

Job attitude among Government and non-government Teachers

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Abstract

The present investigation is to find out the job attitude Among Government and non-government teachers in relation to their gender male and female. The sample consisted of 120 government and non-government teachers out of which 60 were male and 60 were female. For this purpose of investigation ‘Job Attitude Test’ by Noorejeh N. Ganihar was used. The obtained data were analyzed through ‘t’ test to know the mean difference between government and non-government teachers in relation to their gender. The result shows that there is a significant difference between Job attitude Among Government and non-government teachers. There is a significant difference between Job attitude Among Government and non-government male and female teachers.

Key words: job attitude, male, female, government, non government, teachers

Introduction:

Job Attitude can be said as well researched topics of Organizational Psychology. Although there are thousands of records on job attitude, there is a need to discover more and more due to the relevance it holds in the organization's success. The concept of Job attitude is obtained from an extensive literature on, the attitude of society called as a social attitude. Let us now examine, what is the connection in this literature as both are concerned with attitudes. As stated by Olson and Zanna (1993), despite the presence of a long history of attitude research, we still lack a universal definition of attitude. Perhaps a description by Eagly and Chaiken (1993) is widely accepted as it explains attitude as tendency to evaluate and form some degree of favour or disfavour opinion on something, someone or somewhere. For illustration, one can have a favourable attitude towards jobbing extra job hours, and one may not. One may look at extra job hours as a burden, while another person may look at it as an extra income. Hence attitude varies from person to person.

Importance of Job Attitude

Although we see job attitude as a part of social attitude, there are vast differences in their research traditions. Firstly, Literature has undoubtedly revealed many interesting facts which depend on the population taken for study. The political and cultural attitude, fear of contradicting job, family and life has played a role on their responses. According to Judge et al.(2011), the research has over the period relied on respondents, which often suffers limitations on the scope of the investigation as well on its nature. Second, the attitude of employees on their job is essential to understand as most of us as individuals we spend a significant portion of our day in the workplace. We are sometimes identified by our job that we undertake, such as a chartered accountant, a mechanic, a teacher and so on as explained by Hulin (2002). 'What do we do?' and 'what are we?' are closely related to life satisfaction as mentioned by Judge and Watanabe (1993). Thirdly, job attitude like any other attitude, predicts the behaviour of employee as expressed by Olson and Zanna (1993). It has been depicted in ample researchers where job attitude is related to behaviours. The tripartite nature of attitude, namely the affect, cognition, and behaviour—has its problems. Most significantly argue that attitude is formed due to any one of the three mentioned component of attitude. The affective component of attitude functions varied from the cognitive component. Although there are different functions, it is difficult to separate them.

Bearing in mind, the primary literature on attitude, writers have projected differences in defining the concept of attitude. We may categorize them into three groups at large. First, the category

of them who are not willing to define at all, the second group of writers who offer a tentative explanation obtained through their research, the third and the last group who offer to give out the description after a theoretical discussion.

The first categories of writers have expressed specific objections in defining attitude. They are of the opinion that the research on attitude can still be carried forward without defining it. As attitude is intangible and hypothetical, it is amenable only to a satisfactory description but, one has to understand the fact that theoretical analysis of the concept helps the researcher to understand the underlying phenomena with greater precision and accuracy. It will also pave way to understand new problems which could otherwise be missed. Schleicher et al. (2004) define Job Attitude as one's feelings, beliefs and attachment towards one's job. This consists of the cognitive (thought) and affective (feeling) components. This definition may look simple, but there are complexities within it. Going through this definition, looking at the term 'job', one can understand current occupation, his source of living and sometimes his identity, a place where an individual spends 8 to 9 hours of his day. The attitude of an individual towards his job need not be isomorphic towards his employer, it can generally diverge. If the person has a positive feel regarding all the factors, his job attitude tends to be positive.

