

TO STUDY JOB SATISFACTION AND DEPRESSION AMONG PRIMARY AND SECONDARY SCHOOL TEACHERS

Garva Neha Ramjibhai

Research Scholar, Department of Psychology
Shri Govind Guru University, Godhra
Email: nrgarva74@gmail.com ; Mo: 96388 80098

Abstract

The present investigation to find out the difference of Job satisfaction and depression between Primary School Teachers and Secondary School Teachers. The sample constructed of 120 Primary School Teachers and Secondary School Teachers. Out of them 60 Primary Male and Female Teachers, 60 Secondary Male and Female Teachers for this purpose of investigation. The research design is 2X2 factor factorial design. The IVs are (A) Type of Teachers has two levels (A1) Primary School Teachers; (A2) Secondary School Teachers, (B) Gender has two levels (B1) Male; (B2) Female. The DV is Job Satisfaction scale developed by Pramnodkumar and Depression Scale developed by Beck & Gujarati Translate by SP Uni was administered to measure their Job Satisfaction and Depression level. Scoring has been done as per manual. The data was analyzed by t test. Result was found that, there is no significant difference in the mean score of Job Satisfaction and depression of Primary and Secondary Teachers and male, female.

Keywords: Job Satisfaction, Depression, Primary and Secondary Teachers,

INTRODUCTION

Job Satisfaction:

Profession is the activity which is in the center of human life. Job Satisfaction is very important in any profession. Human fulfill their primary needs by profession. Satisfaction is the motivation which gives the force to complete work effectively. Human feels positive feeling after completion of needs properly and quickly. It is dangerous for the person and also the society both when the person does not feel job satisfaction. The variable which effects on job satisfaction are ability of person, attitude, interests, socio-economical status, its related to personal some other organizational variables are salary, training, transfer, promotion, load of work, organizational management, place of job, organizational environment, number of absences, manufacturer, etc.

Job satisfaction refers to the positive and negative feeling and attitudes we hold about our job. It depends on many work-related factors, ranging from our assigned parking space to age sense of fulfillment we get from our daily tasks. Personal factors can also influence job satisfaction, These factors include age health, length of job experience, emotional stability, social status, leisure activities, and family and other social relationships. Our motivations and aspirations, and how well these are satisfied by our work, also affect our attitudes toward our jobs

For some employees, job satisfaction is a stable, enduring characteristic, independent of the features of the job. Changes in job, pay, working conditions, and goals have little effect on the job satisfaction of these people. Their personal tendency toward happiness (satisfaction) or unhappiness (dissatisfaction) varies little over time and circumstances.

Definition of job satisfaction:

Hoppack introduced the term 'Job satisfaction' in 1953 in his book on job-satisfaction. Hoppack defined job satisfaction as 'any combinations of psychological, physiological and environmental circumstances that make a person say I am satisfied with the job.' The definition is vague in so far as there are many parameters used by Hoppack. According to Weiss and Cropanzano (1996), job satisfaction represents a person's evaluation of one's job and work context. This definition is still being debated. It captures the most popular view that job satisfaction is an evaluation and represents

Both belief and feelings, it is an appraisal of the perceived job characteristics and emotional experience at work. Satisfied employees have a favorable evaluation of their job, based on their observations and emotional experiences. Saleh (1981) states that job satisfaction is a feeling which is a function of the perceived

relationship between all that one wants from his job/life and all that one perceives as offering or entailing. The emphasis here is on all that one wants, whether it is important for self-definition or not.

Luthans (1989) states that job satisfaction is a pleasurable, or positive emotional state resulting from the appraisal of one's job, or job experience, and is the result of the employee's perception of how well the job provides those things which are viewed as important.

Importance Of Job Satisfaction:

The importance of job satisfaction is not only for its possible association with performance, absenteeism, turnover and accidents. There is a little dispute regarding its relation to the mental health of human beings. It is generally agreed that poor job satisfaction creates anxiety, headache, and depression from loss of appetite to psychosomatic states. On the whole it is true that a high level of job satisfaction produces distinctive records in the organization and the effects of job satisfaction are (1) willing co-operation among workers towards organizational objectives, (2) reduced labor turnover, waste and labor strike, (3) increased efficiency in attaining organization goals, (4) inverse relationship between job satisfaction and grievances, (5) loyalty to the organization, (6) good discipline or the voluntary conformance to the rules, regulations and orders, (7) strong organized stamina or the ability of the organization to take it during time of difficulty, (8) high degree of employee interest in job and the organization, (9) reasonable display of employee initiative and pride in the organization. Hence, job satisfaction is of great importance for the individuals, the organizations that employ them and the society as a whole. Dissatisfaction with one's job seems to have an especially volatile spillover effects. It is a symptom of deteriorating conditions in an organization.

