



A Study of Effect of Job Satisfaction on Marital Adjustment of Secondary School Teachers

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ABSTRACT

Teaching is a highly noble profession and teachers are always a boon to the society. The ultimate process of education could be simplified as a meaningful interaction between the teacher and the taught. Thus the teacher plays a direct and crucial role in moulding a pupil towards education. Teachers are the most important resources in a school. The main purpose of the research was to find out difference between job satisfaction and marital adjustment of secondary school teachers. The sample consisted of 100 secondary school teachers. The Job satisfaction scale for secondary school teachers by Dr. Meera Dixit and Marital Adjustment Questionnaire by Dr. Parmod Kumar and Kanchana Rohtagi were used to collect data. Result of the study indicated that female teachers adjusted more than male teachers.

Key Words: Job Satisfaction, Marital adjustment, Secondary School Teachers (male and female).

INTRODUCTION

Education is widely recognized as one indicator of development. One of the basic purposes of education is to produce trained human resource, which can overcome development impediments of a country. "Education is a process, a social function carried on and by the society for its own sake." Organizations today are facing challenges and opportunities due to constantly changing world of business. Werner (2007) states that "Social, Cultural, political, technological and global forces challenge organizations to redefine their strategies." None of the field is left untouched by these changes. So, every organization needs to recognize that the human element and organization are synonymous. For the success of any organization committed and satisfied human resources considered as the most important assets where as the non- committed and dissatisfied workers are the biggest liabilities as it leads to absence of enrichment, fulfillment in their life and work. Steers (1977) stated that "individuals enters the organization with specific skills desires and goals and expect a work setting where they can use their skills satisfy their desires and achieve their goals." The educational organizations are one of the most important organizations of any nation as they oversee issues on the national agenda. Their effective functioning depends firmly on its societal expectation. No civilized society is believed possible for an individual to be fit for adult life if he does not have some degree of formal education. The teacher should be an integrated individual, skilled in the art and science of

human relations and conscious of the wide variety of behavior patterns in the world of which he may have to adjust.

JOB SATISFATION

Teacher job satisfaction has been measured by teacher's work performance, including teacher's involvement, commitment and motivation on the job. The quality of its citizens depends not exclusively, but in critical measure upon the quality of education. The quality of education depends, more than any other single factor, upon the quality of the teachers. A school may have excellent material resources –equipment building, library, laboratory and other essential teaching learning facilities along with a curriculum appropriately devised to suit the community needs. But if the teachers are misfit or indifferent, the whole programme is likely to be ineffective and wasted. According to Gupta, et. al. (2012) examined the job satisfaction of secondary school teachers in relation to their gender, locality, qualification, experience, and type of schools. The results showed that there was a significant difference in job satisfaction between male and female teachers. It also showed that female teachers were more satisfied than the male teachers. **Ahmad, et. al. (2016)** studied the level of job satisfaction among Indian pharmacists, and factors associated with job satisfaction. The satisfaction rate of pharmacists was 17.5%. In this study, pharmacists were not satisfied with their jobs. In another study **Mondal and Saha (2017)** studied the effect of personality and emotional intelligence on job satisfaction of secondary school teachers of west Bengal. Result showed that high emotional intelligent teacher possesses high level of satisfaction than that average as well as low level emotional intelligent teacher. The study also indicated that conscientious and agreeable teachers are highly satisfied with their job whereas neurotic teachers did not satisfy with their teaching job.

MARITAL ADJUSTMENT

According to Coleman, J. C. - "Adjustment is the outcome of the individual's attempt to deal with stress and meet his needs also, his efforts to maintain harmonious relationship with the environment"

Marriage is more important in society to solve our social, cultural, personal and sexual problems. Landis (1954) Marriage and family are not optional they are necessary. They meet Maries deepest needs "Marriage provides a person an opportunity for a secure and protected satisfaction of his needs for companionship, affection and sexual expression. It involves the most intimate types of emotional relationship between two individuals. Journal of consulting and clinical psychology (1969) in marriage we take the positive for granted and focus on condemning the negative.

