

CHAPTER – V

SUMMARY AND CONCLUSIONS

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CHAPTER - V

SUMMARY AND CONCLUSIONS

INTRODUCTION

Today's age is the age of globalization. It is full of competition and privatization. Private sectors give more importance to quality, skill and new technology. Each student is struggling for it. Students who have ability, quality, proper guidance knowledge can face in the competition. Students of junior College, have to face this competition because after XII exam they can ready to face many more competitive exams of entrance in higher education. They should competent for appearing these entrance tests. For this, they depend on teachers. Students of junior college just have left the protective guided environment of school and enter in this crucial stage. Teacher can play important role in students' life as guide, motivator, counselor, facilitator and so on.

If the teacher is satisfied in his job he will give satisfaction to his students. If the teacher is full of teaching attention, stress, dissatisfaction he cannot remain concrete in his teaching and learning job.

Human resource development also gives very much importance and job satisfaction influences one's general life satisfaction. The result is that there is a spillover effect that occur in both directions between job and life satisfaction.

It is also known as an individual's general attitude towards his or her job. Human resource managers took interest in it. It has given some of the guidelines of keeping the employees, satisfied. -

There should be good relationship between teachers and principals as an administrator. While determining organizational policy administrator should discuss with teachers. There should be co-ordination between teachers and administrators. The atmosphere in the institution should be healthy. Principal should look towards, teacher's efforts with moral support and positive attitude. He should believe in teacher's efforts.

5.1 STATEMENT OF THE PROBLEM

A study of the relationship between Administrative Behaviour of Principals and Teacher Job Satisfaction in Junior Colleges

5.2 DEFINITIONS OF TERMS AND PHRASES USED IN THE TITLE OF THE STUDY

Administration -

Administration is that function in the organization concerned with determining organizational policy coordinating organizational activities, setting the compass of organization and the ultimate control of the executives.

(Rairikar S. R., 1999)

Administration is the process of influencing and supporting others to work enthusiastically towards achieving objectives.

(Keith Devis and John Newston, 2002)

Behaviour -

Behaviour is the outward manifestation of a belief system developed primarily by cognitive affective and tactile experiences as well as the presence or lack of reinforcement.

(Schermerhorn, Hunt, Osborn, 2001)

Behaviour is a way of action which is generally motivated by a desire to attend a goal.

(N. K. Jain, 2000)

Administrative Behaviour -

Administrative behaviour is the systematic study of the actions and attitudes that people exhibit within organization.

(Schermerhorn, Hunt, Osborn, 2001)

Administrative behaviour as one that includes in it leadership act of any particular person who happens to be the administrator at the time.

(Halpin, 1966)

Operational Definition -

For the purpose of this study Administrative Behaviour of Junior College principals is that the standardized Administrative Behaviour scale by Dr. Haseen Taj measures.

Job Satisfaction -

Job Satisfaction is a set of favourable or unfavorable feelings and emotions with which employees view their work.

(John W. Newstorm, Keith Davis, 2002)

Job satisfaction is defined as a pleasurable or positive emotional state resulting from the appraisal of one's job or job experience.

(Dr. P. S. Rao, Dr. V. S. Patil, 2004)

Operational Definition -

For the purpose of this study Job satisfaction of teachers in junior college is what the standard Teachers Job Satisfaction Scale by Prof. Muhar, Prof. Mudgil and Prabha Bhatia measures.

Junior Colleges -

Higher secondary school (Junior colleges) means the educational institution in which XII std students (second year of Junior college) facilitated to appear for Higher Secondary Certificate examination or Indian school Certificate examination or equivalent examination organized by Govt.

(S. S. Code, 1986)

Operational Definition -

For the purpose of this study the Junior colleges from Walwa Taluka of Sangli District in Maharashtra were selected for the student appearing for Higher Secondary Exam.

