

## MENTAL HEALTH AND JOB SATISFACTION OF HIGHER SECONDARY SCHOOL TEACHERS WITH REGARDS TO GENDER AND HABITAT

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Mental health has been defined in different ways by different psychologists. For Dubos health implies "a modus Vivendi enabling imperfect men to achieve a rewarding and not too painful existence; while they cope with an imperfect world" whereas, disease connotes, "Failure or disturbance in the organism as a whole or any of its systems" thus it is believed that if signs of adjective failure are absent a person is psychologically healthy. For mental health it is essential that everyone should find satisfaction from his chief occupation, his vocation. Money is the result of work but if one works only for it, that much time is obviously a waste.

If the work interests an individual, it will yield more money, but the same time, a proper illustration of time will bring an increase in his pleasure and happiness. In fact, if one works for interest and maintains it even in the event of a loss in trade or at least the pain of loss is considerably lessened. Health is always, in a given context, dependent upon existing condition, which are themselves related to the changes taking place in the environment. Job satisfaction refers to the positive and negative feeling and attitudes we hold about our job. It depends in many work-related factors, ranging from our signed paring space to the sense of fulfillment we get from our daily tasks. Personal factors can also influence job satisfaction. These factors include age, health, length of job experience, emotional stability, social status, leisure activities, and family and other social relationships. Our motivations and aspirations, and how well these are satisfied by our work, also affect our attitudes towards our jobs. For some employees, job satisfaction is a stable, enduring characteristic, independent of the features of the job. Changes in job status, pay, working conditions, and goals have little effect on the job satisfaction of these people. Their personal tendency toward happiness (satisfaction) or unhappiness (dissatisfaction) varies little over time and circumstances. The research evidence about possible differences in job satisfaction between men and women employees is inconsistent and contradictory. Psychologists have found no clear pattern of differences in job satisfaction, it may not be gender, as such, that relates to job satisfaction as much as the group of factors that vary with gender. For example, women are typically paid less than men for the same work, and their opportunities for promotion are fewer. Most women employees believe that they have to work harder and be more outstanding on the job than men employees before they can receive comparable rewards. Obviously, these factors influence person's satisfaction. Adrin and Schacffe (1984) have

reported that the level of job satisfaction enjoyed by the subjects tended to increase with age. Arthur (1981) has found that job satisfaction was significantly inversely related to both role-ambiguity and role-conflict. Sahu and Misra (1995) concluded that working women teachers feel more stress because of their dual responsibility and more concerned with family as expected from females. Rostogi and Kashyap (2001) revealed that maximum occupational stress was found among nurses in comparison to clerks and teachers. A significant negative relationship between occupational stress and mental health is found among married working women employed in different professions. Borge & Falzon (1989) studied about the mental stress and job satisfaction of teachers in secondary schools in Malta. Many dimensions of stress were found in the teachers of this study. The main reason of stress was big size of class. Irrelevant syllabus, weak infrastructure facilities, in proper patterns of promotion defective salary absence of recognition, the weak relations with colleagues and extra work load etc. If the factors related with mental health are not discovered, the other difficulties may arise. Dasgupta (1985) attempted to discover the factors related with mental health. The emotional difficulty of teacher belonging to higher secondary schools was analyzed in this study. The researcher attempted to find out the emotional difficulties of teachers experienced during school life.

The sample consisted of 1000 male teachers and female teachers, in addition to other reasons the absence of proper insight in teachers and lack of motivation in teaching profession were the reasons of emotional difficulties. Ray (1992) attempted to find out the relation between attitude and job satisfaction of teachers towards students. The objective of the study was to find out the comparative study of attitudes of teachers towards students and their job satisfaction. The researcher constructed rating scale of mental health for collecting data. The conclusion of the study indicates that the favorable attitude of teachers towards students brought job satisfaction. It was also found out in this study that the mental health and job satisfaction of female teachers were better than that of male teachers in another old study the subject matter was role conflict of working educated teachers and their personality types. The study indicates that educational degrees and marital status were of the factors of stress. Shailjale (2003) studied the job satisfaction and locus of control of teachers of higher secondary schools of Dharwad city. The sample of this

study consisted of 50 teachers.

The objective if this study was to find out the locus of control, job involvement and gender are related with job satisfaction. The conditions of this study are as under. The significant difference was found between locus of control and job satisfaction. The significant difference was nit found between gender, job involvement and job satisfaction, significant difference was also found between locus of control and job satisfaction. It is also derived from the research that the interactional effects are found between gender and locus of control. These two actors do not affect the job satisfaction of teachers. But the locus of control and job involvement affected significantly on job satisfaction.

