



# Career Contentment in Government and Private Residential Secondary Teachers in Visakhapatnam District

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## ABSTRACT

Teaching is society's most valuable occupation. It is the one profession that focuses energy and attention on our most precious resources - children and youth. Teachers have the opportunity to influence the lives of individuals regardless of their ethnicity, cultural background, socioeconomic status, or ability level. The objectives of the present study include working conditions, importance of supervision and satisfaction related to pay and allowances etc. in residential schools. Career contentment consists of total body of feeling about the nature of job promotion, nature of supervision etc. that an individual has about his job. The dependent variable includes career contentment, while independent variables include type of management, locality, medium, qualification and designation etc.

The study adopted a descriptive survey method of research by the researcher is explanatory in nature. An opinionnaire was constructed and standardised and then administered. The researcher has given the scores Yes, No and Can't Say to the responses. Five government and two private were randomly selected. The present study is limited to teachers alone working in residential schools in government and private mode. For the present investigation the sample consists of 125 teachers working in Government and Private residential secondary schools in Visakhapatnam district selected at random sampling method. For analyzing the data, frequency, mean, Standard deviation t -value were implemented to testify hypothesis. Major findings of this study are there is no significant difference between medium wise, age wise, qualification wise, Designation wise, experience wise, working with colleagues to that of school working conditions of residential teachers.

**Key Words:** Career Contentment, Cultural Background, Supervision, Designation

## 1. Introduction:

Teaching is one of society's most important occupations. It is the one profession that focuses energy and attention on our most precious resources - children and youth. Teachers have the opportunity to influence the lives of individuals regardless of their ethnicity, cultural background, socioeconomic status, or ability level. As such, teaching is the one profession that makes all other professions possible. The essential role of teachers has been summarized by Kozleski, Mainzer, and Deschler (2000): "Whether in special education or general education, there is growing evidence that the single most important influence in a student's education is a well-prepared, caring, and qualified teacher" (p. 1). While teaching is an essential profession, it is also one that is currently experiencing a great deal of external pressure.

## 2. Objectives of the Study:

- To study the working conditions in residential mode schools.
- To study the importance of supervision in residential schools.
- To educate the impact of colleagues behaviour in residential schools.
- To assess the satisfaction related to pay and allowances drawn.
- To create interest on career development in residential school teachers.
- To understand the impact of different variables effecting on teachers jobsatisfaction.

## 3. Hypotheses of the Study:

- There is a significant difference of age to that of job satisfaction of teachersworking in residential schools.
- There is a significant difference of gender to that of job satisfaction of teachersworking in residential schools.
- There is a significant difference of qualification to that of job satisfaction of teachers working in residential schools.

#### 4. **Significance of the Study:**

Teaching is one of the most widely distributed professions in our country. Teaching has been identified as a particularly stressful occupation. The development of a nation depends upon the quality of education imparted to its citizens, which in turn depends upon the quality of teachers. The quality of teachers is judged through his work and behaviour, which in turn depends upon how well a teacher is satisfied with him/her environment. The main aim of this study is to look into the issue for job satisfaction among government and private teachers. Job satisfaction consists of total body of feeling about the nature of job promotion, nature of supervision etc. that an individual has about his job. International research literature shows that the extent to which teachers are satisfied with their jobs and working conditions is likely to have significant consequences for the retention of teachers within the profession, for their approach to teaching, for the creation of collegial relations within a school, and for student outcomes (Crossman & Harris, 2006; Chaplain, 1995). If the sum total of influence of these factors gives rise to feelings of satisfaction, the individual has job satisfaction. Under such circumstances it is essential that the proper understanding concerning satisfaction emanating from the job life be obtained. Nowadays, there is, however, a general feeling that the teachers do not have satisfaction in their job. There seems to be growing discontentment towards their job as a result of which standard of education are falling. Teachers are dissatisfied in spite of different plans and programs, which have been implemented to improve their job.

#### 5. **Statement of the problem:** “Career Contentment in Residential School Teachers”.

6. **Design of the study:** The study will adopt a descriptive survey method of research by the researcher is explanatory in nature.

