

CHAPTER NO – III

METHODOLOGY

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CHAPTER-III

METHODOLOGY

3.1 Research design

Research design implies the process of reaching a reliable solution to a problem. In this connection research design is the plan, structure and strategy of investigation conceived so as to obtain answers to research question and the variables under taken in the study.

The design is a blue print of research study in this scheme of things . A research design serves as a guide to the researcher as to how to conduct him self and gives an immediate overview of the research of its reader. The present study follows the descriptive survey type research because the present investigation is totally based on the views of teachers in terms of their mental health & job satisfaction.

3.2 Sample of the Study

The sample of the study consisted of 60 elementary teachers working in Urdu, Marathi and English medium schools. The name of the schools and number of teachers selected as a sample for the study are given in the table 3.1.

Table : 3.1 : Details of the sample selected for the study.

S. No	Name of the School	No. of male teacher	No. of female teachers	Total No. of teachers
1.	Sandeepani English public School	5	5	10

2.	Holy City English Medium School	5	5	10
3.	Pratibha Niketan Marathi High School	5	5	10
4.	Vivek Vardhini Marathi School	5	5	10
5.	Noble Urdu Primary School	5	5	10
6.	Yusofiya urdu Primary School	5	5	10
			Total	60

3.3 Operational definitions of the terms used

Mental Health :

Mental health is the evaluation of attitudes, values, self concept, concept of life, perception of self amongst others, perception of one's adjustment and achievement in life . Mental health is a state of mind characterized by emotional well being, relative freedom from anxiety, disability symptoms and a capacity to establish constructive relationship and cope with ordinary demands and stress.

Job satisfaction :

Job satisfaction is the positive orientation of an individual towards the work role which he is presently occupying .

Elementary teachers :

Elementary school teachers are those school teachers who are teaching to the students of lower primary classes; i.e.(I-IV) and upper primary classes (V-VII) as per the system followed in Maharashtra.

Sex :

The male and female teachers of elementary classes are considered as sex for the study.

Age :

Here in the present study, two groups consisting of (20- 34 years) and (35 and above years) are taken as a age group.

Educational qualification :

The minimum qualified group and higher qualified group are given as under :-

- (1) SSC. D.Ed
- (2) HSC. D.Ed.
- (3) B.Sc. D.Ed. Minimum qualified group
- (4) B.A. D. Ed.
- (5) B.A. B.Ed.
- (6) B.Sc. B.Ed.

- (7) M.A.
- (8) M.Sc. Higher qualified group
- (9) M.Sc. B.Ed.
- (10) B.Sw. M.Ed.

Teaching Experience :

The teacher who have teaching experience of (1 to 4 years) are least experienced and(from 4 to 10 years) more experienced group and who have teaching experience(more than 10 years) are considered as most experienced group.

Medium :

In such schools where medium of instruction and various subjects taught in English are considered as English medium schools. In schools where medium of instruction is Urdu are considered as Urdu medium schools, and where medium of instruction is Marathi are considered as Marathi medium schools .

3.4 Tools used for data collection

After the sample has been chosen, the next task of the research is to choose appropriate tool for data collection. The following two tools have been used in the study.

1. RCE Mental Health Scale : constructed and standardized by S.P. Anand (1992)
2. Job Satisfaction Scale : constructed and standardized by S.P. Anand (1992)

3.5 Description of the tools used :

(A) Mental Health Scale.

Description and administration

In the construction of mental health scale, Likert's techniques has been followed. This scale consists of 60 statements. There are '5' alternatives such as,

SA= Strongly Agree. A= Agree, UD= Undecided, D =Disagree, and SD =strongly disagree are placed against each statement. The subject records his responses by encircling any one of the five alternatives

allowed. Subjects are to respond to all the items. There is no time limit but the subject may take 15 to 20 minutes to work over this mental health scale.

Scoring

The mental health is based upon the assessment of (1) individual's self concept (2) concept of life (3) perception of self amongst others (4) perception of others (5) personal adjustment (6) record of achievement.