Review of literature:

MEENAKSHI R (2019) Job Satisfaction Of College Teachers In Relation To Their Job Stress Mental Health And Attitude Towards Teaching. To find the relationship between Job Satisfaction, Job Stress, Mental Health and Attitude towards Teaching of Teachers jobing in Arts and Science, Teacher Education and Engineering Colleges. The investigator employed random sampling technique and collected data from 450 Teachers jobing in Arts and Science (150), Teacher Education (150) and Engineering (150) Colleges in Vellore, Thiruvallur, Kanchipuram and Chennai Districts of North Tamil Nadu, India. The Job Satisfaction Scale, Job Stress Scale was prepared and developed by the Investigator with the help of supervisor. Attitude towards Teaching Scale constructed and standardized by Dr. S. Sathiyagirirajan (2006) has been used in this study. Findings of the study - There is no significant difference between Men and Women teachers jobing in Arts and Science, Teacher Education and Engineering as both gender teachers have clear teaching objectives. There is no significant difference between Govt/Aided and Private college teachers jobing in Engineering as both teachers are equipped with similar skills and techniques to aid teaching. There is a significant difference between Govt/Aided and Private Teachers jobing in Arts and Science and Teacher Education as Government

teachers of both Arts and Science, Teacher Education colleges are motivated, have greater opportunity towards career development.

Bindumol (2015) K K Attitude of collage teachers towards cbcss in relation to their classroom. Managment job anxiety and social personal adjustment. Sample: 300, Tools used in this study: anxiety scale adjustment test, Stastical analys: T- Test anova, findings of study -1. not significant difference towards training teachers of collage 2. not significant difference based on experience teachers.

Traisa Roopa(2020), Impact of Impression Management Strategies on Job Attitude . To understand the relationship between Job Attitude dimensions of job environment satisfaction, role satisfaction and the job commitment of individuals and the levels of education. d. To study the relationship between Impression Management strategies of ingratiation, intimidation, exemplification, self-promotion and supplication and the job experiences of individuals. e. To understand the relationship between Job Attitude dimension of job environment satisfaction, Role satisfaction and job commitment and the different cadre of job experience of people. f. To understand the relationship between Impression Management strategies of ingratiation, intimidation, exemplification, self-promotion and supplication and gender. g. To study the relationship between Job Attitude dimensions of job environment satisfaction, Role satisfaction and job commitment and the jobforce gender. The sample size chosen to study is 600. The respondents were from sectors of Education, Hospitals, Banks, BPOs, Tours, and travels, E-Commerce and Manufacturing units, . Chi-square, ANNOVA and T-Test is used. It was found that there exists a substantial relationship between the Impression Management strategies and Job Attitude, which agrees with authors such as, Appelbaum and Hughes, (1998), who have mentioned that Impression Management strategies help building a smooth relationship with the supervisors, enhance pro-social purposes (Ashford and Cummings, 1983; Ashford and Tsui, 1991; Grant, 2008; Lam et al., 2007) and increases the satisfaction level of the middle-level managers.

Kachchi.P.(2018), Descriptive research on attitude of employees towards their organization, to find That attitude after all does affect employees' performance. Attitude has a direct relationship with the performance of an employee's high productivity and negative attitude, lower performance, lower productivity, interview, Questionnaire, Checklist, Observation In this study attitude of employees towards their organization questionnaire is a research instrument for data collection, Looking at the results we can conclude that respect is the most important variable that influence the employee towards positive attitude. It has highest mean of 3.20 and in table 40 highest mean is 3.13 and variable is "expected", Barboza C.J(2018), A study of job stress and its relationship with job attitudes turnover

intentions and social support in manufacturing and service sector, The objective of the study is to understand the level of job stress among the employees of manufacturing and service sector. The data collected from 900 respondents was analysed using SPSS, findings of this study is The Job attitude of the employees shows that attitude of employees in service sector is low (1.94) when compared to manufacturing sector (2.27). This shows that due to increased stress level among the employees of the service sector, the attitude towards their job is poor. This data goes in accordance with the study by Mohan Raju and R. C. Srivastava (1986) that higher the stress, lower the performance. 14. It is observed that in the manufacturing sector, at the managerial level female employees have poor job attitude (2.729) compared to male employees (2.548). Similarly, at the non-managerial level, male employees (3.061) have a high job attitude compared to female employees (2.779); whereas in the service sector, at the managerial level, male employees (3.080) have a high job attitude compared to female employees (2.704). Similarly, at the nonmanagerial level, female employees (3.017) have high job attitude compared to male employees .