5.3 SIGNIFICANCE OF THE STUDY

Present age is age of globalization. It is full of competition and privatization. Private sectors give importance to quality, skill and new technology. Each and every student is struggling for it. Students who have ability, quality, proper guidance, knowledge can stand in this age. Student of Junior College just have left the protective guided environment of school and enter in crucial year of XI Std. It is adolescent stage in his life. He is in search of ideal guidance, motivation, consoling and understanding. Students depend on teachers after 12th exam student have face many more entrance exams. So junior college teachers have a mental stress and responsibility of students results. Management wants good results because name and fame of college. If the result of college will good, college will definitely get moral support from parents as well as society.

Satisfied teacher can play important role in students life. If the teachers is satisfied he can do his work with great interest. For the satisfaction of teacher principal can play very important role. The relation between principal and teachers should be good and supportive. If there is full of tension in his job teacher cannot work properly. He can make so many mistakes. His absentee will increase. He cannot involve in his work properly. He loses his confidence. At the end mental depression will come. To avoid these causes it is necessary to study the relationship between

administrative behavior of principals and teachers job satisfaction in junior colleges.

5.4 OBJECTIVES OF THE STUDY

- 1) To study the administrative behaviour of Junior college principals.
- 2) To study the job satisfaction of Junior college teachers.
- 3) To study the relationship between administrative behaviour of principals and job satisfaction of teachers in Junior colleges.

5.5 DELIMITATIONS OF THE STUDY

1. The present study was delimited to Principals of Junior College in Walwa Taluka of Sangli district in Maharashtra State.
2. The present study was delimited to teachers in Junior colleges belonging to Walwa Taluka.

5.6 SCOPE OF THE STUDY -

1. The relationship between Administrative Behaviour of Principals and Job Satisfaction of teachers in their Junior Colleges were studied.
2. The result of this study will be useful to all Junior College teachers in Maharashtra.
3. The result of this study will be useful to all principals of Junior Colleges in Maharashtra.

5.7 REVIEWS OF RELATED LITERATURE

Section – I Administrative Behaviour of Principals

- a) Reviews of Related Literature.
- b) Reviews of Researches.

General Findings of Administrative Behaviour of Principals

- a) Headmasters got inadequate time for educational Administration.
- b) Students behaviour improved with the help of educational administration of headmasters in the degree of pupil control ideology.
- c) Educational problems of students solved by teachers.
- d) The colleges were satisfied with relatively young team of teachers.
- e) The average level of principals administrative behaviour as perceived by teachers was moderately effective.

Section –II Job Satisfaction of Junior College Teachers.

- a) Reviews of Related Literature.
- b) Reviews of Researches.

General Findings -

The findings of the study were as follows -

1. Form among personal variables (age, intelligence, socio-economic status and need satisfaction) was found to be correlated of Job Satisfaction.
2. Personal Characteristics (experience, salary, qualification) did not act as correlate of Job Satisfaction.
3. Job Satisfaction associated differentially with specific personal professional and organizational characteristics in respect of group factors.
4. Attitude towards, profession, psychological needs, SES were significantly associated with Job Satisfaction.
5. Opportunity of promotion, political condition of country lack of training opportunity, lack of physical facilities were positively correlated with Job Satisfaction.
6. From above reviews related to Job Satisfaction these studies have revealed the following -

5.8 PLAN AND PROCEDURE

Method –

The present research is descriptive research in which survey method was used.

Sample –

Principals and teachers in junior colleges of Walwa Taluka in Sangli district were selected.

There are 14 aided Junior Colleges in Walwa Taluka and non-aided Junior Colleges are 4.

There are Nine High school attached junior colleges in Walwa Taluka and senior college attached junior colleges are 5.

High school attached Non-aided junior colleges are 4 and there is no senior college attached non-aided Junior College.

Principals and teachers in junior colleges of Arts, Commerce and Science faculties were selected.

Tools for Data Collection

Standardized Scales –

1. Administrative behaviour scale by Dr. (Mrs.) Haseen Taj. was administered to the principals of junior colleges.
2. Teachers job satisfaction scale by Mudgil, Muhar and Bhatiya was administered to the Junior College Teachers.

