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- ❖ **Leadership and Russian Foreign Policy**
- ❖ **India-China Economic Relations**
- ❖ **Post-COVID-19 China**
- ❖ **India-US Defence Relations**
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THIRD CONCEPT

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correlation, one has to be aware that increased production of food grains is not only the outcome of adequate credit but also many other factors like timely and adequate monsoon, quality of power, timely application of labor, reasonable timely use of fertilizers, pesticides and weedicides, and the quality of soil and seeds. It is observed that the disbursement of loans by purpose indicates that all

types of banks have focused better on advancing of short-term loans rather than the term loans. Hence, all the financial institutions should come forward to extend the term loans to the agriculture sector rapidly. However, it can be concluded that the Commercial Banks are balancing well their investment portfolio in agricultural credit. ♦♦

Job Satisfaction of Secondary School Teachers

Dr. Karabi Kakati*

[The present study was conducted to study the job satisfaction of Secondary School teachers of Kamrup (Metro) and Kamrup (Rural) Districts of Assam. The sample comprised 400 Secondary School teachers which included male-female and urban-rural category. Vidhvirendra Mudgil, Prof. I.S. Mhor and Prabha Bhatia's Teachers' Job Satisfaction Scale (TJSS) was used to collect the data. The results indicated that there is significant difference in job satisfaction of male and female Secondary School teachers.]

Job satisfaction is a complex variable and is influenced by situational factors of the job as well as the dispositional characteristics of the individual. It is defined as the positive emotional response to the job situation resulting from attaining what the employee wants from the job. This implies that job satisfaction can be captured by either a one-dimensional concept of global job satisfaction or a multidimensional faceted construct of job satisfaction capturing different aspects of job satisfaction. Job satisfaction is a pleasurable emotional state of the appraisal of one's job, an effective reaction an attitude towards one's job.

No doubt job satisfaction is an attitude but one should clearly distinguish the objects of cognitive evaluation which are affective, beliefs and behaviours. Hence, job satisfaction is an attitude towards job taking into account feelings, beliefs and behaviours. According to Dictionary of Education, job satisfaction is the quality, state and level of satisfaction as a result of various interests and attitudes of a person towards his job. It is the desire with which employees view their work. It expresses the extent of match between the employer's expectations of the job and rewards that the job provides.

Job satisfaction is a set of favourable or unfavourable feelings and emotions with which

employees view their work. Job satisfaction is an affective attitude consists of feelings, thoughts and intention to act. It may be defined as overall attitudes towards the profession, which results from a balancing and summation of many specific likes and dislikes experienced in connection with the job. Job satisfaction typically refers to attitudes of a particular employee, but assessments of individual employee's satisfaction can be averaged over all members of an organization.

In this regard the investigator feels that a study of job satisfaction can provide information to educational administrators to help them understand the teachers in a better way and explore the best possible ways to maximize the career adjustment of the Secondary School teachers.

Objectives of the study

- To find out the job satisfaction of urban and rural secondary school teachers.
- To study the job satisfaction of secondary school teachers in relation to their gender

Hypotheses

- There is no significant difference in job satisfaction of urban and rural secondary school teachers
- There is no significant difference in job satisfaction of secondary school teachers in relation to their gender

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Method

Descriptive Survey method was adopted for conducting the present study.

Sample

A sample of 400 secondary school teachers from 40 schools (Kamrup metro and rural) were taken as sample of study out of which 95 were male and 75 were female from rural category. In the urban category, there were 150 male and 80 female teachers.

Sample of the study Table:1.1

Sl.	Gender	Rural	Urban	Total
1.	Male	95	150	245
2.	Female	75	80	155
		170	230	400

Tool

To collect the data 'Teachers' Job Satisfaction Scale' (TJSS) by Yudhvendra Mudgil, Prof. I.S. Mhar and Prabha Bhatia was used.

Statistical technique used

- o. Percentage technique
- o. T test.

