



**ATTITUDE OF TEACHER EDUCATORS TOWARDS THE TEACHING PROFESSION
AND THEIR JOB SATISFACTION – A CORRELATIONAL STUDY.**

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Abstract

Job satisfaction represents a combination of positive or negative feelings that workers have towards their work. Although job satisfaction is under the influence of many external factors, it remains something internal that has to do with the way how the employee feels. Job satisfaction is closely linked to that individual's behavior in the work place. It is a worker's sense of achievement and success on the job which is generally perceived to be directly linked to productivity as well as to personal well-being.

Attitude includes person's way of looking towards the job he is doing. In addition to have attitudes about their jobs as a whole, people also can have attitudes about various aspects of their jobs such as the kind of work they do, their co-workers, supervisors and their pay. The main aim of this study was to find out the current situation of the relationship between the teacher educator's attitude towards their job and their job satisfaction.

Key words: B.Ed. Teacher Educators, Attitude towards Teaching Profession, Job Satisfaction.

INTRODUCTION:

Human Resource is the most Important and vital Factor of Economic Development or it can be said that humans are the most important agents of development in any field. A teacher is expected not only to make better citizens, but also to take the country ahead. The

success of any country as well as of the Institution depends to a greater extent upon teachers. In this regard the Kothari Commission (1964-66) suggested that the country has to produce good teachers if we want to progress. So we must cater to the students from varied sections and economic settings.

B.Ed. college is one of the many institutions exerting powerful influence on development of the personality of future teachers. B.Ed. colleges cater the need of sculpting the future the competent teachers to fulfill the need of society. As the future of any society lies in hands of teachers. B.Ed. course has its own importance it develops one's skills and widens person's understanding so that he can impart quality education. B.Ed. teacher educators have important responsibility of sculpting accomplished teachers who will serve the society. So the Job Satisfaction of teacher educators is very important factor which to a great extent depends on their Attitude towards their Job. Understanding factors that contribute to teacher's job satisfaction or dissatisfaction is essential to improve a successful educational system.

- **Statement of Problem:**

To find out the correlation between teacher educator's attitude towards teaching profession and their job satisfaction.

- **Scope, delimitations and limitations of the Study**

- **Scope of the Study**

The scope of this study of correlation between teacher's attitude towards teaching profession and job satisfaction of teacher educators is very vast. Now a days different type of B.Ed. Colleges are establishing like, there are granted, non-granted, rural, urban , single sex ,co-ed, colleges with different media of instructions – can be included in study.

Though the study of this regarding all B.Ed. colleges is necessary and important, the present study is confined to sample teacher educators in Pune city only and the colleges which are affiliated to University of Pune only.

The results of the study will be helpful especially to the administrators and to the management councils of B.Ed colleges affiliated to university of Pune and to the teachers working there. The

study will be able to put in front of them the present situation regarding the correlation of attitude of teachers working in their colleges towards the teaching profession and their job satisfaction.

The results of the study will also be useful to the principals of the B.Ed. colleges so that they can decide some of the work policies, some decisions regarding the betterment of organizational climate i.e. regarding the work culture of their colleges so that it will boost the morale of the teachers working there and it will affect the betterment of the relationship of these two variables i.e. the attitude of teachers towards teaching profession and job satisfaction.

- **Delimitations of the Study**

1. This study considered the B.Ed. colleges from Pune city only.
2. B.Ed. colleges affiliated to University of Pune were considered only.
3. The study included only those aspects of job satisfaction and the attitude towards the teaching profession which are covered by the used standardized test.

- **Limitations of the Study**

1. The present study has main limitation of teacher educator's interest, motivations attitudes and their mind set at the time of data collection.

- **OPERATIONAL DEFINITIONS :**

- 1] **Attitude :-**

It is a predisposition to classify objects, events and to react to them with evaluative consistency. -Encyclopaedia Britannica.