- (a) **Variables.** The following variables are considered for the present study:
- (b) **Dependent Variable.** Job Satisfaction among Secondary schoolteachers.
- (c) **Independent Variables.**
  - (i) Type of management- APSWR (Boys/Girls), APR (Boys/Girls), APTWR (Boys/Girls), PRIVATE (Boys/Girls),.
  - (ii) Locality- Rural/Urban.
  - (iii) Medium- Telugu, English.
  - (iv) Age- Below 45 years/ 45 & Above years.

- (v) Sex- Male/Female.
- (vi) Qualification- UG& Below/ PG& Above.
- (vii) Designation- TGT & Above/ PGT & Above.
- (viii) Experience - Below 15 years/ 15 & above years.
- (ix) Category - OC / BC / SC / ST.

## 7. The Research Tool:

Since the present investigation is related to the collection of information from the teachers regarding the strategies taken by them for effective classroom management, an opinionnaire was constructed with fifty items and standardised and then administered.

**Opinionnaire for Teachers Table-1:** The Details  
of the questionnaire

Sl. No.	Particular	Details
01.	Name of the tool	Job Satisfaction among Residential School Teachers
02.	Number of items	110 (One hundred and ten statements)
03.	Nature of items	General statements divided under VI related subheads
04.	Weightages to the alternatives	3,2,1.

## 8. Construction of the Tool:

The opinionnaire consists of 110 statements. The researcher has given the scores Yes, No and Can't Say to the responses.

## 9. Population and sampling:

There are about 5204 different schools of which 578 are high schools where residential schools are around 25 in Visakhapatnam district. Among them 7 schools of which 5 are government and 2 private will be randomly selected. The present study is limited to teachers alone working in residential schools in government and private mode.

## 10. Sampling:

For the present investigation the sample consists of 125 teachers working in Government and Private residential secondary schools in Visakhapatnam district selected at random sampling method. Some variables Name of the school, type of management, locality, medium, age, sex, qualification, designation, experience and category of the teachers only were considered.

### 11. Data collection:

Data collection of the present investigation was made on a sample of 125 teachers working various residential mode Government and Private schools selected particularly for the study in Visakhapatnam district. The investigator approached the school teachers of various governmental and private organizations. The research study was conducted to check the comprehensibility of research suitability of the opinionative incorporated in the package of tools by the investigator besides the demographic data sheet (DDS).

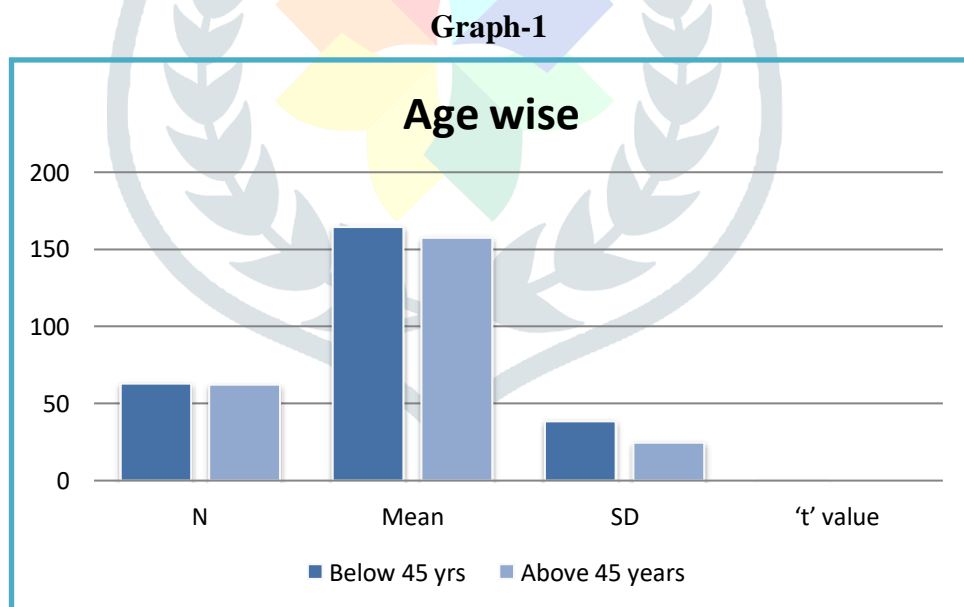
### 12. Statistical Techniques Used:

For analyzing the data, frequency, mean, Standard deviation t -value were implemented to testify hypothesis regarding demographic and professional variables on all the components of study, The data was scored with the help of hand calculator as well as the computer with SPSS package. Computation of means, standard deviation, t-scores, was made to study the demographic variables and professional variables with all the components of study.

