction of Teacher Educators in Colleges of Education”

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Abstract:

The research is in the form of a descriptive survey method. The purpose of this study is to determine the Job Satisfaction of teacher educators in colleges of education. It also contrasts Job Satisfaction of Teacher Educators with two types of background variables, such as gender and Locality. The study's findings reveal that the level of Teacher Educators has a High level of Job Satisfaction, And Male and female teacher educators, as well as rural and urban teacher educators, have similar mean scores of Job Satisfaction.

Key words: Job Satisfaction, Teacher Educators, Colleges of Education.

Introduction:

“Education is the manifestation of perfection present already in man”. Reyes and Shin (1995) found that teacher job satisfaction is a determinant of teacher commitment and that it “must be present before the individual develops organizational commitment”. Shann (1998) “What the middle school teachers liked first and foremost about their jobs were their students. Teachers felt that teacher-pupil relationships were most important and reported that they were more satisfied with this aspect of their job than any other”. Therefore Education begins in the mother’s womb. We can see that there are many problems for teachers who lead and educate students in order to alleviate such problems; teachers should be encouraged to conduct a number of programs in schools to see the job satisfaction of teachers. And this study is reveal for teachers who work in government and private sectors to identify problems in the classroom environment and other sectors to make them teachers job satisfied. Everyone has respect for their profession that’s way Teaching profession is best profession in their life.

Significance of the study:

Teaching profession is the best profession in the world. It is appropriate to know what are the teaching attitudes of teachers who have joined this profession. It is also necessary for the study to determine what kind of teachers are going to decide the future of their students. The teacher plays a superior role in the quality of education. So the purpose of this study is to find out what kind of job satisfaction teachers have about their profession. It is only when the teacher is satisfied with his profession that he can create good students and good morals for the society.

Objectives:

- To assess the level of Job Satisfaction of Teacher Educators in colleges of education.
- To Study Gender wise Job Satisfaction of Teacher Educators in colleges of education.
- To Study Rural and Urban Teacher Educators with respect to their Job Satisfaction.

Hypotheses:

- There is no significant difference between Male and Female Teacher Educators in Colleges of Education in relation to Job Satisfaction.
- There is no significant difference between Rural and Urban Teacher Educators in Colleges of Education in relation to Job Satisfaction.

Variables:**Main Variable:**

- Job Satisfaction

Background Variables:

- Gender
- Locality

Research design:

Descriptive survey method is used to “A study on Job Satisfaction of Teacher Educators in Colleges of Education”

Sample of the study:

Stratified random sampling technique is adopted in this study. Teacher Educators of Ten Colleges of Education affiliated to University of Mysore were selected; from the total population of One hundred thirty-two teacher educators working in these colleges, out of this hundred teacher educators were selected randomly.

Tool used for the study:

In the present study standardized tool used for collection data. The tool constructed by Dr. S.K. Saxena, namely “Teacher’s Job Satisfaction scale” was used. The Teacher Job Satisfaction Questionnaire consists of 30 highly discriminating ‘Yes-No’ type items. In this 27 items of the questionnaire were positively worded and 4 were negatively worded. All these items were score 1 and 0 depending on the direction of the

items. The sum of these values gave the Job Satisfaction score for the subject. The total score varied from 0 to 32 showing lowest Job Satisfaction to highest Job Satisfaction for the subject.

Statistical Technique used:

The collected data was analyzed applying the Percentage Analysis and t-test.

Analysis and Interpretation of Data:

TABLE 1: Level of Job Satisfaction of Teacher Educators.

Sl. No	Level	Percentage	Teacher Educators
1	Very High Job Satisfaction	15%	15
2	High Job Satisfaction	32%	32
3	Average	26%	26
4	Low Job Satisfaction	17%	17
5	Very Low Job Satisfaction	10%	10

The above table shows the following points are:

15% of Teacher Educators are Very High Job Satisfaction, 32% of Teacher Educators are High Job Satisfaction, 26% of Teacher Educators are Average Job Satisfaction, 17% of Teacher Educators are low Job Satisfaction, and 10% of Teacher Educators are Very low Job Satisfaction. It inferred that most of Teacher Educators level possesses is High level of Job Satisfaction.

