

# **METHODOLOGY**

## **CHAPTER-III**

### **METHOD OF STUDY**

The method of study involves the methodological steps such as design, selection of the sample, description and administration of tools and data collection. The survey method was used for this study, which is scientific in nature. In this study, an attempt was made to analyse and describe the present events and conditions.

#### ***DESIGN***

As survey method was used in this study, therefore, survey design was followed.

#### ***SAMPLE***

The sample was collected from elementary schools of Bhopal city. A total of 184 elementary school teachers were chosen from 39 elementary schools for the study. During data collection Bhopal city was divided into five zones that is east, west, north, south and central. Government and Private elementary schools were randomly selected from each zone and 2-5 teachers were again randomly selected from each school.

The details of sample selected are given in table-1 and 2:

**Table-1**

**Areawise Distribution of Teachers**

Sl. No.	Zones	Type of schools	No. of schools in each type	No. of teachers	Total No. teachers
1.	East	Govt.	4	15	33
		Pvt.	4	18	
2.	West	Govt.	4	20	39
		Pvt.	4	19	
3.	North	Govt.	4	20	40
		Pvt.	4	20	
4.	South	Govt.	4	20	39
		Pvt.	4	19	
5.	Central	Govt.	4	20	33
		Pvt.	3	13	
<b>Total</b>		<b>Govt.</b>	<b>20</b>	<b>95</b>	<b>184</b>
		<b>Pvt.</b>	<b>19</b>	<b>89</b>	

**Table-2****Details of Sample**

<b>Sl. No.</b>	<b>Zones</b>	<b>Name of the School</b>	<b>No. of the Teachers</b>
1.	<b>EAST</b>	Govt. Boys Middle School, Berkhera	5
2.		Govt. Girls Middle School, Piplani	5
3.		Govt. Middle School, Govindpura	3
4.		Govt. Middle School, Security Line	2
5.		BHE Dr. Zakir Hussain Model Middle School, Piplani	5
6.		BHE Tagore Middle School, Berkhera	5
7.		Bal Vidya Mandir Middle School, Old Subhash Nagar	4
8.		Khalsa National Middle School, Old Subhash Nagar	4
		<b>Total</b>	<b>33</b>
9.	<b>WEST</b>	Govt. Middle School, Shahjahanabad	5
10.		Govt. Birjeeshiya Middle School, Fatehgarh	5
11.		Govt. Nirmal Meera Girls Middle School, Malipura	5
12.		Govt. Qazipura Girls Middle School, Malipura	5
13.		Paramount Public Middle School, Shahjahanabad	5
14.		Azad Public Middle School, Shahjahanabad	5
15.		Sheel Shikshanjali Middle School, Shahjahanabad	5
16.		Geetanjali Middle School, Shahjahanabad,	4
		<b>Total</b>	<b>39</b>

Sl. No.	Zones	Name of the School	No. of the Teachers
17	<b>NORTH</b>	Govt. Middle School, Chhola	5
18.		Govt. Middle School, Bag Mufti Sb.	5
19.		Govt. Middle School, Green Park	5
20.		Govt. Middle School, Malikhedi	5
21.		Pragati Bal Mandir Middle School, Chhola Naka	5
22.		Mamta Gyan Mandir, Middle School, Navjeevan Colony	5
23.		Eastern Saint Middle School, Bairasiya Road	5
24.		Ankur Vidya Niketan Middle School, Ram Nagar	5
		<b>Total</b>	<b>40</b>
25	<b>SOUTH</b>	Govt. Deepshikha Middle School, T.T. Nagar	5
26.		Govt. Chandrashekhar Ajad Middle School, North T.T. Nagar	5
27.		Govt. Gandhi Bal Mandir Middle School, T.T. Nagar	5
28.		Govt. Sardar Patel Middle School, T.T. Nagar	5
29.		Gold Flower Public Middle School, North, T.T. Nagar	5
30.		Ankur Middle School - 2, Dayanand Nagar	5
31.		Saraswati Vidya Mandir Middle School, Harshvardhan Nagar	5
32.		S.B. Middle School, South, T.T. Nagar	4
		<b>Total</b>	<b>39</b>

