

# TEACHING COMPETENCY AND JOB SATISFACTION OF HIGH SCHOOL TEACHERS IN SOCIAL SCIENCE IN TRIMESTER PATTERN

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## ABSTRACT

*This study aims to describe about the correlation between teaching competency and job satisfaction of high school teachers in social science in trimester pattern. Teachers play an important role in the progress and welfare of a society. The investigator has framed objectives of the study, and formulated hypotheses related to the objectives. Simple random sampling technique is used to select the sample randomly from Chennai, Kanchipuram and Thiruvallur District. A scale on Job satisfaction and Teaching competency were adopted by the investigator. 't', F, Chi square and correlation techniques were used to analyse the data collected. It was found that the high school teachers in social science in trimester pattern are having medium level of teaching competency and job satisfaction. Further, it was found that the teaching competency and job satisfaction are correlated significantly.*

Key words: Teaching competency, job satisfaction, Trimester, High School Teachers, Social Science.

## INTRODUCTION

A teacher plays an important role in the progress and welfare of a society. A teacher is a member of the society. He/she lives and works in the society in view of his special responsibilities and roles, he is expected to rise above the average member of society. His general attitude in society should be of enthusiasm and optimism. He is expected to be guided by the ideals of democracy, secularism and socialism. He is to be sufficiently appreciative of the changing needs and problems of society and play a dynamic and positive role. A teacher play his role in society in two ways [a] inside the school by preparing students for effective citizens and [b] outside the school by assuming the role of a social worker and an agent of social change. However his role in the school is of vital significance.

## OBJECTIVES OF THE STUDY

- i. To find out the level of teaching competency and job satisfaction of high school teachers in social science in trimester pattern.
- ii. To find whether there is any significant correlation between job satisfaction and teaching competency of high school teachers in social science in trimester pattern.

- iii. To find whether there is any significant difference between male and female high school teachers in social science in trimester pattern in job satisfaction
- iv. To find whether there is any significant association between teaching competency of high school teachers in social science in trimester pattern and their
  - a. Educational Qualification
  - b. Age
  - c. Experience

## HYPOTHESES

*The following hypotheses are formulated based on the above objectives*

- i. There is no significant correlation between job satisfaction and teaching competency of high school teachers in social science in trimester pattern.
- ii. There is no significant difference between male and female high school teachers in social science in trimester pattern in job satisfaction
- iii. There is no significant association between teaching competency of high school teachers in social science in trimester pattern and their
  - a. Educational Qualification
  - b. Age
  - c. Experience

## SAMPLE

Simple Random sampling technique is used to select five hundred and eighty six (586) teachers working in various high schools in social science.

## Methodology

Survey method is used to collect the data from high school teachers working in twenty five schools in each district i.e. Chennai, Kanchipuram and Thiruvallur.

## Research Instruments

A scale on "Job Satisfaction" and "Teaching Competency" were adopted to collect the data from the samples.

## Statistical Techniques Used

Descriptive analysis, 't', 'F', Chi square and Pearson's correlation coefficient are used to analyse the data collected from the sample.

## Analyses

- i. There is no significant correlation between job satisfaction and teaching competency of high school teachers in social science in trimester pattern.

| Variable                                 | Correlation "r" value | Remarks at 5% level |
|--|-----------------------|---------------------|
| Job satisfaction and Teaching competency | 0.696                 | Significant         |

(At 5% level of significance, for df 585, the table value of 'r' is (0.062 )

It is inferred from the above table that the calculated value of 'r' (0.696) is greater than the table value of 'r' (0.062) for degree of freedom 585 at 5% level significance. Hence null hypothesis is *rejected*. Therefore, the job satisfaction and teaching competency of high school teachers in trimester pattern are correlated significantly.

ii. There is no significant difference between male and female high school teachers in social science in trimester pattern in job satisfaction.

| Variable         | Male N=202 |        | Female N= 384 |        | Calculated value of 't' | Remarks at 5% Level |
|------------------|------------|--------|---------------|--------|-------------------------|---------------------|
|                  | Mean       | SD     | Mean          | SD     |                         |                     |
| Job satisfaction | 111.98     | 12.514 | 111.72        | 12.117 | 0.241                   | S                   |