It is also defined as a response to stress. The person both husband and wife must learn to live together to share, compromise, accommodate, adjust and plan. There are two elements in marriage. One is bodily (sexual wish etc) and another is divine (love, respect, adore etc.). Towards the end of the life both elements are coming closer and closer and at a particular point of time the later aspect (love, respect, adore etc.) becomes quite evident. Marriage is purely the highest of all human interaction and therefore must never be entered into carelessly

(Ramcharan, 2008). Sinha and Mukerjee (1990) define marital adjustment as the state in which there is an overall feeling in husband and wife of happiness and satisfaction with their marriage and with each other. It therefore calls experiencing satisfactory relationship between spouses characterized by mutual concern, care, understanding and acceptance. Hashmiteal (2007) showed highly significant relationship between marital adjustment, depression and stress. The result further showed that married woman had to face more problems in married life as compare to non – working married woman. **Pal (2017)** studied the marital adjustment of working and non-working married women of Lucknow city. The result showed that working married women face more adjustment problems in their married life as compared to non-working married women. **Brauah et. al. (2016)** studied on adjustment of secondary school teachers as well as to compare the adjustment of male and female, urban and rural, trained and untrained, married and unmarried, experienced and inexperienced secondary school teachers of Dibrugarh district. The study revealed that majority of teachers had good level of adjustment. Male and female teachers did not differ in adjustment. As well as, no significant differences existed between urban and rural, trained and untrained secondary school teachers of Dibrugarh district. Marital status has no influence on their adjustment.

OBJECTIVES OF THE STUDY

1. To study the job satisfaction of secondary school teachers.
2. To study the marital adjustment of secondary school teachers.
3. To study the difference of job satisfaction of male and female teachers of secondary schools.
4. To study the difference of marital adjustment of male and female teachers of secondary school.
5. To study the relationship between job satisfaction and marital adjustment of secondary school teachers.

HYPOTHESIS OF THE STUDY

1. There exists no significant difference between job satisfaction of male and female teachers of secondary schools.
2. There exists no significant difference between marital adjustment of male and female teachers of secondary schools.
3. There exists no significant relationship between male and female teachers of secondary school teachers.

SAMPLE

In the present study the sample consists of 100 teachers which were selected from government schools of Rohtak district on the basis of random sampling techniques.

TOOLS

- **JOB SATISFACTION QUESTIONNAIRE (JSQ):** This tool was constructed by Dr. Meera Dixit. It was used to measure job satisfaction of teachers. This questionnaire consist 31 items related to four aspects, i.e. Satisfaction with work, Satisfaction with salary and security, Satisfaction with intuitional plans and policies and Satisfaction with authorities.
- **MARITAL ADJUSTMENT QUESTIONNAIRE (MAQ):** In the present study, Marital Adjustment Questionnaire was used to measure the marital adjustment of working women. This questionnaire was developed by Dr Kumar, P. and Dr. Rohatgi, K. This questionnaire consists of 25 highly discriminating ‘Yes-No’ type items.

STATISTICAL TECHNIQUES

The collected data were classified and tabulated in accordance with the objectives to arrive at the meaningful and relevant inferences by using mean, standard deviation, t- test and correlation.

RESULTS AND INTERPRETATION

Table 1: Scores of job satisfaction of secondary school teachers

Sr. No	Raw scores of secondary teachers	Level of satisfaction	Total Teachers
1	93-137	Very low	60
2	141-144	Low	11
3	148-154	Average	12
4	164-175	Good	15
5	192-240	High	2

Scores of job satisfaction of secondary school teachers in table-1 which shows that out of 100 teachers only 2 are highly satisfied, 15 are satisfied at good level, 12 are satisfied at average level, 11 are satisfied at low level and 60 teachers are satisfied at very low level of their job satisfaction.

Table 2: Scores of marital adjustment of secondary school teachers

Raw scores of teachers	No. of teachers	Level of satisfaction
23 and above	60	Good
22	19	Average
Less than 22	21	Low

Table- 2 shows that out of 100 teachers 60 are satisfied at good level, 19 are satisfied at average level and 21 are satisfied at low level of their marital satisfaction.

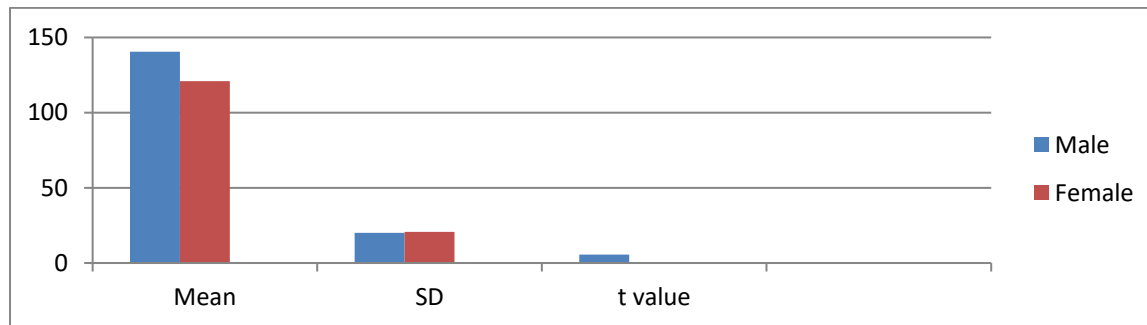
Table 3: Mean, SD and ‘t’ value of male and female schools teachers towards job satisfaction