3.2. Table : Distribution of Statements in six dimensions

Sr.	Dimensions	Sr. No. of statements	Total No. of statements	Max. possible score
1.	Self concept	+54 -13.16.35.55.59	6	24
2.	Concept of life	+18.45 - 6.11.22.42.43.44.49.52.56	11	44
3.	Perception of self amongst others	+14.20.27.37.50.60 - 5.10.15.25.26.30.33.36.44	15	60
4.	Perception of others	+1.2.3.29.32 -23.38.39.40	9	36
5.	Personal adjustment	+8.51.53 -12.17.24.48.57	8	32
6.	Record of achievement	+9.21.42 -4.7.19.28.31.34.58	11	44

From table -3.2 positive and negative statements can be placed in order as:

Serial No. of positive statements: 1.2.3.8.9.14.18.20.21.27.29. 32. 37. 45.47. 50.51.53.54.60- total 20.

Serial No. of negative statements -

4.5.6.7.10.11.12.13.15.16.17.19.22.23.24.25.26.28.30.31.33.34.35.36. 38.39.40.41.42.43.44.46.48.49.52.56.57.58.59-Total 40

The responses are scored as (4.3.2.1.0) for (SA. A. UD. D. SD.) for positive statements. The order of scoring is reversed for scoring of negative statements. The mental health score of subject is sum total of all statements. The maximum possible score on the scale is 240.

Reliability

The subjects who scored 150 and above are classified as mentally healthy and who scored below 150 are classified as mentally unhealthy. The reliability of scale ranged from 0.79. to 0.88.

(B) Job Satisfaction Scale:

Description and Administration :

Job satisfaction scale has been constructed following Likert's method used in the construction of attitude scales. It consists of 30 statements. The subject responds by encircling any one of the five response symbols (SA. A. UD. D. SD) provided against each statement. The scale is usually responded by teachers within 10 to 15 minutes.

Scoring

The scale carries 15 statements stating positive attitude and the rest of 15 statements express a negative attitude of teachers towards the teaching profession.

Serial No. of statements expressing satisfaction:-

1.3.5.6.10.11.13.15.17.19.20.21.23.25.27

serials nos. of statements expressing dissatisfaction :-

2.4.7.8.9.12.14.16.18.22.24.26.28.29.30.

The scoring order for positive and negative statements is taken to be 4.3.2.1.0 and 0.1.2.3.4. for SA. A. UD. D. SD respectively.

Reliability

Teachers scoring 80 and above are considered to be satisfied while who score less than 80 are identified as dissatisfied ones

Test retest reliability – 0.95.

Split half reliability –

- (a) for positive and negative statements 0.85
- (b) for odd and even statements 0.83.

3.6 Procedure of data collection.

The collection of data was spread over a period of ten days. The collection of data was done in six schools of Nanded district. The researcher personally visited the schools which were selected for the study. Then he took permission of the heads of the schools for administering the test and fixed up the dates. The mental health and job satisfaction scale were translated in to Urdu and Marathi language for the elementary teachers of Urdu and Marathi medium school. To confirm the accuracy and authenticity of translation work, opinion was sought from three Marathi and Urdu medium experts.

The investigator met the teachers of the concerned schools personally and made clear about the purpose of administration of such a scale on them and expected full co-operation from them. The instruction regarding the procedure to be adopted was explained by the investigator. Teachers were assured that their responses will be used for research purpose and will be kept confidential. They were suggested to give free, frank and honest responses without any hesitation. The teachers were asked to read the instruction written on the first page of the scale carefully before working on it. Then the investigator collected the filled in questionnaire from the teachers. After completion of the test, the investigator conveyed his gratitude and thanks to the teachers and the heads of the schools for their kind co – operation.

3.7 Procedure of data analysis :

(Statistical techniques applied)

In order to analyze the raw data suitable statistical techniques like mean, standard deviation, 't' test, ANOVA (analysis of variance) and co-efficient of correlation' r' have been applied.