

**CHAPTER – V**  
**CONCLUSION AND**  
**SUGGESTIONS**

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### **CONCLUSIONS AND SUGGESTIONS**

One of the main purpose of carrying out a scientific investigation is to draw conclusion as they are the essential of a study, which tell about its outcomes. Further a researcher's endeavor will go waste, if it does not have meaningful implications for the practice and suggestions for further research and the discipline in which it has been undertaken. In this concluding part of the research report, the investigator has made a humble attempt in this direction.

This chapter consists of the following two sections –

1. Conclusions
2. Suggestions for further research

#### **5.1 Conclusions**

In the quest to find out the difference in the level of job satisfaction enjoyed by the Central Government and state Government school teachers, as a whole, and in relation to their personal factors, the investigator has arrived at the following conclusions.

**Conclusion 1:**

There is a significant difference in the overall level of job Satisfaction enjoyed by the Central Government and state Government school teachers. Government school teachers are significantly more satisfied than state Government school teachers.

**Conclusion 2:**

There is a significant difference in the level of job satisfaction enjoyed by male teachers of Central Government and state Government schools. The male teachers of Central Government schools are significantly more satisfied with their jobs than do the male teachers of state Government schools.

**Conclusion3:**

There is a significant difference in the level of job satisfaction enjoyed by the female teachers of Central Government and state Government schools. The female teachers of Central Government schools are significantly more satisfied with their jobs than do the female teachers of state Government schools.

**Conclusion 4:**

There is no significant difference in the level of job satisfaction enjoyed by the male and female teachers of Central Government schools. The male and female teachers of Central Government schools are equally satisfied with their jobs.

### **Suggestions for Further Research**

Present study was conducted using a small sample, even then few very interesting results were obtained which motivated the investigator to recommend some ideas for further researches in the field of job satisfaction:

1. The study was confined to the secondary school teachers, therefore, its finding cannot be applied to all the stages of education. Thus there is a need to replicate this study by taking a sample from all the level of teachers to corroborate the findings of the study.
2. The study was conducted on a very small sample of the teachers of District Bhopal only. Hence its findings cannot be generalized to all India level because India is a very big country and her culture changes from place to place. Thus there is a need to conduct this study by taking a sample of teacher from all over India to generalize the findings of the study.
3. The study was conducted by taking into account only four Personal factors of the teachers - sex, age, marital status and educational qualifications. There are various other factors which influence the job satisfaction of the teachers - teaching experience, number of dependents, teaching aptitude, socio-economic status etc. Hence, there is a need of a study to be conducted in future by taking other important personality factors into account, to make the study more significant.