

## A COMPARATIVE STUDY ON JOB SATISFACTION OF MALE AND FEMALE TEACHER EDUCATORS AT SECONDARY LEVEL

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### ABSTRACT

*The present study was examined to find out job satisfaction of teacher educators with respect to their gender working at secondary level. The sample for the study consisted of Secondary Teacher Educators working in SIE's and Govt. Colleges of Education in Jammu and Kashmir respectively. Out of 100 total samples, 50 were selected as Male secondary Teacher Educators and 50 were selected as Female secondary Teacher Educators. The sample was drawn through purposive random sampling. For measuring Job Satisfaction of Male and Female Secondary Teacher Educators, Amar Singh and T.R Sharma's scale was administered. The findings of the study revealed that female teacher educators were found highly satisfied as compare to male teacher educators.*

Keywords: Job satisfaction, secondary, teacher educators, DIET's, Male and Female Teacher Educators .

### Introduction

The formal definition of the job satisfaction could be traced back to the studies of Fisher and Hanna in the year (1931). Based on amounts of case studies, they described the job satisfaction as a product of non-regulatory mood tendency. In a positive measurement of the constitutional concept of the job satisfaction, Churchill, Ford and Walker (1974) gave an operational definition of the job satisfaction, i.e. the work-related affection states covering five aspects, namely the supervisors, the jobs, the work colleagues, the compensation and the promotion opportunities. In the year 1976, Locke improved the study of Fisher and proposed the definition of the job satisfaction with far-reaching influences i.e. the job satisfaction is a kind of pleasant or positive affection state which grows in the process of evaluating an individual's work experience. At this point, the job satisfaction is gradually taken as an affective reflection to the work. In the year 1985, (Organ and Near) recognized that job satisfaction could be defined in perspective of affection or explored in perspective of cognition. Based on the perspective of cognition, the job satisfaction is interpreted as an understanding of a psychological process of recognition, including the consciousness, the perception, the reasoning, the judgment and other aspects. The measurement of job satisfaction mainly focuses on the cognition. In summary, the affection-based job satisfaction is an overall positive affective evaluation on the job. According to this definition, the job satisfaction is about whether the job stimulates employees pleasant emotions and positive feelings. The affection-oriented job satisfaction is to measure the feelings and emotions of employees in working. The positive feelings or emotions mean high job satisfaction. Generally job satisfaction is related with number of employee's variables such as turnover, absence, age, occupation and size of the organization in which he/she works. The degree of satisfaction of job largely depends on satisfaction of employee variables.

### Objectives of the Study

The following objectives were formulated for the present study:

1. To study Job satisfaction of Teacher Educators working at Secondary level.
2. To compare Secondary Male Teacher Educators and Secondary Female Teacher Educators on Job Satisfaction.

**Hypothesis**

On the basis of above mentioned objectives the following hypothesis was formulated:

1. There is a significant difference between Secondary Male Teacher Educators and Secondary Female Teacher Educators on Job Satisfaction

**Operational Definition of Term and Variable**

- 1) **Job Satisfaction:** The term job satisfaction refers to a pleasurable or positive emotional state resulting from the appraisal of one's job. It is an affective reaction to one's job and an attitude towards one's job (Weiss, 2002). In the present investigation, Job Satisfaction refers to the dominant set of scores obtained by the sample subjects on Job satisfaction Scale by Amar Singh and T.R Sharma.

**Design of the Study**

**Sample**

The sample for the study consisted of secondary Teacher Educators working in SIE's, and Govt. College of Education in Jammu and Kashmir respectively. Out of 100 total sample, 50 were selected as Male secondary Teacher Educators and 50 were selected as Female secondary Teacher Educators. The sample was drawn through purposive random sampling.

**Tools Used**

The investigator after screening a number of available tests finally selected the following standardized tools to collect data:

1. For measuring the job satisfaction of Elementary and Secondary level Teacher Educators, Amar Singh and T.R Sharma's Scale was administered. The scale has 34 statements in total. Each statement has five alternatives from which a respondent has to choose any option which expresses his response views.

**ANALYSIS AND INTERPRETATION**

**Table No1: Showing the percent wise distribution of Male Secondary and Female Secondary Teacher Educators on levels of Job Satisfaction (N=50 each).**

Levels	Male		Female	
	N	%age	N	%age
Extremely Satisfied	26	52.0%	28	56.0%
Very Satisfied	18	36.0%	19	38.0%
Moderately Satisfied	3	6.0%	1	2.0%
Not Satisfied	2	4.0%	1	2.0%

Extremely dissatisfied	1	2.0%	1	2.0%
Total	50	100	50	100

The information presented in the table shows the percent wise distribution of Male Secondary Teacher Educators and Female Secondary Teacher Educators on Job Satisfaction. For male teacher educators the table reveals 52.0% were extremely satisfied, 36.0% were very satisfied, 6.0% of teacher educators were moderately satisfied, 4.0% teacher educators were not satisfied and 2.0% of teacher educators were extremely dissatisfied on levels of job satisfaction. In case of female teacher educators the table further reveals 56.0% were extremely satisfied, 38.0% were very satisfied, 2.0% teacher educators were moderately satisfied, 2.0% teacher educators were not satisfied and 2.0% of teacher educators were extremely dissatisfied on levels of job satisfaction.

