



CHAPTER – V

**SUMMARY, MAJOR
FINDINGS &
SUGGESTIONS FOR
FURTHER RESEARCH**

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5.1. SUMMARY

The teacher is the dynamic force of the school. The future of the nation depends upon the quality of teachers. The country's success in teaching at all levels depends on the teachers who are the real architects of the nation. As social engineers the teacher can socialize and humanize the young children by their masculine and feminine qualities. Hence the quality of any educational system depends to large measures on the quality, competency and character of teachers. None is born as a quality teacher to determine the quality of education. In this regards Indian Education commission (1964-66) says "nothing is more important than securing a sufficient supply of high quality recruits to the teaching profession, providing them the best possible professional preparation and creating satisfactory conditions of work in which they can be fully effective.

Well begun is half done. The men and women who really aspire to become teacher in school should possess desirable positive attitude, interest, healthy values, strong motivation, adjustment qualities, patience etc. The degree of happiness and satisfaction of a teachers drives from the profession depends upon his professional adjustment and job preferences. A teacher who is well adjusted can work in a righteous way for self-actualization and for the better development of teaching profession to face the present challenges. All the possible care should be taken to

maintain healthy environment of school. The teachers should be recruited to the educational system on the basis of their capabilities, so that preparing good teachers may ensure quality of education. It is said the teacher who preferred to become a teacher would be having better professional adjustment and his level of job satisfaction would be high, which will be reflected in his teaching and if the teacher is satisfied then only all round growth and development of the individual and society is possible.

5.1.1. Statement of the Problem

The study deals with the relationship between job preference, professional adjustment and job satisfaction of secondary school teachers. Thus the problem may be stated as:

“A study of relationship among job preference, professional adjustment and job satisfaction of secondary school teachers”.

5.1.2. Objectives of the study

1. To study the status of job preference among secondary school teachers.
2. To study the status of professional adjustment among secondary school teachers.
3. To study the status of job satisfaction among secondary school teachers.
4. To study the relationship between job preference and job satisfaction of secondary school teachers.
5. To study the relationship between professional adjustment and job satisfaction of secondary school teachers.
6. To study the relationship between professional adjustment and job preference of secondary school teachers.

7. To compare job preference, professional adjustment and job satisfaction of male and female teacher of secondary school.
8. To study professional adjustment of secondary school teachers in respect of their job preference.
9. To study job satisfaction of secondary school teachers in respect of their job preference.

5.1.3. Hypothesis of the Study

1. There is no significant relationship between job preference and job satisfaction of secondary school teachers.
2. There is no significant relationship between professional adjustment and job satisfaction of secondary school teachers.
3. There is no significant relationship between professional adjustment and job preference of secondary school teachers.
4. There is no significant difference between male and female secondary school teachers in respect of job preference.
5. There is no significant difference between male and female secondary school teachers in respect of professional adjustment.
6. There is no significant difference between male and female secondary school teachers in respect of job satisfaction.
7. There is no significant difference between the teachers who preferred teaching as profession and those who preferred other profession in respect of professional adjustment.
8. There is no significant difference between the teachers who preferred teaching as profession and those who preferred other profession in respect of job satisfaction.

5.1.4. Delimitations of the Study

1. Job preference, professional adjustment and job satisfaction of only secondary school teachers are considered.
2. The study was confined to Bhopal city only.
3. The sample is limited to hundred teachers.
4. Study was confined only to ten schools of Bhopal.
5. Only state government secondary school teachers were chosen for the study.
6. The study could not take care of other variables due to paucity of time.

5.1.5. Variables

Variables: Job Preference, Professional Adjustment and job satisfaction.

Background Variable: Gender

5.1.6. Sample of the Study

The technique of selecting sample together with its size is an important aspect of research. This proves to be effective for the reliability and validity of research findings. The sample of study consisted of 100 state government secondary school teachers of Bhopal. Total numbers of schools were ten. Keeping in view the objectives, hypothesis and number of sample of the present study investigator found random sampling technique suitable for data collection.