Depression:

Depression is characterized as a mood disorder. There are four sets of the symptoms of depression namely emotional, cognitive, motivation and physical. A person need not have all of these to be diagnosed as depressed but the more symptoms he or she has, and the more intense the individual is suffering from depression. Sadness and rejection are the most silent emotional symptoms of depression. The individual feels hopeless and unhappy, he/she often has caring spells and many contemplate suicide. Equally preserve is loss of gratification or pleasure in life. Activities that used to bring satisfaction become dull and joyless; the depressed person gradually loss interest in hobbies, recreation, and family activities. The depressed person has negative thoughts, low self-esteem, the feeling of the hopelessness about the future, loss of motivation, change in aptitude, sleep disturbance, and loss of energy. According to the International Foundation for Research and Education on Depression (2005), the three main types of depression are major depression, dysthymia, and bipolar disorder. Depression is associated with a constellation of psychological, behavioral and physical symptoms as well (Cassano & Fava, 2002).

REVIEW OF LITERATURE

Bushara, Bano and Rajiv Kumar Jha, (2012), "Organizational Role Stress Among Public and Private Sector Employees: A Comparative Study", The Lahore Journal of Business 1:1 pp. 23–36. The aim of this study is to explore the differences in job-related stress, if any, between public and private sector employees, based on ten role stressors. It also examines the role of demographic variables on the stress levels of both public and private sector groups. Our methodology entails a survey of 182 public and 120 private sector employees in Uttar Pradesh, India, whose responses are measured according to an occupational role stress scale. We also use secondary data provided by the literature review. The sample was collected through convenience sampling. On applying the t-test and ANOVA test to the data, we find that both public and private sector employees face moderate levels of

stress. While there is no significant difference overall between public and private sector employees in terms of total stress levels, certain individual stressors—such as work experience and educational qualifications—do yield differences. The major limitation of this study is that it was conducted in Uttar Pradesh alone, while the work culture of organizations other than in Uttar Pradesh may be different.

Gaurav, G.D. and others, (2013) "Stress among unorganized sector workers in Vadodara city", International Journal of Research and Development of Health. Vol 1(4): 183-90. Background: Workers who are stressed are also more likely to be unhealthy, poorly motivated, less productive and less safe at work. Their organizations are less likely to be successful in a competitive market. Stress at work can be a real problem to the organization as well as for its workers. Aims: To study the sociodemographic aspect of un-organized workers and Psychological stress among them. Design and Setting: Cross-sectional study was conducted at construction site of Sumandeep Vidyapeeth during December-January 2012. Methods: Study included all 103 workers (45 male, 58 female) working at study setting. For data collection researchers were used instrument "The Stress Inventory Scale designed and developed by Gerard Hargreaves from the stress Management: The Essential Guide to Thinking and Working Smarter" for the measures of results in the present study. Results: Overall Mean score on stress level was 53.53 ± 9.305 (95% CI 51.72 to 55.62) where in Male and Female participants, it was

51.69 ± 9.803 (95% CI = 48.72 to 54.89) & 54.93 ± 8.7 (95% CI = 52.4 to 57.37) respectively. Almost 35.8% participants had “extreme high level stress” and 40.7% participants had “high level stress”.

Conclusion: Workers who are working in unorganized sectors have moderate to extreme level of stress. Organizational culture is one of the key factors in determining how successful an organization will be in managing work stress.

