



ISSN Print: 2394-7500
ISSN Online: 2394-5869
Impact Factor: 5.2
IJAR 2017; 3(7): 1179-1182
www.allresearchjournal.com
Received: 15-05-2017
Accepted: 16-06-2017

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Mental health and job satisfaction of government and private secondary school teachers

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Abstract

The study was designed to examine the mental health and job satisfaction of secondary school teachers working in government and private schools. The sample consisted of randomly selected 100 secondary school teachers (50 government teachers & 50 private teachers), aged 30-40 from various government and private schools of Sonipat district. Mental health battery developed & standardized by A.K. Singh & A.S. Gupta and Job satisfaction scale developed & standardized by Singh & Sharma were administered on the subject. The obtained data was analyzed in terms of mean, SD and 't' test to find out the significant difference in the mental health and job satisfaction of secondary school teachers working in government and private schools. The results of the study indicate that the secondary school teachers working in government schools have better mental health and job satisfaction than their counterparts.

Keywords: Mental health, job satisfaction, government and private secondary school teachers

Introduction

Teaching is the most arduous and complex profession in our society, and also an important job. It refers to activities that are designed and performed to produce changes in student's behaviour. It is both an art as well as science. A person designating teaching as an art believes that the teachers are born and they can't be prepared with the help of any training. But in the modern age, teaching is recognized as a science. It is designated as science because all the activities can be supervised and analyzed. So teaching is not an innate talent but can be nurtured by the teacher training institute. Thus, teaching is behaviour, an organized set of cognitive acts or operations of teaching, overt and covert, organized logically and meaningfully.

Modern system of education demands in-depth knowledge of subject content and divergent skills such as patience, leadership, creativity, administration, and counselling and media specialization and so on from teachers. Teachers have to keep themselves up-to-date with constant changes in educational research, development and policy to increase their productivity and quality performance at work. They have to achieve the set targets of success maintained by school authorities, fulfils the expectations and the needs of the children and their parent's to maintain their position secured especially in private sector. Various researches conducted in this field proved that private teachers had to work very hard to prove their capability, efficiency talent and productivity to secure their jobs as they are more answerable to their authorities. Failure to attain the set objectives put negative impact on the continuance of their job and amount of salary. Such a situation of heavy burden of work and pressure to do excel in every field of school activities (teaching and non-teaching), insecurity of job position, less salary, unhealthy and uncongenial environment of the school and unsupportive behaviour of the head, administrative interference and lack of appreciation for good work done leads them towards dissatisfaction, frustration, depression etc. and increases the feeling of stress, anxiety, insecurity, poor mental health and failure. Singh (2007) ^[11] studied the effects of stress on job satisfaction and work values among female teachers of secondary schools and found that stressed and dissatisfied teachers had less attachment with their institution and less dedication to their profession. Kumar *et al.* (2008) ^[6] revealed that job satisfaction depends on the individual expectation, needs and values of an individual. If a person is satisfied with his job, his mental health is intact, he delivers quality inputs and there are various other advantages.

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Mehta (2012) [8] concluded that there would be significant difference in the level of job satisfaction of Govt. and private school teachers. Galgotra (2013) [3] founded that government school teachers possess good mental health in comparison to private school teachers and sex has no effect on the mental health of teachers. He also concluded that job satisfaction has an effect on the mental health of the teachers. revealed that government teachers at elementary level enjoy better financial conditions, working conditions and management, job and personal security and Opportunities for development and promotion as compared to private school teachers. Behera (2014) [1] revealed that that there was a positive relationship between job satisfaction and mental health of mainstream school teachers. Laxman (2017) [7] concluded that permanent school teachers found significantly high job satisfaction than the temporary school teachers. He also revealed that temporary school teachers have high occupational stress. Research studies have widely discussed about the relationship between mental health, occupational stress and job satisfaction of teachers. The work done in this regard covers broad range of disciplines like elementary and secondary education, but less attention is paid to teachers working in private sector. Therefore, on the basis of reviewed literature, the present investigation was carried to compare the mental health and job satisfaction of government and private secondary school teachers.

Objectives

1. To study the mental health of secondary school teachers working in government and private schools.
2. To study the job satisfaction of secondary school teachers working in government and private schools.
3. To compare the mental health of secondary school teachers working in government and private schools.
4. To compare the job satisfaction of secondary school teachers working in government and private schools.

Hypotheses

1. There is a significant difference in the level of mental health of secondary school teachers working in government and private schools.
2. There is a significant difference in the level of job satisfaction of secondary school teachers working in government and private schools.

Sample

A sample of 100 secondary school teachers (50 government teachers and 50 private teachers) working in private and government schools of Sonipat district, Haryana were

chosen by random sampling technique. The age group of participant was 30-40.

Tools

Mental health battery standardized and developed by Singh & Gupta was used for the assessment of mental health of secondary school teachers working in government and private schools. The scale consists of 130 statements. The higher the score on the scale better is the degree of the mental health and vice-versa.

Job satisfaction scale developed and standardized by Singh and Sharma was used to assess the job satisfaction of college teachers of government and private colleges. The scale has a very wide acceptance in measuring psychological aspects of functioning in any profession. It consisted of 80 statements in the pilot study. After try out only 30 statements were retained in the final. The scale has been standardized on engineers, doctors and teachers. The higher is the score, the more satisfaction towards the job and the lower is the score shows less satisfaction towards the job.

Methodology

The present study was conducted on Government and private secondary school teachers in the age group of 30-40. The investigator herself visited the concerned schools on different dates and time. She met the principals and explained the purpose and the procedure involved in data collection and obtained written permission duly signed by them. The investigator approached the teachers on the dates already decided and rapport was established with them by exchanging introduction. Purpose and objectives of study were explained to them in brief. The teachers were told that these test and their results had nothing to do with their personal and professional lives. It was made clear to them that the answers and results will be kept confidential and will be used for research purpose only. Before the administration of questionnaires, the instructions given in the tests were explained to the subjects verbally so that the teachers give correct answers. Only those teachers who have more than 8 years of experience of their job were selected for the study.