### 13. Interpretation of the data:

The collected data was item analysed and interpreted. The interpretation of the data is enumerated as following.

- (a) There is a significant difference of age to that of job satisfaction of teachers working in residential schools.

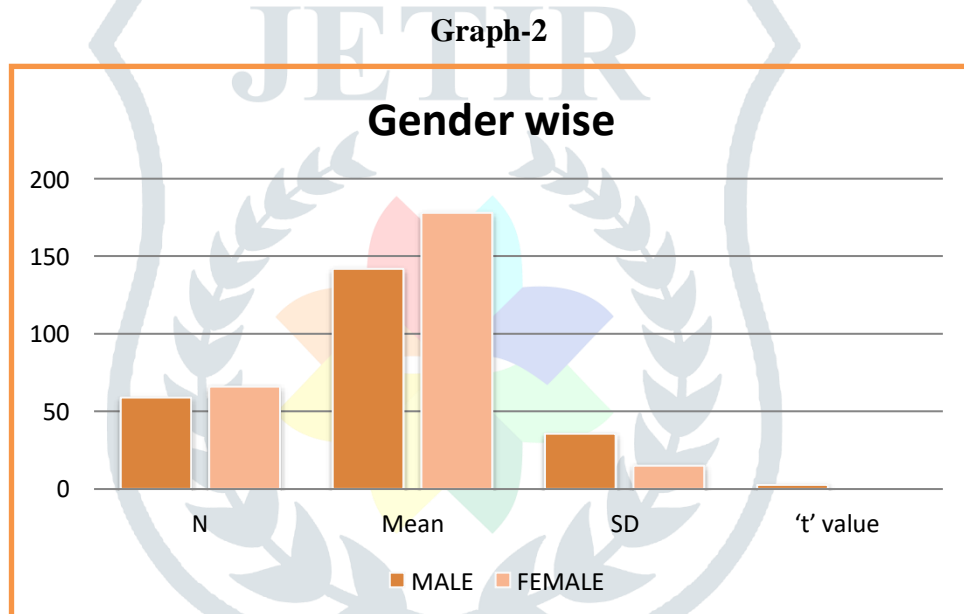


**Table-2:** Statement showing the mean, S.D and 't' value of job satisfaction of teachers belongs to different age who is working in residential schools

AGE	N	Mean	SD	't' value
Below 45 yrs	63	164.39	38.48	0.194
Above 45 years	62	157.37	24.55	

From the above table, it is noted that the calculated 't' value 0.194 is less than the tabulated 't' value 1.98 at 0.05 level of significance. So the hypothesis, based on the age is not accepted. Consequently it is concluded that there is no significant difference in job satisfaction of teachers working in residential schools belongs to different age.

(b) There is a significant difference of gender to that of job satisfaction of teachers working in residential schools.

**Table- 3:** Statement showing the mean, S.D and 't' value of job satisfaction of Male and Female teachers working in residential schools.

GENDER	N	Mean	SD	't' value
MALE	59	141.93	35.7	2.63
FEMALE	66	178	15	

From the above table, it is noted that the calculated 't' value 2.68 is more than

the tabulated ‘t’ value 1.98 at 0.05 level of significance. So the hypothesis, based on the demographic variable of gender, is accepted. Consequently it is concluded that there is a significant difference in the job satisfaction of male and female teachers working in the residential schools.

(c) There is a significant difference of qualification to that of job satisfaction of teachers working in residential schools.