Analysis and Interpretation of Data

Collected data was tabulated. For analysis and interpretation of data following statistical techniques were used.

Statistics :

- Mean
- Percentage
- Co-relation

Procedure

For this study the sample of principals and teachers from 18 junior colleges of Walwa Taluka were selected.

Standardized Administrative behaviour scale by Dr. Haseen Taj. was administered to principals in Junior Colleges.

Standardized Job Satisfaction Scale was administered to teachers of all faculties in Junior colleges.

Data was collected and tabulated in Tables. Tabulated data was analysed and Interpreted by using suitable statistical techniques.

5.9 CONCLUSIONS OF THE STUDY

The collected data was analyzed and interpreted and following conclusions were drawn as per objectives of the study.

1. Administrative behaviour by Junior college principals in Walwa Taluka always good (Table No. 7)
2. None of the Principals of Junior College in Walwa Taluka showed sometimes good, rarely or never good administrative (Table No. 7) behavior.

3. Majority of principals Junior colleges in Walwa Taluka showed always good behavior in planning and communication areas (Table No. 8).
4. Some principals of Junior College in Walwa Taluka showed frequently good administrative behaviour in organization area (Table No. 8)
5. Few Principals of Junior Colleges in Walwa Taluka showed sometimes good administrative behaviour in Decision-making area (Table No. 8)
6. Job satisfaction of Junior College teachers in Walwa Taluka are high in majority (Table No. 10)
7. Majority of Junior College Teachers job satisfaction in Walwa Taluka is frequently good. (Table No. 10).
8. None Junior College Teachers job satisfaction is rarely good or never good in Walwa Taluka (Table No. 10).
9. The relationship between Administrative Behavior of Principals in Junior College and job satisfaction of Junior College Teachers in Walwa Taluka is moderately positive. (Table No. 11)
10. Junior College Teacher's job satisfaction depends on administrative behaviour of Principals in Junior College in Walwa Taluka.

5.10 RECOMMENDATIONS FOR FURTHER IMPROVEMENT

Recommendations to improve administrative behaviour of Principals

1. In service training programmes can be organized for principals for Junior Colleges.
2. Training program on Leadership act may be arranged for the principals by Govt. Non Govt. Colleges for Decision-making
3. The administrative behaviour of Junior college principals in organization and decision-making area can be organized workshops.
4. Evaluation of Junior Colleges can be made every year by definite agencies as like as NAAC in Senior Colleges.
5. Quality circle programmes can be organized to improve quality of administrative behaviour of principals.

Though majority of principals and Junior College Teachers show good administrative behaviour and high job satisfaction respectively certain recommendation can be made to improve the standard of Junior College in all.

1. To fulfill economic problems salary packages of Junior college teacher can be increased.

2. To improve the subject knowledge, library funds can be increase so that teacher can manage to have their own library.
3. Internet connection can be available in every junior college to collect up-to-date information.
4. There is uniformity in the Administration and Management of High-school attached Junior Colleges and Senior College attached Junior Colleges.
5. Funds of increment may provide to junior college teachers for their research work and motivation.

5.11 PROBLEMS FOR FUTURE RESEARCH -

1. To study the effect of administrative behaviour of headmaster student and parents in secondary school.
2. To study the relationship between administrative behaviour of principals and students in their colleges.
3. To study the organization climate and students in rural area in secondary schools.
4. To study the relationship between Job Satisfaction and achievement of students.
5. To study the influence of societal factors on Job Satisfaction of Junior College Teachers.

6. To study the administrative behaviour of headmaster in Marathi medium schools and English medium schools.
7. To study Job Satisfaction of teachers and climate in junior college.
8. To study the Job Satisfaction of Junior college teachers in non-aided junior colleges.
9. To study the job satisfaction of secondary teachers and classroom climate.
10. To study the effect of globalization with teachers of junior college.