# Job Satisfaction of Teachers joining prior or later to April 2003 in Tamilnadu

**Abstract**

This study was conducted to compare the teachers' job satisfaction towards work itself, work group, working condition, and supervision between the two groups of teachers who were appointed earlier and later to April 2003 in Tamilnadu. The teachers who were appointed before April 2003 and are working under old pension scheme with the provision of DCRG (Death cum retirement gratuity) scheme and pension, family pension after retirement are considered as one group here and the teachers who were appointed on or after April 1st 2003 and are working under the new pension scheme of CPS (Contribution pension scheme) without gratuity and pension & family pension schemes) as another group. The collected data was analyzed by descriptive statistics Frequency, Percentage, Mean, Standard deviation; and differential statistics 't-test'. The result found that there was a significant difference of teachers’ job satisfaction between the two selected groups at the probability .024 of significance. Furthermore, significant difference of teachers’ job satisfaction towards work group was also found among the two groups of teachers. The mean of overall teachers’ job satisfaction of group 1 i.e; the teachers who appointed before April 2003 was observed higher than the mean of the teachers who were appointed in or after April 2003. However, the means of teachers’ job satisfaction of the two groups toward working condition were observed to be higher and they are extending their noblest profession in a dedicated way.

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I. INTRODUCTION
Teaching is the noblest profession of all without any other question. Teachers have been the ladders to the society for its betterment and upliftment. Our freedom fighter and earlier educational minister of Tamilnadu Sri. T. S. Avinashilingam very remarkably quoted, “A Teacher is an ordinary person who is doing extraordinary works not occasionally but continuously.” So the teacher is a person who has been extending a new knowledge on every aspect to the forthcoming society. The teachers have been the driving force in moulding the nation. Confidently they are the builders of modern world.

Our world is known as a knowledge-based society in which the working environment is underlying a major shift. The factors such as economic growth, improvement of technology, and especially globalization are constantly showing new challenge and creating new chance for people with these changes. In this context, the people perceptions toward their jobs will also be changing. In this endless-growing marketplace, the success of an organization will be relied on its own workplace employees. In addition, understanding the employees’ job satisfaction is important because it is one of the determinants of a person’s overall satisfaction. Addressing the level of satisfaction is not only significant for the success of the organization but it can also affect the employee’s life satisfaction. (Sarri & Judge, 2004). It means that the success of an organisation or an institution highly depends upon the entire satisfaction and dedication of the educational workers in the school context.

Here it is felt by the public, the administrators, the educationists and the students’ community for the past two years that the teachers who are one of the main pillars of the society have been showing less interest or extending their career without satisfaction or giving importance to complete the syllabus rather than focussing their views on the merits/demerits of the pupils. So the investigator feeling that this is the right hour to take this task, he started investigation on this.

II. STATEMENT OF THE PROBLEM
To find out the job satisfaction of the teachers at the present atmosphere and the quality of their career the investigation was carried out on the problem ‘Job satisfaction of teachers joining prior or later to April 2003’ by the investigators.

III. OBJECTIVES OF THE STUDY
1) To identify the teachers’ personal information of two groups i.e; joining earlier or later than April 2003.
2) To determine the teachers’ job of two groups i.e; joining earlier or later than April 2003.
3) To compare the teachers’ job satisfaction between those who joined before April 2003 and after April 2003.
4) To know the students’ view on their teachers’ contribution and attitude towards their profession.
IV. HYPOTHESES OF THE STUDY

1) There will not be significant difference between the two groups of teachers in extending their educational services to the children.
2) There will not be significant difference between the two groups of teachers` satisfaction towards their profession.

V. RESEARCH METHODOLOGY

The investigator adopted ‘Descriptive survey method’ to analyze this problem. He randomly selected the sampling units (teachers) from very few schools in Tamilnadu. He used ‘descriptive statistics’ to calculate mean, median and standard deviation and also used differential statistics for ‘t’ test.

a) Sample
A group of 20 teachers who joined government service earlier to April 2003 and another group of teachers who joined government service after April 2003 were selected here for the sample for the study.

b) Tools used for the study
i) A self explanatory questionnaire supplied to both groups of teachers.
ii) An interview to the students expressing their views on their teachers attitude and job satisfaction on their career.

c) Data gathering process
The investigators supplied the questionnaires to the teachers in person and collected their responses and they also held interview to the students individually on their teacher’s activities towards their profession. The questionnaire was designed for this study in Likert 5 point scale pattern. For favourable items the scores are given as 5-S.A; 4-A; 3-N.O; 2-D.A; 1-S.D.A, for the unfavourable items the scores are awarded in the reverse order.

