

CHAPTER-IV

ANALYSIS, STATEMENT, AND

INTERPRETATION OF DATA COLLECTED

4.1 Introduction

Analysis and interpretation of data in a study of job satisfaction among special teachers in schools play a crucial role in deriving meaningful insights and understanding the factors that influence job satisfaction. Here is the meaning and importance of data analysis and interpretation in this study:

4.1.1. Meaning of Data Analysis: Data analysis involves organizing, examining, and summarizing the collected data to identify patterns, relationships, and trends. It involves applying various statistical techniques and qualitative methods to explore the data and draw meaningful conclusions. Data analysis allows researchers to make sense of the raw data and transform it into valuable information that can address the research questions and objectives.

Importance of Data Analysis: Data analysis is crucial in a study of job satisfaction among special teachers for several reasons:

- a. **Identification of Factors:** Data analysis helps identify the factors that significantly impact job satisfaction among special teachers. By examining the relationships between variables, researchers can determine which factors are positively or negatively associated with job satisfaction. This knowledge can assist in developing targeted interventions and strategies to enhance job satisfaction.
- b. **Quantification of Relationships:** Through statistical analysis techniques, data analysis enables the quantification of relationships between variables. It helps researchers understand the strength and direction of these relationships, providing empirical evidence to support or refute existing theories or hypotheses about job satisfaction.

- c. **Comparative Analysis:** Data analysis allows for the comparison of different groups or subgroups within the sample. This analysis can reveal variations in job satisfaction levels among special teachers based on factors such as age, gender, years of experience, or teaching specialization. Such comparisons provide insights into the unique challenges and needs of different groups, informing targeted interventions and policies.

4.1.2. Meaning of Data Interpretation: Data interpretation involves making sense of the analyzed data by examining the findings in the context of the research objectives and existing knowledge. It requires examining the patterns, trends, and relationships identified during the analysis phase and drawing meaningful inferences from them. Data interpretation involves connecting the findings to the existing theoretical frameworks, literature, and real-world implications, providing a deeper understanding of the phenomenon under investigation.

Importance of Data Interpretation: Data interpretation is equally important in a study of job satisfaction among special teachers for the following reasons:

- a. **Contextual Understanding:** Data interpretation helps place the findings in the larger context of the study. By considering the specific characteristics of special education settings, the unique demands of special teaching roles, and the broader educational landscape, interpretation provides a contextual understanding of the factors influencing job satisfaction.
- b. **Practical Implications:** Data interpretation involves translating the research findings into actionable insights and recommendations. It helps identify potential strategies, policies, and interventions that can be implemented to enhance job satisfaction among special teachers. Interpretation bridges the

gap between research and practice, providing guidance for stakeholders in the education system.

- c. **Contribution to Knowledge:** Data interpretation contributes to the existing body of knowledge on job satisfaction among special teachers. By synthesizing the findings with existing theories and literature, interpretation helps refine or expand current theoretical frameworks. It also highlights areas for further research and exploration, advancing the understanding of job satisfaction in special education settings.

4.2 Details of the Data Obtained

1. With reference to the item number one क्या आप अनुभव करते हैं कि आप स्वभाव से विशेष अध्यापन के लिए उपयुक्त हैं? 100% males and females are satisfied.
2. With reference to the item number two क्या आप विशेष अध्यापन में आनंद का अनुभव करते हैं? 100% males and females are satisfied.
3. With reference to the item number three क्या आप अपने व्यवसाय पर गर्व अनुभव करते हैं? 100% males and females are satisfied.
4. With reference to the item number four क्या आप अनुभव करते हैं कि विशेष अध्यापन एक आदर्श व्यवसाय है? 100% males and 95.83% females are satisfied.
5. With reference to the item number five क्या आप विशेष अध्यापन जैसा व्यवसाय पाकर अपने आपको भाग्यशाली अनुभव करते हैं? 100% males and females are satisfied.
6. With reference to the item number six अगर आपको अवसर मिले तो आप इसी वेतन पर अन्य किसी व्यवसाय में जाना पसन्द करेंगे? 83.33% males and 12.5% females are satisfied.

