

CHAPTER – III
METHOD AND PROCEDURE



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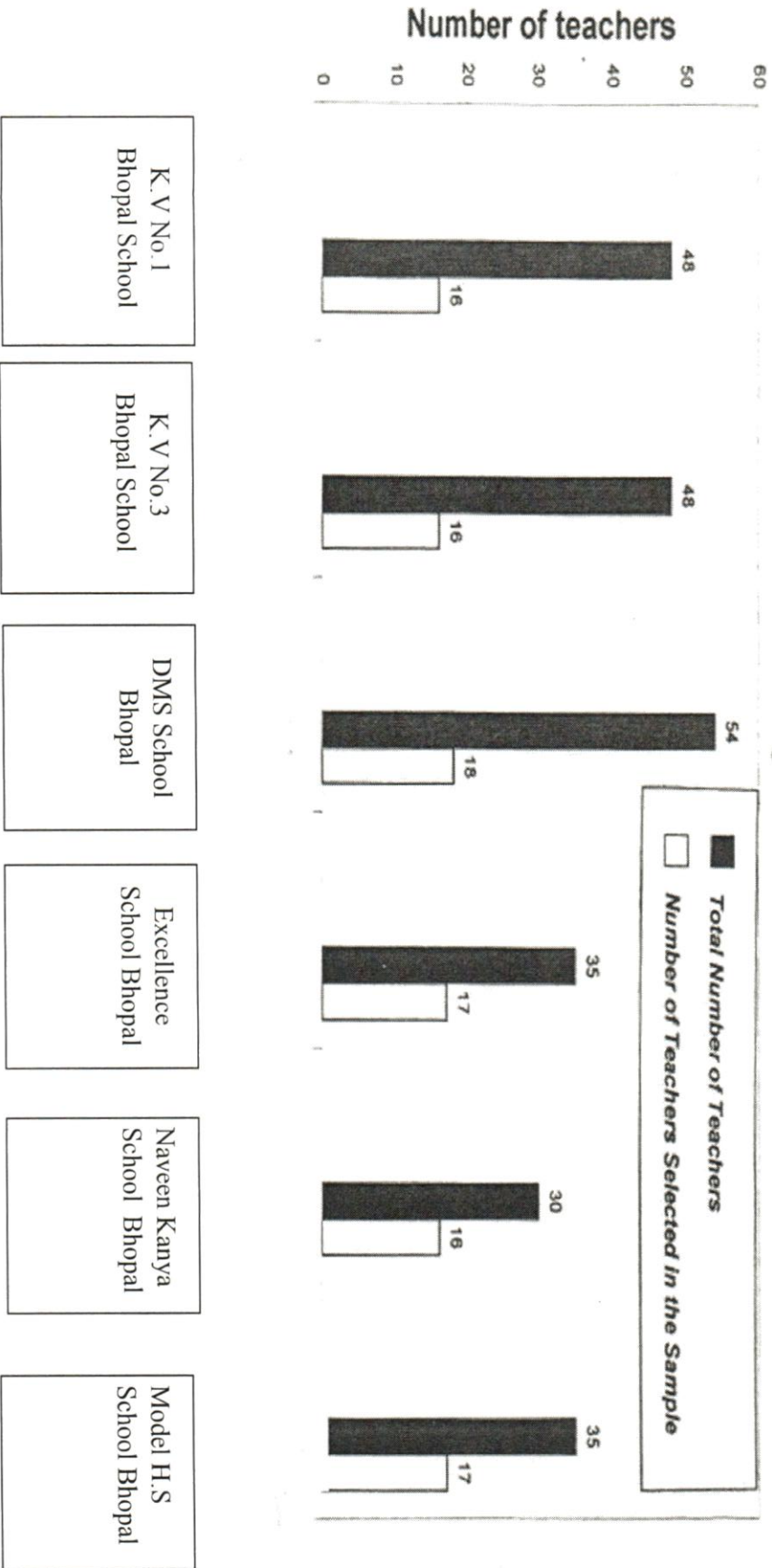
METHOD AND PROCEDURE

The present study was undertaken to measure the level of job satisfaction of secondary school teachers. Before going through the method adopted, it becomes necessary to give the details of population, sample, selection techniques and tool used.

