Chapter - V

Chapter – V

SUMMARY AND CONCLUSIONS

5.0 Introduction

Teacher education system is important vehicle to improve the quality of school education. The revitalization and strengthening of teacher education system is therefore powerful mean for upliftment of educational standards in our country. Techer educators are backbones of this system.

The success of any educational management system e.g. teacher education especially Batchelor of Education used to consider attention towards human resources and teacher educators are one of important resource in it. If they are satisfied by their job than they will give satisfaction to whole system, students; if they are having good teaching aptitude then it will work as multiple weapon for doing efforts to active the desired goals.

Hence, purpose of the present study is to find out exact condition of job satisfaction and teaching aptitude of B. Ed. college teacher educators out coming from the study will also help local management bodies and government to bring changes in providing various facilities of teacher education policies in the light of feedback or response received.

5.1 Statement of the Problem

A study of the relationship between job satisfaction and teaching aptitude of teacher educators in ~~B. Ed.~~ colleges. of education

5.2 Definitions of terms used in the title of the study

Job Satisfaction

1. Job satisfaction is a set of favourable or unfavourable feelings and emotions with which employees view their work. J. Newstorm

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

Operational Definition

For the purpose of this study, standardized job satisfaction scale prepared by Madgil, Muhar and Bhatia were used to measure job satisfaction of B. Ed. college teacher educators

Aptitude

An individual's capacity to learn and attain a level of achievement in a specific field.

Good, C. V.

Teaching Aptitude

An aptitude related to teaching field is called as teaching aptitude.

Dr. S. K. Mangal

Operational Definition

For the purpose of this study, standardized teaching aptitude test battery by Dr. R. P. Singh and Dr. S. N. Sharma used to measure teaching aptitude of B. Ed. college teacher educators.

Teacher Educators

Techer who train and educate student teachers at D. T. Ed., B. Ed. and M. Ed. teacher education programme.

Operational Definition

For the purpose of this study teacher educators of B. Ed. college were considered.

B. Ed. Colleges

Educational institutions, which conduct pre-service and/or in-service training and education of future or present secondary school teachers.

Operational Definition

For the purpose of this study the B. Ed. colleges affiliated to Shivaji University, Kolhapur were considered.

5.3 Significance of the Study

Present age is the age of competition. Each and every student is struggling for better living. Student as well as teachers who have ability, quality, proper guidance and knowledge can stand in this competitive age.

To stand firmly in this age teaching aptitude study of techer educators must be studied because right choice is first step of job success.

After get entry in the job, satisfaction comes front, job satisfaction depends on many variables such as salary, climate of institute, promotion etc. Only satisfied teacher educators does his job more efficiently. Unsatisfied teacher educators may cause problem to educational system. To avoid these conditions and to see recent conditions of teacher educators, with respect to job satisfaction and teaching aptitude above study is necessary. The conclusion of the research will be useful for techer educators in B. Ed. colleges and for whole educational management.

5.4 Objectives of the Study

Major Objectives

1. To study the job satisfaction of teacher educators in B. Ed. colleges.

2. To study teaching aptitude of techer educators in B. Ed. colleges.

3. To study the relationship between job satisfaction and teaching aptitude of teacher educators in B. Ed. colleges.

Assumption

Job satisfaction of teacher educators depends on their teaching aptitude.

5.5 Research Hypothesis

1. There is relation between job satisfaction and teaching aptitude of teacher educators.

2. Job satisfaction and teaching aptitude of teacher educators depends on types of management of B. Ed. colleges.

3. Job satisfaction and teaching aptitude of techer educators depends on their sex.

5.6 Null Hypothesis

1. There is no significant relationship between job satisfaction and teaching aptitude of techer educators in B. Ed. colleges.

5.7 Limitation of the Study

1. The study is limited to Shivaji University, Kolhapur of Maharashtra State.
2. The study is limited to teacher educators of B. Ed. colleges.
3. The study is limited to Teaching Aptitude Test Battery by Dr. R. P. Singh and Dr. S. N. Sharma and Teachers Job Satisfaction Scale by Mudgil, Mudhar and Bhatia.
4. The study is limited for academic years 2007-2010.

5.8 Scope of the Study

1. The study includes B. Ed. colleges affiliated to Shivaji University, Kolhapur only.
2. The Teaching Aptitude Test Battery includes mental ability, attitude towards children, adaptability, professicnal information, interest in profession etc. five sub areas.
3. Job Satisfaction Scale includes salary, promotions, age, experience, primary and secondary needs, opportunities, congenial working conditions, supervision, degree of participation in goal setting etc. nine sub areas.

5.9 Review of Related Literature and Researches

Section – I : Teaching Aptitude

A) Review of Related Literature.

B) Reviews of Related Researches.

General Findings of Teaching Aptitude were as follows :

1. Good teaching aptitude influences pupil's achievement in positive direction.
2. Teaching aptitude had no direct relationship with techer community participation, area of living, etc.
3. The techer talk ratio was significantly correlated with the total teaching aptitude.
4. Teacher response, content emphasis, mental ability were significantly related to teaching aptitude.
5. Personality of teacher affects teaching aptitude, but age and faculty did not affect it.
6. B. Ed. programme had positive effect on teaching aptitude of prospective teachers.

Section – II : Job Satisfaction

A) Reviews of Related Literature

B) Review of Related Researches

General Findings of Job Satisfaction were as follows :

1. Attitude, personality, maturity, level of teaching were positively related to job satisfaction.
2. Marital status, age, experience were not significantly related to job satisfaction.
3. Non-adjusted teacher educators show low job satisfaction.
4. Attitude, adjustment are related to job satisfaction and occupational level.
5. Primary teachers, female teachers, unmarried teachers, young teachers, urban area teachers, good salary show high job satisfaction.
6. Medium of teaching, policy, work conditions, administration affect job satisfaction.