Gender	N	Mean	S.D	‘t’ value
Male	50	140.5	20.063	5.661
Female	50	120.9	20.753	

*significant

Table- 3 which shows that the ‘t’ value (5.661) is calculated for the main effects of job satisfaction of male and female of Senior Secondary schools teachers. As the calculated value of ‘t’ is found to be more than the table value of ‘t’ at the both levels of significance. Therefore the calculated ‘t’ ratio is found significant.

Figure -1



Mean, SD and ‘t’ value of male and female schools teachers towards job satisfaction

Table- 4: Mean, SD and ‘t’ value for male and female schools teachers towards marital adjustment

Gender	N	Mean	S.D	t-value
Male	50	22.76	3.22	0.841
Female	50	22.82	2.73	

*not significant

Table- 4 which shows that ‘t’ value calculated for the main effects of male and female on attitude towards marital adjustment of senior Secondary schools teachers come out to be 0.841. As the calculated value of ‘t’ is found to be more than the table value of ‘t’ at the both levels of significance. Therefore the calculated ‘t’ ratio is found not significant.

Figure- 2

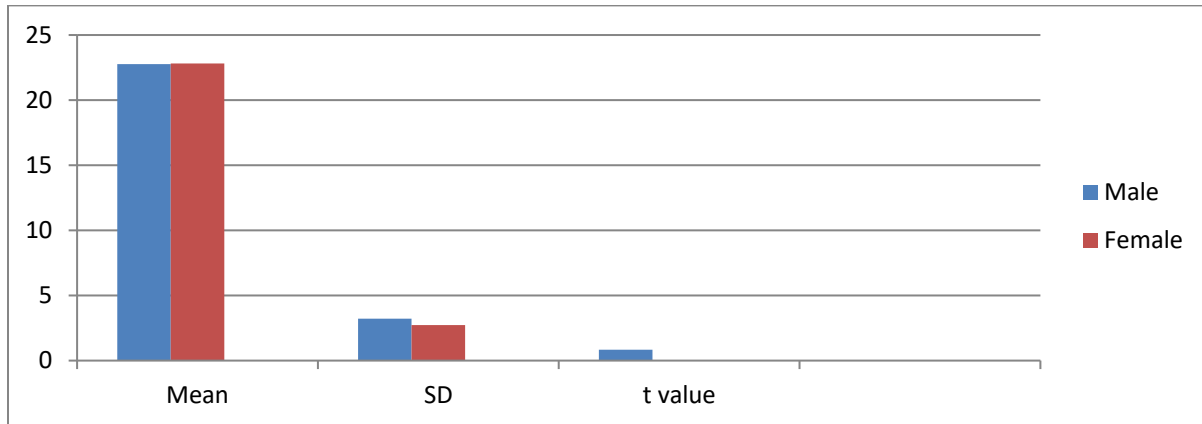


Table 5: Mean, SD and ‘r’ value for job satisfaction and marital adjustment of school teachers towards relationship

Variable	N	Mean	S.D	r-value
Job satisfaction	100	130.7	22.57	0.052
Marital adjustment	100	22.79	1.48	

*Not significant

Result presented in table 5 indicated statistical calculations for obtaining value with regard to attitude towards marital adjustment among male and female senior secondary schools teachers. It shows that ‘r’ value calculated for the main effects of male and female on attitude towards marital adjustment of senior Secondary schools teachers come out to be 0.052. The calculated ‘r’ ratio is found not significant. So the null hypotheses there exists no significant relationship between male and female teachers of secondary school teachers is **accepted**.

DISCUSSION

The purpose of the study was to find out the relationship between job satisfaction and marital adjustment of male and female Senior Secondary school teachers of Rohtak district. In accordance with analysis done and interpretation made of the data following conclusion is made; there is no significant relationship between job satisfaction and marital adjustment of Govt. male and female school teachers. There is no significant difference of marital adjustment between male and female Govt. school teachers. The results also revealed that there is significance difference of job satisfaction among male and female Govt. school teachers.



CONCLUSION

Thus, it can be concluded that there are differences in the adjustment of male and female secondary school teachers. The findings of the study indicate that female school teachers have to face more difficulties in adjustment than male secondary school teachers. The study concluded that there is no significant difference in relationship among job satisfaction and marital adjustment of Govt. male and female school teachers.

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