5.1.7. 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 tools has been used in the study:

1. **Job Preference:** Career Preference record made by Vivek Bhargava and Rajshree Bhargava (2001) has been used for data collection. CPR covers ten main areas of vocational interest (1) Mass Media and Journalism (2) Artistic and Designing (3) Science and Technology (4) Agriculture (5) Commerce and Management (6) Medical (7) Defence (8) Tourism and Hospitality Industry (9) Law and Order (10) Education
2. **Professional Adjustment:** self-developed questionnaire of professional adjustment for secondary school teacher was used. The main components were adjustment to (1) Self (2) Society (3) Work and (4) Health.
3. **Job Satisfaction:** Job satisfaction scale for teacher's (from A for higher secondary and intermediate college) by Dr. S.K. Saxena was used. The main component of the scale were satisfaction with (1) Work (2) Salary (3) Security and Promotion Policies (4) Satisfaction with Authority.

These three scales are appended in appendix A, B, C in the dissertation respectively.

5.1.8. Procedure for Data Analysis

In order to analyze the raw data suitable statistics like mean, standard deviation, t-test, correlation (product moment correlation) were applied.

5.2. MAJOR FINDINGS OF THE STUDY

On the basis of the analysis and interpretation of the data the researcher came to the conclusion that the major findings of the study are as follows.

1. Significant correlation was found between job satisfaction and job preference of secondary school teachers, this means that job preference and job satisfaction affects each other.
2. There is significant relationship between professional adjustment and job satisfaction of secondary school teachers, this means that professionally adjusted teachers are more satisfied with their job.
3. No significant correlation was found between professional adjustment and job preference of secondary school teacher's i.e. professional adjustment and job preference are not related to each other.
4. It was found that job preference of male and female secondary school teachers was significant, i.e. male and female teachers are not alike in their job preference. Female preferred teaching as compared to male.
5. The result reveals that there exist significant difference between professional adjustment of male and female secondary school teachers, female teachers are better adjusted as compared to male teachers.
6. It was found that job satisfaction of male and female secondary school teachers was not significant.

7. Job preference does not affect professional adjustment of secondary school teachers.
8. Job satisfaction of secondary school teachers is not affected by job preference. They are satisfied irrespective of their job preference.

The findings of the present study confirm that job preference and job satisfaction are related to each other. In the same way there is a relationship between professional adjustment and job satisfaction. But professional adjustment and job preference are not related to each other.

5.3. EDUCATIONAL IMPLICATION

The equality of education determines the quality of citizen of a country. The quality of education largely depends upon the quality of teachers. Quest for quality in education has been a cry in wilderness. We have been placing it, in an elusive triangle where quality and quantity forms other two points. But operational framework on educational action strategies emphasizes quality but rarely state it or illustrate it.

Assessment of professional adjustment, job preference and job satisfaction through well-developed tools provide a comprehensive and valuable base for engineering teacher quality and hence quality in education.

The present study has its implications for educational administrators, teachers, teacher educators and school personnel. It is high time for us to prepare quality of teachers who will mould the wisdom of coming generation.

5.4. SUGGESTIONS FOR FURTHER RESEARCH

After having some experience in the field of study, following suggestions can be made for further research in this field.

- (1) The study can be extended by increasing the size of the sample.
- (2) Similar study can be done by taking different types of schools such as private, rural, urban, primary school, tribal, residential school, special integrated schools, central government school etc.
- (3) The study could be extended to other parts of the state.
- (4) Study could be extended by taking variables like salary of teachers, working conditions in school, promotional avenues, age, teaching experience, medium, locale, qualification etc.
- (5) The study can be extended by conducting it in India and abroad etc.
- (6) Similar studies can be done between regular teachers, Samvida Shikshak, Adhoc, Guruji etc.

5.5. SUMMARY

With this few suggestions, the investigator closes the report of her present study. She is very much aware of the limitations of the present appraisal, yet she feels that the findings are interesting, educative and useful. She also thinks that the suggestions given by her may be considered useful for incorporating needed modifications in the programme with a view of improving quality of teachers.