### I. OBJECTIVES

- To study and compare Mental Health of male and female Higher Secondary School teachers.
- To study and compare Mental Health of urban and rural Higher Secondary School teachers.
- To study interaction effect between gender and habitat Higher Secondary School teachers with regards to Mental Health.
- To study and compare Job satisfaction of male and female Higher Secondary School teachers.
- To study and compare Job satisfaction of urban and rural Higher Secondary School teachers.
- To study interaction effect between gender and habitat Higher Secondary School teachers with regards to Job satisfaction.

### II. HYPOTHESIS

- There will be no significant difference between male and female Higher Secondary School teachers with regards to Mental Health.
- There will be no significant difference between urban and rural Higher Secondary School teachers with regards to Mental Health.
- There will be no significant interaction effect between gender and habitat of Higher Secondary School teachers with regards to Mental Health.
- There will be no significant difference between male and female Higher Secondary School teachers with regards to Job satisfaction.
- There will be no significant difference between urban and rural Higher Secondary School teachers with regards to Job satisfaction.
- There will be no significant interaction effect between gender and habitat of Higher Secondary School teachers with regards to Job satisfaction.

### III. SAMPLE

The sample was consisted of 120 Higher Secondary School Teachers. The sample was randomly selected from various schools of Ahmedabad city. The total sample was categorized as under:

	<b>A1 (Male)</b>	<b>A2 (Female)</b>	<b>Total</b>
<b>B1 (Urban)</b>	30	30	60
<b>B2 (Rural)</b>	30	30	60
<b>Total</b>	60	60	120

### IV. VARIABLES

In the present research gender and habitat of Higher Secondary School Teachers were considered as independent variables and scores of mental health and job satisfaction of Higher Secondary School Teachers were considered as dependent variable.

### V. TOOLS

The following tools were used in present study for the data collection as under,

- Mental Health Scale by Kamlesh Sharma.
- Job Satisfaction Scale by T.R. Sharma.

Mental Health Scale by Kamlesh Sharma

### VI. RELIABILITY

The Test-retest (Interval of 2 months) and Split-Half reliability coefficient was found .86 and .88 respectively.

### VII. VALIDITY

The validity coefficient was calculated by comparing the scale with mental Health Check list of Pramod Kumar and was found .79.

### VIII. SCORING

There are 60 statements in the scale. Every statement has three alternative responses- "yes", "indefinite" and "no", the subject has to choose only one alternative response. The scheme of scoring it as below-on positive statement 2 marks for "yes", 1 mark for "indefinite" and 0 mark for "no", and for negative statement adopt just reverse marking-2 marks for "no", 1 mark for "indefinite" and 0 mark for "yes".

Job satisfaction scale by Dr. Amar Singh and Dr. T. R. Sharma.

Job Satisfaction Measurement scale is standardizes by Dr. Amar sing and Dr. T.R. Sharma. In the present scale 30 statements related with different vocation are included it shows job satisfaction.

- 1) Statements directly related with vocation,
  - Directly related statements like trading place and work situations are 6, 11, 19, 23, and 25.
  - The statement abstractly related with vocation like cooperation, democracy techniques etc. are 8, 15, 16, 17, 21 and 27.
- 2) Statements externally related with professions,

- The statement related with intelligence, social groups like psychological and social matter are in the order of 1, 3, 4, 7, 10, 12, 26 and 30.
- Economic matters like salary and all ounces are 2, 5, 9, and 18.
- Statements number 14, 22, 24, 28 and 29 are related with quality of life, national economy and national growth etc.

**Scoring**

In the present scale, there are positive and negative statements no. 4, 13, 20, 21, 27, and 28 are negative the rest are positive. Positive statements are to be scored as 4, 3, 2, 1 and 0 while negative statements are to be scored as 0, 1, 2, 3, and 4. Higher scores show high level of job satisfaction.

**IX. RELIABILITY AND VALIDITY**

Table 1

Results of ANOVA on mental health of various groups of Higher Secondary School Teachers

Source of Variation	Sum of Squares	df	Mean Sum Of Square	F	Level of Significant
Ass	1442.133	1	1442.13	10.91	.01
Bss	388.800	1	388.80	2.94	NS
A x Bss	625.633	1	625.63	4.73	.05
Error	15331.133	116	132.17		
Corrected Total	17787.700	119			

Table No: 2

Mean scores on mental health of Higher Secondary School Teachers of variable A (gender)

	A1(male)	A2(female)
Mean	81.52	74.58
N	100	100

Table No: 3

Mean scores on mental health of Higher Secondary School Teachers of variable B (habitat)

	B1(urban)	B2(rural)
Mean	79.85	76.25
N	100	100

Table No: 4

Mean scores on mental health of Higher Secondary School Teachers of variable AXB (gender X habitat)

		A1(male)	A2(female)
B1(urban)	Means	85.60	77.43
	N	50	50
B2(rural)	Means	74.10	75.07
	N	50	50

Table no. 1 showing the results of ANOVA on Mental health of various group higher secondary school teachers shows that the f ratio for mental health of gender of higher secondary school teacher (Ass) is 10.91. Which is significant at .01 level. It means male higher secondary school teachers differ significantly on mental health as compare to female higher

Test-retest of the said scales was given at the interval of 25 days. The reliability was 0.978 (N=52). The validity of the said scale was compare with Muthaiya job satisfaction questionnaire comes to 0.743.

