



STUDY OF WORK SATISFACTION AND ATTITUDE TOWARDS SARVA SHIKSHA ABHIYAN AMONG PANCHAYATI RAJ TEACHERS

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Abstract

This study was conducted to find out the work satisfaction of panchayati raj teachers and their attitude towards sarva shiksha abhiyan .The sample consisted 440 primary and upper primary school teachers from 10 panchayat samiti of Jaipur district of Rajasthan state. Self-developed attitude scale and Self -developed work satisfaction scale for panchayatiraj school teachers were used to collect the data.The statistical techniques were used the mean ,standard deviation, C.R.,coefficient of correlation .The results showed that the factors like locality , level of the school and gender of the teachers influence attitude and work satisfaction towards sarva shiksha abhiyan .

Keywords:- Work satisfaction , Attitude towards sarva shiksha abhiyan



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INTRODUCTION

Education today is considered as a fruitful investment for the eradication of poverty, fostering economic progress, managing the growth of population and creating a clean and healthy environment. Education is the right of every citizen. That is why our Constitution has mandate free and compulsory education for all children up to the age group between 6-14 years. Primary/elementary Education plays an important role in developing the cultural, social, physical, moral, intellectual, emotional and spiritual aspects of child's personality.

Sarva Shiksha Abiyan is a comprehensive and integrated flagship programme of the Gorvernment of India , to attain Universal Elementary Education in the country in a mission mode. Launched in partnership with the state government, SSA aims to provide useful and relvant education to all children in the age group of 6-14 years by 2010. The four SSA goals are as follows -

1. Enrolment of all children in school, Education Gurantee Centre , Alternate school, “ Back-to School” camp by 2005.
2. Retention of all children till the upper primary stage by 2010.
3. Bridging of gender and social category gaps in enrolment , retention and learning.
4. Ensuring that there is significant enhancement in the learning achievement levels of

children at the primary and upper primary stages.

NEED OF THE STUDY

The constitutional goal to achieve Universalisation of Elementary Education within a period of 10 years of Independence was not fulfilled because it was severely hampered by the several problems such as influx of displaced person after partition and scarcity of resources both human and financial. As a result the time period has been extended again and again so that this goal could be achieved. But till now we are failed to achieve the Universalisation of Elementary Education. We needed more effective and intensive measure. In this context a new concept of non formal education was emerged as an alternative approach to formal education to achieve the goal of UEE. NPE (1986) and POA (1992) envisaged a large and systematic programme of Non-Formal Education for habitations without school dropouts, working children and especially for girls who cannot afford full time for regular/formal education. Role of teachers are very important in SSA. They are main pillar , on which SSA stand. It is very important and useful to know their attitude and work satisfaction towards Sarva Shiksha Abhiyan to achieve the goals of SSA . That's why the researcher want to know panchayatiraj teacher's attitude and work satisfaction towards SSA.

STATEMENT OF THE PROBLEM

The study was stated as follows:

Study of Work Satisfaction and Attitude Towards Sarva Shiksha Abhiyan Among Panchayatiraj Teachers.

OBJECTIVE

The study was designed to achieve the following objectives:

1. To study the work satisfaction and attitude of panchayatiraj teachers towards sarva shiksha abhiyan.
2. To study the work satisfaction and attitude of panchayatiraj teachers towards sarva shiksha abhiyan on the basis of school locale.
3. To study the work satisfaction and attitude of panchayatiraj teachers towards sarva shiksha abhiyan on the basis of school level.
4. To study the work satisfaction and attitude of panchayatiraj teachers towards sarva shiksha abhiyan on the basis of gender.
5. To study the relationship between the work satisfaction and attitude of panchayatiraj teachers towards sarva shiksha abhiyan.

HYPOTHESES

The following hypotheses were proposed to test the above stated objectives:

1. There exists average level of work satisfaction and attitude of panchayati raj teachers towards sarva shiksha abhiyan.
2. There exists no significant difference between work satisfaction and attitude of panchayatiraj teachers towards sarva shiksha abhiyan on the basis of school locale.
3. There exists no significant difference between work satisfaction and attitude of panchayatiraj teachers towards sarva shiksha abhiyan on the basis of school level.
4. There exists no significant difference between work satisfaction and attitude of panchayatiraj teachers towards sarva shiksha abhiyan on the basis of gender.
5. There exists no significant relationship between work satisfaction and attitude of panchayatiraj teachers towards sarva shiksha abhiyan.