Graph-3

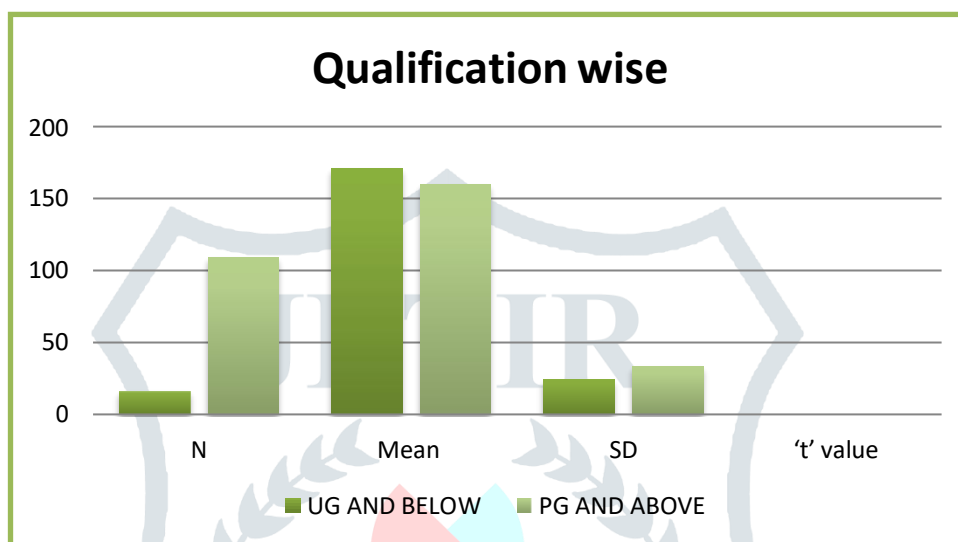


Table- 4: Statement showing the mean, S.D and ‘t’ value of job satisfaction of teachers belongs to different qualifications working in residential schools.

QUALIFICATIONS	N	Mean	SD	‘t’ value
UG AND BELOW	16	170.93	24.10	0.11
PG AND ABOVE	109	159.73	33.32	

From the above table, it is noted that the calculated ‘t’ value 0.11 is less than the tabulated ‘t’ value 1.98 at 0.05 level of significance. So the hypothesis, based on the qualifications is accepted. Consequently it is concluded that there is no significant difference in the job satisfaction of teachers working in residential schools belongs to different qualifications.

**14. Major Findings:** Major findings of this study are enumerated below.

- There is no significant difference between medium wise, age wise, qualification wise, Designation wise, experience wise, working with colleagues to that of school working conditions of residential teachers.
- There is a significant difference of teachers locality wise, gender wise, supervisors' supervision to that of school working conditions wise, teaching to that of school working conditions wise, Pay and allowances to that of school working conditions wise, career advancement to that of school working conditions wise of the residential teachers.
- The results reveal that most of the demographic variables show that there is no significant difference among teachers working in residential schools with respect to teaching aptitude.
- The results reveal that some of the independent variables show that there is a significant difference among teachers working in residential schools with respect to Job Satisfaction.
- The study managed to establish that majority of the teachers in Residential schools in Visakhapatnam were satisfied with their job.
- The reasons for low job satisfaction included the medium of the schools, age of the teachers, qualification developed by the teachers, Designation acquired by the teachers, experience gained by the teachers etc.
- Further findings indicate that very few teachers were either very satisfied or extremely satisfied with the facilities provided.

**15. Limitations of the study:**

- There are about 25 above Residential schools in Visakhapatnam district. Among them Seven (7) schools will be randomly selected.
- The study has been limited to 125 teachers working in rural and urban schools at random selection. These randomly selected teachers only were asked to attempt the opinionative.
- The study is limited to find Job Satisfaction among Residential School teachers only.



- The city of Visakhapatnam being a large one with huge population having number of schools. As it is difficult to meet all the schools established the study has been restricted to only randomly selected schools belonging to plain mode of locality.
- The study is also limited to certain demographic variables like Name of the school, type of management, locality, medium, age, sex, qualification, designation, experience and category of the teachers. The study is divided into 6 related areas. Though there are still more variables and areas associated to know about the Job Satisfaction of teachers the data was collected only from a limited number and decided area as mentioned above that were put under conditions of study.
- Control method was used.

**16. Summary:** The study indicates that however much a school would improve in making available the institutional factors, a significant number of school teachers would still not be satisfied if the issue of better remuneration for teachers is not looked into. Stakeholders in education should guarantee better job satisfaction by ensuring that teachers are properly remunerated. Majority of the head teachers suggested that the government should improve the infrastructure in the schools citing that most of the facilities are in a sorry state.

**17. Suggestions for further study:**

- A study on how learner characteristics influence teachers' level of job satisfaction in slum areas should be carried out.
- A study of factors influencing public school teachers' level of job satisfaction should be carried out in all counties to find out how they compare with each other.

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