**X. PROCEDURE**

After establishing the rapport each subject was given mental health scale and job satisfaction scale. After completion of data collection, scoring of each test was done by the scoring key of each test.

**XI. STATISTICAL ANALYSIS**

In the present research to find out the main and interaction effect of two independent variables such as gender and habitat on mental health and job satisfaction score. Two ways ANOVA (2x2) was used.

secondary school teachers on the score point of view mean scores of male higher secondary school teachers on mental health is 81.52 and mean scores of female higher secondary school teacher on mental health is 74.58. It is clearly said that significant differ is existed between male and female higher secondary school teacher on mental health. F ratio for mental health of habitat (Bss) is 2.94. Which is not significant? It means male higher secondary school teachers do not differ significant on mental health as compare to female higher secondary school teacher. By the same point of view mean score of urban higher secondary school teachers on mental health is 79.85 and mean score of rural higher secondary school teachers is 76.25. It is clearly said that significant differ is not existed between urban and rural higher secondary school teacher on mental health.

F ratio for mental health of gender and habitat (AXB) of higher secondary school teachers on mental health is 4.73. Which is significant at .01 levels? It means significant interaction is existed between gender and habitat of higher secondary school teacher on mental health. By the same point of view mean score of male urban high secondary school teacher on mental health is 85.60, mean scores male rural higher secondary school teachers is 74.10, mean scores of female urban higher secondary school teachers is 77.43 and mean scores of female rural higher secondarily school teacher is 75.07. It is clearly said that significant interaction effect is existed between gender and habitat of higher secondarily school teacher on mental health.

Table No: 5

Results of ANOVA on job satisfaction of various groups of Higher Secondary School Teachers

Source of Variation	Sum of Squares	df	Mean Sum Of Square	F	Level of Significance
Ass	261.075	1	261.08	.97	NS
Bss	7161.075	1	7161.08	26.71	.01
A x Bss	7068.675	1	7068.68	26.36	.01
Error	31106.100	116	268.16		
Corrected Total	45596.925	119			

Table No: 6

Mean scores on job satisfaction of Higher Secondary School Teachers of variable A (gender)

	A1(male)	A2(female)
Mean	60.50	57.55
N	100	100

Table No: 7

Mean scores on job satisfaction of Higher Secondary School Teachers of variable B (habitat)

	B1(urban)	B2(rural)
Mean	66.75	51.30
N	100	100

Table No: 8

Mean scores on job satisfaction of Higher Secondary School Teachers of variable AXB (gender X habitat)

		A1(male)	A2(female)
B1(urban)	Means	75.90	45.10
	N	50	50
B2(rural)	Means	57.60	57.50
	N	50	50

Table no. 1 showing the results of ANOVA on Job satisfaction of various group higher secondary school teachers shows that the f ratio for Job satisfaction of gender of higher secondary school teacher (Ass) is .97. Which is not significant? It means male higher secondary school teachers is not differ significantly on Job satisfaction as compare to female higher secondary school teachers on the score point of view mean scores of male higher secondary school teachers on Job satisfaction is 60.50 and mean scores of female higher secondary school teacher on Job satisfaction is 57.55. It is clearly said that significant differ is existed between male and female higher secondary school teacher on mental health. F ratio for Job satisfaction of habitat (Bss) is 26.71. Which is significant at .01 levels? It means male higher secondary school teachers differ significant on Job satisfaction as compare to female higher secondary school teacher. By the same point of view mean score of urban higher secondary school teachers on Job satisfaction is 66.75 and mean score of rural higher secondary school teachers is 51.30. It is clearly said that significant differ is existed between urban

and rural higher secondary school teacher on mental health. F ratio for Job satisfaction of gender and habitat (AXB) of higher secondary school teachers on Job satisfaction is 26.36. Which is significant at .01 levels? It means significant interaction is existed between gender and habitat of higher secondary school teacher on mental health. By the same point of view mean score of male urban high secondary school teacher on Job satisfaction is 75.90, mean scores male rural higher secondary school teachers is 57.60, mean scores of female urban higher secondary school teachers is 45.10 and mean scores of female rural higher secondarily school teacher is 57.50. It is clearly said that significant interaction effect is existed between gender and habitat of higher secondarily school teacher on mental health.

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