DELIMITATIONS OF THE STUDY

Due to paucity of time, resources and to make the study more meaningful, the study has been delimited in the following areas:

1. The study has been confined to 440 panchayati raj teachers of Government, situated in the 10 panchayat samiti of jaipur district .
2. The study has been delimited to 40 primary and 40 upper primary schools.
3. The study has been delimited to 40 near complex school and 40 far complex schools.
4. The study has been delimited to 220 primary and 220 upper primary panchaytiraj teachers only.
5. The study was further delimited to 220 Male and 220 Female panchaytiraj teachers only.
6. School Head / Pradhan also include as teacher.

RESEARCH METHOD

In the present study the survey method was used by the researcher.

POPULATION

All panchayati raj teachers from government primary and upper primary school, working in 10 panchayat samiti in Jaipur district comprised the population of the study.

SAMPLE

The present study was conducted on the sample of 440 panchayatiraj teachers from 80 primary and upperprimary schools of jaipur district were randomly selected. Out of the selected teachers , 220 were males and 220 were females.

TOOLS USED

After selecting the sample from the population the next step is to select suitable tools to collect the data. Various devices or tools can be used to collect the relevant data from the sample. One can use the devices which are capable to fulfil the objectives of the study under investigation. The selection of appropriate tools for a proposed study depends upon various considerations. Such as objectives of the study, the time schedule, availability of suitable tests, personal competence of the researcher to administer, scoring and interpretation of results and after all the nature of the proposed study. Taking these factors into consideration the tools selected for the purpose of data collection for the present study were as follow:

- i) Self-developed attitude scale for panchayatiraj school teacher
- ii) Self -developed work satisfaction scale for panchayatiraj school teacher

STATISCS

The Statistical Techniques are employed to give concise picture of the whole data for its better comprehension and in this study suitable statistical procedure and techniques were applied to analyze the data. The following statistical techniques were used in the study:

1. Mean, Standard Deviation, to study the nature of distribution of scores.
2. Coefficient of correlation to find out the relationship between work satisfaction and attitude.
3. C.R. to investigate the significance of difference between various group in relation to Attitude and work satisfaction towards sarva shiksha abhiyaan.

DATA ANALYSIS

Hypothesis 1.1. There exists average level of work satisfaction and attitude of panchayati raj teachers towards sarva shiksha abhiyan.

Table 1. Showing Mean score of work satisfaction and attitude of panchayati raj teachers towards sarva shiksha abhiyan

S.No	Category	Mean	Accepted / Rejected
1.	Work Satisfaction	147.68	Rejected
2.	Attitude	159.62	Rejected

Average level (80-120)

Hypothesis 2. There exists no significant difference between work satisfaction and attitude of panchayati raj teachers towards sarva shiksha abhiyan on the basis of school locale.

Table 2 . Showing the score of work satisfaction and attitude of panchayati raj teachers towards sarva shiksha abhiyan on the basis of school locale.

S.No	Group	Sub-Group	Sample	Mean	S.D.	C.R.	Level of significance
1	Work Satisfaction	Interior school	220	164.56	32.17	2.99	Significant at both level of significance (0.01 and 0.05)
		Exterior school	220	154.69	36.83		
2	Attitude	Interior school	220	150.98	16.71	4.72	Significant at both level of significance (0.01 and 0.05)
		Exterior school	220	144.37	12.32		

Significance Level 0.05 & 0.01 (t-value 1.96 & 2.98) df =438.

Hypothesis 3. There exists no significant difference between work satisfaction and attitude of panchayati raj teachers towards sarva shiksha abhiyan on the basis of school level.

Table 3. Showing the score of work satisfaction and attitude of panchayati raj teachers towards sarva shiksha abhiyan on the basis of school level.