Sl. No.	Zones	Name of the School	No. of the Teachers
33.	<b>CENTRAL</b>	Govt. Middle School, Foolmahal-2	5
34.		Govt. Middle School, Bhoipura	5
35.		Govt. Victoriya Girls Middle School, Marwadi Road	5
36.		Govt. Girls Middle School, Ginnauree	5
37.		Children's Park Middle School, Ghoda Nakkash	5
38.		Orion Convent Middle School, Budhwara	4
39.		Papular Convent Middle School, Budhwara	4
<b>Total</b>			<b>33</b>
<b>Grand Total</b>			<b>184</b>

## **TOOLS**

The following tools were used for the present study:

1. School Organizational Health Questionnaire of Peter M. Hart and others.
2. Teacher Job Satisfaction Questionnaire of Pramod Kumar and D.N. Mutha.



## 1. School Organizational Health Questionnaire

The school organizational health questionnaire (Appendix-A) consisted of 57 items under 12 separate dimensions: appraisal and recognition, curriculum coordination, effective discipline policy, excessive work demands, goal congruence, participative decision making, professional growth, professional interaction, role clarity, student orientation and supportive leadership.

**Table-3**  
**The distribution of items under each dimension**

S.No.	Dimensions	Item No.	Total No. of Items
1.	Morale	1,2,3,4,5	5
2.	Appraisal and Recognition	6,7,8,9,10,11	6
3.	Curriculum Coordination	12,13,14,15	4
4.	Effective Discipline Policy	16,17,18,19	4
5.	Excessive Work Demands	20,21,22,23	4
6.	Goal Congruence	24,25,26,27,28	5
7.	Participative Decision making	29,30,31,32	4
8.	Professional Growth	33,34,35,36,37	5
9.	Professional Interaction	38,39,40,41,42,43,44	7
10.	Role Clarity	45,46,47,48	4
11.	Student Orientation	49,50,51,52	4
12.	Supportive Leadership	53,54,55,56,57	5
<b>Total</b>			<b>57</b>

Out of the above 57 items, 50 were positive and 7 were negative. Each item was provided with a 5 point scale from 'strongly agree' to 'strongly disagree' through 'agree', 'undecided' and 'disagree'.

## **2. Teacher Job Satisfaction Questionnaire**

The Teacher Job Satisfaction Questionnaire(Appendix-B) consists of 29 highly discriminating 'Yes-No' type of items. This questionnaire assess the job satisfaction of elementary school teachers. During administering this questionnaire teachers were requested to read the instructions carefully. It was emphasized to them that no item should be omitted and there is nothing 'right' or 'wrong' about these questions. There was not time limit for the questionnaire.

### ***Reliability***

The split-half reliability of the test is .95 with an index of reliability of .97. The test-retest reliability of the test is .73 (N=60; time interval=3 months with an index of reliability .85.

### ***Validity***

The face validity of the measures is very high. The content validity is ensured for 95 the items for which there has been 100 percent agreement amongst judges regarding their relevancy to teacher's job satisfaction are included in the questionnaire.

To validate the questionnaire, for elementary school teachers, the questionnaire was given to 8 teacher educators and 10 elementary school teachers. All the items were written as it is according to their suggestions.



### ***Scoring***

All the items except 6 and 29 were positively worded. All these items were given a score of "1" for positive responses except for items 6 and 29, in which case reverse was applicable. The sum of these values gave the job satisfaction scores for the subjects. The total score varies from 0 to 29, showing lowest job satisfaction to highest job satisfaction for the subject.

### ***DATA COLLECTION***

The data was collected personally by administering school organizational health questionnaire and teacher job satisfaction questionnaire. General informations related to post, sex, age, cast, marital stage, educational qualification, training status, experience, types of school of the teachers were also collected from 184 teachers by visiting all the 39 schools. After collection of data the scoring was done for both the questionnaires by following the required scoring procedure.