- 2] **Attitude towards Teaching Profession: -**

It is the way in which the teacher perceives his duties demanded by the job he is doing. In this study the attitude towards teaching profession can be defined as the individual score of the teacher educators scored on the standardized Teacher Attitude Inventory by -Dr. S.P. Ahluwalia.

- 3] **Job Satisfaction :-** It is "the extent to which a person is pleased or satisfied by the content and environment of his /her work or displeased or frustrated by inadequate working conditions and tedious job content. The process of improving job satisfaction is job enrichment." - International Dictionary of Education (1978, Pp 192).

- 4] **Job Satisfaction of Teacher:-**

For the present study the term Job satisfaction of B.Ed. teacher is defined as the individual score which the teacher has scored on the Pramod Kumar and Mutha Job Satisfaction Standardized test.

5] Correlation:- The correlation coefficient found, using Pearson's Product moment correlation.

6] Teacher Educator:- The Lecturers working at B.Ed. colleges affiliated to Pune University in Pune city only.

• **OBJECTIVES OF THE STUDY:**

1. To find out the attitude of the teacher educators towards their job.
2. To find out the job satisfaction level of teacher educators.
3. To find out the correlation between teacher educator's attitude towards teaching profession and their job satisfaction .
4. To compare the attitude towards teaching profession and the job satisfaction of the teacher educators working in aided and un-aided B.Ed. colleges.

• **Hypothesis**

Null hypothesis was stated for the present study.

‘There is no significant correlation between teacher educator's attitude towards teaching profession and their job satisfaction’.

• **Assumptions**

1. Teacher educator has some specific attitude towards his job which depends mainly on his insight about his job as well upon various factors.
2. Job satisfaction of a teacher educator depends upon individual as well as a number of organizational factors.

• **Methodology :**

1] REASEARCH METHOD:

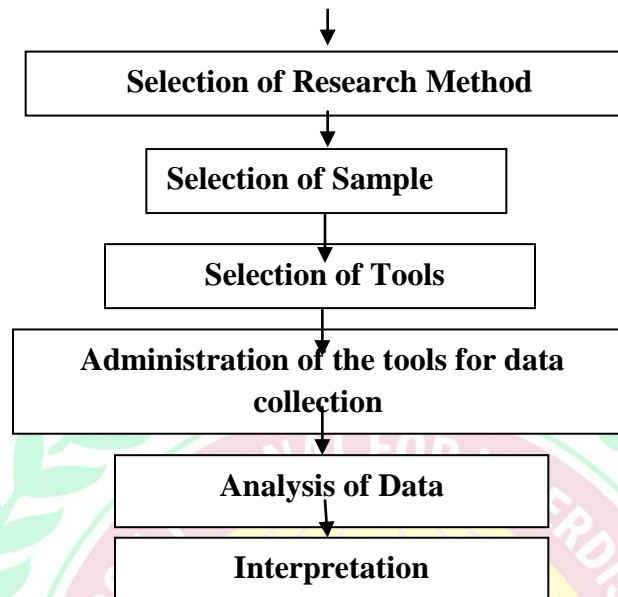
For the study of this problem the Co- relational Method was selected. As the purpose of this study was to gather information as a basis for studying the job satisfaction of teacher educators working at B.Ed. colleges in Pune city.

• **Procedure of the Research:**

Selection of Problem



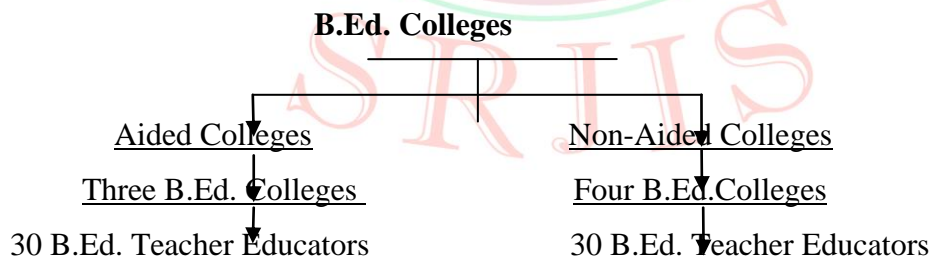
Framing of Objectives for the Study



• **Data collection**

A] Population and Sampling :

