

## **A STUDY OF JOB SATISFACTION AND DEPRESSION AMONG SENIOR SECONDARY SCHOOL TEACHERS**

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### **ABSTRACT**

*People do not think of a teacher as a professional worker like other profession i.e. medicine, law and engineering etc. Even though teaching is also a profession in a technical sense. Probably, it has yet to attain that status of professionalism as other vocations. In our country, teaching is regarded something more than a mere job. The present study entitled “A Study of Job Satisfaction and Depression among Senior Secondary school Teachers” has been conducted with a view to investigate the difference found in Job Satisfaction of Male and Female Senior Secondary school teachers on Ad-hoc and Permanent basis and to find out the relationship between job satisfaction and Depression of Male and Female Senior Secondary school teachers on Ad-hoc and Permanent basis.*

**Key-words:** *Job Satisfaction, Depression, Ad-hoc and Permanent Teachers.*

## **INTRODUCTION**

### **JOB SATISFACTION**

Job satisfaction is the combination of two words job and satisfaction. Job is an occupational activity performed by an individual in return for a reward. Satisfaction refers to the way one feels about events, people and things.

Satisfaction is a broad concept and varies with the type of relationships established, age as well as gender. It measures the extent to which an individual is satisfied with his life in relation to environment in which he lives.

The feeling of ‘satisfaction’ itself, however, is a state of consciousness. In general, the word ‘satisfaction’ is defined as the fulfillment of gratification of desires, feelings or expressing pleasure, contentment, happiness and optimism. Satisfaction is not about what happens to us. It is how we perceive what happens. It is the knack of finding a positive for every negative aspect.

Job satisfaction is the extent to which a job provides general satisfaction to the worker, meets personal and professional needs and goals and the point of view of status; general surroundings; social position or form all these combined. Job satisfaction is the state and level of satisfaction which is the results of various interests and attitudes of a person towards their job. It is defined as the extent to which people like (satisfaction) or dislike (dissatisfaction) their job.

Job satisfaction is a general affective reaction that individuals exhibit in their jobs. Researchers and practitioners most often measure global job satisfaction. There is also interest in measuring different facets of satisfaction. ‘Facets’ include co-workers’ pay, job conditions, supervision, nature of work and benefits. Job satisfaction plays an important role.

In any modern society a person’s job is not just a way of earning his livelihood but it have a way of life. The job of an individual affects every aspect of his life and living conditions, status in the society, friendship, how he spends his leisure time. So each person should have a satisfying job. Job satisfaction is also increases the quality of work done.

Job satisfaction is an individual attribute and it is the outcome of the fulfillment of the individual needs, which vary greatly from person to person. As it is a large number of teachers are satisfied

dissatisfied. This satisfaction or dissatisfaction with one's job depends upon the positive or negative evaluation of one's own success or failure in the realization of personal goals and the perceived contribution of the job to it.

Bullock (1952) "Job satisfaction may be defined as an attitude which results from a balancing and summation of many specific likes and dislikes experienced by an employer in the performance of his job.

Sinha and Aggarwal(1971) opined that it occurs as a persistent affective state which has arisen in individual as a function of the perceived characteristics of his job in relation to his frame of reference.

## **DEPRESSION**

The word 'depression' is used in many contexts. It can be normal mood experience or an isolated symptom or a disease process. For a doctor, depression means a specific illness that has a particular presentation, course and need a specific treatment.

In common parlance, we call it the "dark mood", Etymologically it means to be in 'low spirits'. According to the oxford dictionary, depression is feeling of sadness, Low self-esteem, and inability to perform. Common symptoms of depression are feeling of sadness, sleep disturbance, loss of appetite and physical activity. Patient feels insecure, gloomy, pessimistic and miserable. He may keep on crying and condemning himself for his past deeds. A depressed patient tries to avoid social contacts remain confined to his house for weeks and months together. He loses interest in his day-to-day activities. He feels that his energy levels are going down. He starts losing his confidence even for doing routine and simple tasks.

Depression is an emotional disturbance in which the physical and psychological aspects of stress appear closely intermingled. Many psychological disturbances also seem to represent form of failure to cope successfully with stressful experiences and their physical and emotional effects. If we have learnt to handle stress and anxiety, our behavior remains within normal bounds. If not, we may slip across the line into abnormal behavior.