Several researches were undertaken study of job satisfaction and teaching aptitude at various levels but not jointly at B. Ed. level. Hence, this research study can be said as different as pointed out earlier there is need of conducting this research work.

5.10 Plan and Procedure

Research Design

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

Sample of the Study

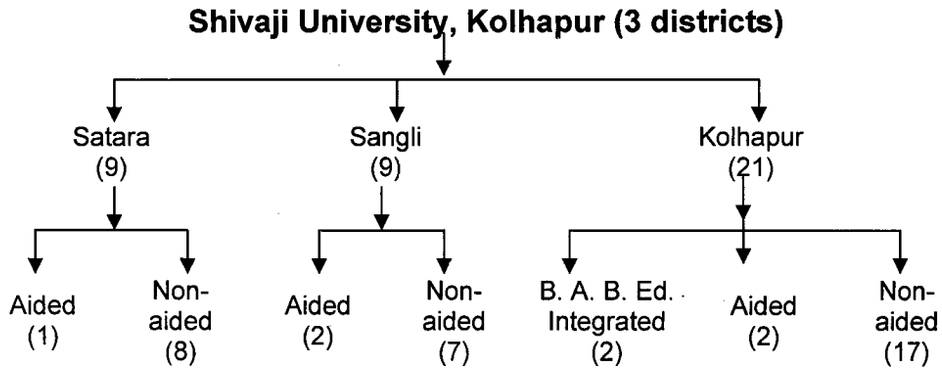

Fig. No. 9 : B. Ed. Colleges affiliated to Shivaji University, Kolhapur

(Note : Numbers in bracket indicate number of colleges)

There are 39 B. Ed. colleges under Shivaji University, Kolhapur among of them 5 are aided, 2 are integrated B. A. B. Ed. colleges and 32 are non-aided B. Ed. colleges.

Among of 39 B. Ed. colleges 5 aided, 1 B. A. B. Ed., 17 non-aided B. Ed. colleges are selected by purposive sampling method.

Tools for Data Collection

Standardized Scales

1. Teachers Job Satisfaction Scale by Yudhviandra Mudgil, J. S. Muhar and Prabha Bhatia.

2. Teaching Aptitude Test Battery by Dr. R. P. Singh and Dr. S. N. Sharma.

Statistical Measurement

Collected data was tabulated in table for analysis and interpretation of data suitable statistical technique used such as percentage and correlation (ANOVA).

Procedure

For this study the sample of teacher educators from 25 B. Ed. colleges affiliated to Shivaji University, Kolhapur was selected.

Standardized Job Satisfaction scale and Teaching Aptitude Test Battery was administered to teacher educators in B. Ed. colleges.

Analysis and Interpretation of Data

Data collected and analysed in tables and chi-square and percentage drawn. By using correlation (ANOVA) the relationship between job satisfaction and teaching aptitude of teacher educators was measured. Data analysed was interpreted and conclusions were drawn as per objectives.

5.11 Conclusions of the Study

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

1. Most of B. Ed. College teacher educators have average job satisfaction. (Table No. 8)

2. There is moderate positive correlation between job satisfaction and mental ability of techer educators of B. Ed. colleges. (Table No. 9)

3. There is substantial positive correlation between job satisfaction and attitude towards children of B. Ed. college techer educators. (Table No. 9)

4. There is high positive correlation between job satisfaction and adaptability of B. Ed. college techer educators. (Table No. 9)

5. There is moderate positive correlation between job satisfaction and professional information of B. Ed. college techer educators. (Table No. 9)

6. There is moderate positive correlation between job satisfaction and interest in profession of B. Ed. college teacher educators. (Table No. 9)

5.12 Recommendations for Further Improvement

I) Recommendations for Improvement in Teaching Aptitude

i) Teacher educators should improve their attitude towards children; it should in the view of democratic nature.

ii) Workload should be distributed equally among all teacher educators.

iii) Various programmes, seminars, conferences should be arranged for improvement of teaching aptitude of techer educators.

iv) Management bodies, government should give freecom of teaching to teacher educators.

v) Library of B. Ed. colleges must be enriched and updated for whole year not only at inspection or affiliation committee day.

II) Recommendations for Improvement in Job Satisfaction of Techer Educators

i) Salary of all B. Ed. colleges whether aided or non-aided should be same and according to rules of government.

ii) For content enrichment, library funds can be increased and started as soon as teacher educators join at B Ed. College.

iii) University should offer and also B. Ed. college management committee should offer study leave for M. Phil., Ph. D. doing teacher educators.

iv) There should be centralized appointment of teacher educators so they can change B. Ed. College according to their needs and situations.

v) Superego should be avoided, so that all are job satisfied.

5.13 Problems for Future Research

1. To study the relationship between job satisfaction and teaching aptitude of senior college teachers.
2. To study the relationship between job satisfaction and teaching aptitude of secondary school teachers.
3. To study the relationship between job satisfaction and teaching aptitude of primary school teachers.
4. To study the relationship between job satisfaction and teaching aptitude of junior college teachers.
5. To study job satisfaction of government service officers.
6. To study effect of 6th Pay Scale on job satisfaction of teachers at different levels and medium.
7. To study effect of experience, age, educational enrichment on teaching aptitude of teachers at different levels.