- The teacher educators working in aided and un-aided B.Ed. colleges-was the population of this study.
- The sample for the study of research problem consisted of 30 lecturers from granted B.Ed. colleges in pune city and 30 lecturers from non-granted B.Ed. colleges from pune city. For the present study the researcher had selected the B.Ed. colleges by using the Purposive Method of sampling. All the Teacher Educators from the selected B.Ed. colleges were selected



• **Tools Used For Data Collection :**

For the purpose of collecting data from teacher educators, following specific Standardised tests were used -

1. Teacher Job Satisfaction Questionnaire standardized- by Promod Kumar and

D. N. Mutha

2. Teacher Attitude Inventory – By Dr. S.P. Ahluwalia.

- **Statistical Tools** :

For the purpose of data analysis –

Pearson’s Product –Moment Coefficient of Correlation was used to find out the correlation between ‘Teacher’s Attitude towards teaching profession and their Job satisfaction.’

As this is the most often used to indicate the strength and direction of a *linear* relationship between two random variables and it is the most precise coefficient of correlation.

- **Fulfilment of Objectives** :

- **Objective 1:** To find out the attitude of the teacher educators towards their job. The Mean score of Attitude of Teacher educators towards their teaching profession is = 235.5

Pie – Diagram

Representing the Attitude of Teacher Educators towards teaching Profession.

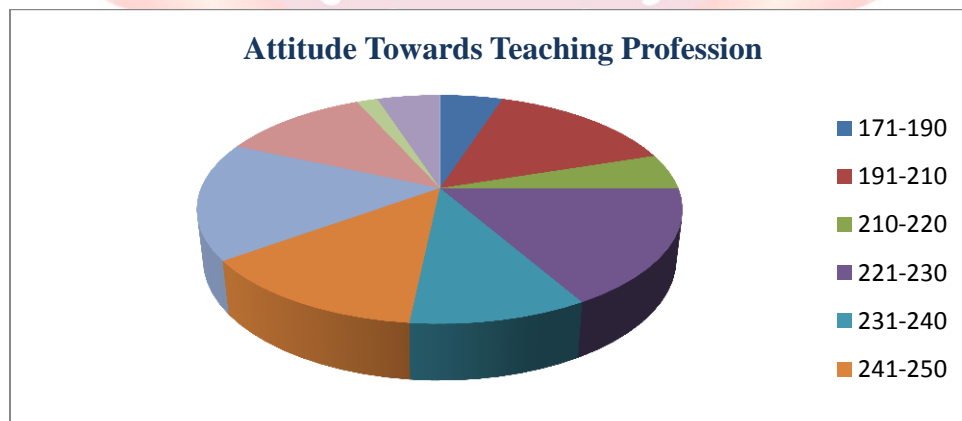


Figure 1: Pie-Diagram Representing Teacher Educator's Attitude towards Teaching Profession

- **Inference:** This means that overall the attitude of teacher educators towards their job is very well as the Average score of Attitude of Teacher educators towards their teaching profession is = 235.5

- **Objective 2 :** . To determine the job satisfaction level of teacher educators. The Average Score for Job Satisfaction of teacher educators is =24.94

Pie – Diagram

Representing the Job Satisfaction of B.Ed. Teacher Educators



Figure 2: Pie Diagram for Job Satisfaction of B.Ed. Teacher Educators

- **Inference :** This means that the overall Job Satisfaction of the B.Ed. Teacher Educators is very good as the average score of Job satisfaction is = 24.94
- **Objective 3:** To find out the correlation between teacher educator’s attitude towards teaching profession and their job satisfaction.
 - i. The Coefficient of correlation between these two variables for teacher educator’s from Un-Aided B.Ed. College was $r = +0.363412$ ~ +0.36 which is positive and significant.
 - ii. The Coefficient of correlation between these two variables for teacher educator’s from Aided B.Ed. College was $r = +0.748013$ ~ +0.75 which is highly positive.
- **Objective 4:** To compare the attitude towards teaching profession and the job satisfaction of the teacher educators working in aided and un-aided B.Ed. colleges.

