

“A study of the relationship between head and teaching staff of Higher Secondary School with special reference to their job satisfaction.”

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Abstract:

The efficiency of any work depends upon the satisfaction that is derived from it will stop the teachers have a great responsibility on their shoulders as they prepare their students to become the future productive citizens of this country. The quality of teaching will decide the quality of our future citizens. The effectiveness and quality is depend on the satisfaction of the teacher and their interaction with the head of the Institution.

Introduction :

In this very complex and complicated modern society the needs and requirement of the people are enlarging and ever-changing. When the needs of people are not fulfilled they become dissatisfied. A satisfied mind will be the best of any productive work teaching has been considered as an ideal profession .Therefore it is evident that to enhance the commitment to the profession and to provide mental health and satisfaction of an employee in an Institution, is of vital importance. An institution cannot achieve its goals and target, Unless its workforce, who constituted the institutions is satisfied with their job. The role of teacher is important in any program of education. Teacher should qualify not only academically and professionally but also it is the earnest responsibility and commitment to strive constantly to raise the students learning. It is essential to see that the teacher should be satisfied with their occupation . So, that they can produce the best citizen who will become the backbone of the future society effective teachers are needed in the classroom because even the best classroom and curriculum and most perfect syllabus remained in effective in the absence of a good teacher. When our generation is so much dependent on teachers, they should be satisfied with their job circumstances.

Inspite of the importance of education, present system of education has been subjected to serious criticism. It is presumed that the basis of all good teaching is the personal relationship between the teacher and the taught. Why the situation has gone to such an extent is a question before us .For this week and attribute so many factors

but the most important factor is the administrative pattern of the school. Now it has been realised that the quality of education can be improved if the interpersonal relationship of the principal teachers and pupils are of mutual trust, friendliness, appreciation and understanding of each other's viewpoint and this will improve job satisfaction among teachers.

Objective of the study :

A study was conducted to study the effect of gender and marital status of teaching staff and their interaction with the head of the Institution.

Hypothesis of the study:

There will no significant influence of gender, marital condition and their interaction on relation with head and teaching staff.

Research methodology :

For this study job analysis method will used. It will used for collecting and analysing data of the number of respondents representing the specific population collected through highly structured and detailed questionnaire.

Sample -

The research was conducted at Bhartiya Gyanpeeth School, a higher Secondary School located in Ujjain Madhya Pradesh.

50 teachers were selected randomly, for this research. All this randomly selected teachers, were represented by the researcher. The teachers were divided into groups on the basis of their gender and marital status and their performance was analysed to the descriptive method based on the questionnaire. Table 1.1 shows the distribution of sample on these two bases.

Tools -

To collect information regarding the job satisfaction of the sample, the questionnaire method was used. An exhaustive self made questionnaire was developed which aimed at collecting information regarding the relationship between the teachers and the head of the Institution. The questionnaire comprised of 7 item that demanded answer in either yes or no. The items tested the sample on leadership, organisation and planning particles, habits of judgement, use of creativity, relationship with students, communication skills and method of working.

Data analysis -

2x2 factorial design (ANOVA) was applied to study the influence of gender and marital condition of teachers of higher secondary school on relationship between head and teaching staff.

Table 1.1

	Male	Female	Total
Married	1	22	23
Unmarried	2	25	27
Total	3	47	50

Findings -

1. There are significant influence of gender on relationship between head and teaching staff. Female teachers showed significantly better relationship the head of the institution than male teachers.
2. There is significant influence of marital condition on relationship between head and teaching staff . Married teachers showed significantly better, relationship with the head of the institution higher than unmarried teachers.
3. There are no significant influence of interaction of gender and condition on relationship between head and teaching staff.

Interpretation :

The study showed positive and significant relationship between head and teaching staff and various components of job satisfaction among higher secondary school teachers. So on the basis of the result the researcher feel that the present study will help government, educationalist to understand the importance of relationship between head and teaching staff because there is not denying the fact that teachers are nation building and educational institutions are the foundation head of all that go to make foundation of a nation stronger.

If the relationship between teaching staff and head is satisfactory than the teachers feel satisfied with their profession. Well satisfied teachers can teach effectively in the classroom. A teacher who is is satisfied with his profession and derives pleasure out of it, it can return the same in the equal degree to the student placed under his care.

On the cordial relationship between the staff and his staff members depends that efficiently of the schools and the head of the institution is to a great extent responsible for securing corporation of his teachers. This help to build job satisfaction among teachers. So the need of the period is to appreciate satisfaction among teachers in order to raise the standard of education and smooth running of the relationship between head and teaching staff.

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