



# A Study On Job Satisfaction Among B.Ed. Teacher-Educators' Of Purulia District, West Bengal, India

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## **Abstract:**

Teacher-Educators' are the backbone of the society. They create the ideal teachers of the society. In this present study researchers try to find out their job satisfaction. Researchers used stratified random sampling technique for sample selection. The data has been collected from teacher educators by the questionnaire. Some statistical techniques have been used for data analysis such as Mean, SD, t-test. It has been found that teacher educators are satisfied in their job.

**Keywords:** Job Satisfaction, Teacher-Educators', B.Ed.

## **1. Introduction:**

Job satisfaction is a very important motivation factor which can play a vital role not only in motivating the teachers in classroom performance but also in entire development of an educational institution or organization. Generally, it is found that those teachers are happier with their profession, can perform better than others who are not satisfied with their profession. According to Ingersoll (2001) Job Satisfaction leads the employees to perform better and be motivated in what they do. Good performance and putting more effort are the key factors to achieve organizational goals. Vice versa, those employees who are not happy with their job make less effort and their performance level is not good. Woods and Weasmer (2002) suggested that when teachers are satisfied, the rate of attrition is reduced, collegiality is enhanced, and job performance improves. As Sargent and Hannum (2005) stated, highly effective and motivated teachers are those types of teachers who acquire Job Satisfaction.

### **1.1. Statement of the problem:**

The problem for the present study may be specifically stated as "A Study on Job Satisfaction among B.Ed. Teacher-Educators' of Purulia District, West Bengal, India".

## 1.2. Significance of the study:

Job satisfaction is a very important motivational factor of any profession. And it's very much important to teaching profession because a teacher build the students futures as well as the country. If teachers are highly satisfied on their job, then they can smoothly work for student academic achievement also work for organization. Therefore, it's very important to know about their job satisfaction level. Thats why researchers conducted this study.

## 1.3. Operational definition of the terms used in the title:

- a. **Job Satisfaction:** Job satisfaction is defined as the level of contentment employees feel with their job.
- b. **Teacher-Educators':** Teacher-Educators' are professional, who train and support teachers' professional development.

## 1.4. Delimitation of the study:

Delimitation means boundary of the study. This study delimited to Self-financed B.Ed. college's Teacher-Educators' in Purulia District, West Bengal, India.

## 1.5. Objectives of the study:

- i. To identify the level of job satisfaction of B.Ed. Teacher-Educators'.
- ii. To compare the mean scores of job satisfaction of male and female B.Ed. Teacher-Educators'.

## 1.6. Hypotheses of the study:

- i. **H1.** The Teacher-Educators' experience high job satisfaction.
- ii. **Ho1.** There is no significant difference between in the mean scores of job satisfaction of male and female B.Ed. Teacher-Educators'.

## 2. Review of Related Literature:

Review of related literature is very important for any research problem. It makes the researcher easier in selection of the problem, its statements, definition, formulation of hypothesis and delimitation. It also helps in generating a thing that is known to be true which is not yet explored in the study conducted by previous researchers. This avoids wastage of time, money, energy and also the risk of duplicity in research. It can never be undertaken in isolation of the work that has already been done on the problems which are directly or indirectly related to a study propose by a researcher.

