



Job-Satisfaction And Work Motivaion of Teacher Educators Working In Private Institutions

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Abstract

In this research paper, an attempt has been made to find out the relationship and difference in the degree of job-satisfaction and work motivation of teacher educators, working in private institutions. 60 teacher educators were selected randomly as a sample of the present study. Job –satisfaction and work Motivation questionnaires were developed by the investigator himself and used to collect the data. 't' and 'r' techniques were employed to analysis and interpreted the data. Findings of the present study reveal that male and female teacher educators of private institution differ significantly in the degrees of job-satisfaction and work Motivation. Job-satisfaction and work motivation of the teacher educators, working in the private institutions having positive relationship. Female teacher educators working in the private institutions having more satisfaction in comparison to male teacher educators.

Introduction:

Ever since the dawn of creation, every man is engaged in or the other kind of job to earn his livelihood and he seeks to derive satisfaction in form what he does. It has been rightly said that satisfied workers are the greatest asset of any organization and dissatisfied workers the biggest liability. Moreover, investigations have shown that when a man is satisfied with his work, not only, is he profited, but the employer too gets benefits. Job satisfaction improves the performance as well as the effectiveness of an individual irrespective of the nature of work. Job satisfaction is important to the employer, the worker and the community. Every body wants to lead a happy and prosperous life. If the employees are satisfied with their job, then they carry their duties honestly and efficiently. If the employees are not satisfied with the job then they do not carry their duties honestly and efficiently. Therefore, the individuals are not satisfied with the job because different employees have different needs at various levels. In the one's life money plays a important role. The employee always thinks about his salary, service, promotions and opportunities which he wants to achieve in his life.

Job satisfaction is a combination of two words 'Job' and 'satisfaction'. Job is an occupational activity performed by an Individual in return for a monetary reward while satisfaction is a word difficult to define. In the organizations male and female employees have certain differences in job satisfaction. In our society, males are more conscious regarding the job. They have the responsibility of the family. Female employees understand things differently than the male counterparts. Female employees have sympathetic and affectionate behaviour in tackling the problems in day-to-day life. Whereas the behaviour of the male is strict one. Our society is a male dominated society. That is why the understanding of the dynamics of job satisfaction, requires our serious consideration.

iii. Significance Of The Study

Job satisfaction is very important to the employer, worker and the community. Job-satisfaction improves the performance as well as the effectiveness of an individual, irrespective of the nature of work. Satisfied workers carry their duties honestly and efficiently while job dissatisfied workers do not carry their duties honestly and efficiently. It has been rightly said that when a man is satisfied with his work not only he profited,



but the employer too is benefited. Job-satisfaction improves the quality of work.

The investigator by this study will try to know the aspects of job-satisfaction, job-satisfaction and job-dissatisfaction among the teacher educators in relation which will be very helpful to improve the quality in education and will also be helpful in providing due status and recognition of their work.

Statement of the problem:

“Job-Satisfaction among teacher Educators working in private institutions in relation to their work Motivation”

Objectives of the study:

- 1 To compare the job satisfaction of male and female teacher educators working in private institutions
- 2 To compare the work motivation of male and female teacher educators working in private institutions
- 3 To find out the relationship of job satisfaction and work motivation of male teacher Educators, working in private institutions.
- 5 To compare the job satisfaction of male and female teacher educators working in private Institutions
- 6 To compare the job satisfaction and work motivation of teacher educators working in Private institutions.

Hypothesis:

- 1 Male and female teacher educators working in private institutions differ significantly in the degree of job satisfaction
- 2 Male and female teacher educators working in private institutions differ significantly in the degree of work motivation.
- 3 There is no significant relationship of job-satisfaction with work motivation of teacher educators of private's institutions
- 4 There is no significant relationship of the male teacher educators of working in private institutions in the degrees of job satisfaction and work motivation.
- 5 There is no significant relationship of the female teacher educators of privates

institutions in the degrees of job satisfaction and work motivation.

Sample:

60 Teacher educators were selected randomly from private institutions of the Himachal Pradesh state.

Tool used

Job satisfaction and Work Motivation, Questionnaires developed by investigator, were used.

