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A Study for Teachers Relationship Between Job Satisfaction and Mental Health Awareness

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Abstract

The present study was conducted to determine the relationship between job satisfaction and mental health awareness of teachers. A sample of 90 teachers (45 male and 45 female) working in the different schools of Ahmedabad was taken. The main findings of the study were (1) There is no sex difference in job satisfaction of teachers. (2) There is significant sex difference in total mental health awareness of teachers (3) There is positive relationship between job satisfaction and mental health awareness of teachers.

Key words : Job satisfaction, mental health awareness, teachers.

Introduction

A teacher occupies an important and unique place in the system of education. He is the heart and soul of this system and leads the students from the darkness of ignorance to the light of knowledge and understanding. He acts as a pivot for the transmission of intellectual traditions and help to keep the lamp of civilization burning. Thus the importance of a teacher for the community and educational system is very much evident.

Although teaching is profession, yet people do not think of a teacher as a professional worker like other professions such as medicine, law, engineering etc. Many consider it not a profession but a mission.

The problem of job satisfaction never arose during ancient times because it was a willing service which they used to render to the society and educational scene was quite different from what it is now. Job satisfaction is an individual attribute and it is the art which comes of the fulfillment of

the individual needs, which vary greatly from person to person.

Job satisfaction is the whole matrix of job factors that make a person like his work situation and be willing to head for it without distress at the beginning of his daily work. Job satisfaction is a combination of two words 'job' and 'satisfaction'. Job is an occupational activity performed by an individual in return for monetary reward, while satisfaction is a word which is difficult to define. Webster's dictionary of English language defines it as, "the act of satisfying or state of being satisfied." The contentment in possession and enjoyment and to satisfy the wants, wishes or desires and the full extent with what is wished for. According to Blum, "Job satisfaction is the result of various attitudes the employee holds towards his job related factors and towards life in general." Hoppock defines job satisfaction as a combination of psychological and environmental circumstances that cause a person truthfully to say, "I am satisfied with my job."

The concept of mental health is intrinsically complex. No single and simple formulae can be offered for reducing its rich variety to a dry definition. Though mental health has been a subject

of great attention to man, yet scholars do not agree on a single definition of it. However, they have tried to define mental health in various ways and approaches i.e. -

1. Harmonious development of personality
2. Satisfying interpersonal relationship
3. Personal and social adjustment
4. Personal qualities of the individual and
5. Emotional maturity

Hurlock has summarised the following factors as important ingredients of mentally healthy personality - Development of realistic evaluation of self, others, situations and achievement, acceptance of reality, responsibility, development of anatomy, emotional control, goal and other orientation, social acceptance and inculcation of a philosophy of life directedness.

Need and Importance

The need of the study is very clear. In our country, we know very little about the mental health awareness of teachers and their job satisfaction. This field has remained beyond the reach of research workers. The study will reveal how far the teachers are aware of the principles of mental health and how far they are satisfied in their jobs. The study will explore that how far the teachers' awareness about the principles of mental health is related to their job satisfaction.

The importance of awareness of the principles of mental health is commonly accepted. If the teachers are aware of the principles of mental health, they would be able to perform their job satisfactorily. But in our country, very little is known as to how far the teachers are satisfied in their jobs and how far the knowledge of the principles of mental health contributes to their job satisfaction. It is from this gap in our knowledge that the problem of the study has emerged.

Objectives

1. To study the difference between male and female teachers with regard to job satisfaction.

2. To study the difference between male and female teachers with regard to the awareness about various principles of mental health.
3. To study the relationship between mental health awareness and job satisfaction of teachers.

Hypothesis

1. There is no significant difference between male and female teachers with regard to job satisfaction.
2. There is no significant difference between male and female teachers with regard to the awareness about various principles of mental health.
3. There is positive relationship between mental health awareness and job satisfaction of teachers.

Experimental

Sampling was done at random. A sample of 90 teachers (45 male and 45 female) was taken from 10 schools of Ahmedabad district of Gujarat.

Tools Used

1. Self Job Satisfaction Scale prepared by researcher.
2. Mental Health Awareness Scale prepared by Dr. R. S. Patel.

Results and Discussion

The first hypothesis of the study was that, "there is no significant difference between male and female teachers with regard to job satisfaction." Table-1 shows that the difference between the mean scores of male teachers and female teachers is not significant at any level of significance. Hence, the above hypothesis stands confirmed i.e. there is no sex difference in job satisfaction of teachers.

The second hypothesis was that there is no significant difference between male and female teachers with regard to mental health awareness.

Table 1. Significance of mean difference between male and female teachers with regard to job satisfaction score

Category	N	Mean	SD	D	SED level	t-ratio level	0.05 level	0.01 level
Male	45	293.00	26.09					
Female	45	290.83	31.68	21.17	6.110	0.355	1.96	2.58

Table 2. Significance of mean difference between male and female teachers with regard to mental health awareness scores

Category	N	Mean	SD	D	SED level	t-ratio level	0.05 level	0.01 level
Male	45	464.10	38.40	15.62	6.664	2.34	1.96	2.58
Female	45	479.72	23.33					

Table-2 shows that the mean scores of male and female teachers with regard to mental health awareness is significant at 0.05 level of significance. So the hypothesis of no sex difference in mental health awareness is rejected.

2.Mohpatra and S.N. and Mishra, B. Co. (2000), Qualitative Education for Tribals Agenda and Problems, New Delhi, p.154-156.

The third hypothesis was that there is positive relationship between mental health awareness and job satisfaction of teachers.

The co-efficient of correlation between mental health awareness and job satisfaction is +0.475. Hence, the above mentioned hypothesis is confirmed.

Conclusions

In the light of above mentioned interpretation and discussion the following are the main findings of the study -

1. There is no sex difference in job satisfaction.
2. There is significant sex difference in mental health awareness.
3. There is positive relationship between job satisfaction and mental health awareness.

Educational Implications

In the light of the results of the present study, it is suggested that teachers must be provided with awareness about the principles of mental health to make them more satisfied in their jobs. Awareness may be provided by organizing pre-service and in-service education to the teachers. The importance of awareness of principles of mental health must be emphasized through media like newspapers, magazines, radio and television. This will help the teachers to feel satisfied in their jobs.

References

- 1.Patel, R. S. (2009). Socio-Economic Status Scale, Akash Manomapan Kendra, Ahmedabad : Jay Publications.