S.No	Group	Sub-Group	Sample	Mean	S.D.	C.R.	Level of significance
1	Work Satisfaction	Primary school	220	166.77	32.16	3.37	Significant at both level of significance (0.01 and 0.05)
		Secondary school	220	155.54	35.77		
2	Attitude	Primary school	220	146.30	14.47	1.47	Insignificant at both level of significance (0.01 and 0.05)
		Secondary school	220	148.46	15.31		

Significance Level 0.05 & 0.01 (t-value 1.96 & 2.98) df =438.

Hypothesis 4. There exists no significant difference between work satisfaction and attitude of panchayati raj teachers towards sarva shiksha abhiyan on the basis of gender.

Table 4. Showing the score of work satisfaction and attitude of panchayati raj teachers towards sarva shiksha abhiyan on the basis of gender.

S.No	Group	Sub-Group	Sample	Mean	S.D.	C.R.	Level of significance
1	Work Satisfaction	Male	220	159.45	37.70	0.10	Insignificant at both level of significance (0.01 and 0.05)
		Female	220	159.80	31.91		
2	Attitude	Male	220	148.53	15.81	1.18	Insignificant at both level of significance (0.01 and 0.05)
		Female	220	146.83	14.19		

Significance Level 0.05 & 0.01 (t-value 1.96 & 2.98) df =438.

Hypothesis 5. There exists no significant relationship between work satisfaction and attitude of panchayati raj teachers towards sarva shiksha abhiyan.

Table 5. Showing the significant relationship between work satisfaction and attitude of panchayati raj teachers towards sarva shiksha abhiyan.

S.No	Variable	Sample	r calculated	Level of significance
1	Work satisfaction	440	0.91	Significant at both level of significance (0.01 and 0.05)
2	Attitude	440		

Significance Level 0.05 & 0.01 (r value .098 & .128)

FINDINGS

1. There was found that the level of work satisfaction of panchayati raj teachers towards sarva shiksha abhiyan is above average.
2. There was found that the level of attitude of panchayati raj teachers towards sarva shiksha abhiyan is above average.
3. There was significant difference between interior and exterior area schools panchayati raj teachers on the basis of work satisfaction towards sarva shiksha abhiyan .
4. There was significant difference between interior and exterior area schools panchayati raj teachers on the basis of attitude towards sarva shiksha abhiyan .
5. There was significant difference between primary and upper primary schools panchayati raj teachers on the basis of work satisfaction towards sarva shiksha abhiyan .
6. There was insignificant difference between primary and upper primary schools panchayati raj teachers on the basis of attitude towards sarva shiksha abhiyan .
7. There was insignificant difference between male and female panchayati raj teachers on the

basis of work satisfaction towards sarva shiksha abhiyan .

8. There was insignificant difference between male and female teachers panchayati raj teachers on the basis of attitude towards sarva shiksha abhiyan .

9. There was a significant positive relationship between work satisfaction and attitude of panchayati raj teachers towards sarva shiksha abhiyan.

EDUCATIONAL IMPLICATION

One of the most important characteristics of the research is that it contributes something new to the development of the area concerned. That is why an investigator must find out the educational implications of his study. The present study will enrich the existing stock of knowledge in the field of elementary education and will also add to the improvement in existing practice in panchayatiraj schools as the study is relevant for the organizers, administrators, teachers and stakeholders of the various schools under Sarva Shiksha Abhiyan (SSA).

The present study was an attempt to evaluate the work satisfaction and an attitude towards SSA. To find out the strengths and weaknesses of the system, it was considered essential by the investigator to undertake this study with a view to assess the profile of various schools, parents' attitude, community involvement and finally the supervision and monitoring system of this programme.

The study has revealed the following considerations for the organizers and stakeholders of panchayatiraj schools:

1. Well trained and qualified teachers should be appointed.
2. Salary of teachers should be increased.
3. Residential facility should be provided in interior area schools..
4. Parents should actively participate and co-operate.
5. Awareness among parents and community persons should be spread.
6. Panchayatiraj schools should be given facilities like regular/formal schools; such as building, proper space, electricity facility etc.
7. Transportation service should be improve in interior area schools.
8. Teachers should not appointed in others non teaching work of government.
9. Budget for panchayatiraj schools should be increased.
10. Monitoring and supervision should be properly channelized.

The study focuses on the importance teachers in the context of achieving the goal of Universalisation of Elementary Education.

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