Statistical Techniques:

't' test and 'r'(correlation) were used.

Analysis and interpretation of data:

The collected data was tabulated, analysed, and interpreted using the techniques of "t" test and 'r'(correlation) as detailed given below:-

Table-1, 't' value for showing significant difference among male and female teacher Educators in the degree of job-satisfaction.

sex	N	M	SD	t-value
male	30	8.95	2.67	3.5
female	30	10.63	2.4	

't' value 3.5 ,significant at at0.05 level

Table no-1 shows that,'t' value is 3.5,which is significant at 0.05 level, greater than table value. , hence H1, 0 is rejected. Mean score of female teacher is 10.63, which is greater than male teacher educator ie.8.95. It means that female teacher educator working in private institutions, having more job-satisfaction than male teacher educator in degree of job satisfaction.

Table-2,'t' value for showing significant difference among male and female teacher Educators in the degree of work motivation

sex	N	M	SD	t-value
male	30	10.15	2.31	4.4
female	30	8.15	2.61	

't' value 4.4,significant at at0.05 level

Table no-2,, shows that 't' value is 4.4,which is significant at 0.05 level, greater than table value, hence H2,0 is rejected. Mean score of male teacher is 10.15, which is greater than female teacher educator i.e.8.15. It means that male teacher educator working in private institutions, having more



work motivation than female teacher educators in degree of work motivation. Table-3 'r' value for showing relationship of job-satisfaction with work motivation of Male teacher educators working in the private institutions.

variable	df	N	r-value	Correlation level
Job-satisfaction	58	30	0.76	Positive***
Work motivation		30		

'r' value is 0.76, which is positive

Table -3, indicates that 'r' value is 0.76, which is positive, it means that there is very close relationship between job-satisfaction and work motivation of teacher educators, working in private institutions.

Table-4 'r' value for showing relationship of job-satisfaction with work motivation of male teacher educators, working in private institutions

variable	df	N	r-value	Correlation level
Job-satisfaction	58	30	0.17	Very less
Work motivation		30		

'r' value is 0.17, which is very less

Table -4, indicates that 'r' value is 0.17, which is very less. It means that there is very less relationship between job-satisfaction and work motivation of male teacher educators, working in the private institutions. Hence, H4 O is very significant.

Table-5 'r' value for showing relationship of job-satisfaction with work motivation of female teacher educators, working in private institutions

variable	df	N	r-value	Correlation level
Job-satisfaction	58	30	0.78	Positive ***
Work motivation		30		

'r' value is 0.78, which is very high

Table-5, indicates that 'r' value is 0.78, which is very highly. It means that there is very highly relationship between job-satisfaction

and work motivation of female teacher educators, working in private institutions. Hence, H5, 0 is rejected.

Findings:

- 1 Female teacher educators, working in private institutions, having more job-satisfaction than male teacher educator in degree of job satisfaction.
- 2 Male teacher educators, working in private institutions, having more work motivation than female teacher educators in degree of work motivation.
- 3 There is very close relationship between job-satisfaction and work motivation of teacher Educators, working in private institutions.
- 4 There is very less relationship between job-satisfaction and work motivation of male Teacher educators, working in the private institutions
- 5 There is very highly relationship between job-satisfaction and work motivation of female Teacher educators, working in private institutions.

Conclusion:

No, doubt, between, job-satisfaction and work motivation having positive relationship, but in the private institutions the male teacher educators, having very less job satisfaction in comparison than the female teacher educators, while work motivation of male teacher educators having more work motivation than female teacher educators. It means that the responsibilities of families and institutions, on the shoulders of male teachers educators are more and heavy, in comparison to female teacher educators. According to their work, payment is very less in the private institutions. This is the fact, the male teacher educators, working in private institutions, having very less job satisfaction. Female teacher educators, working in the private institutions having more job-satisfaction in comparison than male teacher educators, because they have no financial responsibilities on their shoulders. In Indian society, responsibilities of look after of families are considered of the men, not women. It is the prime duty of our centre and



state governments to check the salary and other benefits of the teacher educators, working in the private institutions that, whether are equal or not. Action should be taken against those institutions, which are not providing facilities as per the norms and standards laid down by governments, time to time.

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