

A COMPARATIVE STUDY OF JOB SATISFACTION AND DEPRESSION OF SENIOR SECONDARY SCHOOL TEACHERS OF DISTRICT MUKTSAR

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Abstract

Job Satisfaction and work related stress are important determinates of psychological disorder and may affect performance of the teachers. Depression is one of the very common psychological disorders among the teachers of 21st century. The sample of the study consisted of 100 senior secondary school teachers randomly selected from Mukatsar district only. The result reveals that Govt. school teachers are more satisfied rather than private schools. The finding is against the common notion that males face more depression because they are prone to outward world. This is also against the other common belief that females are commonly depressed and are prone to unwanted tension.

INTRODUCTION

People do not take teaching profession as serious as other professions i.e. medicine, law and engineering etc. even though teaching is also a profession in a technical sense probably, it has yet to attain the status of professionalism as other vocations. In our country, teaching is regarded something more than a job it is considered a mission more than a profession.

During the upnishadic period every teacher was an institution in himself, the teacher served the humanity and helped to shape the destiny of the society. The teacher was looked upon as “Guru”. In olden days, the situation relating to the teacher’s status and teacher-pupil relationship seems to have changed quite considerably. Teaching has become an unwanted profession in which only the discarded from the other professions generally enter. It is due to many unattractive and depressive conditions.

The present study entitled “**A comparative study of job satisfaction and depression of Senior Secondary School Teachers of district Muktsar**” will be conducted with a view to investigate the differences in Job Satisfaction and Depression of male and female Senior Secondary School Teachers on Govt. and Private basis and to find out the relationship between Job Satisfaction and Depression of male and female Senior Secondary School Teachers on Govt. and Private basis.

1.1. JOB SATISFACTION

Job satisfaction is the combination of two words job and satisfaction. Job is an occupational activity performed by an individual in return for a reward. Satisfaction refers to the way one feels about events, people and things satisfactions is a broad concept and varies with the type of relationship established, age as well as gender it measures the extent to which an individual is satisfied with his life in relation to the environment in which he lives.

A high quality teaching staff is the basic need of a successful educational system. Interaction between teachers and students is at the center of the educational process; attracting and high quality teachers are, thus a primary necessity for education in India. One step in developing a high quality faculty understands the factors associated with teaching quality and retention. One of these factors is job satisfaction, which has been studied widely by organizational researchers and has been linked to organizational commitment as well as to organizational performance. Because faculty are both the largest cost and the largest human capital resource of school system. Understanding factors that contribute to teacher satisfaction (or dissatisfaction) is essential to improve educational system.

1.2. DEPRESSION

The word 'Depression' is used in many contexts. It can be normal mood experience or isolated symptoms are disease process. For a doctor, depression means an illness that has a particular presentation, course and need a specific treatment.

In common parlance, we call it the "dark mood," Etymologically it means to be in "Low Spirits' According to the Oxford dictionary, depression is feeling of sadness, Low self- esteem, and inability to perform.

Depression is an emotional disturbance in which the physical and psychological aspects of stress appear closely intermingled. Many Psychological Disturbances also seem to represent form of failure to cope successfully with stressful experiences and their physical and emotional effects. If we have learnt to handle stress and Anxiety, our behavior remains within normal bounds. If not, we may slip across the line into abnormal behavior.

1.3. RELATIONSHIP BETWEEN JOB SATISFACTION AND DEPRESSION

Those who are worried about the lowering of the standard in education may look for the remedy in the Job Satisfaction in the teaching profession. A teacher may develop a general sense of dissatisfaction. When his vital needs are not fulfilled. Job Satisfaction and work related stress are important determinates of psychological disorder and may affect performance of the teachers. Depression is one of the very common psychological disorders among the teachers of 21st century.

1.4. NEED OF THE STUDY

Teaching profession is regarded as one of the noblest profession therefore imitative that those individuals who join the teaching line are dedicated and competent. They should have the right attitude towards their work. But today with the increase in number of schools the number of teacher is also increasing. All the individuals joining this profession are not competent teachers. They join the profession only as resort. They are not motivated towards teaching profession and they are not satisfied with their jobs

Job satisfaction is the extent to which a job provide general satisfaction to the worker, meets personal and professional need and go. Job satisfaction is the state and level of satisfaction which is a result of various interests and attitude of a person toward this job. It is defined at the extent to which people like (satisfaction) or dislike (dissatisfaction) their job. Job satisfaction is a general affective reaction that individuals exhibit in their job. Teacher is the heart and soul of educational process. Therefore teacher is an important factor in making the professional more functional. But teacher's now-days are not satisfied with their jobs and are facing more psychological disorders. That is why there is a great need to study job satisfaction and depression among male and female senior secondary teacher working on Govt. and Private basis. The present study is taken up with this aim.