**Barman and Behera (2014)** conducted a study on "*Job Satisfaction of Part-time College Teachers in the District of Hooghly, West Bengal*". The overall results indicate that the Level of Job Satisfaction of Part-time College Teachers of the Hooghly District is neither Unsatisfied nor Satisfied i.e. Moderate. And it is also found through the present study that the demographic variables that are Gender, Locality, Stream, Educational Qualification, Teaching Experience and Income have no any significant impact on Job Satisfaction of Part-time College Teachers of the district of Hooghly, West Bengal. **Ghosh and Panda (2014)** conducted a study on "*A Comparative Study of Job Satisfaction Among Teacher Educators in Different Types of Secondary Teachers' Training Institution in West Bengal*". It was found that the teacher-educators of Govt. and Govt-aided colleges are more satisfied regarding their job than the teacher-educators of Self-financing colleges. **Mondal (2014)** carried out a study entitled, "*Job Satisfaction of Secondary School Teachers in Relation to Gender, Educational level and Residence*". Findings of the results shows that teacher's level of job satisfaction is average. The effect of gender, level of education and residence is insignificant on the level of job Satisfaction. **Madasamy (2015)** conducted a study on "*A study on job satisfaction among governmental college teachers in thiruvavur district*". Research shows that female college teachers are more satisfied with their job than male teachers and income per annum is an important factor impacting the level of job satisfaction. **Adhikari and Paul (2017)** carried out a study entitled, "*Job satisfaction of college teachers: An empirical study*". In this study found that teachers are satisfied with four factors, namely, work itself, students matter, pay and allowance and promotion matter. And also, dissatisfaction with physical facilities for teachers. **Barman & Bhattacharyya (2017)** conducted a study on "*Job Satisfaction of Teacher Educators in Different Types of B.Ed. Colleges in West Bengal*". The results of the study explore that Teacher Educators working in different Govt. Aided and Private B.Ed. colleges in West Bengal are satisfied with their job overall. **Bania (2020)** carried out a study entitled, "*Job satisfaction of college teachers with relation to their gender and nature of appointment*". 27% of teachers were highly satisfied with their

job ii) 44% teachers were averagely satisfied and iii) 29% of teachers were poorly satisfied with their jobs. The “t” test revealed that i) There was no significant difference found in the level of job satisfaction of Male and Female teachers and ii) Regular college teachers are more satisfied than contractual college teachers of Sambalpur districts. **Mishra and Rinsangi (2020)** conducted a study on “*Job satisfaction of degree college teachers of mizoram*”. Research results will provide insight to school leaders to help them better understand the teachers and identify the best possible methods of optimizing college teacher career transition. **Minikumari (2021)** conducted a study on “*Job satisfaction of College Teachers: A Study of College Teachers of Calicut University*”. It is quite manifesting that while 30 per cent are ‘not satisfied’ in their job whereas 58 per cent are ‘moderately’ satisfied and 11 per cent are ‘highly satisfied.’ **Halder, M. et al. (2023)** carried out a study entitled, “*A probe into the job satisfaction of the teacher educators of self-financed B.Ed. Colleges*”. It was observed that the teacher educators were satisfied with their jobs. and also, the teacher educators there was no gender difference in respect to job satisfaction. **Karmakar, P. et al. (2023)** carried out a study entitled, “*To Explore the Job Satisfaction of School Teachers of Purulia District*”. The result reflects that on an average the school teachers were satisfied with their Jobs. So, it might be concluded that the school teachers of Purulia district were well satisfied with their jobs and would get interested to perform well their academic activities in institution.

### 3. Methodology:

#### 3.1. Method of the study:

In the present study researchers used descriptive survey method.

#### 3.2. Population of the study:

All B.Ed. Teacher-Educators’ of 15 Self-finance B.Ed. college’s under BSAEU (Erstwhile WBUTTEPA) in Purulia district.

#### 3.3. Sampling of the study:

Sampling is the technique of selection samples from the population. In this present Study, researchers have been used stratified random sampling technique to select the samples.

#### 3.4. Sample of the study:

Sample is the part of population and it is representative of the population. Out of those 15 Self-finance B.Ed. colleges under BSAEU (Erstwhile WBUTTEPA) in Purulia district, 8 Self-finance B.Ed. colleges selected as sampling area. From these 8 Self-finance B.Ed. colleges, 50 Teacher-Educators’ selected as sample.

#### 3.5. Tool of the study:

Researchers have been used the **job satisfaction scale (JSS)** to measure the job satisfaction of Teacher-Educators’. This scale developed by **Singh, (1989)**. Scale contains 20 items and each item to be rated on five-point scale ranging on the continuum of “highly satisfied” to “highly dissatisfied” with a weighted score of 5 to 1.

**The mean score of the scale was normalized and the normalization procedure was as follows:**

Normalized mean = (Mean of Total Score / Total number items of the scale).

As for example, Normalized Mean = (70.16, i.e., Mean/20, i.e., Total Number of Items of the Scale) = 3.51.