TABLE: - 1

COEFFICIENT OF CORRELATION FOR UN-AIDED B.ED. COLLEGES	COEFFICIENT OF CORRELATION FOR AIDED B.ED. COLLEGES
+ 0.36	+0.75

- From the comparison of these two scores in Table no.1 researcher concluded that the relationship between the job satisfaction and teacher educator's attitude towards teaching profession was found stronger amongst the teacher educator's from Aided B.Ed. colleges than it was found amongst the teacher educator's from Un-Aided colleges.

- **Testing of Hypothesis:-**

- Hypothesis:**

- 'There is no significant correlation between teacher educator's attitude towards teaching profession and their job satisfaction'.

- With reference to the - **TABLE- 1**

- The results from analysis done show that there is positively significant correlation between the attitude towards teaching profession and job satisfaction of teacher educators from un-aided B.Ed. colleges, which is + 0.36. (Significant for group of 30)

While the same is highly positive i.e. +0.75 for the teacher educators working in aided B.Ed. colleges. It means, the *null hypothesis is rejected and research hypothesis* is accepted. As Significant correlation was found between teacher educator's attitude towards teaching profession and their job satisfaction.

- **Major Findings :**

1. The Average Attitude of teacher educators towards their teaching profession was = 235.5

2. The Average Score for Job Satisfaction of teacher educators was = 24.94

3. The Coefficient of correlation between teacher educator's attitude towards teaching profession and their job satisfaction for Un-Aided teacher educators was $r = + 0.363412 \sim +0.36$ which is positive and significant.

4. The Coefficient of correlation between these two variables for teacher educators from Aided B.Ed. College was $r = + 0.748013$ i.e. +0.75 which is highly positive and significant .

5. The relationship between the job satisfaction and teacher educator's attitude towards teaching profession was found stronger amongst the teachers from Aided B.Ed. colleges than it was found amongst the teacher educators from Un-Aided colleges.

• **Contribution of the study to the field of Education :**

The B.Ed. colleges play an important role in society. As these colleges dutifully sculpt the responsible and accountable teachers needed by the society. The teacher who nurture the future of the country by moulding the conscious citizens.

If these teachers are guided properly then only they will be able to direct their students appropriately.

1. The present study acts as an eye opener as it keeps the present nature of the relationship between the two main variables i.e. the teacher educator's attitude towards the teaching profession and their job satisfaction.
2. The study was very important as it analyzed the attitude towards teaching profession and the job satisfaction of teacher educators form Aided and Un-Aided B.Ed. colleges.
3. The relationship found was stronger in Aided as compared to the Un-Aided.
4. The research was focused on the factors affecting the job satisfaction and the attitude towards the teaching profession. This has revealed the present nature of the relationship which was found comparatively weaker in Un-Aided.
5. The research will be helpful for the management of the institutions and the Principals to take appropriate measures in direction of improving this relationship and making it stronger.
6. The managements of the un-aided B.Ed. colleges should try to make avail at least basic infrastructural facilities in the college. As well they should realistically think about giving the appropriate pay scale according to UGC norms to the qualified staff as the monetary benefits play the most important role in developing satisfaction and motivation.

7. It also may alter positively the attitude towards the profession.

Thus the findings of the study will help the policy makers to take proper steps for the betterment of the relationship between the most important variables relate to teaching profession , i.e.

Attitude towards teaching profession and the job satisfaction.

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