1.5. STATEMENT OF THE PROBLEM

“A comparative study of Job Satisfaction and Depression of Senior Secondary School Teachers of district Muktsar”.

1.6. OBJECTIVES OF THE STUDY

1. To study the Job satisfaction of Govt. and Private Senior Secondary School teachers of district Muktsar.
2. To study the Job satisfaction of male- female Govt. Senior Secondary School teachers of district Muktsar.
3. To study the Job satisfaction of male-female Private Senior Secondary School teachers of district Muktsar.
4. To study the depression of Govt. and Private Senior Secondary School teachers of district Muktsar.
5. To Study the depression of male-female Govt. Senior Secondary School teachers of district Muktsar.
6. To study the depression of male-female Private Senior Secondary School teachers of district Muktsar.

1.7. HYPOTHESIS

1. There will be no significant difference in job satisfaction of Govt. and Private Senior Secondary School

teachers of district Muktsar.

2. There will be no significant difference in job satisfaction of male and female Govt. Senior Secondary School teachers of district Muktsar.
3. There will be no significant difference in job satisfaction of male and female Private Senior Secondary School teachers of district Muktsar.
4. There will be no significant difference in depression of Govt. and Private Senior Secondary School teachers of district Muktsar.
5. There will be no significant difference in depression of male and female Govt. Senior Secondary School teachers of district Muktsar..
6. There will be no significant in difference of male and female private Senior Secondary School teachers of district Muktsar.

1.8. SAMPLE OF THE STUDY

The sample of the study consisted of 100 senior secondary school teachers selected randomly from Mukatsar district only. Sample was divided in to two groups of 50 Govt. and 50 Private Senior Secondary School teachers.

1.9. SELECTED VARIABLES OF THE STUDY

Following are the selected variables of the study.

1. Job satisfaction
2. Depression

1.10. TOOLS/EQUIPMENTS

1. Job Satisfaction scale for Teachers by Dr. Amar Singh & Dr. T.R. Sharma (1986) was used.
2. Depression scale developed by Samuel E. Krug and James E. Laughlin (1984) was used.

1.11. STATISTICAL TECHNIQUES

The following statistical techniques were used to analyses the data.

1. Mean, Median, Mode
2. Standard deviation
3. T- test

CONCLUSION

In the present study researcher wanted to study the Job Satisfaction and Depression of Senior Secondary School teachers. The results are as following:-

1. There is no significant difference in Job Satisfaction of Govt. and Private Senior Secondary School teachers. Thus the hypothesis no.1 that there will be no significant difference in job satisfaction among Govt. and Private Senior Secondary School teachers is **rejected because in the Govt. school teachers are more satisfied rather than private schools.**
2. There is no significant difference in Job Satisfaction among male and female Govt. Senior Secondary School teachers. Thus the hypothesis no.2 that there will be no significant difference in job satisfaction of male and female Govt. Senior Secondary School teachers is **accepted because in the Govt. school both are satisfied with their job.**
3. There is no significant difference in Job Satisfaction among male and female private Senior Secondary School teachers. Thus the hypothesis no.3 that there will be no significant difference in job satisfaction of male and female private Senior Secondary School teachers is **retained because in the private school both are satisfied with their job.**
4. There is no significant difference in depression among male and female Govt. and Private Senior Secondary School teachers. Thus the hypothesis no.4 that there will be no significant difference in depression among Govt. and Private Senior Secondary School teachers is **rejected because in Private sector teachers are more depressed than Govt. sector.**
5. There is no significant difference in depression among male and female Govt. Senior Secondary School teachers. **Thus the hypothesis no.5 that there will be no significant difference in depression of male and female Govt. Senior Secondary School teachers is accepted.** This finding is against the common notion that males face more depression because they are prone to outward world. This is also against the other common belief that females are commonly depressed and are prone to unwanted tension. Overall Govt. teachers are not depressed.
6. There is no significant difference in depression of male and female Private Senior Secondary School teachers. Thus the hypothesis no.6 that there will be no significant difference in depression of male and female Private Senior Secondary School teachers is **rejected because females are more depressed than male in private senior secondary school.**

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