Christina, Mann Layne, (2001), “The relationship of occupational stress, psychological strain, and coping resources to the turnover intentions of rehabilitation counselors”, Ph.D thesis, p.p. 1-100, The Occupational Stress Inventory Revised Edition (OSI-R) and an Individual Data Form were used to determine the turnover intentions of rehabilitation counselors based on an interactive model of stress, strain, and coping. Occupational stress, strain, coping resources, and turnover intentions were examined in relationship with various demographic variables collected from a national sample of 982 members of the American Rehabilitation Counselors Association (ARCA). Demographic variables included age, gender, ethnicity, certification status as a Certified Rehabilitation Counselor (CRC), years of experience, practice setting, the number of clients on a counselor’s caseload, and the amount of hours worked per week. Data were collected through a mail survey, with a response rate of 67% (N = 657). However, of those respondents only 22% (N=145) had complete data and met the inclusion criteria. Inclusion criterion consisted of considering oneself to be employed full-time as a practicing rehabilitation counselor. Based on the usable data (N=145), respondents were on average 44 years old and Caucasian, with 63% being female.

Over half of the respondents were certified as rehabilitation counselors, with an average number of nine years of certification. The average number of years of experience as a rehabilitation counselor was approximately ten and respondents worked an average of 45 hours per week with an average caseload size of 88 clients. Path analysis was used to analyze causal relationships among turnover related variables. The hypothesized model included age, experience, number of clients on a caseload, occupational stress, strain, coping resources, and turnover intention. The tested model explained 37.5% of the variance in turnover intentions. The results suggest that the turnover intentions of rehabilitation counselors are meaningfully accounted for by variables contained in the model. Occupational stress produced the largest significant effect (B=.404) and had the most influence on turnover intentions. This indicates that it is occupational stress inherent in the job functions of rehabilitation counselors, and not individual coping resources or demographic variables that account for turnover in the field of rehabilitation. Therefore rehabilitation agencies should examine the roles that they place rehabilitation counselors in versus the individual characteristics of rehabilitation counselors in order to reduce turnover in the field.

OBJECTIVES

1. To study the level of job satisfaction among primary and secondary school teachers.
2. To study the level of job satisfaction among male and female school teachers.
3. To study the level of depression among primary and secondary school teachers.
4. To study the level of depression among male and female school teachers.

HYPOTHESES

Ho1: There is no significant difference of level of job satisfaction among primary and Secondary school teachers.

Ho2: There is no significant difference of level of job satisfaction among male and female school teachers.

Ho3: There is no significant difference of level of depression among primary and Secondary school teachers.

Ho4: There is no significant difference of level of depression among male and female school teachers.

Method:

Participates:

A sample of 120 Teachers (60 from Primary school teachers and 60 from secondary school teachers) was randomly selected from Ahmedabad city, Gujarat.

Instruments:

Job Satisfaction:

Teacher Job-satisfaction questionnaire (TJSQ) by Pramod kumar and D.N.Mutha (1996) were used. The questionnaire is consisted of 29 Items with “yes – No” type Items. The split-half reliability of the spearman-Brown formula is 0.95 with an index of reliability of 0.97. The face validity of measure is very high.

Depression:

Beack Depression Inventory (BDI)

The depression scale was made by Beck ward, Mendesion, Moch and Drbaug (1961). It is comprised of twenty one items. Although the inventory was designed as a clinical instrument but in practice it is frequently used to dichotomies subjects in to depressed and non-depressed groups. This inventory has test-retest reliability

coefficient ranging from 0.74 to 0.83 on different time intervals and positively correlated with hamilton depression rating scale with a person r of 0.71. Gujarati adoption by Sardar Patel University in Gujarat (1990). This is 4 point scale. Reliability and validity of Gujarati adoption was 0.86 and 0.65

Procedure:

After finalizing the instruments and receiving the consent of the teachers of primary and secondary school were requested to fill the TJSQ and BDI without Omitting and item. All the data analysis using statistical measures such as mean, standard Deviation, 't' test and person's product moment correlation.

Research Design:

The aim of present research was to a study job satisfaction and depression level among primary and secondary school teachers of Ahmadabad city of Gujarat. Selection for participates randommethod was used. In this study 120 teachers were taken out of 60 were government schools (30 male and 30 female teachers) and 60 were private school (30 male and 30 female teachers) were taken as participate.

RESULT AND DISCUSSION

The present study attempted to assess the level of job satisfaction of 120 primary and Secondary school teachers. The 't' test was applied for the purpose of statistical interpretation to test the significant. Result and discussion for the present study are follows:

Table: 1 The result obtained on the basic area of job satisfaction reveals significant difference teachers of primary and secondary schools.