**Table No.2: Showing the significance of difference between Mean and S.D. scores of Male and Female Secondary Teacher Educators on “Job-Intrinsic” Dimension of Job Satisfaction (N=50 each).**

Group	Mean	S.D.	t-value	Level of Significance
MSTE	17.54	1.50	2.38	Significant at 0.01 level
FSTE	18.16	1.07		

*MSTE= Male Secondary Teacher Educators.*

*FSTE= Female Secondary Teacher Educators.*

A perusal of the above table shows significance of mean difference between Male and Female Secondary Teacher Educators on “Job-Intrinsic” Dimension of Job Satisfaction. The mean score obtained for male secondary teacher educators is (M=17.54) and (M=18.16) for female secondary teacher educators. The t-value obtained is 2.38.

**Table No.3: Showing the significance of difference between Mean and S.D. scores of Male and Female Secondary Teacher Educators on “Job-Abstract” Dimension of Job Satisfaction (N=50 each).**

Group	Mean	S.D.	t-value	Level of Significance
MSTE	19.04	1.22	1.21	Not significant
FSTE	18.76	1.93		

*MSTE= Male Secondary Teacher Educators.*

*FSTE= Female Secondary Teacher Educators.*

A perusal of the above table depicts significance of mean difference between Male and Female Secondary Teacher Educators on “Job-Abstract” Dimension of Job Satisfaction. The mean score obtained for male secondary teacher educators is (M=19.04) and (M=18.76) for female secondary teacher educators. The t-value obtained is 1.21.

**Table No.4: Showing the significance of difference between Mean and S.D. scores of Male and Female Secondary Teacher Educators on “Psycho-Social Dimension” of Job Satisfaction (N=50 each).**

Group	Mean	S.D.	t-value	Level of Significance
MSTE	17.86	1.34	0.29	Not significant
FSTE	17.78	1.46		

*MSTE= Male Secondary Teacher Educators.*

*FSTE= Female Secondary Teacher Educators.*

A perusal of the above table reveals no significance of mean difference between Male and Female Secondary Teacher Educators on “Psycho-Social” Dimension of Job Satisfaction. The mean score obtained for male secondary teacher educators is (M=17.86) and (M=17.78) for female secondary teacher educators. The t-value obtained is 0.29.

**Table No.5: Showing the significance of difference between Mean and S.D. scores of Male and Female Secondary Teacher Educators on “Economic” Dimension of Job Satisfaction (N=50 each).**

Group	Mean	S.D.	t-value	Level of Significance
MSTE	17.80	1.56	0.86	Not significant
FSTE	18.06	1.25		

*MSTE= Male Secondary Teacher Educators.*

*FSTE= Female Secondary Teacher Educators.*

The detail of the above table shows significance of mean difference between Male Secondary and Female Secondary Teacher Educators on “Economic” Dimension of Job Satisfaction. The mean score obtained for male secondary teacher educators is (M=17.80) and (M=18.06) for female secondary teacher educators. The t-value obtained is 0.86.

**Table No.6: Showing the significance of difference between Mean and S.D. scores of Male and Female Secondary Teacher Educators on “Community/National Growth” Dimension of Job Satisfaction (N=50 each).**

Group	Mean	S.D.	t-value	Level of significance
MSTE	18.14	1.60	0.77	Not significant
FSTE	18.40	1.56		

*MSTE= Male Secondary Teacher Educators.*

*FSTE= Female Secondary Teacher Educators.*

The results in the above table show no significance of mean difference between Male and Female Secondary Teacher Educators on “Community/National Growth” Dimension of Job Satisfaction. The mean score obtained for male secondary teacher educators is (M=18.14) and (M=18.40) for female secondary teacher educators. The t-value obtained is 0.77.

**Table No.7 Showing the significance of difference between Mean and S.D. scores of Male and Female Secondary Teacher Educators on Composite Scores of Job Satisfaction (N=50each).**

Group	Mean	S.D.	t-value	Level of Significance
MSTE	90.38	4.15	0.89	Not significant

FSTE	91.16	4.43		
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MSTE= Male Secondary Teacher Educators.

FSTE= Female Secondary Teacher Educators.

The details of the above table show significance of mean difference between Male Secondary and Female Secondary Teacher Educators on composite of Job Satisfaction. The mean score obtained for male secondary teacher educators is (M=90.38) and (M=91.16) for female secondary teacher educators. The t-value obtained is 0.89.

*In the light of the above analysis, our Hypotheses No.1 which reads as, "There is a significant difference between Secondary Male Teacher Educators and Secondary Female Teacher Educators on Job Satisfaction" stands rejected.*

**FINDINGS:**

1. Both Elementary Male and Female Teacher Educators were found satisfied on Job Concrete Factor, Job Abstract Factor, Psycho-Social, Economic Factor and Community/National Growth Factor of Job Satisfaction.
2. On comparison Secondary Female Teacher Educators were found high on Job Satisfaction as compare to Secondary Male Teacher Educators. Female teacher educators had better satisfaction on economic advantages like salary and other allowances.

**CONCLUSION:**

It is important to keep in mind that increasing teacher satisfaction will not eliminate attrition, as some attrition is natural. However, it is important to study teachers who left the profession because they were dissatisfied with some aspect of the job. This type of analysis might help identify ways to alter negative types of teacher turnover. Similar studies are recommended to be conducted on the larger sample at different places in order to have in-depth knowledge of factors associated with attitude and job satisfaction of teacher educators.

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