Dahlstrom and Welsh (1962) reported that, "Depression means pessimism of outlook on life, as the future feelings of hopelessness and worthlessness, slowing of thought and action and frequently pre-occupation with death and suicide."

Kisker (1976) defines "Depression as a change in mood in the direction of sadness, despair and hopelessness."

### **RELATIONSHIP BETWEEN JOB SATISFACTION AND DEPRESSION**

Those who are worried about the lowering of the standard in the education may look for the remedy in the job satisfaction in the teaching profession. A teacher may develop a general sense of dissatisfaction when his vital needs are not fulfilled. Job dissatisfaction and work related stress are important determinants of psychological disorders and may affect the performance of the teachers. Depression is one of the very common psychological disorders among the teachers of 21st century.

### **REVIEW OF THE RELATED LITERATURE**

Brenner (1973) studied that unemployment dissatisfaction among teachers is typically accompanied by increases in certain types of maladaptive behaviour such as depression, suicide and crime.

Cheema (2000), depressed individuals tend to think more slowly, selectively attend to and recall negative depressing events, and tend to blame themselves for failure and mishaps rather than search for other explanations involving situational factors.

According to Gilmer (1971), job satisfaction or dissatisfaction is the result of various attitudes the person holds towards his job, towards related factors and towards life in general.

Jaidka, M.L. (2005) described that there is a significant positive relationship between the job satisfaction and attitude towards teaching among scheduled caste and non-scheduled caste teachers.

Judge A. Timothy and Ilies Remus (2004) revealed that the effect of mood at work on job satisfaction weakened as the time interval between the measurements increased. Finally, positive (negative) mood at work affected positive (negative) mood experienced later at home.

Lewinsohn et al (1980) hypothesises that a low rate of response contingent reinforcement constitutes the important antecedent for depression.

## **STATEMENT OF THE PROBLEM**

“A STUDY OF JOB SATISFACTION AND DEPRESSION AMONG SENIOR SECONDARY SCHOOL TEACHERS.”

## **OBJECTIVES OF THE STUDY**

The present investigation has been conducted keeping in mind the following objectives:

1. To study the job satisfaction among Adhoc and Permanent senior secondary school teachers.
2. To study the job satisfaction among male and female Adhoc senior secondary school teachers.
3. To study the job satisfaction among male and female Permanent senior secondary school teachers.
4. To study the depression among Adhoc and Permanent senior secondary school teachers.
5. To study the depression among male and female Adhoc senior secondary school teachers.
6. To study the depression among male and female permanent senior secondary school teachers.

## **DILIMITATIONS OF THE STUDY**

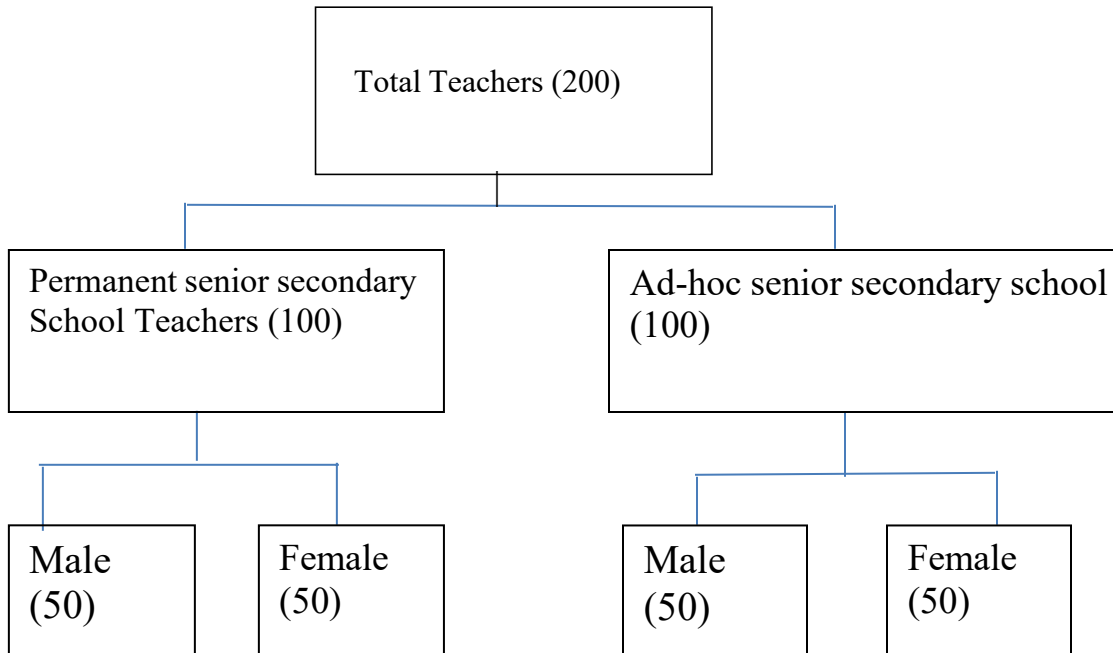
The study is delimited in the following areas:

1. The study is delimited to the Ad-hoc and Permanent senior secondary school teachers of Ferozpur district only.
2. The study is restricted to senior secondary school teachers only.

## **SAMPLE**

A sample of study consisted of 200 teachers selected randomly from senior secondary schools of Ferozpur district only. Sample is divided in two groups of 100 Ad-hoc and 100

## **Chart 1: Sample Distribution of Ad-hoc and Permanent Senior Secondary School Teachers**



Permanent senior secondary school teachers. Further sample distribute has been shown above in the chart.

## TOOLS

The investigator has used two standardized tools to collect the data.

These are given below:

Job satisfaction scale for teachers by Dr. Amar Singh & Dr. T.R. Sharma (1986).

Depression scale developed by Samuel E. Krug and James E. Laughlin (1984)

## COLLECTION OF DATA

After going through the method of administration and scoring of tool. The Investigator approached the principals of the senior secondary schools with a request that she wanted time for the purpose of data collection in connection with her research work.

The head of the institutions was kind enough to give time for the purpose. Rapport was established with the students and instructions were given by the investigator. Scoring of the help of manuals and relevant material.

## STATISTICAL TECHNIQUES

The following statistical techniques are used to analysis of data:

1. T-ratio is calculated to find out significant difference in between.
2. Job satisfaction of Ad-hoc and Permanent senior secondary school teachers.
3. Job satisfaction of male and female Ad-hoc senior secondary school teachers.
4. Job satisfaction of male and female Permanent senior secondary school teachers.
5. Depression of Ad-hoc and Permanent senior secondary school teachers.
6. Depression of male and female Ad-hoc senior secondary school teachers.
7. Depression of male and female Permanent senior secondary school teachers.

## CONCLUSIONS

In the present study researcher want to the study the Job Satisfaction and Depression of senior secondary school teachers. Hypothesis wise finding revealed as under:-

1. There is no significant difference in job satisfaction of Ad-hoc and Permanent senior secondary school teachers. Thus hypothesis No.1 that there will be a significant difference in job satisfaction of Ad-hoc and Permanent senior secondary school teachers is rejected.
2. There is no significant difference in job satisfaction of male and female Ad-hoc senior secondary school teachers. Thus hypothesis No 2 that there will be a significant difference in job satisfaction of male and female Permanent senior secondary school teachers is rejected.

3. There is no significant difference in job satisfaction of male and female Permanent senior secondary school teachers. Thus hypothesis No 3 that there will be significant difference in job satisfaction of male and female Permanent senior secondary school teachers is rejected.
4. There is no significant difference in depression of Ad-hoc and Permanent senior secondary school teachers. Thus Hypothesis No 4 that there will be a significant difference in depression of Ad-hoc and Permanent senior secondary school teachers are rejected.
5. There is a significant difference in depression of male and female Ad-hoc senior secondary school teachers. Thus Hypothesis No 5 that there will be a significant difference in depression of male and female ad-hoc senior secondary school teachers is accepted.
6. There is a significant difference in depression of male and female Permanent senior secondary school teachers. Thus Hypothesis No 6 that there will be a significant difference in depression of male and female Permanent senior secondary school teachers are accepted.

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