Ho1: There is no significant difference of level of job satisfaction among primary and Secondary school teachers.

Group	N	Mean	S.D	't' Value	Level significant of
Primary school Teacher	60	22.12	5.81	3.32	0.01
Secondary school Teacher	60	18.65	5.62		

Significant at : 0.01 Level.

The teachers of primary schools received higher mean score **22.12** as compared to the teachers of secondary schools **18.65**. There has mean difference is **3.47** and standard deviation score of teachers of secondary schools received **5.62** and teachers of primary schools received **5.81** and the 't' value is **3.32**. There has significant difference among teachers of primary and secondary schools in depression. So we can say that job satisfaction of teachers of primary schools is higher than the teachers of secondary schools. It is clearly revealed from table-1 that there is a significant difference of job satisfaction on teachers of primary and secondary schools. In simple terms it can be concluded that **job satisfaction of teachers of primary schools is higher than the teachers of secondary schools.**

Table: 2 The result obtained on the basic area of job satisfaction reveals significant difference male and female teachers.

Ho2: There is no significant difference of level of job satisfaction among male and female.

Group	N	Mean	S.D	't' Value	Level significant of
Male	60	20.53	6.02	0.28	NS
Female	60	20.23	5.94		

Not Significant at

The male teachers received higher mean score **20.53** as compared to the female teachers **20.23**. There has mean difference is **0.3** and standard deviation score of female teachers received **6.02** and male teachers received **5.04** and the 't' value is **0.28**. There is no significant difference among male and female teachers in job satisfaction. So we can say that job satisfaction of male teachers is same as the female teachers. It is clearly revealed from table-2 that there is no significant difference of job satisfaction on male and female teachers.

In simple terms it can be concluded that job satisfaction of male teachers is same.

Table: 3 The result obtained on the basic area of depression reveals significant difference teachers of primary and secondary schools.

Ho1: There is no significant difference of level of depression among primary and Secondary school teachers.

Group	N	Mean	S.D	't' Value	Level of significant
Primary school Teacher	60	49.95	8.63	3.42	0.01
Secondary school Teacher	60	54.63	6.17		

Significant at : 0.01 Level.

The teachers of secondary schools received higher mean score **54.63** as compared to the teachers of primary schools **49.95**. There has mean difference is **4.68** and standard deviation score of teachers of secondary schools received **6.17** and teachers of primary schools received **8.63** and the 't' value is **3.62**. There has significant difference among teachers of primary and secondary schools in depression. So we can say that depression of teachers of primary schools is lesser than the secondary schools. It is clearly revealed from table-1 that there is a significant difference of depression on teachers of primary and secondary schools. In simple terms it can be concluded that depression of teachers of primary schools is lesser than the teachers of secondary schools.

Table: 4 The result obtained on the basic area of depression reveals significant difference male and female teachers.

Ho4: There is no significant difference of level of depression among male and female.

Group	N	Mean	S.D	't' Value	Level of significant
Male	60	50.25	9.07	2.95	0.01
Female	60	54.33	5.76		

Significant at: 0.01

The female teachers received higher mean score **54.33** as compared to the male teachers **50.25**. There has mean difference is **4.08** and standard deviation score of female teachers received **5.76** and male teachers received **9.07** and the 't' value is **2.95**. There has significant difference among male and female teachers in depression. So we can say that depression of male teachers is lesser than the female teachers. It is clearly revealed from table-2 that there is a significant difference of depression on male and female teachers. In simple terms it can be concluded that depression of male teachers is lesser than the female teachers.

SUMMARY OF THE FINDING

- The result show there is significant difference level of job satisfaction by cause types of school. For the primary school teachers mean score is higher and 't' value is significant at 0.01 level.
- **It means level of job satisfaction in primary school teacher is more than secondary school teachers.**
- The result show there is no significant difference in job satisfaction by cause of gender.
- It means level of job satisfaction in female is same.

LIMITATION OF THE STUDY

The study was conducted in only Ahmedabad city (Gujarat) one of the most limitation of this study is small sample size of 120 teachers from primary and secondary school. The finding made in the study may be biased participants in sample selection for this research random method was used. The present research is only a part of the study, thus generalization should not be consummated, and the scientific is not approached in the selection of sample.

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