VI. ANALYSIS AND INTERPRETATION

Table-1- General scores of both groups of teachers( Joined in govt/- service before/after April 2003)

<table>
<thead>
<tr>
<th>Class interval</th>
<th>F</th>
<th>D</th>
<th>D²</th>
<th>FD</th>
<th>FD²</th>
<th>C.F</th>
</tr>
</thead>
<tbody>
<tr>
<td>240-249</td>
<td>1</td>
<td>-4</td>
<td>16</td>
<td>-4</td>
<td>16</td>
<td>1</td>
</tr>
<tr>
<td>250-259</td>
<td>1</td>
<td>-4</td>
<td>16</td>
<td>-4</td>
<td>16</td>
<td>2</td>
</tr>
<tr>
<td>260-269</td>
<td>2</td>
<td>-3</td>
<td>9</td>
<td>-6</td>
<td>18</td>
<td>4</td>
</tr>
<tr>
<td>270-279</td>
<td>4</td>
<td>-1</td>
<td>1</td>
<td>-4</td>
<td>4</td>
<td>8</td>
</tr>
<tr>
<td>280-289</td>
<td>4</td>
<td>-1</td>
<td>1</td>
<td>-4</td>
<td>4</td>
<td>12</td>
</tr>
<tr>
<td>290-299</td>
<td>5</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>17</td>
</tr>
<tr>
<td>300-309</td>
<td>7</td>
<td>2</td>
<td>4</td>
<td>14</td>
<td>28</td>
<td>24</td>
</tr>
<tr>
<td>310-319</td>
<td>6</td>
<td>1</td>
<td>6</td>
<td>6</td>
<td>36</td>
<td>30</td>
</tr>
<tr>
<td>320-329</td>
<td>4</td>
<td>-1</td>
<td>1</td>
<td>-4</td>
<td>4</td>
<td>34</td>
</tr>
<tr>
<td>330-339</td>
<td>4</td>
<td>-1</td>
<td>1</td>
<td>-4</td>
<td>4</td>
<td>38</td>
</tr>
<tr>
<td>340-349</td>
<td>2</td>
<td>-3</td>
<td>9</td>
<td>-6</td>
<td>18</td>
<td>40</td>
</tr>
<tr>
<td>Total</td>
<td>N=40</td>
<td>-16</td>
<td>118</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

The significance was found out by using ‘t’ test in this study.
VII. FINDINGS

From this table, the calculated mean value is 305.4 and the standard deviation is 20.42. The skewness is 0.23 and ‘ku’ value is 0.21. So it is ‘leptokurtic’

This reflected that the teachers belonged to both groups have expressed the same degree of acceptance in rendering their educational serious to the children. Their attitude towards the improvement, development and upliftment of the children is highly positive. Both the group of teachers have shown their high degree of acceptance in the regard irrespective of CPS or GPF benefits. Few teachers who are just above 50 years of age and coming under the umbrella of CPS scheme have delivered their dissatisfaction on Government’s show process on this regard and their inability to have any loan facilities then and there as the teachers coming under GPF.

The calculated ‘t’ value 1.77 is less than the tabulated ‘t’ value 1.99 at 0.05 level of significance. This represents that almost all the teachers considered here from the both the groups have no difference in commitment, devotion and dedication towards their teaching profession and taking care of the pupils.

The investigator also noted their interest in attending the classes and pointed out both the group of teachers have shown much importance in attending their classes in time. It is also pointed out that the teachers are also much interested in making all their pupils to get through the Government (public) examination and at the time of publicity the ‘Result’ their interest, attitude, anxiety etc; are also so high. These are also the symbolic representation of their dedication towards teaching profession. Totally, it reflects that through the teachers under CPS scheme have some dissatisfaction psychologically on the scheme, there is no lack in their service.

The students also revealed that the teachers are very particular towards their responsibilities (teaching, conducting tests, valuing the scripts, announcing the ranks etc.) But few teachers under CPS scheme without pension used to reveal their pessimistic ideas on government steps in this regard and it is because of their ill fate. But generally the students concluded that they don’t perceive any difference among the two groups of teachers.

VIII. RECOMMENDATION

1. Teachers are the pillars of the nation. They are the moulders of the human being. They are doing a noble profession of shaping the clay (the students) a beautiful one. Their job has to be respected by everyone. There can’t be any other second thought. They should be fully satisfied psychologically. The government has the entire responsibility in this regard.

2. With regard to the GPF (The Old Pension scheme) the workers joined earlier to April 2003 have DCRG, EL, UEL, Pension and Family pension for few more years after their retirement have felt a complete secured status. But the teachers joined after April 2003 under CPS (new pension scheme) don’t have DCRG (a lump sum) pension, family pension benefits have felt unsecure.
3. It is expected that the Government has to concentrate on this view at the earliest and make all the employees to enrol under one scheme, the old pension scheme which makes the teachers to be fully satisfied and to execute their duty with enthusiasm.

**IX. CONCLUSION**

Generally speaking from the Gurukula system teachers have been highly respected. Their psychological satisfaction is a must for the benefit of the children. Their expedition of work should be with entire enthusiasm. So it is not only the teachers but all the government employees expect and request our government to take immediate steps in the very near future in order to rectify the lacuna among all the government employees.

**X. REFERENCES**


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