(At 5% level of significance, the table value is 1.96) *S - significant*

It is inferred from the above table that the calculated value of 't' (0.241) is less than the table value of 't' (1.96) at 5% level of significance for df 584. Hence the null hypothesis is *rejected*. Thus, the male and female school teachers working in high schools differ significantly in job satisfaction in trimester pattern.

iii. There is no significant association between teaching competency of high school teachers in social science in trimester pattern and their educational Qualification

| Variable            | Educational Qualification | Df | Calculated value of $\chi^2$ | Remark at 5% level |
|---------------------|---------------------------|----|------------------------------|--------------------|
| Teaching Competency | Under graduate            | 4  | 2.564                        | NS                 |
|                     | Post graduate             |    |                              |                    |
|                     | M.Phil                    |    |                              |                    |

(At 5% level of significance, for (4) df the table the table value ' $\chi^2$ ' is 12.59)

**NS- Not significant**

It is inferred from the above table that the calculated value of ' $\chi^2$ ' (2.564) is less than the table value of ' $\chi^2$ ' (12.59) for degree of freedom 4 at 5% level of significance. Hence null hypothesis is *accepted*. Thus,

the educational qualification of high school teachers and their teaching competency did not associate significantly .

iv. There is no significant association between age and teaching competency of high school teachers in social science in trimester pattern .

| Variable            | Age | Df | Calculated value of $\chi^2$ | Remark at 5% level |
|---------------------|-----|----|------------------------------|--------------------|
| Teaching Competency | 1   | 4  | 1.318                        | NS                 |
|                     | 2   |    |                              |                    |
|                     | 3   |    |                              |                    |

(At 5% level of significance, for (4) df the table the table value ' $\chi^2$ ' is 12.59)

**NS- Not significant**

It is inferred from the above table that the calculated value of ' $\chi^2$ ' (1.318) is less than the table value of ' $\chi^2$ ' (12.59) for degree of freedom 4 at 5% level of significance. Hence null hypothesis is *accepted*. Thus, the age and teaching competency of high school teachers in social science in trimester pattern did not associate significantly .

v. There is no significant association between experience and teaching competency of high school teachers in social science in trimester pattern.

| Variable            | Experience | Df | Calculated value of $\chi^2$ | Remark at 5% level |
|---------------------|------------|----|------------------------------|--------------------|
| Teaching Competency | 1          | 4  | 5.901                        | NS                 |
|                     | 2          |    |                              |                    |
|                     | 3          |    |                              |                    |

(At 5% level of significance, for (4) df the table the table value ' $\chi^2$ ' is 12.59)

**NS- Not significant**

It is inferred from the above table that the calculated value of ' $\chi^2$ ' (5.901) is less than the table value of ' $\chi^2$ ' (12.59) for degree of freedom 4 at 5% level of significance. Hence null hypothesis is *accepted*. Thus, the experience and teaching competency of high school teachers in social science in trimester pattern did not associate significantly .

## FINDINGS

- i. 75.6% of high school teachers in social science in trimester pattern is found to be average in teaching competency. Therefore, it can be said that the Teaching competency of high school teachers in social science working in trimester pattern is average.
- ii. 65.2% of high school teachers in social science in trimester pattern is found to have average level of job satisfaction. Hence, the high school teachers in social science in trimester pattern is found to have an average level of job satisfaction.
- iii. The job satisfaction and teaching competency of high school teachers in social science in trimester pattern are correlated significantly.
- iv. Male and female school teachers working in high schools differ significantly in job satisfaction in trimester pattern.
- v. Experience and teaching competency of high school teachers in social science in trimester pattern did not associate significantly.
- vi. Age and teaching competency of high school teachers in social science in trimester pattern did not associate significantly .
- vii. Educational qualification and teaching competency of high school teachers in social science in trimester pattern did not associate significantly .

## SUGGESTIONS

- i. Since the job satisfaction and teaching competency of high school teachers are found to be average and correlated significantly, steps may be taken to find out the influencing factors in the schools of teachers' job satisfaction level. So that, it can improve the teaching competency of them.
2. Study may be conducted to find out the reasons behind the difference in teaching competency of male and female high school teachers in social science in trimester pattern.
3. Recent technological developments may be implemented in schools to enhance the teaching competency of the high school teachers.

4. Reforms may be brought in the existing system of evaluation, to enhance the students' achievement which in turn increase the job satisfaction level of the teachers.

5. Techno - Psycho pedagogical strategies may be introduced to the teachers in high schools , why because they are teaching the adolescent children.

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