

## **SUMMARY AND CONCLUSION**

## **CHAPTER-V**

### **SUMMARY AND CONCLUSION**

In the present study, an attempt was made to find out the status of organizational health of elementary schools of Bhopal city and job satisfaction of teachers working in it.

#### ***OBJECTIVES OF THE STUDY***

1. To find out the status of organizational health of elementary schools.
2. To find out the status of job satisfaction of elementary school teachers.
3. To find out the difference in organizational health between government and private elementary schools.
4. To find out the difference in job satisfaction between government and private elementary school teachers.
5. To find out the difference in job satisfaction between below 40 years and above 40 years age group elementary school teachers.
6. To find out the difference in job satisfaction between trained and untrained elementary school teachers.
7. To find out the correlation between organizational health and job satisfaction of teachers of elementary schools?

#### ***HYPOTHESES OF THE STUDY***

1. Whether the organizational health of elementary schools is satisfactory?
2. Whether the elementary school teachers are satisfied with their job?

3. Whether government and private schools differ in their organizational health?
4. Whether government school teachers have more job satisfaction than private school teachers?
5. Whether below 40 and above 40 years age group elementary school teachers differ in their job satisfaction?
6. Whether trained and untrained elementary school teachers differ in their job satisfaction?
7. Is there any relationship between organizational health and job satisfaction of teachers of elementary schools?

### **DESIGN**

The survey design was used in this study.

### **SAMPLE**

The subjects of the study were 184 teachers of 39 elementary schools of Bhopal city.

The elementary schools were drawn from 5 zones i.e. 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.

### **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.

3. Whether government and private schools differ in their organizational health?
4. Whether government school teachers have more job satisfaction than private school teachers?
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## ***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.

## ***DELIMITATIONS OF THE STUDY***

The following are some of the limitations of this study:

1. The sample was limited to 184 teachers of 39 elementary schools.
2. The study was confined only to the teachers of Bhopal city.
3. In this study only elementary school teachers were included.

## ***MAJOR FINDINGS OF THE STUDY***

1. The status of the organizational health of government and private elementary schools is above average except one dimension such as excessive work demands. The status of excessive work demands is average. In 7 dimensions of government, 8 dimensions of private and 6 dimensions of total schools, the status is highly satisfactory and 4 dimensions of government, 4 dimensions of private and 5 dimensions of total schools, the status is satisfactory.
2. The status of organizational health of private schools is better than government schools. For private schools, it is highly satisfactory, for government schools, it is satisfactory and for all schools together, it is satisfactory.

3. The status of job satisfaction of government elementary schools is highly satisfactory, wherever, the status of government elementary schools is satisfactory and overall status is satisfactory.
4. The private elementary schools are better than that of government elementary schools in organizational health.
5. The private elementary school teachers are better than that of government elementary schools in job satisfaction.
6. The below 40 are better than that above 40 years teachers in job satisfaction.
7. The untrained are better than the trained teachers in job satisfaction.
8. There is a positive correlation between the organizational health and job satisfaction of teachers of elementary schools.

### ***EDUCATIONAL IMPLICATIONS***

This study has provided a broader picture about the status of organizational health and job satisfaction of teachers of elementary schools. Although in many of the dimensions, the status of organizational health is highly satisfactory, in others, like effective discipline policy, goal congruence, participative decision making, supportive leadership and total organizational health, it is only satisfactory and in dimension excessive work demands, it is average.

Generally, for the elementary school teachers, the demand of work is very high because in addition to their teaching and other duties in schools. They have do some additional duties such as election duty, other kinds of

surveys, duty in pulse-polio programme and involvement in projects like Rajeev Gandhi Shiksha Mission, Education Guarantee Scheme, District Primary Education Programme, attending different types of training programmes etc., which leads to excessive work pressure. Therefore, the administration should look at their work load and take decision to give balanced additional work, that the elementary school teachers can take up without any burden. By improving leadership of the elementary schools, i.e., by improving the leadership quality of head-masters by providing proper training in management and administration, the discipline, participative decision making etc., in elementary schools can further improve the organizational health of elementary schools.

Also there should be planning for improvement of organizational health of government schools as they have comparatively low organizational health than that of private elementary schools.

### ***SUGGESTIONS FOR FURTHER RESEARCH***

1. A similar study could be conducted for the tribal elementary schools.
2. Similar study may be conducted for the rural elementary schools related their organizational health and job satisfaction of teachers.
3. A comparative study can be conducted to find out the difference between organizational health of rural and urban elementary schools.
4. A study can be conducted to find out the relationship between organizational health and attitude of elementary school teachers towards teaching.
5. An experimental study can be taken up to find out the effect of leadership training of elementary school head-masters on organizational health of their schools.