Bose rema (2018), Job related attitudes of college and university teachers across Kolkata an exploratory study, To study of the job attitudes as in job satisfaction, job attachment and priority need assessment of the teachers of colleges and universities across Kolkata, A group of 400 (200 from colleges and 200 from university) teachers across Kolkata would be selected by the stratified random sampling technique, as the sample in this investigation. Job Satisfaction Scale(Dubey, 2009) and Job Attachment Questionnaire developed by the investigator used in this study, Data analyzed by t-test, chai-square,F scale, Findings reveal that there is a statistically significant three way interaction between type of organization, gender and age on the job attachment of the college and university teachers across Kolkata. Younger teachers have again ranked Comfortable Jobplace as #6 and older teachers have again ranked Job Inspiring a Creative Instinct as #6. This further stresses that Most of the younger teachers are ready to struggle and don't prioritize comfort at their jobplace at all. The older teachers, on the other hand, don't expect their jobs to provide them new opportunities to harness their creativity College and university teachers do not differ significantly in terms of job satisfaction. There seems to be an indication of higher level of job satisfaction as expressed by both college and university teachers. Both the groups of teachers have been found to feel that their jobs allow them to learn some new skills.

Objective of study:

1. To find Job attitude Among Government and non-government school teachers.
2. To find Job attitude Among Government and non-government school male and female teachers.

Hypothesis

H01 :- There is no significant difference between job attitude among Government and non government school teachers.

H02 :- There is no significant difference between job attitude among Government and non government school male and female teachers

Method:

Sample: The present study carried on the initial sample for the present study consisted 120 teachers of government and non-government schools of kutchhh district. Element of the study are out of which 60 were male and 60 were female teachers of government and non-government schools.

Tools: In the present investigation measure the job attitude investigation ‘‘Job Attitude Test ‘’ by noorejhn N. Ganihar was used. The gujrati conversion test has been used by researcher. Reliability of the inventory was found by test-retest method. And it was found to be 0.74 for the total job attitude measure. Reliability of the inventory was found by test-retest method. And it was found to be 0.75 for the job attitude measure.

Procedure:

The male and female who were teaching in different type of government and non-government schools of kutchchh district. Were randomly selected and job attitude scale is constructed and standardize by investigator and supervisor (noorejhn N. Ganihar). was give and data was collected. The obtained data form 120 male and female were analized with help of mean, SD and ‘‘t’’ test.

Result and discussion:

The main objective of present study was to do study of job attitude among Government and non-government school teachers. In relation of their gender male and female. In it statistical method was used. Result and discussion of present study are as under.

Table no.1 showing the mean, SD and ‘t’ value of job attitude in government and non-government school teachers.

Type of job	(N)	Mean (M)	SD	t-value	Sign. Level
Government	60	173.03	13.98	1.98	0.05
Non-government	60	168.72	9.53		

The above result table No.1 we can see that ‘t’ test was used to know the representing type of job government and non-government school teacher (60 government and 60 non-government teachers). In government school teachers we had taken 60 teachers as samples and mean of this sample government school teachers 173.03 and SD was 13.98, in non-government teachers same ratio of sample was taken means was 168.72 and SD was 9.53 and ‘t’ value was 1.98, it was significance difference at 0.05 level. Thus the null hypothesis, I which states “ There is no significant difference between job attitude among Government and non government school teachers” Thus it is concluded significant difference in government and non-government school teachers.

Table no.2 showing the mean, SD and ‘t’ value of job attitude in government and non-government school male and female teachers.

Type of gender	(N)	Mean	SD	‘t’ value	Sign. Level
Female	60	174.05	11.50	3.23	0.05
Male	60	167.25	11.03		

The above result table No.2 we can see that ‘t’ test was used to know the representing type of gender (60 male and 60 female teachers).we had taken 60 female teachers as samples and mean of this sample 174.05 and SD was 11.50, male teachers same ratio of sample was taken means was 167.25 and SD was 11.03 and ‘t’ value was 3.23, it was significance difference at 0.05 level. Thus the null hypothesis, I which states “ There is no significant difference between job attitude among Government and non government school male and female teachers” Thus it is concluded significant difference in government and non-government school male and female teachers.

Conclusion

1. There is significant difference between job attitude among Government and non government school teachers.
2. There is significant difference between job attitude among Government and non government school male and female teachers.

Reference:

Bindumol k. (2015) Attitude of collage teachers towards cbcss in relation to their classroom. Managment job anxiety and social personal adjustment .mahatma Gandhi university.

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