Results

Table 1: Significance of difference for Mental health variable of secondary school teachers working in government and private schools (N=100)

The scores of mean, standard deviation and t-value of secondary school teachers working in government and private schools for mental health variable are given in the Table-1.

Table 1: Significance of Difference between secondary school teachers working in government and private schools for job satisfaction variable (N=100)

Sr. No.	Variable	Government secondary school teachers		Private secondary school teachers		't' value
		Mean	S.D.	Mean	S.D.	
1.	Mental Health	98.52	4.14	84.56	3.95	17.4**/**

*Significant at 0.01 level /** Significant at 0.05 level

Table-1 reveals that the 't' value 17.4 for the mean scores of mental health variable is significant at 0.01 and 0.05 level as calculated value is greater than the table value. Hence, it may be inferred on the basis of result that secondary school teachers of government schools have better mental health as

compared to private secondary school teachers. Hence, a hypothesis 1 of the study i.e. "There is a significant difference in the level of mental health of secondary school teachers working in government and private schools" was accepted.

The result of the present study is in agreement with Galgotra (2013) [3] who founded that government school teachers possess good mental health in comparison to private school teachers. Further his findings also revealed that job satisfaction has an effect on the mental health of the teachers.

Gorsy, Panwar and Kumar (2015) [4] revealed that significant gender differences exist among government

school teachers and male school teachers were found better on mental health than their female counterparts. Additionally, teachers posted at schools located under urban area were found higher on mental health as compared to teaches posted at schools located under rural areas.

Figure 1 depicts the mean scores of mental health variable of government and private secondary school teachers.

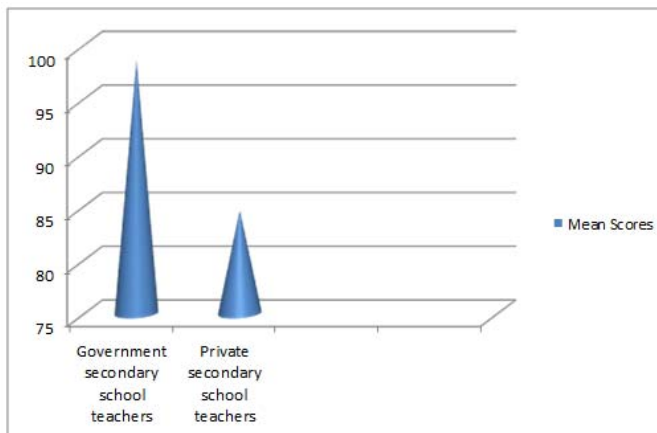


Fig 1: Mean scores of government and private secondary school teachers for Mental health variable

Table 2: Significance of difference for Job satisfaction variable of secondary school teachers working in government and private schools (N=100)

The scores of mean, standard deviation and t-value of secondary school teachers working in government and private schools for job satisfaction variable are given in the Table-2.

Table 2: Significance of Difference between secondary school teachers working in government and private schools for job satisfaction variable (N=100)

Sr. No.	Variable	Government Secondary school teachers		Private secondary school teachers		‘t’ value
		Mean	S.D.	Mean	S.D.	
1.	Job Satisfaction	236.40	31.28	208.12	29.57	6.36*/**

*Significant at 0.01 level /** Significant at 0.05 level

Table-2 reveals that the ‘t’ value 6.36 for the mean scores of job satisfaction variable is significant at 0.01 and 0.05 level as calculated value is greater than the table value. Hence, it may be inferred on the basis of result that government secondary school teachers have more job satisfaction as compared to private secondary school teachers. Hence, a hypothesis 2 of the study i.e. “There is a significant difference in the level of job satisfaction of secondary school teachers working in government and private schools” was accepted.

The result of present study is in agreement with Usmani *et al.*, (2006) [12] who revealed that there was a significant difference in the level of job satisfaction of teachers of government and private schools, where the government school teachers were highly satisfied than the private school teachers.

Mehta (2012) [8] revealed significant difference in the level of job satisfaction of Govt. and private schools teachers. Kumar (2015) [5] also concluded that a significant difference is found in satisfaction level of female teachers in relation to facilities provided by Government and private schools.

Figure 2 depicts the mean scores of job satisfaction variable of government and private secondary school teachers.

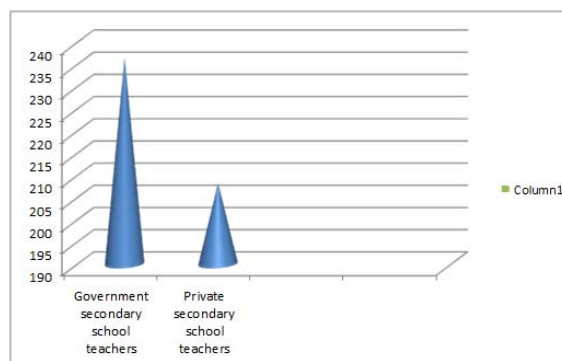


Fig 2: Mean scores of government and private secondary school teachers for Job satisfaction variable

Conclusion

The results of present study give insight that government secondary school teachers have better mental health and more job satisfaction as compared to private secondary school teachers. In the modern world of competition, we need physically and mentally healthy as well as satisfied teachers to take the responsibility of preparing our future generation to compete on global level. Teachers should be given freedom to take the decisions most suitable for the all

round development of the child. The present results also suggest that private school authorities must give essential facilities and security to boost up the mental and physical health as well as the satisfaction of their teachers.

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