7. With reference to the item number seven क्या आप अनुभव करते हैं कि आपको संस्था से अच्छे कार्य का प्रतिफल मिलता है? 83.33% males and 75% females are satisfied.
8. With reference to the item number eight क्या आप अनुभव करते हैं कि आपको कार्य के अनुरूप उचित वेतन मिलता है? 33.33% males and 62.5% females are satisfied.
9. With reference to the item number nine क्या आप अपने कृत्य (Job) में मिलने वाले पदोन्नोति के अवसरो से सन्तुष्ट है? 66.67% males and 66.67% females are satisfied.
10. With reference to the item number ten क्या आप इससे सहमत है कि आपकी संस्था में पदोन्नोति योग्यता के आधार हॉ नही पर ही मिलती है? 50% males and 62.5% females are satisfied.
11. With reference to the item number eleven क्या आप अनुभव करते हैं कि आपका व्यवसाय पूर्ण रूप से सुरक्षित है? 66.67% males and 87.5% females are satisfied.
12. With reference to the item number twelve क्या आप स्वयं को अपनी संस्था द्वारा शोषित किया जाना अनुभव करते हैं? 50% males and 83.33% females are satisfied.
13. With reference to the item number thirteen क्या आप अनुभव करते हैं कि आपका संस्था प्रधान आपकी भलाई में रुचि लेता है? 83.33% males and 83.33% females are satisfied.
14. With reference to the item number fourteen क्या आप अपनी संस्था पर गर्व करते हैं? 100% males and females are satisfied.
15. With reference to the item number fifteen क्या आप अपनी संस्था की सामान्य कार्य स्थिति से संतुष्ट है? 83.33% males and 91.67% females are satisfied.
16. With reference to the item number sixteen क्या आप अनुभव करते हैं कि जब भी आप कोई अच्छा कार्य करते हैं तो आपका संस्था प्रधान आपकी प्रशंसा करता है? 83.33% males and 83.33% females are satisfied.
17. With reference to the item number seventeen क्या आप वर्तमान सेवा सम्बन्धी नियमो से सन्तुष्ट है? 50% males and 66.67% females are satisfied.

18. With reference to the item number eighteen क्या आप यह अनुभव करते हैं कि संस्था के कार्यों में आपको सलाह / सुझाव देने के लिए उपयुक्त अवसर प्रदान किए जाते हैं? 66.67% males and 95.83% females are satisfied.
19. With reference to the item number nineteen क्या आप संस्था को योजनाओं तथा नीतियों के बारे में असहमति प्रकट करने के लिए स्वतंत्र है? 66.67% males and 75% females are satisfied.
20. With reference to the item number twenty क्या आप अनुभव करते हैं कि आपकी संस्था विशेष अध्यापन के लिए एक उत्तम स्थान है? 100% males and females are satisfied.
21. With reference to the item number twenty-one क्या आपके विद्यार्थी आपके अध्यापन शैली से प्रसन्न रहते हैं? 100% males and females are satisfied.
22. With reference to the item number twenty-two क्या आपको विद्यार्थियों को पढ़ने में उपयोग में आने वाले उपकरणों की सम्पूर्ण जानकारी है? 100% males and females are satisfied.
23. With reference to the item number twenty-three क्या आप विद्यार्थियों के अभिभावकों की भागीदारी से सन्तुष्ट है? 100% males and 87.5% females are satisfied.
24. With reference to the item number twenty-four क्या आप अनुभव करते हैं कि आपका संस्था प्रधान आपके पद के योग है? 83.33% males and 79.16% females are satisfied.
25. With reference to the item number twenty-five क्या आप अपने संस्था प्रधान के संस्था संचालन के तरीकों से सन्तुष्ट है? 83.33% males and 75% females are satisfied.

4.3 Research Question Testing, Discussion, and Interpretation

The job satisfaction level among special teachers is significantly high, with an impressive 82.93% expressing contentment in their chosen profession. However,

it is worth noting that a notable proportion of 17.07% report feelings of dissatisfaction.

These findings shed light on the diverse range of experiences and perspectives within the special education field. Recognizing the presence of both satisfied and unsatisfied teachers underscores the importance of addressing concerns and implementing supportive measures to enhance overall job satisfaction and create a conducive environment for all special educators.