TABLE 2: Showing that the Number of population, mean, SD and t-test difference of Job Satisfaction of Male and Female Teacher Educators.

Gender	N	Mean	SD	d.f	t-value	Remarks
Male	53	196.20	21.49	98	0.49	Null hypothesis Accepted
Female	47	193.85	35.26			

The above table shows that the mean scores of Job Satisfaction of male and female teacher educators are 196.20 and 193.85 respectively. And the t-value is 0.49 which is lesser than the t-table value 1.6606 which is not significant at 0.05 level. Hence the null hypothesis was accepted and generalized that there is no significant difference in the Job Satisfaction of Male and Female Teacher Educators in Colleges of Education. This shows that the mean scores of Job Satisfaction have similarity between Male and Female Teacher Educators.

TABLE 3: Showing that the Number of population, mean, SD and t- test difference of Job Satisfaction of Rural and Urban Teacher Educators.

Locality	N	Mean	SD	d.f	t-value	Remarks
Rural	49	197.63	23.67	98	0.865	Null hypothesis Accepted
Urban	51	192.66	32.88			

The above table shows that the mean scores of Job Satisfaction of Rural and Urban teacher educators are 197.63 and 192.66 respectively. And the t-value is 0.865 which is lesser than the t-table value 1.6606 which is not significant at 0.05 level. Hence the null hypothesis was accepted and generalized that there is no significant difference in the Job Satisfaction of Rural and Urban Teacher Educators in Colleges of Education. This shows that the mean scores of Job Satisfaction have similarity between Rural and Urban Colleges of Education.

Results of the study:

- 15% of Teacher Educators are Very High Job Satisfaction, 32% of Teacher Educators are High Job Satisfaction, 26% of Teacher Educators are Average Job Satisfaction, 17% of Teacher Educators are low Job Satisfaction, and 10% of Teacher Educators are Very low Job Satisfaction. It inferred that most of Teacher Educators level possesses is High level of Job Satisfaction.
- This shows that the mean scores of Job Satisfaction is similarity between Male and Female Teacher Educators. It can be said that both men and women in the society have equal qualifications and opportunities.
- This shows that the mean scores of Job Satisfaction is similarity between Rural and Urban Colleges of Education. Teachers can be said to be more satisfied with the benefits that urban schools offer to rural schools.

Educational Implications:

- In this study 32% of Teacher Educators are High Job Satisfaction, It inferred that most of Teacher Educators level possesses is High level of Job Satisfaction therefore concentrate these factors.
- In this study shows that the gender wise male and female Teacher educators are similar Job Satisfaction. So that here no gender discrimination and in this study give educational opportunity to all the teacher educators their build their own personality and knowledge themselves.
- This study shows that the Job Satisfaction is similarity between Rural and Urban Colleges of Education. Therefore teachers can be said to be more satisfied with the benefits that urban schools offer to rural schools.
- Academic assignments that apply to government and aided colleges can also be transferred to other private colleges.
- The pattern or functions of teaching and evaluation strategies in government and private colleges can be transferred to other provincial colleges.
- This will enable teachers with less teaching experience to take on greater responsibility and better teaching skills.
- It is the wish of women to have the same level of service as men in colleges.
- Teacher with less teaching experience in the field of education should provide advice to teachers with more teaching experience.

Conclusion:

This study reveals that teachers' Job Satisfaction depends upon their psychological state of emotions, physical environment and cooperative attitudes. And also reveals the different ways in which teachers' Job Satisfaction is at work and how they engage in their careers. In present situation in the society have equal opportunities between both men and woman that is way good environment will be create. And Teachers motivation for students in promoting patriotism, honesty, tolerance and patience ect. Teachers who are

presently employed in this profession should help to achieve the educational goal of the nation by adopting all the qualities.

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