

# A STUDY OF TEACHING APTITUDE AND JOB-SATISFACTION ON SCHOOL TEACHERS TEACHING IN GHAZIABAD BLOCK

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## ABSTRACT

*It is very difficult to say exactly, what is the influence of one's individuality over the things. But to develop and produce great individuals, the continued interference of other gentle and great personalities, is necessary. The present world needs highly effective teachers which very much depend on Teaching Aptitude. The study under investigation, has involved the technique of random sampling. For the purpose of present study the population ties in Ghaziabad district. In this study 160 teachers have been taken from 54 schools on the basis of randomization. All the schools are located in rural areas. Only government schools run by Basic Shiksha Parishad are included for the collection of data. Regarding the characteristics of a quality teacher, the educationist may vary but all agree that high level of Aptitude with Job Satisfaction goes to make a good teacher. Conclusion reached by data analysis indicated that Teaching Aptitude has positive relationship with job-Satisfaction but there is insignificant correlation between the two variables as male and female teachers.*

## INTRODUCTION

Since the beginning of earliest period till today if a study is made, it becomes clear that there is an important role of education in the development of human being evolution. According to time and place changes have been taking place in the pattern of education, In India there was 'Gurukul' arrangement in early days of history. There was a change in this blueprint in medieval time and in the present age its outline has been decided for all round development of the personality of human beings. Advancement of society depends on the adjustment of human being. Therefore quality of generosity, patience and forgiveness etc. should be developed in every human being. Every man must have the quality of making adjustment with others, only then wellbeing and improvement of society is possible.

It is very difficult to say exactly, what is the influence of one's individuality over the things. But to develop and produce great individuals, the continued interference of other gentle and great personalities is necessary. Here comes the function of teacher and it is why teachers and schools are required. Thus it becomes very important that quality of education and its contribution to national development more or less, much depends on the quality of teachers, their competencies and moral fiber.

There is a universal belief that the teaching aptitude of teachers has close relationship with the student's academic attainment and if a person is satisfied with his job, he gives his best to the work and thus job-satisfaction is directly related to the performance. In this view, it is considered necessary to study scientifically the relationship between the teaching aptitude and job-satisfaction of teachers. This can work as a powerful criterion for the selection of teachers and can help the administrators in recruiting better teachers.

## STATEMENT OF THE PROBLEM

The present world needs highly effective teachers which very much depend on Teaching Aptitude. The researcher believes that a teacher having high Teaching Aptitude can give best Academic Achievements to his students but here another factor of Job-Satisfaction also effects because only a job satisfied person can gives his best to his job. The problem states “**A study of Teaching Aptitude and Job-Satisfaction on School teachers teaching in Ghaziabad Block**”

## VARIABLE

Teaching Aptitude: A number of traits are required for being successful in teaching and this as a whole is called ‘the aptitude for teaching’. Thus, the high or low aptitude for teaching is in proportion to the number of traits, possessed by a person.

Job Satisfaction: A number of traits are required for being successful in teaching and this as a whole is called ‘the aptitude for teaching’. Thus, the high or low aptitude for teaching is in proportion to the number of traits, possessed by a person.

## OBJECTIVES

Find out the relationship between teaching aptitude and job satisfaction of teachers.

## SAMPLING TECHNIQUE

The study under investigation, has involved the technique of random sampling. For the purpose of present study the population ties in Ghaziabad district. In this study 160 teachers have been taken from 54 schools on the basis of randomization. All the schools are located in rural areas. Only government schools run by Basic Shiksha Parishad are included for the collection of data. It has been noticed that female teachers are not available in good number in the schools. Hence in the sample the number of male and female teachers is different. All the teachers are taken for the purpose of study from each school which is selected as sample from the population. The figure is shown in the following tables.

**Table- 1 Sample consisting of teachers**

S.No.	Name of the Block	No. of the teachers taken								
		Male			Female			Total		
		Science	Art	Total	Science	Art	Total	Science	Art	Total
1	Muradnagar	12	22	34	6	16	22	18	39	56
2	Loni	11	20	31	4	11	15	15	31	46
3	Rajapur	6	16	22	1	4	5	7	20	27
4	Bhojpur	6	12	18	4	9	13	10	21	31
Total		35	70	105	15	40	55	50	110	160

## TOOLS

For the present investigation the following psychological tools are used.

**1- Teaching Aptitude Test - Dr. Jaiprakash and Dr. R.P. Srivastava.** This test is meant for measuring the aptitude towards teaching profession. The scale has 10 sub-tests and total of 150 items. Each sub-test contains 15 items.