Result and Discussion

Objective No.1:

To find out the job satisfaction of urban and rural secondary school teachers.

To find out the job satisfaction of teachers of urban and rural secondary schools, the investigator applied the "percentage technique" to calculate the level of job satisfaction according to locality.

Table: 1.2

Level of job satisfaction according to locality

Category	High	Average	Low	Total
Urban	30.50%	63.4%	6.1%	100
Rural	22.44%	69.3%	8.26%	100

The investigator applied the "t" test to know the significant difference between job satisfaction of urban and rural school teachers.

Table:1.3

't' value of Job Satisfaction of Urban and Rural School Teachers

Category	N	Mean	SD	df	t'	Remarks
Urban	230	670.2	34.03	398	2.69	*s
Rural	170	542.3	30.22			

Note: * s means significant at .01 level of confident interval

The result presented in the table 1.3 shows that difference exist between job satisfaction of urban and rural school teachers. The calculated "t" value of job satisfaction of teachers of urban and rural school is found 2.69 which is greater than critical value of 2.58 at .01 level of confidence interval. Hence, there is significant difference of job satisfaction of urban and rural school teachers.

Objective No.2:

To study the job satisfaction of secondary school teachers in relation to their gender

To study the job satisfaction of secondary school teachers in relation to their gender, the investigator used "percentage technique"

Table:1.4

Levels of Job Satisfaction according to Gender

Category	High	Average	Low	Total
Male	27.17%	60.2%	12.63%	100%
Female	30.10%	65.4%	4.5%	100%

In order to know the significant difference of job satisfaction of secondary school teachers in relation to their gender the investigator used "t" test technique.

Table:1.5

't' Value of Job Satisfaction according to Gender

Category	N	Mean	SD	df	t'	Remarks
Male	245	550.3	39.5	398	3.59	*s
Female	155	680.3	37.33			

Note: * s means significant at .01 level of confident interval

Table 1.5 reveals that difference exists between job satisfaction of male and female teachers.

The calculated "t" value of job satisfaction of male and female teachers is found 3.59. It is greater than the critical value of 2.58 at .01 level of confidence interval. So, there is significant difference of job satisfaction of male and female teachers. So, Ho2 stating "There is no significant difference in job

satisfaction of secondary school teachers in relation to their gender" is rejected.

Findings of the Study

1. Job satisfaction of secondary school teachers is different in different locality. The study shows that 30.50% secondary school teachers have high job satisfaction in urban area. It means they are fully satisfied with their job.
2. The present study shows that in urban area 63.4% teachers have average job satisfaction and 6.1% have low job satisfaction. It means 6.1% teachers are not satisfied with their job.
3. The study also reveals that 22.44% teachers have high job satisfaction in rural area. It means they are totally satisfied with their job.
4. In rural area, 69.3% teachers have average and 8.26% teachers have low job satisfaction in their locality.
5. The study also shows that difference exists in job satisfaction of urban and rural school teachers.
6. The study also shows that job satisfaction of male and female teachers is different. It means female teachers are more satisfied than male teachers in their job.
7. There is significant difference between job satisfaction of male and female teachers.

Conclusion

Job satisfaction is the fulfilment of one's expectation from job. It is a pleasurable or positive emotional state resulting from the appraisal of one's job experience. But the expectation of people may not be homogeneous. It may differ from person to person, place to place, job to job, context to context and organization to organization. So, job satisfaction cannot be generalized. From the academic perspective, workplace conditions, compensation, infrastructure and professional development affect the job satisfaction of the teaching faculty.

The present study has tried to discover the level of job satisfaction among the teaching faculty of Secondary Schools of Kamrup districts.

The study is expected to make an important contribution to the Secondary Schools of Assam to understand the job satisfaction level among the teaching faculty and help to increase the satisfaction level so as to retain good employees and ensure increase in the performance of the teaching faculty.

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