

“A Study of the effectiveness of primary school teacher’s academic achievement on their Job satisfaction”

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ABSTRACT

The entire responsibility of education rests on the Teacher’s. Teachers perform their task efficiently, for this. It is necessary to have job satisfaction to words their work and have to live up to the expectation of the society. Job satisfaction is a pleasurable and emotional stage, two variables academic achievement and job satisfaction have been taken in this study. The effect of academic achievement has been seen on job satisfaction null hypothesis has been used for this study. It was found that the academic achievement of female primary school teacher’s was better than. That of male primary school Teachers. While both remained almost equal in job satisfaction, the study found that job satisfaction was higher among teachers who had low academic achievement. While teachers with higher academic achievement were found to have lower job satisfaction.

Key word: academic achievement, Job satisfaction, pleasurable and emotional stage, Male and female teacher’s

Introduction- Teachers are the pillars of education as the teachers are so are the citizens of that country; every person has some physical and Psychological needs to Live and Live with the society. Similarly Teachers also have needs. That affects his works. Teachers job satisfaction has a direct impact on his performance efficiency.

Two variables academic achievement and job satisfaction have been taken in this study. Job satisfaction is called the nature of a person towards work, which is influenced by factors. Like emotions. Cooperation, environment, work freedom and academic achievement the level of school and educational work for obtained performance is called academic achievement.

In this study the null hypothesis was used of the academic achievement effectiveness on job satisfaction for primary school male and female teachers. In this study have been taken in Moradabad district.

Objective of Study- Following objective are in this study-

1. To find out the academic achievement of male-female teachers working in primary school.
2. To find out the job satisfaction of male-female teachers working in primary school.
3. To find out the relationship between the academic achievement and job satisfaction of male teachers working in primary schools.
4. To find out the relation between the academic achievement and job satisfaction of female teachers working in primary schools.

Hypothesis- The null hypothesis used in this study are as following –

1. There are no significant differences in academic achievement between male and female primary school teachers.
2. There are no significant differences in job satisfaction between male and female primary school teachers.
3. There are no significant effects of academic achievement on job satisfaction for male primary school teachers.
4. There are no significant effects of academic achievement on job satisfaction for female primary school teachers.

Delimitation-

1. Primary schools male-female working in Kundarki block of Moradabad district have been included in this research study.
2. This research study is limited only to the primary school run by the basic education council U.P.

Research Methodology- in this study used normative survey research method.

- Population- In this study conducts 90 primary school in Kundarki block.
- Sample- Random sampling method was used for this study.
- Sample size- Total 100 primary teachers were taken in this and 50 male and 50 female teachers were taken.

Tools and Technique- in this study one tools used –

- Job satisfaction scale by Dr. S.K. Saxena NPC Agra.

- In this study the score of class 10, 12 and U.P. exam marks was taken for academic achievement.
- Statical technique- mean, standard deviation (S.D.), T test and Correlation.

Analysis of Data-

For hypothesis 1 table No. I

Mean score details for academic achievement in male-female primary schools teachers.

Teacher Group	Number (N)	mean	S.D.	$m_1 - m_2$	T vale of significance
Male Teacher	50	55.1	5.64	2.5	2.212
Female teacher	50	57.16	5.68		98 degree of freedom

T value – 0.05 Level of significance – 1.98

0.01 Level of Significant – 2.63

At 98 degrees of freedom the C.R. value of 'T' is 2.212 and value of 0.05 Level and 0.01 Level of significance is- 1.98 and 2.63 so that C.R. value greater then level 0.05 value and below then value of 0.01 level. We can say that on value. 0.05 level is significance. So hypothesis is rejected.

For Hypothesis 2 table II

Mean score details for job satisfaction in male-female primary school teachers.

Teacher Group	Number (N)	mean	S.D.	$m_1 - m_2$	T vale of significance
Male Teacher	50	23.02	2.52	1.401	0.05-1.98
Female teacher	50	23.74	2.62		0.01-2.63 df- 98

T- value level of 0.05 significance is – 1.98 and level of 0.01significance is 2.62 at 98 degree of freedom that C.R. value of t is 1.401 so that C.R. value below both level of 0.05 and 0.01 level. So we can say no significance difference and hypothesis is accepted.

For hypothesis – 3 table No. III
Correlation difference score details between academic achievement
and job satisfaction in primary schools teachers.

Variable	Correlation	Degree of freedom	Significance difference
Academic Achievement	-0.65	48	0.05-0.273
Job Satisfaction			0.01-0.354

In this table correlation coefficient (γ) observe value is (-0.65) so that significant value level 0.05 is 0.273 and level of 0.01 value -0.354. Observe value (γ) is higher in both value but negative.

So clear that higher job satisfaction low academic achievement and low job satisfaction higher achievement. So that hypothesis is rejected.

For hypothesis – 4 table No. IV
Correlation difference score details between academic achievement
and job satisfaction in female primary schools teachers.

Variable	Correlation	Degree of freedom	Significance difference
Academic Achievement	-0.53	48	0.05-0.273
Job Satisfaction			0.01-0.354

Correlation coefficient different between academic achievement and job satisfaction in female teacher observe (γ) value is (-0.53) so that significant value of level 0.05 is 0.273 and level 0.01 is 0.354. Significant value both is low for observe value but it is negative so that on low academic achievement higher job satisfaction and higher academic achievement low job satisfaction so that hypothesis is rejected.

Conclusion-

1. Difference is found in the academic achievement of male-female teachers in the received sample.
2. The academic achievement of the female teacher was found to be higher than male teacher.
3. Some male-female teachers are quite satisfied with their job satisfaction but some not proper satisfied.
4. No significant difference was found between male and female teacher of sample in the field of job satisfaction.

5. A significant negative parametric correlation was found between academic achievement and job satisfaction of teachers in the sample.
6. At the primary level job satisfaction is more than the academic achievement of teachers is low and job satisfaction will be low if the academic achievement is higher.
7. A significance correlation was found between academic achievement and job satisfaction of female teacher the sample.
8. Higher the academic achievement of female teachers at the primary level. The job satisfaction will be less and the lower academic achievement the job satisfaction will be higher.

Implication-

1. Increase you job satisfaction level by taking interest in teacher work.
2. Teacher's should being qualitative improvement in education by discharging their responsibilities with full honesty.
3. Teacher should chose school on the basis of job satisfaction.
4. Teacher will be satisfied with their work after getting work according to their capacity.
5. In the research use more number of variable found at more result.

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