CHAPTER – III

RESEARCH METHODOLOGY

1.1 Design of the Study:

The research design is the detailed plan of an investigation. In fact it is the blue print of the detailed procedure of testing the hypothesis and analysing the print of the obtained data. The research design may be defined as the sequence of those steps taken ahead of time it ensure that the relevant data permits objective analysis of the different hypotheses formulated with respect to the research problems. Research design refers to the systematic scheduling of the time at which treatment is administered to subjects and at which observations are made on the performance of the subjects. This careful scheduling of the treatment and observations can be very helpful in reducing the threats to internal validity of research.

The methodology followed for the study was survey design and comparison was made between the values and job satisfaction of elementary school teachers working in govt., govt. aided and private schools on the basis of their sex, age, and experience.

Sample The Study:

The technique for selecting the sample together with its size is an important aspect of any kind of research. The appropriately chosen sample size enhances the reliability and validity of research findings.

In present study keeping in view the limitations and resources available with the researcher used stratified random sampling method. This study was conducted on teachers of elementary schools of Bhopal city .The city was divided into five areas namely-

1. Station Area
2. Jahangirabad
3. B.H.E.L.
4. T.T. Nagar
5. Arera Colony

Government, government aided and private schools were selected for the study. The total number of schools selected for the study was 30 including 13 government, 12 private and 5 government aided schools from all the selected areas. From all the different areas schools were selected randomly by chit system. Teachers working in all the selected schools were the sample of the study. The teachers working in all the selected elementary schools became the population for the study. Total number of teachers in the sample was 224 belonging to different types of schools, sex, age and teaching experience detailed description of the sample is given in table 3.1, 3.2, 3.3. and 3.4 according to different variables, areas and type of schools respectively.

Table No. 3.1 - Sample of the study according to sex drawn from different categories of school

Sex	Govt.	Govt. Aided	Private	Total
Men	17	09	30	56
Women	89	25	54	168
Total	106	34	84	224

Table No. 3.2 Sample of the study according to age

Age	Govt.	Govt. Aided	Private	Total
Below 30 yrs	01	12	38	51
31 to 40 yrs	35	12	28	75
41 to 50 yrs	38	06	14	58
51 to 60 yrs	32	04	04	40
Total	105	34	84	224

Table No. 3.3 Sample of the study according to teaching experience

Teaching Experience	Govt.	Govt. Aided	Private	Total
Up to 10 yrs	08	18	63	89
11 to 20yrs	54	11	13	78
21 to 30yrs	19	03	08	30
31 to 40yrs	25	02	00	27

Table No. 3.4 Sample of schools drawn from the different areas of Bhopal city

Area	Govt. school	Govt. Aided	Private
Station Area	02	02	02
Jahangirabad	01	02	04
BHEL	02	00	04
Arera Colony	03	00	00
T.T. Nagar	0 5	01	02

3.3   Tools Used in the Study

Selecting appropriate tools in the study is an important aspect of any research study. The present study required the assessment of values and job satisfaction of elementary school teachers. The researcher used the following tools for the study.

1.   "Job Satisfaction scale" of S.K. Saxena to asses job satisfaction of elementary school teachers, and

2.   "Study of Values Questionnaire" of Allport adopted in Hindi by Shri N. M. Shrivastava for studying the values of elementary school teachers.

3.3.1 Job Satisfaction Scale for Teacher.

The teacher job satisfaction questionnaire consists of twenty-nine highly discriminating "Yes/No" type items.

Norms for range of scores growing job satisfaction categories are given in table 3.5

Table 3.5 Norms for Job Satisfaction

Scores.	Job satisfaction Categories
6.92 to 8.87	Very Poor
10.09 to 12.30	Poor
13.70 to 17.68	Average
18.09 to 21.82	Good
23.28 to 26.00	Very Good

3.3.2 Hindi Adaptation of study of values.

The test contains 45 questions/statements in two parts. Part I contains 30 questions/statements with two alternatives and Part II contains 15 questions/statements with four alternatives. Students have to value them numerically.

It is a forced choice instrument that aims to measure the relative values the individual possess prominence of basic interests, motives of the individuals. These are as follows :

1.   The theoretical value-refers to discovery of thought.

2.   The economic value-refers to the utility or what is useful.

3.   The Aesthetic value-refers to the highest value in form and harmony. This is judged from the standpoint of Grace, Symmetry or fitness.

4.   The social value refers to love of people and sympathy.

5.   The political value refers to the love for power.

6.   The Religious value indicates the unity and oneness.

3.4   Administration of the tools

The testees were seated comfortably the investigator explained the purpose of administering the tool for and how to answer. Distributed the answer sheet and instructed the group to fill in the requested information at the top. Investigator also explained the places for recording answers. Investigator also explained instruction and direction for doing the for Part I as well as Part II. Allowed them to clarify their doubts before the starts. There are no time limits but most subjects required about 30 to 40 minutes to answer the

questions in the test, before the students leave the class. The job satisfaction questionnaire is a self-administering questionnaire. It was assured that their replies would be kept confidential. They were requested to read the instructions carefully and ask the investigator if there was any difficulty in the understanding of the instruction. It was emphasized that no item should be omitted. Time required for attempting the test was approximately 20 minuets to complete it.

3.5 Data Collection

Data was collected with the help of the tools described in the preceding section. The researcher to the teacher of the Government, Govt. Aided, and Private School administered the tools personally. The researcher first established the rapport with the teacher of each school. The researcher ensured the teacher that the information given by them will be kept confidential. Researcher gave appropriate instructions and procedure to fill up the questionnaire was explained with the help of examples given in the questionnaire. Appropriate time was provided. After the completion forms were collected from the teachers.

3.6 Scoring

For scoring of values questionnaire, make sure that every question has been answered. It was very necessary since the sum of the six final scores every testee must be the same. If you have found it impossible to answer all questions, you may give equal scores to the alternative answer under each question that has been omitted. Keys were used for scoring and total was entered in the appropriate boxes on the answer sheet. The scorer should

check the accuracy of his additions and transcriptions on the score sheet and made it sure that the total equals 240.

For the scoring of job satisfaction all the items except 4th and 29th are positively worded. For items 4th and 29th reverse is applicable. The some of these values gives the job satisfaction scores for the subject. The total scores varies from 0 –29, showing lowest job satisfaction to highest job satisfaction for the subject.

3.7   Statistical Techniques

The collected data was treated with the following statistical techniques:

1.   Mean, SD, t – test

2.   Correlation,

3.   ANOVA.