Population:

Population in this study is defined as "The teachers working in three Central Government secondary schools namely K.V No.1 Bhopal School, K.V No.3 Bhopal School, DMS School Bhopal and three state board schools Excellence School Bhopal, Naveen Kanya School Bhopal , Model H.S School Bhopal." **Sample:**

The sample includes 100 teachers, out of which 50 teachers are from Central Government schools and 50 from state Government schools. 50 Central Government school teachers were randomly selected from 3 schools namely K.V No.1 Bhopal School, K.V No.3 Bhopal School, DMS School Bhopal. 50 state Government school teachers were also randomly selected from 3 schools namely Excellence School Bhopal, Naveen Kanya School Bhopal, Model H.S School Bhopal."



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Secondary School and Bhopal School. The distribution of the sample is as follows:

Table - 1
Showing school wise distribution of the respondents

Schools	Name of the school	Total number of teachers	Number selected in the
Central Govt.	K.V No-1 School Bhopal	48	16
	K.V No-3 School Bhopal	48	16
	D.M.S School Bhopal	54	18
State Government	Excellence School Bhopal	35	17
	Naveen Kanya School Bhopal	30	16
	Model H.S School Bhopal	35	17

Table - 2
Showing sex wise distribution of the respondents

Schools	Males	Females
Central Govt. Schools	32	18
State Government Schools	20	30

Table - 3

Showing age wise distribution of the respondents

Schools	Age below 40 years	Age above 40 years
Central Govt. Schools	30	20
State Govt.Schools	41	9

Table - 4

Showing distribution of the respondents in relation to Marital status

Schools	Married	1 In married
Central Govt. Schools	32	18
State Govt. Schools	24	26

Table - 5

Showing distribution of the respondents in relation to educational qualification

Schools	PGTs	TGTs
Central Govt. Schools	20	30
State Govt. Schools	20	30

Description of the Tool Used:

For measuring the degree of job satisfaction of teachers, a standardized Job Satisfaction Scale, developed by Dr. Amar Singh and Dr. T.R. Sharma, published by National Psychological Corporation, Agra, was used. The present scale is a 5 point scale. It consists of 30 statements, out of which 24 of positive and 6 are negative. Item at serial number 4, 13, 20, 27 and 28 are negative, others are all positive. The positive statements carry a weightage of 4, 3, 2, 1, 0 and negative ones a weightage of 0, 1,2,3,4. The total score gives a quick measure of satisfaction/dissatisfaction of a teacher towards his job. The following table shows the degree of satisfaction among the teachers.

Table - 6

The degree of satisfaction of teachers as related to the raw scores

Score	Degree of satisfaction
74 or above	Extremely satisfied
63-73	Very satisfied
56-62	Moderately satisfied
48-55	Not satisfied
57 or below	Extremely dissatisfied

The test-retest reliability works out to be 0.978 and validity coefficient was 0.743.

Procedure for Data Collection :

In the process of data collection the investigator first sought permission from principals of respective schools. Then distributed the questionnaire individually to the respondents. Person to person contacts were made and each individual was separately asked to understand the instructions carefully, and if necessary by asking the investigator in case he/she felt difficulty in answering the written material. A diary was maintained for noting the names of the teachers and their schools. Teachers were generally contacted during their working hours in the schools.

Data Processing:

The responses from each questionnaire were scored as per the instruction given in the manual and a comprehensive sheet was prepared for different groups. Firstly the means and SDs were found out for various groups and in order to see the significant difference between two means, the t-test was used :

$$t = \frac{|M_1 - M_2|}{\sqrt{\frac{N_1\sigma_1^2 + N_2\sigma_2^2}{N_1 + N_2 - 2} \left(\frac{N_1 + N_2}{N_1 N_2} \right)}}$$

Where,

- M₁ = Mean score for the first group,
- N₁ = Number of teachers in the first group,
- a₁ = Standard deviation of first group,
- M₂ = Mean score for the second group,
- N₂ = Number of teachers in the second group,
- a₂ = Standard deviation of second group

The obtained t-values were referred to Garrette (1981) to see the level of significance.