Fig. 2. Special Teachers for Job

4.3.1. An overwhelming majority of male special teachers, specifically 81.33%, find great satisfaction in their profession. However, a notable minority, comprising 18.67%, experience feelings of dissatisfaction. These findings highlight the varying levels of contentment among male special educators in their chosen careers.

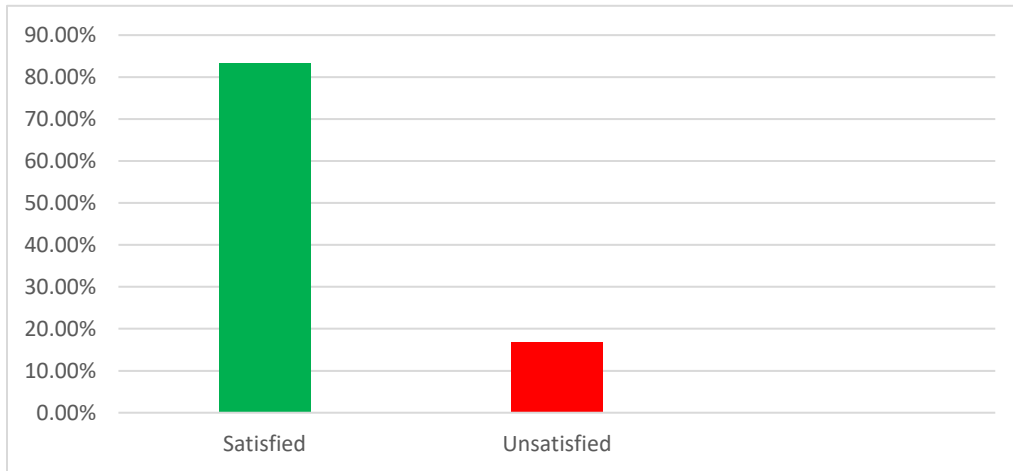


Fig. 3. Male Special Teachers for Job

4.3.2. A significant majority of female special teachers, precisely 83.3%, find their job highly satisfying. However, there is a minority, amounting to 16.7%, who report feelings of dissatisfaction. These statistics emphasize the varied perspectives and experiences of female special educators in their profession. Understanding and addressing the concerns of the unsatisfied minority is crucial in fostering an environment that promotes job satisfaction for all female special teachers.

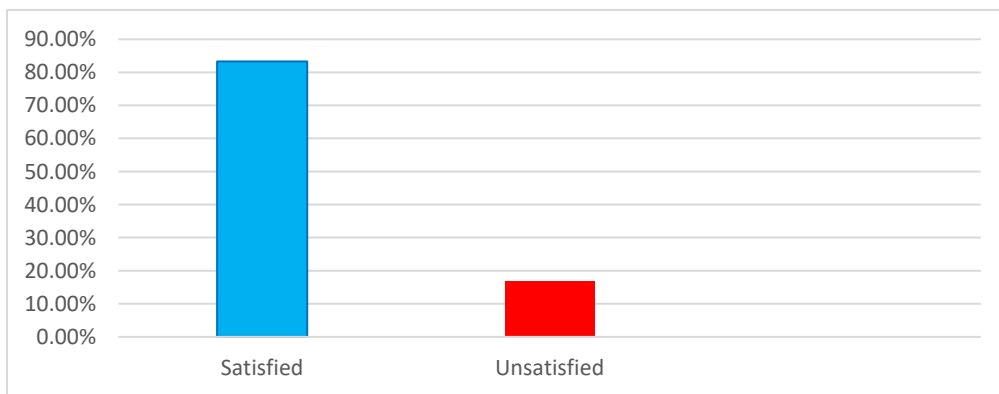


Fig. 4. Female Special Teachers for Job

4.3.3. The training completion rate among special teachers is commendable, with a perfect 100% of them have undergone relevant training. This indicates a strong commitment to professional development and ensuring that special educators possess the necessary skills and knowledge to excel in their roles. By equipping special teachers with comprehensive training, educational institutions, and organizations demonstrate their dedication to providing high-quality education and support for students with special needs. Such training plays a pivotal role in enabling special teachers to meet the diverse requirements of their students effectively.

4.3.4. There is a notable fact to highlight: none of the special teachers are untrained. Every single special teacher has received training, ensuring they possess the necessary skills and qualifications to excel in their important role.