The range of Normalized means score of “**Job Satisfaction Scale (JSS)**” may be interpreted as-

<b>1 to 1.99</b>	<b>:</b>	<b>Highly Dissatisfied</b>
<b>2.0 to 2.99</b>	<b>:</b>	<b>Dissatisfied</b>
<b>3.01 to 4.0</b>	<b>:</b>	<b>Satisfied</b>
<b>4.01 to 5</b>	<b>:</b>	<b>Highly Satisfied</b>

### 3.6. Techniques of Data Analysis:

In the present study researchers have been used Mean, S.D. t-test, and Chart for analysis and interpretation of the data.

## 4. Analysis and Interpretation of the data:

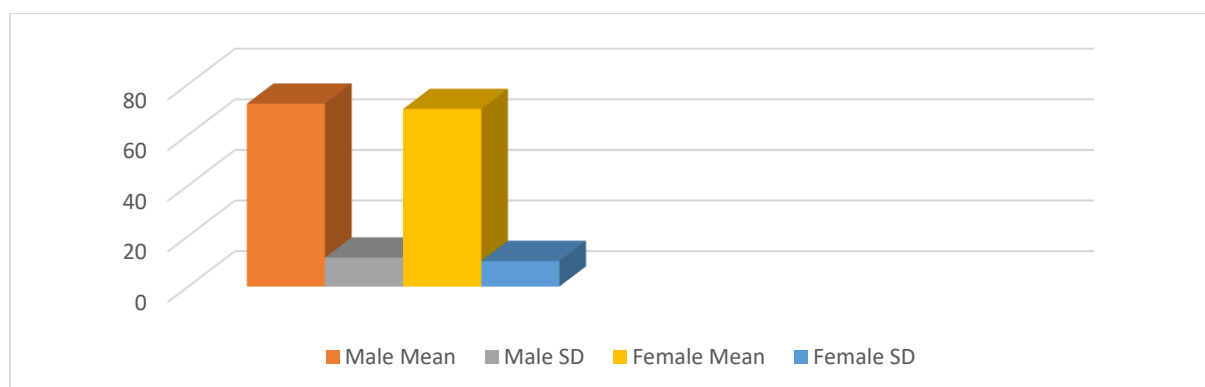
4.1. Descriptive statistics of the scores of Job Satisfaction of Teacher-Educators' of Self-Financed B.Ed. colleges are reported herewith in the following table.

Job Satisfaction	N	Min.	Max.	Range	Mean	SD	Remarks
Job Satisfaction	50	1.95	4.25	2.3	3.56	0.55	Satisfied

The descriptive statistics of "Job Satisfaction Scale" Score obtained by the Teacher Educators' of Self-Financed B.Ed. colleges at Purulia district of West Bengal in the present study. In case of Job Satisfaction of Teacher-Educators', the "minimum" of the scores was 1.95 and the "maximum" of the scores was 4.25 and the range was 2.3; the "mean" and "standard deviation" of the said distribution were 3.56 and 0.55 respectively.

4.2. Inferential Statistics of the scores of Job Satisfaction of Teacher-Educators' of Self-Financed B.Ed. colleges are reported herewith in the following table.

Pair	N	Mean	SD	Mean Difference	df	t-value (Calculated)	Table (t-value)	Remarks
Male	28	72.28	11.43	2.1	48	0.02	1.67(0.05)	Not Significant in both level
Female	22	70.18	10.08				2.40(0.01)	



It is found that the mean scores of males and female are 72.28 and 70.18 respectively. When the t-test is applied to compare the mean scores of both the groups, it is found that the calculated value 0.02 is not significant at 0.05 or 0.01 level of significance. Hence  $H_0$  is accepted i. e.

There is no significant difference between in the mean scores of job satisfaction of male and female B.Ed. Teacher-Educators'.

## 5. Results and Discussion:

In this paper measure the job satisfaction of Teacher-Educators' of self-finance B.Ed. college of Purulia District, West Bengal, India. Researchers found that Teacher-Educators' satisfied in their job. And job satisfaction is same between male and female Teacher-Educators'.

Hence, Researchers would like to suggest to the govt. for take lot of initiatives for Teacher-Educators' for highly satisfied in their job.

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