**Reliability:** The reliability of the test was calculated by split-Half Method using Guttman and Spearman-Brown Prophecy formulae which yielded the coefficient of correlations as + .891 and + .91. By Test-Retest method the reliability coefficient is found + .91. All these coefficients are high and therefore the test has a good reliability.

**Validity:** The validity of the test was secured by computing a coefficient of correlation between score on 200 pupil teachers, was +.5. The obtained validity coefficient is quite satisfactory

**2- Job Satisfaction Test - Dr. S.K. Saxena.** The questionnaire consists of 29 highly discriminating 'Yes-No' type items. There is no time limit for the questionnaire. However it takes approximately 20 minutes to complete it.

**Reliability:** The split-half reliability of the test applying Spearman- Brown formula is found .95. By Test- Retest method the reliability coefficient is .75. All those coefficients are sufficient high to make the test reliable.

**Validity:** The face validity of the measures is very high. The content validity is ensured as the items for which there has been 100% agreement amongst judges regarding their relevancy to the school teacher's Job Satisfaction are included in the questionnaire.

**Research design:** As mentioned, the research design, 2x2x2 and 3x3 columns are framed.

		Teaching Aptitude		
		High Teaching Aptitude	Low Teaching Aptitude	Total
Job Satisfaction	High Job Satisfaction			
	LOW Job-Satisfaction			
Total				

**Analysis and interpretation:** Relationship between Teaching Aptitude of Teachers (TAT) and their Job Satisfaction (JS)

**Table 2A (Teaching Aptitude of Teachers)**  
Frequency distribution of TAT scores of whole sample

N-160

Class interval	Frequencies	F%	Cumulative Frequencies	CF%	Smooth Frequencies
195-209	4	2.5	160	100	2.67
180-194	4	2.5	156	97.5	9.33
165-179	20	12.5	152	95.0	21.33
150-164	40	25	132	82.5	37
135-149	51	31.9	92	57.5	36.67
120-134	19	11.9	41	25.6	27.33
105-119	12	7.5	22	13.75	12.67
90-104	7	4.4	10	6.25	7.33
75-89	3	1.9	3	1.9	3.33

In table 2A the frequency distribution indicates the highest frequency 51 lies upon class interval of (135-149) which is in the middle of the class intervals and lowest frequency 3 lies upon (75-89). This indicates normal distribution of cases. 31.9% cases lies in the center and 2.5% in above and 1.9% cases lies in the lower class intervals respectively. It shows that the sample is normally distributed.

**Table 2B**  
**Central Tendency and variability of TAT Scores of whole sample**

Group	N	Mean	Median	Mode	SD	SEM	Skewness	Ku	Q1	Q2
Whole Sample	160	145	146	148	23.4	1.85	-.13	.09	133.7	160

Table 2B Mean and Median scores are 145 and 146 respectively. This indicates that there is not much variation within scores. These values verify that the sample taken for study represents the true population.

**Table 2C**  
**Showing the coefficient of correlation between the scores of teaching aptitude and job satisfaction for whole sample**  
N-160

Variables	Coefficient of Correlation (r)	Significant Value	
1. Teaching Aptitude 2. Job Satisfaction	0.103	0.155*	0.202**

\*Not Significant \*\* Not Significant

df. No = 158

The value of coefficient of correlation shows the relationship between two variables. The table (1) shows that the value of r is 0.103 between the scores of Teaching Aptitude and Job-Satisfaction. This value against the tabulated value 0.155 at 0.05 level is less. Hence, the relationship between the above two variables is positive but not significant. Further the same obtained value 0.103 is very less than the value 0.203 at the level of 0.01, So the relation of this level is quite not significant. In case the number of the cases is increased to a greater extent, it may be possible, the significant relationship between the above variable may be find out.

## CONCLUSIONS

Regarding the characteristics of a quality teacher, the educationist may vary but all agree that high level of Aptitude with Job Satisfaction goes to make a good teacher. Conclusion reached by data analysis indicated that Teaching Aptitude has positive relationship with job-Satisfaction but there is insignificant correlation between the two variables as male and female teachers.

## FOR FURTHER RESEARCH

The investigation with respect to Teaching Aptitude and Teachers' Job-Satisfaction is limited to Junior High School teachers with a sample of 160. The study will cover a bigger sample more than 1000 and will comprise various parts of the state. The further study will cover other variables along with teacher's Teaching Aptitude.

## REFERENCES

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